



# EMPLOYEE E-PACKET

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## ARE YOU READY TO MAKE A DIFFERENCE?

- Have fun and change lives while working with children.
- Become part of a team of early childhood professionals
- Advance in our company with our career leader.





A special place that values PLAY as the true work of children and teachers.

## MISSION

To provide 'Hands-on' learning environments and experiences that encourage the child to explore, investigate, and discover!

## VISION

To merge work and play in a professional, creative environment that challenges both children and adults to be active and lifelong learners.





# BIO

Since opening in 1979, Ms. Halls' commitment to families and children, has been reflected in DISCOVERY TREES progressive approach to Early Childhood Education.

Ms. Hall holds Bachelor's Degree and Masters Studies in Child Development, College Instructional Credentials, and is an Early Childhood Educational Consultant, Ms. Hall has served on the Sacramento County Local Child Development Planning Council for eighteen (18) years.

In addition, she sits on and contributes to the World Forum Foundation committees on Multi-site Child Development Centers & Curriculum Development and CQEL/PACE Membership committee.

Currently, Ms. Hall is Vice-President of the Association for Early Learning Leaders (AELL) and Chairs the Executive Invitational and Corporate Partnership Alliance Committees.





# PRESCHOOL PHILOSOPHY

Our educational philosophy is predicated on meeting the developmental needs of children. This developmental program is based on the assumption that growth is an orderly process and that children pass through stages of development, which occur in a predictable sequence in their physical, emotional, social, and - cognitive growth. The adult's responsibility in the developmental process is to assist the child in growing to his or her fullest potential by recognizing each stage of development and fashioning a curriculum that will nurture and facilitate growth during that stage.

Discovery Tree and Arista Schools are committed to valuing individual families and their children's unique needs by providing loving, developmentally appropriate care and education in a positive, professional environment.

We offer a Creative Curriculum, this program model allows the child to choose, investigate and study areas that are of interest to them for a majority of the day. Within this curriculum, we use the Reggio Inspired principles of respect, responsibility, and community through exploration and discovery in supportive and enriching classrooms (Indoor and Outdoor Classrooms) and environments based on the interests of the children through teacher-facilitated and self-guided education.



# DISCOVERY LEARNING



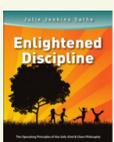
We believe that children remember and use the ideas, which they discover for themselves. Based on that principle, we have designed the program at Discovery Tree and Arista Schools to provide an enriched environment in a variety of areas, which stimulate and encourage discovery learning.

The children are the “doers”, i.e.; they are active participants in the learning process. The teachers are the “facilitators”, i.e.; we use our questioning skills to help children analyze problems and reach conclusions based on their experience.



# PROFESSIONAL DEVELOPMENT SUPPORT

- Reggio Inspired Curriculum
- Enlightened Discipline - Safe Kind & Clean Philosophy
- Conscious Discipline
  - Conscious Discipline provides an array of behavior management strategies and classroom structures that teachers can use to turn everyday situations into learning opportunities.
- CQEL - We are committed to developing early education for all Californians ensuring its quality.
  - We support programs in integrating promising practices and advocate for a thriving and diverse early learning system for children and families
- AELL - Early Learning Leader's goal is to strengthen the knowledge, skills, and abilities of early care directors, owners, emerging leaders, and other early learning professionals to ensure quality child care programs for young children.
- Child Care Success Company - together everyone achieves more.





# Alix Hall

Executive Director

Discovery Tree & Arista Schools

Hello, and  
Welcome!

Our story started out with a dilemma. While I was in college finishing my teaching degree, I was struggling to find a school to work at that shared my philosophy for children. As a college student majoring in Liberal Studies, it was my intention to become a kindergarten or 1st-grade teacher. During my 'Student Teaching' practicum years I spent my first year in a 3rd-grade public school classroom. It was a good experience BUT I learned that I did not care for the large class sizes AND the politics involved in public school instruction was not for me.

THEN my second year of 'Student Teaching', I sought out a position at a Private School that served children Preschool thru 3rd Grade. During that year the Director approached me to 'take over' the 4-year-old classroom for 3 months during that teacher's maternity leave.

I thought 'Sure! Why not-I can do this!'

Well, that was IT - I was hooked and in LOVE with Preschool age children! I loved their energy, love of learning, curiosity, and sense of FUN & PLAY. So, I changed my major to Child Development and continued working in the field as I completed my education. BUT again, I was struggling to find a QUALITY program that was progressive and NON-Traditional in its approach to Early Learning.

That led me to the partnership that created Discovery Tree Schools AND the establishment of our first center in Fair Oaks, California in 1979.

DISCOVERY TREES progressive approach to Early Childhood Education AND quality learning environments, quickly filled our school and created a waiting list for enrollment-it was clear that we needed to open more centers to serve the community. Over the years, all other partners were bought out and I remain the sole stockholder and Executive Director.

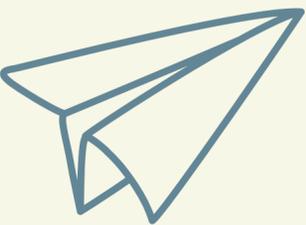
As our programs grew and opened additional locations to serve more families, continuing to meet the needs of our growing community was paramount. Arista Schools joined our family of early learning centers in 2017.

