



Job Description: Lead Teacher (Guide)

Help Montessori For All change the face of 21st century schools. Start your Montessori certification process this summer or during the upcoming academic year (paid for by Montessori For All), and then help grow the first free, public Montessori school in Austin as a Lead Teacher (Guide).



- Do you believe that schools should not only prepare children for the 21st century but should prepare them to *transform* the 21st century?
- Do you believe that the conventional “factory model” of education with everyone doing the same thing at the same time in the same way is antiquated and not aligned with preparing children to reach their fullest potential?
- Do you believe in diverse, high-quality schools as an integral component of social justice and equity?
- Do you believe that schools should feel like a second family?

We do, which is why Montessori For All endeavors to build schools where children from a variety of racial, cultural, and socio-economic backgrounds all learn in the same classrooms, where children are treated with dignity and exercise choice about what they learn and how they grow, where children learn executive functioning and build critical thinking skills—all while reaching rigorous levels of academic achievement.

Come share your talents with us, develop your abilities as a national leader of education reform, and help us build a movement for educational equity.

“I’ve visited the Austin school twice now, and I think it is really special—I think it’s the most exciting new school in the country right now.”

—Former co-CEO of Teach For America

Montessori For All seeks to build a more just and peaceful world by cultivating diverse leaders of the future who find meaning and joy in their own lives and work in partnership with others to do the same. We are honored that you are interested in a position at our flagship school—a school that we hope becomes a model for educational reform across the country. We believe that all of us should pursue professional passions that fill our lives with meaning and joy. We look forward to working with you to uncover whether this position is right for you.

We are currently looking for Lead Teachers (Guides) who are willing to attend Montessori training this summer or during the upcoming academic year.

Location	Duration	Age-Level	Affiliation	Lead Teacher Starting Date
Austin, TX	3 summers	1st-6th grade	AMI	August 2019
Dallas, TX	Academic Year	PK3-K	AMI	August 2020
Houston, TX	2 summers	PK3-6th grade	AMS	August 2019
Phoenix, AZ	Academic Year	PK3-K	AMI	August 2020
Phoenix, AZ	Academic Year	1st-6th grade	AMI	August 2020
Hartford, CT	3 summers	1st-6th grade	AMI	August 2019
Hartford, CT	Academic Year	PK3-K	AMI	August 2020
Decatur, GA	Academic Year	1st-6th grade	AMI	August 2020
Columbia, MD	Academic Year	PK3-K	AMI	August 2020
Columbia, MD	Academic Year	1st-6th grade	AMI	August 2020
St. Paul, MN	3 summers	1st-6th grade	AMI	August 2019
St. Paul, MN	Academic Year	PK3-K	AMI	August 2020
St. Louis, MO	3 summers	1st-6th grade	AMI	August 2019
Portland, OR	Academic Year	PK3-K	AMI	August 2020
Portland, OR	Academic Year	1st-6th grade	AMI	August 2020
Milwaukee, WI	Academic Year	1st-6th grade	AMI	August 2020

Montessori For All pays for the full cost of the tuition. Teachers pay for room and board, travel, application fee, and materials.

About Us:

Education in our country is at a crossroads. Education reformers of the past 20 years have changed the conversation and proven that *all* children can learn, regardless of race, socioeconomic status, or other factors. As a movement, we need to continue to develop our models in ways that prepare children for

college, a future workplace we can only begin to imagine, and life as leaders in their families and communities. Children need to acquire the habits, skills, and mindsets that align with success, such as executive functioning, critical-thinking, problem-solving, and collaboration—alongside rigorous academics.

Montessori schools have been cultivating leaders with these traits for more than a century through hands-on learning, multi-age classrooms, and embedded social and emotional learning. In our country, there are more than 5,000 private Montessori schools serving families who can afford it.

Montessori For All seeks to make Montessori education accessible to *all* families, regardless of income. We endeavor to open and lead free, high-performing, authentic Montessori schools that partner with families to help children in diverse communities reach their extraordinary potential intellectually, emotionally, socially, creatively, culturally, and physically, so they can pursue lives full of meaning and joy.

In doing so, we aspire to contribute to the national public Montessori movement by maintaining the principles that make Montessori education so meaningful while simultaneously becoming more culturally responsive and accountable for ensuring success for every child.

Our first campus, Magnolia Montessori For All, opened in East Austin in August 2014 with 3 year olds through 3rd grade and now serves through 6th grade. We will eventually expand to offer a 7th and 8th grade Adolescent Community, as well.



Our Theory of Change

Montessori For All has a four-pronged approach to change in order to increase the number of children who have access to truly transformational educational options:

- ❑ **Innovation, Codification, & Dissemination:** Research & Development (R&D) and pilot testing to uncover the keys for fully implementing Montessori in ways that ensure equitable outcomes for all children. Tools and materials are shared through open-source formats.
- ❑ **Professional Development Training:** Staff training to increase the availability and improve the effectiveness of public Montessori teachers, plus transformational education, social & emotional learning, and anti-bias & anti-racist education workshops and presentations for educators and school leaders
- ❑ **Consulting & Coaching:** Partnering with school districts and CMOs to assist in the creation, development, and strengthening of public Montessori programs, infants through Grade 6
- ❑ **Proof-Point Schools:** Opening high-performing, authentic, public Montessori charter schools in diverse communities nationwide

Our Pillars:

