

WELCOME TO YOUR WEEKLY EMPLOYEE UPDATE

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LETTER FROM OUR CEO

Hi Friend,

As teachers, your educational focus on curriculum development, age-appropriate learning, and creating safe spaces for emotional and social development is top of mind every day. What I think surprises people, even well-informed parents, is that curriculum development and the practice of teaching are not confined to children lined up in neat rows at desks using workbooks. It can be found every day throughout our schools - even in the I/T classrooms - in the form of messy handprint painting, crawling up and down inclined surfaces, feeling textures and contours, the development of language skills, and the exposure to joy and safety.

You encourage our infants to explore the world around them and engage in experiences designed to support their social, emotional, and cognitive development.

You encourage parents to celebrate, acknowledge and embrace their roles as their children's "first teacher." You observe, report and partner with parents to provide professional assessments of their child's behavior. It's not as simple as reading out a schedule of activities or moments in the day; your greatest value as teachers comes when you can describe that child's milestone moments in his or her overall development.

I applaud all of our infant teachers for being a child's "second teacher" and setting that child on the path to becoming a life-long learner.

In researching infant curriculum, I turned again to the Zero to Three website and found a wealth of available professional resources – much more than expected. I know each of our brands has a unique curriculum and approach to the pedagogy; however, I encourage everyone to review, as I did, some of the competencies presented on the site.

As you speak with parents about the educational focus of your work with infants, you can tell them that the items noted below are metrics covered by only one of three of the Infant/Toddler modules offered

by Zero to Three and that the world of educational opportunities for their child is rich and unique to each child.

- Explain what is meant by “curriculum” for infants and toddlers.
- Describe distinctions between curriculum for infants and toddlers and curriculum for older children.
- Describe the aspects of early care and education that are a part of an infant/toddler curriculum.
- Define what is meant by developmentally appropriate curricula for infants and toddlers.
- Describe the development and implementation of an individualized curriculum for an infant or toddler.
- Describe infant/toddler Early Learning Guidelines and their connection to developmentally appropriate curricula for infants and toddlers.
- Describe strategies for engaging families in developing and implementing an individualized curriculum for infants and toddlers.
- Describe how Individualized Family Service Plans can support individualized curriculum and inclusion of infants and toddlers with special needs.
- Identify resources for caregivers and families working with infants and toddlers.

The profound scope of an infant teacher’s impact on a child, academically, developmentally, emotionally, is so incredible it can be difficult to acknowledge and comprehend fully. The value and nobility of your work is so essential yet sometimes underappreciated, so I felt a “deep dive” was warranted to fully appreciate your calling in life. I’m certainly glad I did; I walked away with a heightened sense of awe and respect for your work when I truly thought it could be no higher.

With admiration,



David Post
Chief Executive Officer

WEEKLY UPDATE 4/30/2021

COVID VACCINATION EDUCATION

As part of our ongoing commitment to keep you up-to-date on COVID vaccination information, this section of our weekly newsletter is dedicated to COVID vaccine updates and education.

IMPORTANT NOTE:

To further ease and support all employees receiving their COVID vaccinations, the company will provide one paid hour per vaccination visit. Please connect with your director or direct report on how to submit.

Appointments are becoming easier to find with each passing week. Please use the links below to locate an appointment in your state. You can also search for appointments at [participating CVS stores here](#).

Connecticut:

- [Schedule your appointment by searching for a location](#) or calling the vaccine appointment assist line: 877-918-2224.

Massachusetts:

- [Search statewide vaccine sites here.](#)
- Teacher-only vaccine clinics have ended, but appointments can still be found [through the state registration system](#), local community centers, and pharmacies like [CVS](#).
- We expect that, like New Hampshire, anyone will be able to register for the vaccine in MA soon.

New Hampshire

- Schedule your appointment [by filling out the NH COVID-19 Vaccine Registration.](#)
- [Anyone can now register for the vaccine in NH.](#)
- Note: While the mask mandate has been lifted in NH, it has not been lifted in our schools.

