

# Required Skills and Experience for New Hires

(Promotions or job changes within the company may not be subject to some of these requirements)

## FOR ALL STAFF:

- 20 Hour Basic STARS education or educational exemption in MERIT.
- Current infant/child/adult CPR and First Aid certifications
- Blood Borne Pathogens training certification
- TB testing: All Staff and Volunteers must have negative results of one step MANTOUX TB test prior to starting work, and/or meet requirements listed in WAC chapter 170-295-1120.
- Criminal Background Clearance is required through MERIT. Fingerprint clearance may be required.

## Lead Preschool Teacher/Substitute

## Lead Before and After School Teacher/Substitute

**Experience:** Minimum of three years classroom experience at a school or center. The age group of your experience must be within one year of the age level of the class you are applying for. You must have a reference from the supervisor at that place of employment.

**Education and Credentials:** Must have one of the following:

- Current CDA
- Teaching Certificate
- AA Degree in ECE

OR----

If the applicant does not have any of the education listed above---

The applicant may have 20 hours basic STARS training and ongoing 10 hours per year continuing STARS education AND at least 10 years full time classroom experience at a school or center. This may be accepted in lieu of the education requirements listed above. The age group of the experience must be within one year of the age level of the class you are applying for.

**Age:** Must be at least 21 years of age.

## **Assistant Preschool Teacher/Substitute**

## **Assistant Before and After School Teacher/Substitute**

**Experience:** Minimum one year part time or full time experience working with children. You must have reference from supervisor at that place of employment.

**Education and Credentials (minimum):**

- Basic 20 hour STARS training required.
- High school Diploma or equivalent.

**Age:** Must be at least 18 years of age.

## **Volunteer-**

Must meet all of the requirements listed under "FOR ALL STAFF" above and must be at least 16 years of age.

## **Kindergarten/Substitute**

**Experience:** Must have a minimum of three years elementary teaching experience, either as an assistant or as a lead.

**Education and Credentials:**

- Teaching Certificate
- BA in Elementary Education or related field

## **Other Requirements for ALL POSITIONS**

- Attend Orientation at Creative Sprouts
- Maintain good communication with staff and parents
- Be physically able to care for children. This includes running on the playground, playing physical games, and being able to lift at least 50 pounds.
- Provide a copy of driver license or state identification.

**Introductory Period:** ALL positions are considered temporary for the first 90 days. At the 90 day mark, staff will undergo a review in which a permanent position may or may not be offered.