



Upk Lead Teacher

First Learning

Rochester, NY 14618

Teacher

Full-time

Onsite

\$26.50 - \$33.50 an hour

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

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, Island Kids, 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 an UPK Teacher who is enthusiastic, dependable, and passionate about supporting young children's growth and development in a collaborative classroom environment.

We Care About YOU!

What we offer:

- Paid time off and paid holidays
- Discounted childcare
- Health insurance – including telehealth!
- Dental insurance
- Education assistance
- 401k
- Life insurance
- Employee referral program
- Employee assistance program
- Abundant opportunities for growth

Reports To: Director, Assistant Director or other designated Administrator

Supervises: Assistant Teachers

Works as a Team with: Designated School District

Requirements:

- Able to observe, see, hear and respond to children's needs, emergencies and conflicts that might occur in a classroom, on the playground, other Center areas, or on field trips
- Able to lift approximately 30 pounds from the floor to a waist high table 25 - 30 times daily
- Able to reach a child 20 - 30 feet away within 30 seconds
- Able to crouch to a child's height, maintain eye contact at the child's level, and sit on the floor for extended periods of time on a regular basis
- Good health as confirmed by a physician's statement and proof of being free of tuberculosis
- New York State Registry clearance
- Criminal History Fingerprint clearance

Responsibilities

Responsibilities:

- Adhering to all policies and procedures of Care-a-lot Child Care and the child care licensing regulations of the New York State Office of Children and Family Services (OCFS)
- The care, safety and well-being of all children in the classroom, including attending to children's personal needs, e.g., diapering, toileting, feeding, washing, clothing, comforting,

preparing for rest

- Planning and implementing an age-appropriate, open-ended program which coincides with the philosophy of NAEYC and the District
- Preparing an inviting, clean and organized classroom environment with learning centers and hands-on activities which coincides with the philosophy of NAEYC and the District
- Delegating program responsibilities to an appropriate person in his/her absence
- Interacting frequently with children in a positive, respectful, responsive and encouraging manner which follows the guidelines of NAEYC and the District
- Orienting and actively supervising children by overseeing both small and large groups of children
- Developing parent relationships and communicating directly with parents on a regular basis, including classroom orientation, daily child activity reports, and at least biannual progress reports
- Maintaining classroom records and keeping necessary written documentation for OCFS and the District
- Maintaining knowledge of classroom children's allergies, advising all staff and acting accordingly
- Maintaining a positive work climate, meeting deadlines and organizing classroom procedures
- Providing timely supervisor reports outlining needs, problems, suggestions for improvement, etc.
- Supervising, training, coaching and developing staff assigned to the classroom; communicating effectively and directly with other staff
- Measuring progress of children and staff and creating systems to improve, modify and remediate
- Assisting supervisor and rendering staff support to all other classrooms and employees as necessary
- Supervising and maintaining general housekeeping and repair of assigned areas and common space
- Performing administrative duties as necessary for the classroom and Center operations
- Maintaining current Aspire account to record education and training with QualitystarsNY
- Completing 15 hours of early childhood training within the first 6 months and every year thereafter

Knowledge, Skills and Abilities:

- Knowledge of NYS child care regulations
- Knowledge of and ability to implement developmentally appropriate practices and age appropriate activities which correspond with NAEYC guidelines
- Effective and tactful oral and written communication skills
- Effective supervisory skills and role modeling practices
- Ability to maintain positive relationships with children, co-workers, and parents
- Ability to use constructive methods for maintaining group control and individual behaviors
- Flexibility (especially in scheduling and practice to respond to the needs of the program)

Training and Experience:

UPK Teacher

- NYS Teaching Certification (Birth-2), **OR**
- A Bachelor's Degree, at least 6 credit hours in early childhood education, **OR**
- at least 6 months of experience working in a school-based setting with children under the age of 6, and commit to obtain a NY State Early childhood teacher certification within three years of employment.

AND demonstrated commitment to and interest in professional growth through education, work experience and involvement with the early childhood community.

Job Type: Full-time

Benefits:

- Referral program

Qualifications

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- **Minimum Education Level:** NYS Teacher Certification
- **Preferred Education Level:** Bachelor's Degree

Application Instructions

Please use the link below to apply on our website:

<https://recruiting.paylocity.com/recruiting/jobs/All/8f5b9ad0-d201-4671-8500-ec050e0db8d9/First-Learning>

Language Requirements

English

Additional Information

Feel free to reach out with any questions at:

Email: tturner@firstlearning.org

Phone: 585-883-2500 ext 1014