



## WELCOME TO YOUR WEEKLY EMPLOYEE UPDATE

In this update, you will discover...

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## LETTER FROM OUR CEO

Hi Friends,

Every day, we bring friends together to learn and grow within our communities. One of the most important ways we can keep learning and growing together – near and far, as teachers, leaders, friends, and family members – is to talk about ties that bind our communities. This week in particular, voting has received much national attention. While the *outcome* of a vote can be a topic that both unites and divides us, the *process* of voting is a collective expression of both individuality and community.

Many have said this, and I happen to think it is true, free of any exaggeration – the upcoming presidential election may just be the most important one in recent history. Regardless of each person's political viewpoint, it is undeniable that this election comes at a time when big issues are on the table. You see it every day: our youngest children are spending the most critical years of their development growing up amidst viral and racial pandemics, devastating global natural disasters, and a financial recession that directly impacts families we know.

These are complex issues with layers of challenges that, quite frankly, are too big for any one person to fully resolve. When facing daunting questions like, "What can I do?" or "How can I help?" – if you're over 18 and registered, there's at least a simple answer: **VOTE**.

### **You can vote.**

During a time when it feels like so much is at stake, this election is one where we can easily reflect on our experience as early educators (and caretakers of ourselves and little ones) to consider how our actions now will shape the future for the children who will go on to be our next generation of leaders.

Election Day, November 3, is about a month away, and I do sincerely hope you exercise your right to vote. Months ago, the thought of voting in person during a pandemic seemed scary, but we're learning [that is not necessarily the case](#). There are also those that would prefer to vote by mail and, despite suggestions that this process could lead to fraud, this is [a practice that has been in effect for many years](#),



[is on the rise, and is a proven way to vote legitimately.](#) There are arguments on both sides but...guess what? It's your right to choose your path forward. Pick what is best for you and make your voice heard. You are not only voting for you, but also for the children you guide and nurture every day.

On the lighter side, it's Friday, and beautiful fall weather is in the forecast. Even in times of important action, fresh air and pure joy remain essential. Enjoy your deserved weekend – and, if you have a moment, maybe consider what your plans for Election Day might be (if you haven't already, of course!).

Gratefully,  
Sarah

Sarah Clabby Schroeder  
CEO, Little Sprouts

**WEEKLY UPDATE 10/2/2020**

**HUMAN RESOURCES**

***Rehire Policy***

As part of our vision to be the preferred workplace for early educators, we have updated our rehire policy. Effective immediately, if you are rehired **within two years** of the date that you last worked for any of the schools within our company's network, you will receive credit for your previous service. This means that your vacation and personal time will be reinstated to reflect your total years of service. This update is only applicable to employees who return to work with two or fewer years in between their employment gap with us. (IRL: If you worked in one of our schools for 10 years, then left for two months, six months, one year, or two years, upon rehire your vacation and personal time would return to reflect your 10 years of service.)

**OPERATIONS**

***COVID Checklists***

Thank you for continuing to adapt to help reduce the spread and transmission of COVID-19 in our schools and across our communities. Your commitment to public health is nothing short of heroic. We also recognize that so many changes can be difficult to keep track of. We recently created a COVID Checklist to help prospective families organize the information they receive from us and others, to keep track of COVID changes and precautions. We want to share these checklists with you as well to help support your day-to-day routines and any COVID related conversations with coworkers and families.

A checklist for Vermont is currently under review, but we will be supplying that soon as well.

[COVID Checklist: Little Sprouts](#)

[COVID CHECKLIST: BB & CWA](#)

**ADVOCACY IN TIME OF COVID**

This week, dozens of leaders from early education and out of school programs advocated for more state and federal support on behalf of those who dedicate their careers to helping our youngest children



thrive. See the letter sent to Governor Charlie Baker (MA-R) signed by Little Sprouts CEO, Sarah Clabby Schroeder and so many others.

[Letter to Governor Baker](#)

**CAREER SUCCESS & TRAINING**

This week, we kickoff our **Healthy Habits Reminder** series - QUICK video reminders about specific COVID policies, procedures and best practices - brought to you by Pepper! Pepper is an eight-year-old artist who spent a good part of her first seven years learning and growing alongside the outstanding guidance and support of Little Sprouts Early Educators in Lawrence, Massachusetts.

This week, Pepper recaps **Classroom Materials**. State and CDC guidance tells us to remove certain materials from our classrooms to minimize the risk of spreading germs. Materials to remove include:

- Fabric and soft materials that can't be cleaned regularly (like dress up clothes, soft dolls, and pillows)
- Big toy bins with room for lots of hands to get into at the same time. Instead, set up individual bins for each child to have their own materials.
- Sensory tables: remove or turn water tables into a toy "car wash." Instead, offer individual sensory bins for children to play with.

Keep an eye out for more **Healthy Habit Reminders** from Pepper on the Little Sprouts YouTube, Facebook and Instagram channels. For the full training, revisit "Minimizing Classroom Risk: Give Me Space!" on Schoox or email Meghan McGinley Crowe: [mcrowe@littlesprouts.com](mailto:mcrowe@littlesprouts.com)

<a href="#">Healthy Habits with Pepper V.1 – Yups &amp; Nopes to COVID</a>	<a href="#">Healthy Habits with Pepper V.2 – Materials to Minimize Risk</a>
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**FEATURED JOBS**

As we work to build enrollment back to pre-COVID levels and invite more staff to return to school, we want to regularly highlight open positions across each of our schools and networks. If you or someone you know would be a good fit for any of these positions, invite them to apply or reach out directly to our Director of Sales and Recruitment, Dave Hawthorne: [dhawthorne@littlesprouts.com](mailto:dhawthorne@littlesprouts.com)

**Vermont:**  
[Infant Teacher, Loveworks S. Burlington](#)

**Massachusetts**  
[Certified Preschool Teacher, Little Sprouts Watertown](#)  
[Certified Preschool Teacher, Little Sprouts Haverhill](#)  
[Certified Infant/Toddler Teacher, Little Sprouts Boston University Medical Center](#)