

## FEATURED EMPLOYER

### The Goddard School® Practices Learning Through Play

By: Karen Finucan Clarkson



Ross P. Flax, owner, stands before a wall mural at the King Farm school.

“We really distinguish ourselves as not being daycare,” said Ross P. Flax, owner of The Goddard School® for Early Childhood Development at King Farm in Rockville. “So, we look for teachers with a degree in early childhood or elementary education.”

Five years old, The Goddard School® serves a total enrollment of 240 and adheres to a Piaget-based philosophy, “which means children learn through play,” said Flax. The school maintains 100 percent occupancy and quickly fills the 75 openings after graduation each year.

“We have, overall, the best teachers in a preschool environment based upon feedback I hear from parents,” said Flax. “The consistency of our employees, who love to be in this environment and who come back year after year, creates stability, and that stability instills confidence in parents.”

While turnover is low at The Goddard School®, there are occasional openings. “We’re always looking for quality teachers,” the owner said. “Whenever a teacher departs our school, we look to upgrade...That generally means a higher salary.”

Teachers receive support from the administration and the resources to effectively do their jobs, according to Flax. And, the work environment is top notch. “I haven’t seen any schools that still are as nice as our physical facility,” he said. “We have 14 classrooms, each large and open and filled with sunlight. There’s great artwork all over the school representing the children’s accomplishments as well as teachers’ work.”

School employees typically work a nine-hour day –7 a.m.-4 p.m., 8 a.m.-5 p.m., or 9 a.m.-6 p.m.- with a break for lunch. “And there’s a very high expectation of employee performance at school,” said Flax. “There’s a dress code...no jeans or T-shirts. And an expectation that people come to work everyday, even if they’re feeling a little bit under the weather.”

In return, the school offers “extremely high, competitive salaries,” according to the owner, as well as health insurance, vacation, sick leave, dental and vision, and a retirement plan. The school also provides a teachers lounge and a resource room, “where they can do research for lesson plans,” he said.

Flax advises job applicants to know why they want to work at The Goddard School. "Know something about the company. about the philosophical approach that the school employs," he said. "We're looking for career-minded teachers who desire longevity, enrichment and promotion. Of the four managers we employ, three have been promoted from within."

To learn more about The Goddard School®, visit [www.goddardschool.com](http://www.goddardschool.com).

## What it's like to work at The Goddard School® for Early Childhood Development?

**"We are looking for teachers who are warm, caring, nurturing and compassionate, and who know developmentally appropriate practices. If they can get down on their hands and knees and look into the eyes of a child, that's always a good thing."**

*-Ross P. Flax, owner*

- 37 FULL-TIME EMPLOYEES ■
- 10 PART-TIME EMPLOYEES ■
- AVERAGE EMPLOYEE AGE 38-40 FOUNDED IN 2003 ■
- SERVING UP TO 200 CHILDREN PER DAY ■
- MAINTAINS 100 PERCENT OCCUPANCY ■