

Lead Teacher

First Learning

Rochester, NY 14618

Teacher

Full-time

Onsite

\$17.50 - \$20.50 an hour*

* Sign On Bonus Available for some roles

Posted on June 2, 2026

Organization Statement

At First Learning, we're dedicated to empowering young learners and transforming childcare through innovative education and seamless operations. We partner with and integrate childcare centers into our dynamic network, streamlining the process so that each center can deliver a consistent, high-quality learning environment. Our experienced educators foster nurturing, engaging spaces where children are encouraged to explore, play, and build a solid foundation for lifelong learning.

Job Description

Lead the Classroom. Inspire Growth. Shape Early Learning Experiences.

First Learning is one of North America's Top 50 for-profit childcare organizations, and we are continuing to grow across New York.

Founded in 1991 with the opening of Care-a-Lot's first childcare center in Greece, NY, our organization has built a long-standing reputation for exceptional early childhood education. In recent years, we have expanded through the addition of Generations Child Care, Storybook Academy, and Windsor Academy—bringing together multiple respected programs under one unified organization: First Learning.

Today, we operate a growing network of early learning centers dedicated to providing high-quality education, strong leadership, and outstanding family experiences.

We are seeking a Lead Teacher who is passionate about early childhood education, committed to creating a positive classroom environment, and ready to support the growth and development of both children and team members.

The Role

The Lead Teacher is the educational leader within the classroom.

This role requires a professional who can create a nurturing, developmentally appropriate environment while guiding classroom staff, supporting families, and ensuring high-quality care and learning experiences.

You will be responsible for:

- Classroom environment and program quality
- Child development and individualized learning
- Family communication and engagement
- Classroom team support and collaboration
- Compliance with New York State regulations and company policies

This position reports to the Center Director and works closely with classroom staff and center leadership.

Responsibilities

Key Responsibilities

Educational Leadership

- Plan and implement developmentally appropriate curriculum and daily activities
- Create a safe, nurturing, and engaging classroom environment
- Monitor and assess children's development and adjust programming accordingly
- Ensure classroom practices align with OCFS regulations and accreditation standards
- Model positive interactions and engagement with children

Classroom Team Support

- Provide guidance and support to assistant teachers and classroom staff
- Foster a collaborative and positive team environment
- Participate in staff meetings and center initiatives

- Support onboarding and development of new staff within the classroom

Child & Family Experience

- Build strong, supportive relationships with children and families
- Maintain consistent and effective communication with families regarding development and daily activities
- Conduct bi-annual parent-teacher conferences and meet with families as needed
- Maintain confidentiality and professionalism in all family interactions
- Support center tours by sharing classroom-specific insights with prospective families

Compliance & Documentation

- Maintain accurate and timely documentation, including observations, incidents, and daily reports
- Ensure compliance with OCFS regulations, health and safety standards, and company policies
- Maintain a clean, organized, and safe classroom environment

Professional Development

- Complete required annual training (minimum 30 hours) in accordance with OCFS and accreditation standards
- Maintain required certifications and pursue ongoing professional growth
- Stay current with best practices in early childhood education

Qualifications

Qualifications

Candidates must meet New York State requirements for Lead Teachers in a licensed childcare center.

Typical qualifications include:

- Child Development Associate (CDA)

OR

- Minimum of 12 credit hours in Early Childhood Education with a plan to continue education

Preferred experience:

- At least 1 year of experience in an early childhood education setting
- Experience working in a classroom leadership or lead role
- Knowledge of New York State childcare regulations
- Strong communication and teamwork skills
- Commitment to high-quality early childhood education

Required certifications (or willingness to obtain):

- Foundations in Health and Safety
- CPR / First Aid
- Medication Administration Training (MAT)

Physical ability to:

- Lift approximately 30 pounds
- Supervise children by sight and sound at all times
- Respond quickly to children's needs and emergencies
- Sit, bend, and move at a child's level throughout the day

Who Succeeds in This Role

Our strongest Lead Teachers:

- Create warm, engaging, and structured classroom environments
- Build strong relationships with children, families, and team members
- Take initiative and demonstrate leadership within the classroom
- Balance care, education, and compliance responsibilities effectively
- Thrive in a collaborative, fast-paced environment

Career Growth Opportunities

At First Learning, we believe in developing future leaders.

Lead Teachers have opportunities to:

- Advance into Assistant Director or Center Director roles
- Take on mentorship or training responsibilities
- Participate in program development and center initiatives
- Grow within a multi-site, expanding organization

Job Type: Full-time

Benefits:

- 401(k)
- Dental insurance
- Employee discount
- Health insurance
- Health savings account
- Paid time off
- Referral program
- Vision insurance

Application Question(s):

- We have multiple locations. Please list which you are interested in: Henrietta, Greece, or Gates

Work Location: In person

- **Minimum Education Level:** CDA Credential
- **Preferred Education Level:** NYS Teacher Certification

Application Instructions

Please follow the link below to apply on our direct website:

<https://recruiting.paylocity.com/recruiting/jobs/All/8f5b9ad0-d201-4671-8500-ec050e0db8d9/DMK-Endeavors-Inc>

Language Requirements

English

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