

# Maui Economic Opportunity, Inc.

## Job Description

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**Job Title:** Head Start Teacher I  
**Department:** Early Childhood Services  
**Reports To:** HS Education Manager  
**FLSA Status:** Non-exempt  
**Prepared Date:** July 2002  
**Updated:** April 2026  
**Pay Grade:** HST-3

### **SUMMARY:**

Works independently to provide effective and efficient administration and operation of the Head Start classroom; directs staff, plans, organizes, supervises and implements all classroom activities.

### **ESSENTIAL DUTIES AND RESPONSIBILITIES:**

- Prepare and implement curriculum, lessons, and activities that meet the needs of the children, individually and age appropriately, and in accordance with the Head Start Performance Standards.
- Conduct small and large group learning time activities.
- Prepare learning environments that age-appropriate, interactive hands-on experiences that support child development and strengthens children's interest in learning.
- Collect student data by conducting on-going observations, analyzing data and planning developmentally appropriate lessons, activities and practices to support children's developmental growth by following procedures and practices as outlined by MEO Head Start.
- Manage a tracking system of all student work and data to meet MEO HS student check-point deadlines.
- Conduct developmental screening of all enrolled students before forty-five days of each child's first day of attendance.
- Complete and submit MEO HS referrals for students needing additional support from MEO HS Program Specialists within a timely manner.
- Utilize goals and objectives identified in students Individual Education Plan (IEP) for individualization planning, tracking, and monitoring.
- Ensure that positive methods of child guidance are utilized consistently by all staff and volunteers within the program.
- Supervise, monitor, and maintain the safety and well-being of all children.
- Ensure all children receive the nutrition and health needs as identified by MEO HS Program.
- Plan, coordinate, and implement field trips, excursions, and special events.
- Coordinate and attend parent-teacher conferences, parent meetings, parent PARTY, volunteer activities and all other center activities.
- Collaborate with a child's parent(s)/caregiver(s) to design individual plans to promote their social-emotional development, cognitive development and physical development.
- Connect school to home learning and ensure all parent and child activities, learning environments, excursions, resources provided are inclusive to all beliefs, cultures and family backgrounds.
- Secure parental/guardian permission by obtaining signatures on all required MEO HS documents.
- Promote parent/guardian active participation in activities that meet MEO HS Program objectives and goals; volunteering services, participating in socialization activities.
- Works cooperatively with co-workers to maintain a positive working environment and complies with the MEO HS Standards of Conduct.

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- Uses professionalism when communicating with parents/caregivers, and/or visitors, during daily informal interactions and during formal interactions, whether in-person, via phone calls or other means of communication.
- Actively participate in CLASS© (Classroom Assessment Scoring System) observations and coaching sessions to ensure CLASS scores align with program expectations.
- Establish and maintain center records in a confidential manner.
- Completes all required documents, reviews for completeness and accuracy and meets required deadlines.
- Actively promotes respect and appreciation for the uniqueness of each child and family; refrains from stereotyping on the basis of gender, race, ethnicity, culture, religion, or disability.
- Protect the safety and well-being of all children as a mandated reporter and reports incidents and/or occurrences of child abuse or suspected child abuse to Head Start Director, or designee, and Child Welfare Services (CWS) immediately.
- Continue professional growth by attending workshops and training designated for early childhood and Head Start, and/or take early childhood classes as approved by the program director.
- Prepares and presents training events focused on education, to be provided during the Parent PARTY meeting.
- Administers medication, monitors and records medication administration in accordance with training and medical action plan as applicable.
- Performs all daily duties for meal preparation for all children; in compliance with CACFP and MEO HS program requirements and expectations.
- Monitors the health and well-being of all children.
- Completes daily facility checks to keep in compliance with MEO HS requirements and reports any repairs and maintenance needs to program director and assistant director.
- Assists with maintaining all classroom supplies by taking routine inventory of all classroom materials and supplies and replenishing supplies to align and comply with Department of Human Services (DHS) and MEO HS requirements.
- Ensures the health and safety of all children by monitoring and reporting all concerns to MEO HS administration.
- Assists with the daily cleaning of the classroom; duties include, but are not limited to: cleans and disinfects bathrooms, tables, chairs and work centers, mops and vacuums, empties trash, dusts and straightens classroom; and hoses down walkways and windows as needed.
- Ensures the center is adequately staffed during all licensed hours in accordance with state and federal requirements.
- Regular attendance.

### **NONESSENTIAL DUTIES AND RESPONSIBILITIES:**

- Performs other duties as assigned.

### **SUPERVISORY RESPONSIBILITIES:**

- Directly supervises the Teacher Aide and/or Assistant Teacher.
- Carries out supervisory responsibilities in accordance with the agency's policies, Head Start Performance Standards and applicable laws.
- Responsibilities include: coaching employees; planning, assigning, and directing work; appraising performance; works with supervisor in rewarding and disciplining employees; addressing complaints and resolving problems.

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### **QUALIFICATIONS:**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Possesses imagination and ideas to promote an age appropriate learning environment.
- Excellent interpersonal skills, which include, verbal, written and listening.
- Ability to promote social, physical, and intellectual growth for program children.
- Ability to promote and facilitate an age appropriate learning environment.
- Basic understanding of community history, traditions and beliefs.
- Understands of the causes and effects of poverty and knowledge of community resources.
- Understands and relates to diverse cultural backgrounds and various social and economic levels.
- Maintains a high level of confidentiality concerning information about children, families and staff.
- Ability to instruct and motivate others.
- Basic knowledge of computer applications including word processing.
- Ability to use basic office machines.
- Ability to worked varied shifts, which may include, nights and weekends.
- Ability to travel off island on occasion.

### **EDUCATION and/or EXPERIENCE:**

- Post- secondary Child Development Associates (CDA) credential, or state awarded certificate that meets or exceeds CDA credential and leads to Associates or Bachelors or 2-yr college program (60 credits) and certificate in early childhood education or complete minimum education within 2 years of time of hire.

### **LANGUAGE SKILLS:**

- Ability to read, and interpret Head Start Performance Standards, professional journals, technical procedures, or governmental regulations.
- Ability to write reports, and business correspondence.
- Ability to effectively present information and respond to questions from co-workers, staff, supervisors, program participants, partners, and the general public.
- Bilingual preferred.

### **MATHEMATICAL SKILLS:**

- Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers.

### **REASONING ABILITY:**

- Ability to apply sound judgment to carry out instructions furnished in written, oral, or diagram form.
- Ability to deal with problems involving several concrete variables in standardized situations.
- Ability to interact, relate, and have compassion for persons with mental and/or physical disabilities and those who are less fortunate.
- Ability to relate and interact with children and their families.
- Ability maintain composure in demanding and/or hostile situations.
- Ability to perform well under pressure.

### **CERTIFICATES, LICENSES, REGISTRATIONS:**

- May require access to an insured vehicle and a valid driver's license.

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- CPR/First Aid certification.

### **PHYSICAL DEMANDS:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is:

- Frequently required to stand; walk; sit; use hands to finger, handle, or feel; reach with hands and arms; talk or hear; and taste or smell.
- Occasionally required to stoop, kneel, crouch, or crawl.
- Must regularly lift and/or move up to 25 pounds and occasionally lift and/or move up to 50 pounds.
- Specific vision abilities required by this job include close vision, and distance vision.

### **WORK ENVIRONMENT:**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is:

- Frequently exposed to outside weather conditions.
- Occasionally exposed to moving mechanical parts, fumes or airborne particles, and vibration.
- The noise level in the work environment is usually loud.