

SEPTEMBER 2021

# VOICES FROM THE FIELD

JUST IN TIME LEARNING ACADEMY



Just In Time staff member reads to children during program day



## JUST IN TIME LEARNING ACADEMY OPENS DESPITE PANDEMIC

*Written by Lin Nordmeyer*

While most were putting their dreams on hold during the pandemic, Molly White realized hers - owning and operating an early childhood education center. In February of 2021, Molly opened Just in Time Learning Academy (J.I.T.L.A.) in Milford, Del.

"I'm passionate about teaching young children," said Molly. "I wanted to create an experience for children that's non-traditional. I recognize that not every child learns the same way."

Undaunted, Molly focused on getting the five classrooms ready to serve infants to preschoolers and recruiting staff and families. She conducted numerous virtual tours, started and maintained a Facebook page, and built her team.

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**"I had a clear vision on how I wanted my center to run," said Molly. "This vision included smaller class sizes, engaging families, and having a staff who felt valued."**

*Molly White, Owner of  
Just In Time Learning Academy,  
(J.I.T.L.A.) in Milford*

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Molly's focus on families and staff especially struck Stars Technical Assistant, Nancy Hoffman. "Molly is committed to her staff and families. She offers parents diapers, bottles, formula, wipes, sheets, and food (breakfast, lunch, and snacks). She also offers complimentary continental breakfast to parents every Monday morning."

Her approach to staff recruitment and retention starts with the hiring process. The application includes the question, "How do you like to be appreciated?" According to Molly, the responses overwhelmingly point to "notice what I'm doing." Molly more than notices. As an example, each employee's information sheet includes his or her favorite candy or snack. "My main goal is to keep my staff happy and satisfied," she adds.

To this end, Molly plans to use her grant from the Delaware Early Education and Child Care Stabilization Fund to give each employee a bonus in addition to buying materials for her classrooms.

Dreams do come true - ask Molly White of Just in Time Learning Academy.



Staff member and child celebrate Dr. Seuss Day