Our Administrative Team of Program Directors are long-term Team members, having from 12-26 years of experience at Discovery Tree and Arista Schools. Each site employs a full-time Program Director to manage the day-to-day operations, the Research Training and Development Coordinator, Resource Coordinator, and the Executive Director are directly involved daily, dividing our time between the centers.

I am so excited that you are interested in being part of our DT/Arista family. I look forward to meeting you and welcoming you to our 'Team' of wonderful Teachers and Administrators.



Discovery  
Tree and Arista Schools  
A Special Place to Grow Est. 1979



# STAFF CULTURE

Discovery Tree and Arista Schools strives to provide a culture that says “We Value Our Staff” Our staff is the trunk of our tree (family) and we do everything possible to provide a culture based on good communication, respect, teamwork, doing what’s best for the child, living our vision, values, and plenty of fun.

We value Teamwork, our staff work in a team teaching environment, collaborate daily, and are given the support and tools needed to succeed. We support and balance between work and life by offering our staff flexible schedules, support staff, and subs for classroom support and time off.

We value Support, we understand the difficulty of a healthy work-life balance. We aim to be as supportive as possible to our staff so we offer generous PTO/Sick leave, and a supportive team environment.

We value Communication, we strive to make every communication honest, open, friendly, and compassionate. We believe that open communication builds a better team and we encourage staff to share feedback, ideas, or suggestions with us and to feel comfortable asking questions.

We value Creativity, teachers start with our unique staff/child handpicked themes and are able to build/ personalize their own developmentally appropriate curriculum. As a teacher, we welcome you to personalize your classroom, lesson plans, and activities.

We value Fun, we believe in the importance of laughing and building friendships. Spending time together outside of work and having fun is a top priority.



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# INSIDE PERSPECTIVES

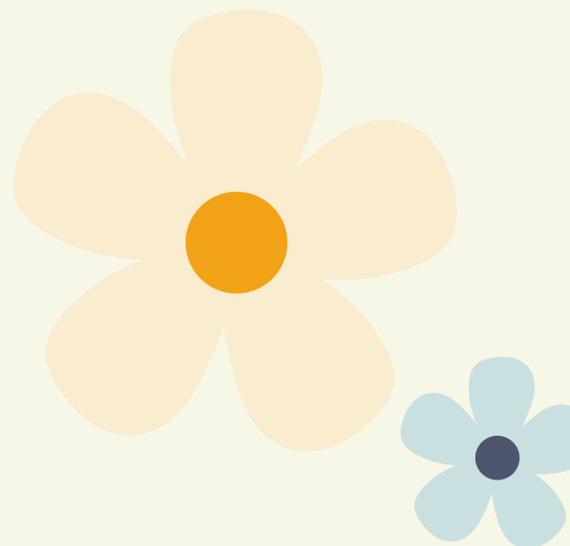


I very much enjoy Discovery Tree. As a teacher, it's everything I believe in. Children are relaxed in a wonderful environment where they learn through play. I can be the teacher here that I want to be. Our Director is truly the best boss I've worked for (I've had a lot) who cares for the students, families, and her staff.  
I will for sure retire here!

-Pamela Polk

The reasons I enjoy working at Discovery tree is the children and the smiles and love they give on a daily basis. The DT environment is always so welcoming to all. Teachers and staff have such positive vibes and are willing to help others.

-Jeri Smith



# INSIDE PERSPECTIVES

The heart of Discovery Tree is in the joy of seeing the children each day—watching them explore, learn, and develop at their own pace. It is inspiring to be part of a team that is supported so strongly by our admin, who invest in our growth through meaningful training, engagement, and encouragement. We are fortunate to work in partnership with families, fostering open communication and active parent involvement to strengthen each child's learning journey. What makes this team truly special is the genuine rapport we share; we collaborate openly, celebrate each other's strengths, and work hand-in-hand to create a nurturing, enriching environment where children, families, and teachers can thrive together.

-Denise Williams



# INSIDE PERSPECTIVES

Here at Discovery tree, I truly value every moment with the children- from listening to the stories they eagerly share to watching them grow into confident learners. It is a joy to see them master new skills and develop the readiness they need to take their next steps in school and in life. I also deeply appreciate the support and collaboration our team brings to the table; working together allows us to share ideas, encourage one another, and create the best possible environment for the children in our care

-Melanie Scott



# EMPLOYEE BENEFITS



Tuition Discount



Health Insurance



Merit and Cola



Staff parties,  
Collaboration Days



Retirement Match



Paid time off, Paid  
Holidays, and Sick days

# CORE VALUES

## TRUST

We value TRUST as displayed by reliable, strong, and truthful relationships that meet the needs of all.

## DISCOVERY

We value DISCOVERY as the act of exploration, investigation, and, learning through play; as an individual or in collaboration with others.

## KINDNESS

We value KINDNESS as displayed by the qualities of empathy, showing compassion and concern, being friendly, generous, and considerate to others.

## TEAMWORK

We value TEAMWORK as the sense of loyalty, an act of friendship, and the ability to collaborate with our community in reaching common goals.

## RESPECT

We value RESPECT as displayed in accepting others' perspectives, ideas, and unique ways of contributing while learning and understanding each other to build esteem and positive relationships!

## COMMUNICATION

We Value COMMUNICATION as the basis for ALL collaboration and trust-providing a community of clear expectations. With the ability to be calm and open-minded, to share and receive ideas; thoughts and feelings are validated without fear of judgement.



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# INNOVATIVE



# PASSIONATE



Make a difference in a child's life today

## Come, play with us!