

WELCOMING

The Learning Tree



GROWING ROOTS

Inspiring Futures

INNOVATIVE

INSPIRATIONAL

EMPLOYMENT GUIDE BOOK

NURTURING

An interview with Mrs. Adair

WHAT IS YOUR “WHY”?

I walked into my first childcare interview at 18, unsure of my path, but the moment I stepped onto the playground, I knew I had found my purpose. Building relationships with children and families—especially saying goodbye to a child I cared for since infancy—shaped my passion for early education. Years of experience across different programs inspired me to create The Learning Tree, a center rooted in meaningful relationships, child-focused care, and a supportive environment where both children and teachers can truly thrive.

WHAT DO YOU WANT YOUR LEGACY TO BE?

I hope my legacy at The Learning Tree reflects that I genuinely cared about every child, family, and team member, led with kindness, and offered help whenever it was needed. I want the children in our care to grow up understanding the value of hard work, sincerity, and compassion—and to believe that with effort, heart, and support, anything is possible.

WHAT PROMISE CAN YOU MAKE YOUR STAFF AND TEAM?

My promise is to lead with fairness, listen openly, and make thoughtful decisions rooted in understanding. I am committed to showing compassion in every interaction, recognizing the unique strengths and potential of each team member, and working intentionally to support growth, confidence, and success within our Learning Tree community.



The Learning Tree
Founder and Owner

Adair Koralski

Mission Statement

MISSION STATEMENT

At The Learning Tree, our mission is to create a nurturing, nature-rich environment where children are free to explore, wonder, and grow at their own pace. We are committed to supporting the whole child—socially, emotionally, cognitively, and physically—through hands-on learning and joyful play.

Rooted in strong relationships, our program values each child's unique journey and builds lasting partnerships with families. We believe that when children feel connected to themselves, their caregivers, and the world around them, they grow into resilient, compassionate, and confident learners—ready to thrive in school and in life.

Philosophy Statement

PHILOSOPHY STATEMENT

At The Learning Tree, we believe that childhood is sacred—a time for wonder, discovery, connection, and growth. Our philosophy is built on the understanding that children learn best when they feel safe, seen, and supported in environments that honor their natural curiosity and developmental rhythms.

We provide a nature-based, play-driven early learning experience where children are free to explore both the world around them and their own potential. Nestled on 16 acres of natural space, our program emphasizes hands-on learning, meaningful relationships, and the power of unstructured outdoor play to foster creativity, resilience, and confidence.

MEET THE

LEADERS



Chelsea Allen, Director



Makayla DeButts, Assistant Director



Sarah Luicis, Assistant Director

With over 25 years of experience in Early Childhood Education, our leadership team manages the daily operations of both locations with care, expertise, and dedication.

While their responsibilities are broad, their top priority is leading our team of 35 staff members and building strong, trusting relationships with our children and families.

They are approachable, supportive, and present, providing guidance, encouragement, and leadership whenever it's needed. Our directors bring deep knowledge of early childhood education and ensure that all state licensing rules and regulations are consistently upheld, serving as a trusted resource for teachers and families alike.

As a member of The Learning Tree team, you can expect weekly one-on-one meetings with a director, regular classroom visits, and constructive feedback to support your growth and success.

While we may have multiple locations, we are all one Learning Tree family, learning, growing, and thriving together.

What are core values and why do they matter?

At The Learning Tree, we become what we value. We have intentionally chosen a core set of values that reflect who we are, how we show up each day, and how we grow—together. These values guide our decisions, shape our culture, and help us reach our highest potential as educators, caregivers, and teammates.

Our values come to life through everyday interactions with children, families, and one another. This means aligning our actions, communication, and mindset with the values and behaviors that define The Learning Tree.

Lead with Heart

Core Belief: Compassion and kindness guide everything we do.

Behaviors: Welcoming & Nurturing

- Greet children, families, and teammates with warmth, positivity, and respect.
- Maintain a pleasant, professional tone in both verbal and written communication.
- Use approachable body language and be mindful of how words and actions are received.
- Offer daily encouragement and emotional support to children and colleagues.
- Make decisions rooted in what is best for children, not personal convenience.
- Show empathy, patience, and compassion—especially during challenging moments.

Honor Childhood

Core Belief: Childhood is sacred and deserves protection, respect, and presence.

