

Early Childhood Educator

The Early Childhood Educator (ECE) helps shape a family's very first experience with early learning. This position leads warm, inclusive, and literacy-rich classrooms for children ages 0–5, often serving as a family's first trusted connection to early childhood education. The ECE collaborates closely with the Family Literacy Coordinator (FLC), adult education staff, the Early Childhood specialist, Family Literacy interns, volunteers, and parents—building a strong foundation for children while honoring parents as their child's first and most important teacher.

Each week, the ECE teaches four classes (morning and afternoon on Monday/Wednesday and Tuesday/Thursday). Each class consists of 30 minutes of Parent and Child Together (PACT) time followed by 2 hours of early childhood instruction, totaling 2.5 hours per class or 20 hours of direct instruction per week. The remaining 15 hours per week are reserved for planning and collaboration, classroom prep, and coordination. Because each group of students is different, the Educator only plans two lessons per week and repeats them to each class. The ECE is supported in the classroom by the Early Childhood Specialist, Family Literacy Interns, and/or trained volunteers. Educators are also expected to participate in a minimum of 3 family events annually, which offer evening opportunities for families to engage in themed learning, play and celebration.

Learning Lab's Family Literacy model has been serving the community for over 30 years. Our early childhood classrooms are grounded in trauma-informed, culturally responsive, and strengths-based practices. We are committed to continuous learning and innovation in service of our families and staff.

Core Responsibilities

Childhood Education Planning and Instruction:

- Plan and deliver two 2.5-hour lessons each week, taught to four different classes (totaling 20 hours of direct instruction per week).
- Design inclusive, trauma-informed, developmentally appropriate lesson plans aligned with Learning Lab's values and the Idaho Early Learning Guidelines.
- Model positive guidance strategies; integrate early literacy, numeracy, motor, and social-emotional learning goals.
- Create safe, nurturing classroom environments; manage hygiene, diapering/toileting, transitions, and snack service.
- Coordinate, guide, and celebrate classroom volunteers.

Collaboration & Family Engagement

- Collaborate with the FLC and adult educators to align child and adult learning themes; attending staff and team meetings as scheduled.
- Participate in at least three Family events or Parent Times each year, along with occasional field trips and in-class partnership visits.
- Help welcome community visitors and support a classroom culture of belonging.

Continuous Improvement & Administration

- Conduct informal assessments and observations; share progress with families and FLC.
- Stay current with best practices; participate in ongoing professional development
- Contribute to Learning Lab's mission through creativity, shared leadership, and a commitment to equity.
- Other duties as assigned.

Qualifications

- Associate degree in Early Childhood education (Bachelor's preferred) or CDA or equivalent experience with 3+ years lead-teacher experience.
- Fluency in English required; additional language skills are preferred, particularly Spanish, Arabic, or other high-need languages represented in our community.
- Experience working with multilingual, refugee/immigrant, or low-literacy families.
- Warm, engaging classroom presence; strong interpersonal and communication skills.
- Basic proficiency with Microsoft Office Suite; ability to learn assessment tools.
- Must be able to pass a background check, ability to lift 40lbs, and sit/kneel on child-level furniture.
- Infant/Child CPR and First Aid certification (or willingness to obtain prior to start date).
- Commitment to Learning Lab's mission.

Job Type: 35 hours/ week, hourly. This role follows a fixed schedule is Monday -Thursday, 8:30am- 4:00pm M-Th and a half day on Friday (morning hours). Consistent availability during these hours is required. The position is based at our Garden City Location; 308 E. 36th St. Garden City, ID 83714.

Compensation and Benefits: Starting pay between \$19-\$21/hour DOE. Full time (25 hours or more per week) employees are eligible for the employee benefits packages including paid time off, employer paid health insurance, health reimbursement account, life insurance, and flexible benefits (FSA, dependent care, or IRA).

Learning Lab is committed to affording all qualified individuals an equal opportunity to pursue employment and advancement opportunities. There shall be no unlawful discrimination against any person or group based upon gender, sexual orientation, ethnicity, race, color, age, disability, religion, national origin, veteran status or other legally protected class in training or apprenticeship, advancement, use of facilities, compensation, or any other conditions or employment.

Start Date: June 1st, 2026

To apply, please submit a cover letter and resume to Jennifer Panitch, Director of Programs, at jenniferp@learninglabinc.org. Priority consideration will be given to applications received by April 17th. Interviews will be conducted on a rolling basis, and the position will remain open until filled.