



Teacher Job Description

Sprouts Early Learning Academy – Carlisle, Iowa

About the Position

At Sprouts Early Learning Academy, we believe that children deserve more than just care—they deserve a joyful, enriching start to their educational journey. As a Teacher, you will play a key role in creating a safe, nurturing, and engaging environment for children from infancy through age five. You'll partner with our team of educators to support developmental growth, instill a love of learning, and ensure every child feels valued and cared for. This role is perfect for someone who is passionate about child development, thrives in a team setting, and is eager to grow alongside our rapidly expanding academy.

You're a Perfect Fit for Sprouts If:

♥ Your Heart for Children

- ✓ You believe children are good at their core and, with loving guidance, want to do what's right.
- ✓ You find joy in helping little ones grow—not just physically, but emotionally, socially, and academically.
- ✓ You see challenges as opportunities to teach, coach, and inspire.
- ✓ You create classrooms filled with safety, cleanliness, and joy, where curiosity is encouraged every day.
- ✓ You balance care with stimulation—keeping kids safe and nurtured while engaging their minds and hearts.



Your Professional Character


- ☒ You always do the right thing—even when it's hard.
- ☒ You lead with love, kindness, and respect, especially in tough moments.
- ☒ You communicate openly and kindly with parents, families, and the community.
- ☒ You stay flexible and curious, ready to learn and grow through every circumstance.
- ☒ You embrace reflection, feedback, and professional development as a natural part of your growth.
- ☒ You maintain professionalism, keeping conversations positive and solution-focused.

Your Commitment to Excellence

- ☒ You can pass a national background check and hold yourself to the highest standards of integrity.
- ☒ You are, or are willing to become, certified in CPR and First Aid.
- ☒ You are committed to ongoing training, learning, and professional development.
- ☒ You follow school guidelines with consistency and pride, knowing they create safety and stability for everyone.

Your Spirit as a Teammate

- ☒ You love being part of a team and know that collaboration makes everyone stronger.
- ☒ You support colleagues and celebrate their wins as much as your own.
- ☒ You help create a culture where positivity, encouragement, and laughter are part of everyday life.

 At Sprouts, we don't just care for children—we nurture curiosity, character, and confidence. If this sounds like you, you'll thrive here.



Tools We Use

- **Google Workspace** (Docs, Sheets, Forms, Drive)
 - **Canva** (parent communications, classroom materials)
 - **Brightwheel** (child portfolios, parent updates, daily reporting)
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Responsibilities

Classroom & Curriculum

- Create and implement lesson plans (Lead Teachers); support lesson delivery (Assistant Teachers)
- Provide a physically, emotionally, and socially safe environment for children
- Model emotional regulation and problem-solving skills for students
- Facilitate activities that promote learning through play, discovery, and creativity

Child Care & Safety

- Supervise children at all times to ensure safety and well-being
- Provide personal care such as diapering, feeding, and hygiene support
- Manage classroom transitions and routines effectively
- Monitor and respond to children's medical needs, including managing allergies, administering medication per guidelines, and following emergency protocols
- Accompany and supervise children on field trips and special events



Cleaning & Classroom Environment

- *Maintain a clean, organized, and engaging classroom environment throughout the day*
- *Complete routine cleaning tasks such as sanitizing toys, wiping surfaces, and ensuring restrooms and common areas meet health and safety standards*
- *Assist in maintaining supply inventories and preparing materials for daily activities*

Family & Community Engagement

- *Build positive, professional relationships with families*
- *Communicate effectively with parents through Brightwheel, meetings, and informal updates*
- *Support family engagement in the classroom and school community*

Administration & Compliance

- *Maintain accurate documentation, and daily records*
- *Follow licensing regulations, health and safety standards, and school policies*
- *Participate in staff meetings, trainings, and professional development*

Program Management + Tech

- *Use Brightwheel to log daily activities, observations, and updates*
- *Support enrichment activities and classroom projects*

About Sprouts Early Learning Academy

*Sprouts was founded by **Paige Smothers**, a lifelong Carlisle resident and passionate early childhood educator with degrees in Early Childhood Education, Elementary Education, and endorsements in Literacy and Special Education. After nearly a decade of teaching preschool at Carlisle*



Elementary, Paige saw the desperate need for quality, education-based child care in her community—and Sprouts Early Learning Academy was born.

At Sprouts, we offer **full-day programs** and **wrap-around care** for students attending Carlisle half-day programs. Our goal is simple: to instill a lifelong love of learning by making children's earliest school experiences positive, fun, and developmentally enriching.

Paige's leadership extends beyond Sprouts—she serves on the **Carlisle Chamber of Commerce** and was appointed by the Governor to the **Early Childhood Iowa State Board**, where she advocates for policies that support children and families across the state.

Sprouts truly is the perfect place to grow—both for children and for educators who want to make a difference.

Our Values

1. **Integrity** – We do the right thing, even when it's hard.
 2. **Authenticity & Transparency** – We show up as our full selves and speak honestly.
 3. **Connection & Compassion** – We lead with love and care deeply for others.
 4. **Flexibility & Curiosity** – We adapt with grace and choose curiosity over criticism.
 5. **Joy & Growth** – We create joyful experiences and grow through what we go through.
 6. **Community & Shared Purpose** – We invest in our team and community with shared purpose.
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How to Apply

*If you're ready to join a team of passionate educators who believe in doing more than "watching kids"—we believe in **teaching, nurturing, and inspiring** them—[apply today!](#)*