Behaviors: Nurturing

- Prioritize the physical, emotional, and developmental well-being of every child.
- Foster growth through play, exploration, and developmentally appropriate experiences.
- Respect each child's individuality, pace, and unique learning journey.
- Assume positive intent in children's behavior and respond with understanding.
- Create environments where children feel safe, valued, and deeply known.

Grow with Purpose

Core Belief: Continuous growth strengthens our impact.

Behaviors: Inspirational & Innovative

- Embrace learning, reflection, and professional development.
- Approach challenges with a “nothing is impossible” mindset.
- Learn from mistakes and view them as opportunities for growth.
- Ask questions, seek knowledge, and remain open to new ideas.
- Set goals, create action plans, and remain committed to improvement.
- Celebrate creativity, curiosity, and progress—in ourselves and others.

Work as One

Core Belief: Strong relationships create strong communities.

Behaviors: Welcoming & Inspirational

- Collaborate openly and respectfully with team members.
- Listen more than you speak and value diverse perspectives.
- Maintain an open mindset, even when opinions differ.
- Support one another through teamwork, trust, and shared responsibility.
- Offer constructive feedback with respect and clarity.
- Believe in the positive intent of children, families, and colleagues.

Be Stewards of Our Environment

Core Belief: Our spaces, relationships, and resources matter.

Behaviors: Innovative & Nurturing

- Care for classrooms, materials, and outdoor spaces with pride and responsibility.
- Model mindfulness, respect, and gratitude for our environment.
- Encourage curiosity and exploration in nature and learning spaces.
- Seek new opportunities to enhance our environments for children and staff.
- Adapt thoughtfully to change while honoring the foundation of our values.

What it's like to work at TLT?

Let's hear from our Team!



“The teachers take pride in their work and really love the kids they care for.”

“Supportive of work-life balance, classroom needs, individual development and goal planning. The future of this company is bright and I am proud to be apart of it.”

“The learning tree is fun, energetic, uplifting and full of positive attitudes!

The teachers are loving, supportive, intelligent and all about the kids. Working closely together, communicating and giving the best care to the kids is the BIGGEST priority. The other teachers are very accepting, and never cease to lend a helping hand. Always giving each other a leg up to succeed to the fullest everyday!”

“Amazing team, understanding and helpful leadership, great children/families to provide care for! This work environment feels more like a family than anything.”



BENEFITS

TRAINING, TRAINING AND MORE TRAINING

We pride ourselves on providing the most training opportunities in our area compared to other programs. You will start your new position off with an extensive orientation and online training as well as time in the classroom.

In addition, we provide online training through Conscious Discipline, CCEI, Pro-Solutions, and more!

HEALTH AND WELLNESS

As a team member you have access to enroll in health, vision and dental insurance.

PAY, HOLIDAYS, SICK AND VACATION TIME

Competitive pay that aligns with education and experience. Options for bonuses based on work performance each month.

Paid holidays, snow days or weather related closure.

Sick time awarded after 90 days! Vacation time awarded after 6 months!

