

Benchmark Title**SCHOOL AGED CHILD WORKER****Job Summary**

Delivers child care programming to school aged children, including children with special needs. Develops and implements developmentally appropriate educational and recreational activities for children in before and after school programs including school holidays.

Key Duties and Responsibilities

1. Plans, carries out and evaluates age-specific activities for children in the centre or in the community. Develops daily schedules that include indoor/outdoor, active/quiet and individual/group activities. Monitors children's conduct and ensures their safety.
2. Develops individualized and group programs depending on children's needs. Recommends referrals or additional services for children with professionals such as behavioural therapists, occupational therapists and speech language pathologists.
3. Provides behavioural intervention and support for children to assist in the development of their physical, cognitive, emotional and social skills.
4. Reports on progress, behaviours of children and other outstanding issues. Maintains required records and statistics.
5. Participates in short and long term planning and evaluation of school aged child care programs offered by the organization. Provides recommendations for change to the supervisor.
6. Attends to children's special and physical needs such as toileting, eating and transferring.
7. Ensures a healthy and safe environment in which the children can interact. Observes and removes potential hazards.
8. Administers first aid and medication as required.
9. Communicates with families about children's growth and development. Requests input from and participation of parents in the development of programs. Confers with parents with regard to unusual or problematic issues.
10. Performs other related duties as required.

Qualifications*Education and Knowledge*

Grade 12, plus post secondary training in child care or a related field of up to one (1) year.

Training and Experience

Six (6) months recent related experience.

Or an equivalent combination of education, training and experience.

COMMUNITY SOCIAL SERVICES JOB EVALUATION PLAN RATING RATIONALE

BENCHMARK TITLE: School Aged Child Worker

FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	Education and Knowledge – Requires Grade 12 plus post secondary courses in child care or a related field of up to one year	3	56
2	Training and Experience – Requires 6 months recent related experience	2	50
3	Physical Demands – Often lifts and carries moderate weight children	5	35
4	Concentration – Monitors and observes children almost continuously involving a moderate level of vigilance and attentiveness	5	42
5	Independence – Guided by general instructions , selects amongst alternative courses of action to develop individualized and group programs	4	57
6	Judgement – Assesses children’s behaviour and developmental requirements and chooses an approach using accepted methods and techniques to develop programs and evaluate activities for children in before and after school programs	4	57
7	Leadership/Supervision – Little or no responsibility	1	20
8	Accountability – Work has direct impact on the service and limited safety impact	3	43
9	Communication – Facilitates participation of children in activities; facilitates joint effort of parents in development of children’s programs	4	57
10	Care of Individuals – Work includes providing hygiene care to children, assessing needs of children and providing daily programs	4	40
11	Environment/Working Conditions – Sometimes exposed to highly undesirable working conditions in the form of contact with bodily fluids and/or waste	5	42
Total Points			499