



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

## CHILD CARE SUBSTITUTE STAFF

Job Title: **Child Care Substitute Staff**  
FLSA Status: Part- Time, Non-exempt  
Reports to: Preschool Coordinator

Job Grade: 9  
Revision Date: 05/03/2021  
Primary Function/Department: Child Care

### POSITION SUMMARY:

This position supports the work of the Y, a leading nonprofit committed to strengthening community through youth development, healthy living and social responsibility. Provides direction for the children in the classroom, and implements program curriculum. Provides a quality experience to children and parents that focuses on building achievement and belonging in youth and relationships among youth and within families.

### OUR CULTURE:

Our mission and core values are brought to life by our culture. In the Y, we strive to live our cause of strengthening communities with purpose and intentionality every day. **We are welcoming:** we are open to all. We are a place where you can belong and become. **We are genuine:** we value you and embrace your individuality. **We are hopeful:** we believe in you and your potential to become a catalyst in the world. **We are nurturing:** we support you in your journey to develop your full potential. **We are determined:** above all else, we are on a relentless quest to make our community stronger beginning with you.

### ESSENTIAL FUNCTIONS:

1. Implements curriculum within the established guidelines.
2. Nurtures children through purposeful programming dedicated to building achievement and belonging in youth and relationships among youth and within families.
3. Supervises the children, classroom, and all activities including ADA accommodations where appropriate. Follows all procedures and standards.
4. Makes ongoing, systematic observations and evaluations of each child.
5. Cultivates positive relationships and maintains effective communication with parents. Engages parents as volunteers and connects them to the YMCA.
6. Maintains program site and equipment.
7. Maintains required program records.
8. Helps in all areas of the Child Care department including: preschool, extended care, YMCA site after school program, Adams Central site after school, child watch.
9. Performs other duties as assigned.
10. Position is as-needed

### YMCA COMPETENCIES (Leader):

Mission Advancement: Accepts and demonstrates the Ys values. Demonstrates a desire to serve others and fulfill community needs. Recruits volunteers and builds effective, supportive working relationships with them. Supports fund-raising.

Collaboration: Works effectively with people of different backgrounds, abilities, opinions, and perceptions. Builds rapport and relates well to others. Seeks first to understand the other person's point of view, and remains calm in challenging situations. Listens for understanding and meaning; speaks and writes effectively. Takes initiative to assist in developing others.

Operational Effectiveness: Makes sound judgments, and transfers learning from one situation to another. Embraces new approaches and discovers ideas to create a better member experience.

Hastings Family YMCA  
1220 W. 18<sup>th</sup> St/1430 W. 16<sup>th</sup> St.  
Hastings, NE 68901  
P 402-463-3139

Establishes goals, clarifies tasks, plans work and actively participates in meetings. Follows budgeting policies and procedures, and reports all financial irregularities immediately. Strives to meet or exceed goals and deliver a high-value experience for members.

*Personal Growth:* Pursues self-development that enhances job performance. Demonstrates an openness to change, and seeks opportunities in the change process. Accurately assesses personal feelings, strengths and limitations and how they impact relationships. Has the functional and technical knowledge and skills required to perform well; uses best practices and demonstrates up-to-date knowledge and skills in technology.

### **QUALIFICATIONS:**

1. At least 19 years of age.
2. CPR, First Aid, AED certifications and Child Abuse prevention training within 30 days of hire date.
3. Previous experience working with children in a developmental setting preferred, but not required.
4. Ability to plan, organize and implement age-appropriate/developmentally appropriate program activities.
5. Previous experience with diverse populations. Ability to develop positive, authentic relationships with people from different backgrounds.
6. Understands the YMCA is a public accommodation committed to inclusion.

### **WORK ENVIRONMENT & 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.
- Ability to plan, lead and participate in activities.

### **SIGNATURE:**

I have reviewed and understand this job description.

\_\_\_\_\_  
Employee's name

\_\_\_\_\_  
Employee's signature

Today's date: \_\_\_\_\_