SCHOLARSHIPS/PROGRAMS

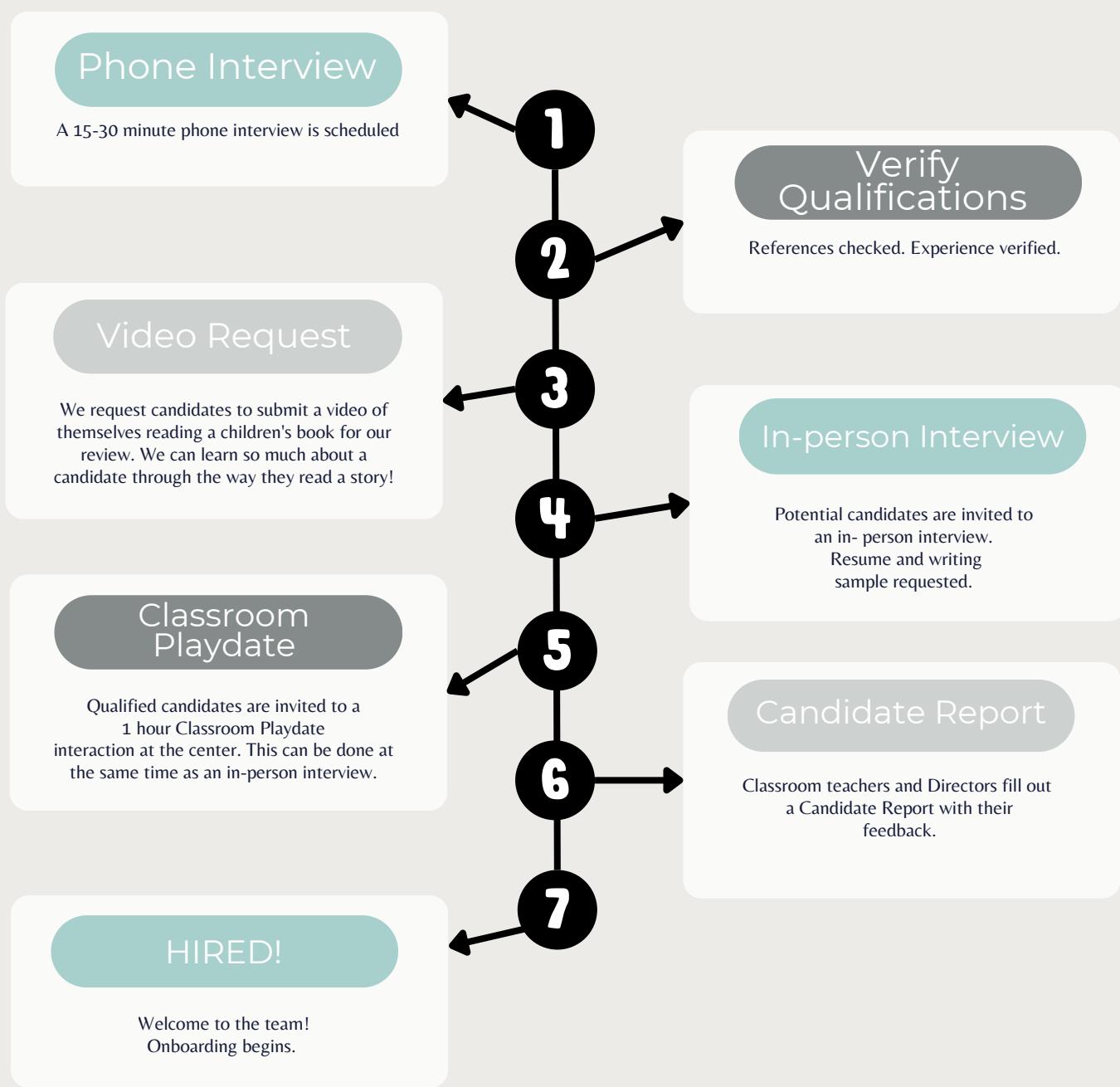
Through Early Childhood Apprenticeship Program or the TEACH program eligible individuals can continue their education with most or ALL of their tuition covered!

MISCELLANEOUS

Well stocked classrooms and unlimited supplies
Stocked team areas with snacks, drinks and treats!

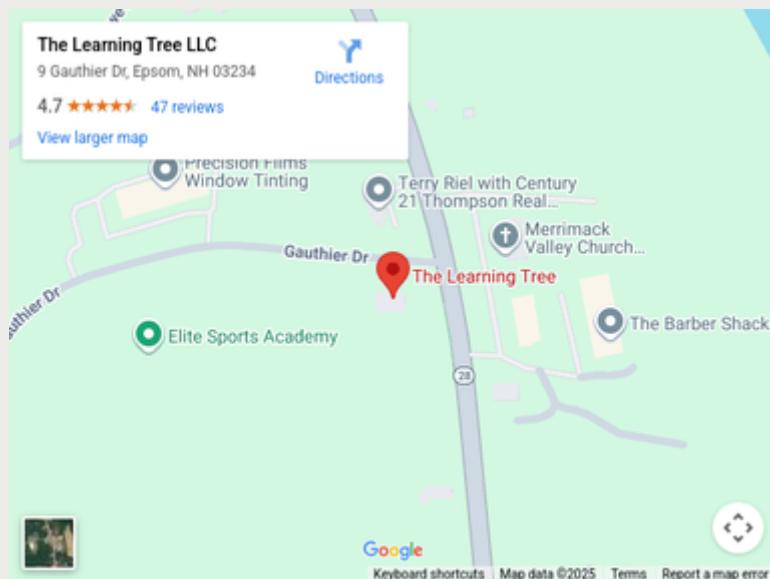
Discounted child care
Family environment providing work-life balance
Leadership and mentor opportunities

HIRING PROCESS



LOCATIONS

The Learning Tree, LLC



The Learning Tree Too, LLC

