



## **Sprouts Garden Preschool Lead Teacher Full-Time**

### **Position Summary**

Monk Botanical Gardens seeks an engaged, energetic, and enthusiastic full-time Lead Teacher for Sprouts Garden Preschool's 4-year-old class. They will be responsible for developing and implementing a nature-based, emergent program that promotes whole-child development and will build a foundation for environmental literacy for Sprouts students.

Our ideal candidate has a genuine love for teaching young children, a deep personal connection to nature, and is dedicated to high-quality care and learning. We are looking for a teacher experienced in early childhood education, detail-oriented, organized, and highly relational. They must take pride in participating in the nature-preschool and child-led teaching models. A willingness to be outside in various weather conditions and inspire others to become passionate about nature is necessary.

The Sprouts Garden Preschool Teacher will establish and maintain a safe and positive learning environment that supports child developmental and foundational skills while fostering connections between children and the natural world. This position manages the classroom, supervises children in the classroom and outdoor settings, participates in family events, and conducts developmental observations. The candidate must be experienced working with preschool-age students, 3-5 years old.

### **Primary Responsibilities:**

- Building on and implementing a garden and nature-based curriculum for 4-year-old every-other-day full day program (2 sessions, MWF & TuTh)
- Daily lesson planning relating to nature-based curriculum
- Work with and supervise Assistant Teachers
- Classroom management, record keeping, and file management
- Documentation of play and discovery through writing, photo/video, and artwork

- Develop and nurture partnerships with families, communicating regularly with parents about their child's development
- Preparation of progress reports and portfolios
- Conduct parent-teacher conferences
- Attend ongoing, annual professional development courses
- Support a multicultural and inclusive learning environment
- Follow all emergency procedures and COVID-19 protocols
- Maintain a clean and safe environment following WI DCF licensing and CDC guidelines
- Work with the supervisor to ensure state licensing policies and procedures are met
- Participation in occasional fundraising events for the school
- Planning and leading occasional family events for the school
- Participate in weekly collaboration meetings with other lead teachers, monthly Sprouts leadership meetings, and monthly all-Sprouts staff meetings
- Follow all WI DCF Day Camp licensing guidelines
- Occasional attendance or staffing of additional events or programs

#### **Desired Skills and Abilities:**

- Strong decision-making skills to respond to risk management, emergencies, or difficult situations
- Familiarity with nature pedagogy and emergent curriculum
- Ability to handle multiple tasks and roles patiently and professionally
- Strong organizational skills, detail-oriented
- Ability to work as part of a team

#### **Minimum Qualifications**

- Child Development Associate (CDA), 2-year Associate, or BA
- Experience teaching outdoors (1 year)
- Comfortable teaching outdoors for 4+ hours in all seasons
- Experience working as a preschool teacher (1 year)
- Have a passion for and knowledge of local plants, animals, ecological systems, and gardening
- Must pass a background check
- Red Cross First Aid and CPR Certification, including Pediatric (or the ability to obtain)
- **Physical Demands:** This position requires the ability to work outside in various weather conditions. The employee is frequently required to walk, stand and sit for extended periods. This employee will occasionally climb or balance and stoop, kneel and crouch.

This employee must frequently lift and or move up to 30 pounds and occasionally lift or move up to 50 pounds.

**Reports to:** Events & Programming Director

**Start date:** August 17, 2026

**Compensation:** This is a full-time, salaried position. Salary Range: \$34,320-\$41,184. This position is from mid-August through May, following the Sprouts school calendar with all school breaks/holidays paid. Option to work a summer day camp session. Additional five days of PTO. Simple IRA with employer match. Employer-paid life, long-term, and short-term disability insurance. Vision and dental insurance are available.

To apply, email a cover letter, resume, and contact information for three references to Kaytie Ruesch, Events & Programming Director (kruesch@monkgardens.org). This position will remain open until filled. Applications will be reviewed when received.

Monk Botanical Gardens is committed to creating a diverse environment and is proud to be an equal-opportunity employer. We believe inclusion and diversity within our staff, board, volunteers, and visitors is essential to our success. Monk Botanical Gardens recruits, employs, trains, compensates, and promotes regardless of race, religion, color, national origin, sex, disability, age, veteran status, and other protected status as required by applicable law.