Vermont:

- [To schedule, set up an account on the Vermont COVID-19 Event Portal.](#)

Travel Advisories:

Most states have reduced travel restrictions, and now “encourage” or “advise” rather than mandate. We continue to follow state guidance, with the caveat that we “require” travel restrictions, testing, and quarantine that the state recommends. This means families and employees who travel need to follow the state recommendations regarding testing and/or quarantining unless they meet the immunity or vaccination stipulations.

[Massachusetts Travel Advisory](#)

[New Hampshire Travel Advisory](#)

[Vermont Travel Advisory](#)

[Connecticut Travel Advisory](#)

The information and guidance surrounding COVID vaccination can become overwhelming pretty quickly. Please remember, you are not alone! We have dedicated resources to help you see this through. If you have more questions about how to start your vaccination journey, please reach out to Meghan McGinley Crowe at mcrowe@littlesprouts.com or Crissy Trayner at c Trayner@littlesprouts.com.

We also have a dedicated section on our [COVID-19 Resource page \(littlesprouts.com/covid-19\)](#) with updated education materials from recent live discussions with doctors and public health officials regarding the development and importance of the COVID vaccine.

[COVID-19 Resource Page](#)

SECRET SAUCE

In our last entry, we asked:

A new child has just started in your class, and they're still adjusting to the new change. How do you help them feel comfortable in such a new setting?

And we were once again gifted with a look into your natural expertise! Special thanks to Kendra S. of Little Sprouts North Andover in Massachusetts, who demonstrated that her classroom is a fully



functioning happy community:

"I start by showing new students around the classroom. I also have a few friends who have taken on the role of the "welcoming committee" to new students. They introduce themselves and take over, showing them where all the fun things are in the classroom. These friends introduce the new students to everyone in the classroom, and provide reassurance that everything is going to be okay (and fun!). I make sure I'm close by - if the new student needs anything, I'm right there with them. I feel like having their peers show them around is much more of an ice breaker and a comfort than if I were to be by their side for most of the day."

NEW HEARTWORKS, STEAMWORKS & LOVEWORKS WEBSITE

Thanks to a collaboration between our marketing team and the outstanding educators at Heartworks, STEAMworks and Loveworks, our new Vermont website (heartworksvt.com) is now live! Give it a visit using the link below, and be sure to check out the new video on the main page that calls out for both employment and enrollment (it's a tearjerker!)

[Heartworks, STEAMworks & Loveworks Website](#)

EMPLOYEE REFERRAL PROGRAM

While we want to remind you that you're eligible to receive **up to \$1000** for referring a new hire, and it's as easy as making an introduction to our recruiting team - you're now eligible to **receive \$300 of the bonus on the new hire's first day of work!** If you know someone interested in joining our team, use the forms below (or just reach out to Crissy!). [Email Crissy at ctrayner@littlesprouts.com](mailto:ctrayner@littlesprouts.com).

[Employee Referral Program Information](#)

[Employee Referral Bonus Form](#)

LISTENING TOUR '21

David Post, Chief Executive Officer of Little Sprouts, is continuing to host 60-minute, small-group video-meets twice a week with assistant directors, teachers, and other staff members through the month of May. To book a time to speak with David directly and let your voice be heard, please use the link below.

[Listening Tour RSVP](#)

CASUAL CONVERSATION – MOTHER'S DAY/FATHER'S DAY

Reminder: our *Casual Conversation* series returns on May 7! Join Crissy Trayner and Meghan McGinley Crowe, along with special guests Jullisa Deplet, Karla Capellan, and Miguel Oviedo from Little Sprouts Lawrence as they discuss Anti-Bias education and how it relates to Mother's Day and Father's Day. RSVP below - we hope to see you there!

[Casual Conversation RSVP](#)

CAREERS

As we work to build enrollment back and invite more staff to return to school, we want to highlight open positions across our networks. If you or someone you know would be a good fit for any of our currently available positions, invite them to apply.



View Openings Here

[Little Sprouts Careers](#)

[Building Blocks Careers](#)

[Heartworks, STEAMworks & Loveworks Careers](#)



[Leave a Note of Gratitude](#)

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