

**Minimum Requirements for Employment with  
Great Hearts After-School and/or Summer Programs**

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**Position:** Lead Teacher [-aka-Teacher Caregiver]

**Special Note:** Equivalent experience may also meet the Arizona State requirements. Even if your experience does not exactly fit into one of the qualification categories below, please still apply for the position. Our recruiting team will evaluate your experience and determine if you meet the minimum requirements set forth by Arizona Department of Health Services.

- Must be at least 18 years old
- IVP fingerprint clearance card
- TB test with a negative result
- **PLUS**, must have at least one of the following:

High school diploma or GED -AND- 6 months experience
-OR-
National Administrator Credential -or- Child Development Associate Certificate -or- Certified Childcare Professional Credential No experience necessary.
-OR-
Total of 12 college credits with 6 credits in Early Childhood Education -AND- 6 months experience
-OR-
Associates Degree in Early Childhood Education or closely related field* No experience necessary.
-OR-
Bachelor Degree in Early Childhood Education or closely related field* No experience necessary.

\* Closely related fields include studies in sociology, psychology, education, or humanities.

\*All requirements listed are in accordance with “Staff Qualification” guidelines issued by the Arizona Department of Health Services for licensed childcare facilities. v.10.25.24