



Learning
Seeds™

Nurture the teachable moment.

Early Childhood Inclusion Teacher and Startup Team Member

Who we are:

Learning Seeds, Inc. is a social benefit corporation designed to prioritize social impact for students and employees over profits.

- Learning Seeds helps children, through one to one support, to improve their motivation and skills during play in inclusive settings.
- We combine whole-child responsive teaching with innovative teacher-coaching-technology to help children build positive social habits.
- Our unique techniques expand autonomy and build authentic social connections between a student who struggles with group settings and any class, school, or play experience available in the child's community.
- We are a teacher-led startup that's innovating new ways to use technology to share Social Emotional Learning expertise without promoting educators away from students, and we're actively expanding our team to increase our reach.

Who you are:

You are talented and experienced and want to continue working with young children while using your intellect, skills, and ideas to influence a wider audience of stakeholders.

- You care deeply about supporting young children and helping them gain independence and new experiences. You are excited about the chance to innovate, share your expertise, and influence the fields of Early Childhood and Special Education.
- You thrive on the thrill of making a true difference in a child's life.
- You're curious, tech-forward and a great listener.
- You're a results-driven optimist with a strong sense of urgency.
- You will challenge the status quo and you're willing to roll up your sleeves to make it happen.
- You are excited by the chance to teach hard and work hard at a fast-paced, mission-focused startup.

Your two roles:

You'll be the child's social coach, and a key decision maker, while developing the use of teacher-centric technology.

- Provide one to one support for a child, often with a diagnosis of autism or special learning needs, and document and share what really works through our innovative technology tools.
- Coach a child to find independence and joy during their first experiences at preschools, camps, or playdates. Then get paid additional weekly hours to document your ideas and our techniques, beta-test our software, and help us build a teacher-driven company that helps everyone thrive in the teachable moment.

Your role working with students (about ¾ of your time):

- Serve as the one-to-one support for a child with social and language goals to help them thrive in either a school-based setting, a camp-based setting, or a home program full of playgrounds and playdates.
- Use our unique method, called Enlightened Shadowing to identify and follow the child's social motivations and spark engagement and play with peers. We use methods based on behavioral economics, theater, marketing, and teaching to help the child enjoy more positive social interactions than their behavior would otherwise elicit.

- Help your student build the social habits that expand social motivation and coach skills that grow the child's independence in group settings.

Your role as a startup team member scaling teaching that works (about ¼ time):

- Use your skills reflecting on your practice and communicating your observations to document and share what actually works for the child.
- Use your talent at writing, analyzing, and innovating to help our company document novel ways to support children during play.
- Discover new ways technology can be used to amplify, not automate, great teaching.
- Replace time spent writing about what the child did wrong with insteadtime spent focusing on planning how to make things go right!

Imagine having paid weekly hours where you can share your ideas, observations, tips, and input to directly influence the plan for your student while building out tools that will help future students, parents, and trainees.

Job requirements:

We seek professionals with several years experience teaching, coaching, or playing with very young learners 2-8 years old who enjoy work with young children and feel excited about the fast growth potential of a job at an educational technology startup. We share a demonstrated commitment to supporting and respecting young children. Successful team members have come from very diverse educational and professional backgrounds including EI, theater, ABA, education, behavior tech, psychology, speech and language, coaching etc.

You need to have enough extensive experience working with young children to feel certain that:

- You love working with 2-6 year old children and understand how to take them seriously.
- You are comfortable, flexible, respectful and optimistic about supporting a child with special needs and giving them high expectations and the warm patient support needed to achieve them.
- You observe children with attention and listen well to their ideas.
- You have the ability to control your tone and your response so you can react deliberately and with kindness to all children even in difficult moments.
- You share our passion for prioritizing the skills that achieve Independence and joy through play.

Additional skills for founding team members:

- Communicate efficiently, write clearly, and respond intentionally.
- Welcome the distinctions between classroom teaching and being a one-to-one with a focus on helping the child form relationships with other adults, peers, and someone else's classroom environment.
- Feel comfortable with basic technology (mobile apps, online calendars, spreadsheets, websites)
- Enjoy steady feedback and high expectations with a focus on utilizing only the techniques that best help children thrive.
- Share our dedication, professionalism, motivation, and excitement for innovation that focuses on helping young children thrive.

Compensation and perks:

Flexible scheduling.

Positions are available from 2-5 days/ week and offer some schedule flexibility and weekly remote hours for documentation. Our greatest need is for team members who are available some mornings, additional availability during afterschool hours is also helpful.

Competitive starting pay rate.

With higher starts and increases based on teaching experience, and options for quick growth for both salary and role. Progression in the startup includes traditional raises as well as the option for equity.

Paid weekly remote hours.

In addition to time with your students, every employee is paid additional hours each week to work on documentation, reflection and innovation. We are both a Boston-based social impact company

and an innovative tech startup with International clients. As such we have exciting opportunities for Career and compensation growth, including future benefits and equity options.

Great network, great team, and the freedom to make your mark!

A great roster of talented people are making our Learning Seeds program better every day.

As a founding member of our Boston startup team, you'll have opportunities to collaborate with educational experts, innovative caring teachers, UX designers, software developers, programmers, marketing and financial experts, educational technology experts, and leaders in public, private, and International schools.

We can't wait for you to bring your passion and expertise and make your mark at Learning Seeds. Help make play work better for children, and help make Learning Seeds work better on play!

Application deadline:

We have three open positions. Two are half time, one full time, with growth possible for every role!

Flexible starts possible throughout summer of 2019

We'd like to conclude hiring and initial training this summer, but Ideal starting dates for all positions is early September 2019

Learning Seeds is a Social Benefit Corporation. We are educator led, technology driven, and focused on scaling great teaching without promoting educators away from children. Our support for children is based on novel techniques to build positive social habits which expand the child's autonomy and follow the child's motivation to spark authentic social interest and connections.

Join us to combine your love of working directly with young children and your intellectual interests in contributing to the knowledge base and software tools that allow everyone to thrive in the teachable moment!

Our company is designed to value employees and children over profits.

Learning Seeds is a Social Benefit Corporation registered in MA. More info about working for a Social Benefit Corporation:(<https://tinyurl.com/y579g4xx>)

Our Enlightened Shadowing Method:

Imagine working on a program that is focused not merely on eliciting good behavior, but on truly helping the child make friends, join play, and achieve independence. Like a helpful coach or an undercover kid, you'll spend the day alongside your student helping the child plug into group activities, experience new comfort and interest in play, and increasing their social connections.

Many of our students experience their first friendships, their first words, or their first time pretending while in our care. You will learn the techniques to make the difference in a child's social experience.

Our Enlightened Shadowing methods have been compared to real-world improvisational play coaching. We have developed a unique system for using an in-house software tool for helping you plan and prepare for the day while letting you make decisions and hone your observations.

We do not pull children aside for lessons and there is no rote curriculum to use. You will be an active decision maker and problem solver on a mission to help the child plug into the real play happening in the child's community of typically developing peers.

Application procedures.

Your cover letter should share your honest and detailed statement of interest specific to our company and project, and highlight the parts of your resume that best demonstrate your skills with young children.

We will be conducting observational play interviews during June and July. Reach out with initial interest right away to schedule a time. Join us to see how our methods help everyone thrive in the teachable moment!

Company website: www.LearningSeeds.com