

WELCOME TO YOUR WEEKLY EMPLOYEE UPDATE

In this update, you will discover...

- **COVID VACCINATION EDUCATION**
- **PENN FOSTER COLLEGE COURSES – LAST CHANCE!**
- **SECRET SAUCE**
- **EMPLOYEE REFERRAL PROGRAM**
- **LISTENING TOUR '21**

LETTER FROM OUR CEO

Hi Friend,

These last few weeks, it's been a pleasure to use this space to reflect on the selfless qualities that make a great teacher and the incredible, long-lasting impact great teachers have on the children in our care. I have also recently spent more time in our Lawrence Home Office.

It is worth remembering that we are a company of hard-working educators providing high-quality care and education in our schools - AND we are a company of committed professionals working equally hard every day in support of, and partnership with, each school.

Last week, I spent a few days visiting our Vermont schools meeting Directors and teachers and witnessing firsthand the value that our colleagues in Burlington provide to families and children in their neck of the woods.

It was wonderful to visit our Heartworks, STEAMworks, and Loveworks schools. I had the opportunity to share a meal with a number of the Directors and ADs, and I was asked a great question about the uniqueness of our schools – essentially, what I found similar and different about my school visits. I'm sure my answer was not very articulate at the moment but, upon reflection, I can honestly say that what I love about visiting our schools is the joy of discovering how much we have in common: how our Vermont educators work with their children, how Directors speak with such admiration about their staff, and the way that children greet me with self-assured swagger (yes, swagger! – one young boy asked me when I was starting in their class and another said, "I don't really like the name David, but you seem okay." High praise indeed.)

Equally, what I loved about my visits was realizing that what we have in common is uniquely put into practice at each school. We must treasure that uniqueness. We must resist the temptation to become a cookie-cutter collection of schools.



As you'll see above, students at Heartworks Williston created bar graphs of their favorite sea animals. Their focus on ecology and our natural environment resulted in a student-developed turtle poster created out of a collage of green bottle caps.



In Heartworks Burlington, in an incredible act of kindness and selflessness, Preschool Teacher Mr. Colin installed a wooden treehouse made by his grandfather in the 1940s! What a work of art, and what a terrific gift to his students.

The *similarities* I have witnessed across all of our schools, from Massachusetts to New Hampshire, Vermont to Connecticut, are all the more assuring because of their consistency – you are all providing a high level, exemplary form of care to children and their families alike, at a time when it truly feels most valuable. To walk through the door and feel an aura of community, care, and support, whether it's in the halls of a Little Sprouts, Building Blocks, or Heartworks, STEAMworks, or Loveworks school, fills me with inspiration and purpose in my role.

...And yet, it's the *differences* that define each of our schools. The level of care is constant and consistent, but each school's approach to that care is what truly underscores the service we provide. Visit after visit, I observed the unique traits of teachers and school leaders being embraced and celebrated. This is so important – not just because it allows classrooms to thrive on their strengths, but because it provides a crucial lesson in the value of individuality.

Across our classrooms, we value the uniqueness of each child. Across our states, brands, and schools, we also value each school community's uniqueness - it's what our teachers want, and it's what our families want.

Each school should never feel like “*a* school;” it should always feel like “*your* school.”

With admiration,

A handwritten signature in black ink, appearing to read "David Post". The signature is fluid and cursive, with a large initial 'D'.

David Post
Chief Executive Officer

WEEKLY UPDATE 5/14/2021

COVID VACCINATION EDUCATION

Vaccination appointments are now relatively easy to find. To find links leading to appointments in your state, information about the safety of the vaccine and more, please visit our [COVID-19 Resource page \(littlesprouts.com/covid-19\)](https://littlesprouts.com/covid-19).

And as always, we ask that **if you are experiencing difficulty in scheduling an appointment, please reach out to Meghan McGinley Crowe at mcrowe@littlesprouts.com or Crissy Trayner at ctrayner@littlesprouts.com** and we will be happy to assist you!

[COVID-19 Resource Page](#)

PENN FOSTER COLLEGE COURSES – LAST CHANCE!

We still have a few spots for college courses through PennFoster! Courses are in Early Childhood Education and lead towards certification requirements in MA, NH, VT, or CT.

Courses are 100% online and you set the pace yourself. You have 3 months to finish.

To apply, sign the agreement [HERE](#) and fill out [THIS GOOGLE FORM](#) and make sure you have your supervisor recommend you on the same form.

SECRET SAUCE

It's time for a new question! This week, we're asking:

Uh oh! That popular toy is in demand, and two or more friends need a helpful lesson in sharing and taking turns. What's the best way to diffuse the situation fairly?

We want your pro tips! The answer likely depends on the age group, so let us know how you would handle it in your classroom.

[Submit Your Answer](#)

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](#)

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](#)

Little Sprouts, 354 Merrimack St., Building 1, Suite 270, Lawrence, MA 01843, (877) 977-7688