

From our Owner

Hello Potential Employee,

We are Michelle and Cliff the owners of Impressionable Years Child Care Center. We have been married for over 32 years. We met in 1985, married in 1988, had our first daughter Courtney in 1994 and second daughter Cherelle in 1995. In 1996 our daughter Cherelle was diagnosed with Autism. After many struggles of caring for our daughter and only trusting the help of our parents to care for her because she is non-verbal, we realized the need other parents struggled with in trusting their most precious children with a stranger. In 2007, we decided to open our Center with the vision of having a place parents can bring their children and not have to worry about the care. We knew we just wanted to protect children everywhere and nurture them in the process.

When the location became available we were reluctant to take on such a huge center for our first venture. We were unsure if the community would be receptive to us because we were a family owned Center. We just knew we wanted to make a positive impact on the community we serve. Our vision was to create a warm and friendly environment for families, children, staff, and provide a program and workplace based on our core values. We worked hard to refine every part of the program and are satisfied we brought our vision to life.

Over the past 13 years, we've raised our children and build a successful program. We are not a large chain or franchise; day-to-day decisions are made in house. We take an active role in building relationships with a personalized approach and maintain an open door policy. We are incredibly proud of our program, excellent team, and the positive relationships we've formed with so many families and staff. We're greatly honored to have shared in the joy of helping hundreds of children learn, grow and thrive, preparing them for success in school and in life is what our main goal is here at Impressionable Years. We are thrilled we have been able to share that journey with so many amazing educators. Our vision is to be a recognized leader in providing high quality early childhood education throughout the area. We want to be able to make a positive and meaningful impact on the lives of as many families, children and staff as we can. We are happy that you're interested in our program and would be pleased to answer any of your questions personally via email at michelleg@impressionableyears.com.

Sincerely,

Michelle Garrett

Owner

WHY JOIN OUR TEAM?

For over a decade we've been dedicated to being an exceptional place to work. We are a private family-owned and operated Child Care Center with a long standing excellent reputation in the Crofton/Gambrills area. We are known for providing an exceptional education to the children in our Center.

Our educators are enthusiastic about teaching children, supportive and caring of one another, and have lots of fun! Once you join us, we work hard at keeping you on board! We incorporated our core values of respect, integrity, growth, flexibility, and excellence into all our policies, decisions, communication and actions.

Respect – We believe in respecting everyone's abilities, limits, values, backgrounds, perspectives and privacy.

Integrity – We believe in integrity, acting in a fair, ethical, and transparent way.

Growth – We believe growth is a lifelong journey about learning from both triumphs and challenges which helps us realize our greatest potential.

Flexibility – We believe in flexibility by creating options in our policies and practices that support our families and teachers.

Excellence – We believe in excellence by going above and beyond the highest standards in everything we do.



OUR TEAM



We're experts in helping children grow and learn.



Our team of highly qualified educators are passionate about teaching and nurturing children. The most important qualities that all of our educators have in common is their love for children and their passion and commitment to helping children learn and grow. We take pride in winning the Best Learning Center awards for a number of years.

We love what we do and it shows!

We are very proud of our skilled team of child care professionals. Our team-teaching environment encourages sharing and support. We welcome every staff member's input, ideas and contributions.

At Impressionable Years staff are supported, respected and appreciated. Staff consistency is one of the cornerstones of a quality program and we work hard to retain staff. Experienced and dedicated staff are the heart of our program.

Our experienced administrative staff came from the classroom, giving them the ability to relate empathetically to staff and classroom experiences. Our leadership team prides itself on supporting and appreciating staff and treating them like family.

We work hard to offer a strong, supportive and positive culture. We provide staff opportunities for shared leadership, professional advancement, a voice in policy and procedures, and of course the courtesy and respect you deserve.

Teachers at Impressionable Years are Early Education Care (EEC) certified. They share the management of the classroom and education program and are permanently assigned in a classroom. Teachers also supervise assistants and provide professional growth opportunities by modeling and communicating their own teaching skills, styles and expertise.

OUR APPROACH

Our curriculum is based on the highest standards of care and learning. It incorporates years of research in the field of early childhood education into how young children learn best.

Our goal is to develop the critical skills, knowledge, habits, attitudes, dispositions, and character traits children need to thrive in school and life.



learning through play

We believe that children learn best through play and that childhood should not be rushed. Children need the time and space to develop in their own unique way at their own pace. Because research tells us play enhances all areas of development in young children, play-centered learning is the basis of our curriculum.

balanced learning activities

Children learn in many different ways, so learning activities throughout our program are a balance of structure and flexibility, individual, small-group and large-group experiences, child-initiated and teacher-led, quiet and active periods, and multi-sensory approaches. Each program is designed to encourage children to build upon learned skills and previous learning and experiences, with opportunities to reflect, revisit and connect.

trusting relationships

We know from research that teacher-child relationships play a significant role in influencing young children's social and emotional development. In our program, children develop trusting relationships with nurturing and experienced teachers who show children respect, and interact with them in caring and individualized ways. Every day, our teachers listen to the children, get down to their level, hug them, calmly implement clear and consistent limits, and support each child individually to establish trust, encourage motivation, engagement, and a positive attitude towards learning.

hands-on exploration

Young children discover the world through their senses, exploring with materials, moving throughout the classroom, and interacting with one another. To take advantage of their natural motivations and their sense of wonder and curiosity about the world around them, our teachers create hands-on, active learning experiences. We emphasize experimentation and problem-solving through investigation and collaboration, focusing on the process of learning, rather than the end product.

