



## Job Description

**Date:** 4/21/15

**Job Title:** 4K Wrap Around Program Leader

**Term of Employment:** Part time – School Year (8:15 AM – 1:00 PM or 11:15 AM – 4:00 PM)

**Rate of Pay:** Starting at \$11.25 per hour

**Evaluation:** The evaluation shall be conducted by the Kids INC Coordinator and/or Site Supervisor

**Department:** Community Ed & Rec

**Reports To:** Recreation Supervisor, Kids INC Coordinator, Site Supervisor, Head Leader

**Summary:**

This position is responsible for assisting and planning a daily program for 4K students before and after their traditional 4K class. Programming will promote physical, emotional, and social growth through play and recreation.

### Essential Duties and Responsibilities Include

- Assists in planning a daily program for children which will encourage each child's growth in the areas of physical, emotional and social development.
- Assists in the development, planning, organization and implementation of program goals and objectives.
- Assists in the set up of program sites (facility and equipment) on a daily basis.
- Promote and maintain safety practices and procedures for participants.
- Communicate program information through various methods, to develop and maintain sufficient communication with participants and their parents.
- Treat children with dignity and respect by recognizing and considering the background, special needs, and interests, style and pace of learning for each child.
- Help children learn to think creatively, to solve problems independently, and to respect themselves and others.
- Be prepared to react to an emergency situation.
- Create an environment that is warm and welcoming for children.
- Be familiar with current M.F. Community Education and Recreation Department seasonal activity guide.
- Attend all staff meetings and trainings.
- May have to assist children with special needs and toileting issues.
- Maintain confidentiality and unquestionable integrity.

### Desired Minimum Qualifications (Experience, Education, Certificates, Licenses and Training)

- Preferred 18 years of age or older.
- Prior experience working with children between the ages of 4 to 12.
- Must possess current First Aid and CPR certifications or obtain within 60 days of hire.
- Prior experience in the supervision and leadership of youth in a recreational setting is preferred.
- Must be able to work cooperatively with other program staff, parents and the general public
- Must complete staff in-services including Blood Borne Pathogen Training, Child Abuse & Neglect Training, and additional trainings required for the position.
- Ability to work well with children.
- Ability to direct various activities involved in before and after school programming.
- Ability to establish and maintain working relationships with co-workers, supervisors, other District personnel, and the public.
- Ability to follow verbal and or written instructions.
- Ability to work under stress and handle stressful situations.
- Must be able to work independently as well as within a team.

## **Physical and Mental Demands**

The physical and mental demands described here are representative of those that must be met by employees to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

### **Physical Demands**

While performing the duties of this job, employees are regularly required to sit, stoop, kneel, crouch, crawl, walk and stand; talk or hear, both in person and by telephone; use hands repetitively to finger, handle, feel or operate standard office equipment (fine finger dexterity); reach, carry, push and/or pull with hands and arms; and lift up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision and the ability to adjust focus. Generally the job requires 40% sitting, 60% standing and/or walking.

### **Mental Demands**

While performing the duties of this job, employees are regularly required to use written and oral communication skills; read and interpret data, information and documents; analyze and solve non-routine and complex office administrative problems; use math and mathematical reasoning; observe and interpret situations; learn and apply new information or skills; perform highly detailed work on multiple, concurrent tasks; work under intensive deadlines with frequent interruptions; and interact with School District staff, parents, students, the public and others encountered in the course of work, some of whom may be dissatisfied or abusive individuals.

## **Work Environment**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this class. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Employees work under typical school building conditions, and the noise level is moderate with varying levels throughout the day. Some tasks are performed in outdoor environments and include travel to each of the district buildings and program sites. The job is performed under minimal temperature variations, but could include the potential for intermittent exposure to disagreeable elements, e.g. heat, humidity, inclement weather.

## **Equal Opportunity**

It is the policy of the District that no person may be illegally discriminated against in employment by reason of their age, race, creed, color, disability, pregnancy, marital status, sex, citizenship, national origin, ancestry, sexual orientation, arrest record, conviction record, military service, membership in the National Guard, state defense force or any other reserve component of the military forces of Wisconsin or the United States, political affiliation, use or nonuse of lawful products off the employer's premises during nonworking hours, declining to attend a meeting or to participate in any communication about religious matters or political matters, the authorized use of family or medical leave or worker's compensation benefits, genetic information, or any other factor prohibited by state or federal law.

Reasonable accommodations shall be made for qualified individuals with a disability, unless such accommodations would impose an undue hardship on the District. A reasonable accommodation is a change or adjustment to job duties or work environment that permits a qualified applicant or employee with a disability to perform the essential functions of a position or enjoy the benefits and privileges of employment compared to those enjoyed by employees without disabilities.

Requests for accommodations under the Americans with Disabilities Act or under the Wisconsin Fair Employment Act from current employees must be made in writing in accordance with District policy.