positive learning environment

Children learn better when the learning environment is positive and supportive. In addition to being safe, inviting, and stimulating, our classrooms include a variety of engaging learning centers and open-ended materials that foster children's growth in language, large and small muscles, creativity, imagination, self-help skills, and cultural awareness. Each classroom's schedule and routines reinforce learning by being structured enough to provide children security and predictability, while flexible enough to meet children's needs.

family engagement

Studies show that parents' involvement enhances children's achievement, attitudes and behavior, and help them feel more comfortable in new settings, so family engagement and communication are the cornerstone of our program. We respect and support each family's background and culture, values and traditions, and encourage feedback, input, and open communication.



educate

Learning is at the heart of what we do. Our curriculum educates the whole child while respecting individual learning style and pace.

play

We teach children through play because they learn best when active and engaged.

what we do

partner

We partner with parents, staff, children, and the community to build trust and achieve shared goals.

support

We support each person's unique needs and goals with sensitivity and flexibility.

ready

Our program readies children for their next steps, preparing them for future success in school and life.





CURRICULUM is the heart and soul of any learning program.

Our curriculums, Creative Curriculum and Abeka, encompasses all of the care and teaching that happens in our program. These curriculums combined teaches children the critical knowledge, skills, and concepts important for school readiness.

READINESS

We know that success in school starts long before a child sets foot in a kindergarten classroom. One of the primary goals of our curriculum—from infants to prekindergarten—is to prepare children for the next step in their development, whether that's achieving the next milestone, moving up to the next classroom, or moving on to kindergarten.



INFANTS

ready to grow

Meeting babies' individualized needs, encouraging active exploration, and creating a strong partnership with parents



TODDLERS

ready for friends

Respecting toddlers' unique personalities while helping them develop friendships and learn the rules and routines of a group



PRESCHOOL

ready to learn

A balance of learning activities, play and routines to develop educational skills and success



PREKINDERGARTEN

ready for school

Preparing children for the transition to kindergarten with the school readiness skills necessary to thrive in school and in life



AREAS OF LEARNING

Children don't learn at the same pace or in the same way, so our curriculum supports individual strengths and interests, and respects each child's learning styles, pace, temperament, developmental stage, and needs. Comprised of five interrelated areas of learning, our curriculums develop children cognitively, linguistically, socio-emotionally, physically, and creatively. All five areas of child development are essential to develop the readiness skills necessary to help children be successful in school and in life.

me and you

LEARNING ABOUT MYSELF AND THOSE AROUND ME

brain power

LEARNING HOW TO THINK ABOUT THE WORLD AROUND ME

imagine that

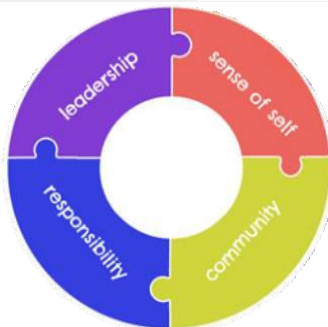
LEARNING TO EXPRESS MYSELF CREATIVELY

healthy me

DEVELOPING A HEALTHY BODY AND LEARNING TO TAKE CARE OF MYSELF

word smart

LEARNING HOW TO COMMUNICATE IN THE WORLD AROUND ME



Our unique character education program is an important part of our curriculum. These curriculums includes learning objectives that teachers use to help children successfully develop and practice critical social skills, problem-solve, think creatively, make good choices, resolve conflict, persist through challenges, and build self-esteem.

sense of self

community

responsibility

leadership

BENEFITS

1. We offer competitive wages, we pay for you to attend monthly staff meetings, and training hours.
2. We offer a generous referral bonus for any staff and/or family you bring to our program.
3. We offer health insurance to all teachers (50% for teachers)
4. We offer 50% off of care for teachers children.
5. Teachers receive paid holidays (see holiday schedule).
6. Teachers receive a day off for their birthday.
7. Teachers receive PTO which can be used for sick and vacation days.
8. We offer Continued Education Support and help you get credentialed to receive money from the state.
9. We offer flexible scheduling or regular set schedules
10. We provide bonus for child retention, excellent performance and attendance.
11. We have a lunch area for teachers which is stocked with snacks.
12. We provide meals on the Friday before payday.
13. We pay for teacher purchased supplies.
14. We provide direct deposit for Bi-weekly pay.
15. We have dress down Friday's.



Application and Onboarding Process

1. Being the process of joining our team by emailing us your resume to michelleg@impressionableyears.com. You can also apply thru our website @ www.impressionableyears.com or apply on Indeed.

2. After reviewing your resume and application, we'll contact you to schedule an interview if you seem to be a good fit for our team.

3. You may be asked to provide lesson plans, writing samples, and other documentation.



4. During your interview you may meet our director and members of our leadership team.

5. If your experience and skill set match our need, we may ask you to come in for a supervised working interview in a classroom (typically 2 hours). We may ask you to prepare a brief learning activity to do with the children.

6. After assessing your interviews, checking references, and completing background check we will make a decision about your fit. We will call to offer you the position, or let you know we selected another candidate.

7. In the first 2 weeks orientation period you will complete paperwork, training, classroom time, staff mentor or buddy, on site or off site classes, videos, and reading.

For more questions contact us @: Michelle Garrett, michelleg@impressionableyears.com, (410) 721-0544