- ❑ **Focus on Leadership:** We strive to cultivate the leaders of tomorrow. We teach by example and constantly model living with integrity and courage, eagerly learning, appreciating and showing gratitude, demonstrating persistence, excelling, and respecting and helping others and the environment.
- ❑ **Education for the Whole Child:** We help children grow academically, intellectually, socially, emotionally, culturally, creatively, and physically by providing an authentic Montessori education that includes multi-age classrooms, engaging hands-on materials, an emphasis on intrinsic motivation, student-led projects, rigor, and learning beyond the classroom that prepares children for high school, college, the 21st century and lives as leaders in their families and communities.
- ❑ **Teachers as Leaders and Innovators:** Our teachers are empowered to shape curriculum and school culture and contribute to ongoing developments in the field of education through research and the dissemination of knowledge.
- ❑ **Families as Partners:** We partner with families to provide the most nurturing environment to help children grow into their fullest potential, so they can pursue lives full of meaning and joy.
- ❑ **Continuous Improvement:** We strive for continuous growth through a process of Assessing→Analyzing→Acting. We hold ourselves and others to high expectations, engage in self-reflection, and take personal responsibility for ensuring success for each and every child.
- ❑ **Diversity and Teamwork:** We believe that children learn best in racially, culturally, and socioeconomically diverse environments, so they are prepared to act as global citizens and leaders. As such, we commit to working together to create a welcoming and inclusive environment for all members of our diverse community.

Our Ideal Candidate:

As a start-up charter organization that is serving a diverse group of children and families in an urban setting, we are looking for people who will thrive in our fast-paced, innovative, and often challenging environment. In order to succeed here, candidates must be:

- ❑ Able to persevere in the face of everyday challenges, both big and small.
- ❑ Motivated to work in a social justice-oriented organization, which includes reflecting on our own racial biases and developing a culturally responsive curriculum for our classrooms.
- ❑ Mission-driven and prepared to work urgently toward closing the opportunity gap and ending educational inequity through achievement of student outcomes.
- ❑ Invested in the Montessori approach to education as truly transformational, both for the child and the world.

- ❑ Comfortable interacting with diverse families and experienced with creating a welcoming and inclusive environment for all.

Requirements & Qualifications:

- ❑ Bachelor's Degree
- ❑ AMS- or AMI-credentialed or willing to work toward certification (paid for by the school)
- ❑ Willing to attend 30 hours of gifted/talented professional development in Year 1 with 6-hour updates every subsequent year

Preferred:

- ❑ State-certified (including ESL or Bilingual) or willing to complete alternate certification prior to the start of the school year through Texas Teachers (paid by the teacher in monthly installments once your paycheck starts)

Benefits from Working with Our Team & Community:

- ❑ Our classrooms were designed by Montessorians and include bathrooms, a kitchen area, ample natural light, back patios, and backyards.
- ❑ Our classrooms have a full set of Nienhuis materials.
- ❑ We have full-time assistants in every classroom at every level.
- ❑ Guides receive a \$1,000 consumables budget each year.
- ❑ Guides have the opportunity to apply for leadership positions on campus (stipends available).
- ❑ Guides have the opportunity to apply for professional development funding to attend national conferences.
- ❑ Broadening your impact by being a member of a national non-profit organization.
- ❑ Participation in a growth and leadership program that uses goal-setting, reflection, and mentoring to cultivate the knowledge, skills, and mindsets necessary for success.
- ❑ Opportunities to assume new leadership roles as we create our school, open additional campuses, and build a national Charter Management Organization.
- ❑ A family-friendly work environment with onsite childcare (for a fee) and automatic enrollment for children of staff into the infant through 6th grade program (if a spot is available).
- ❑ Ample time for professional development that is built into the week and year.
- ❑ Vacation time spread out through the year, including a Fall Break, Thanksgiving Break, Winter Break, Spring Break, and Summer Break.
- ❑ Comprehensive benefits package.
- ❑ An incredibly collaborative, supportive, and joyful team and community.



Lead Guide Responsibilities:

- ❑ New Lead Guides report for professional development in mid-July 2019. School starts at the end of July or beginning of August.
- ❑ The work day is from 7:15am-3:45pm Monday through Thursday. Teachers are with children from 7:45am-3:30pm Monday through Thursday (and supervise departure until about 3:45pm) and

from 7:45am-1:45pm on Friday. There is 30 minutes of planning time before the school day starts and approximately 45-60 minutes during lunch.

- ❑ Lead Guides meet in Professional Learning Communities on Fridays from 2:00-4:00pm.
- ❑ Approximately once a week, lead guides have a 30-minute meeting during their planning time.

Daily/Weekly/Monthly/Yearly Responsibilities Include:

- ❑ Preparing and maintaining the physical environment to optimize student learning.
- ❑ Planning and implementing lessons.
- ❑ Supporting the culturally-responsive and anti-racist mission of the school.
- ❑ Observing and conducting systematic record keeping (using Transparent Classroom) to ensure success for every child.
- ❑ Modifying instruction to meet the needs of students with diverse backgrounds and learning styles.
- ❑ Maintaining a positive, productive, and safe learning environment through effective classroom management strategies.
- ❑ Collaborating with other members of the grade level team to plan lessons, organize field trips, analyze data, etc.
- ❑ Maintaining positive and productive relationships with families by conducting home visits, calling every family at least once every month, sending home a classroom newsletter once a month, etc.
- ❑ Administering one-on-one assessments throughout the year (reading, etc.).
- ❑ Planning and implementing an elective class for 45 minutes a day, 2-3 times a week (for Elementary and the Adolescent Community only).
- ❑ Communicating effectively with students, families, and other staff.
- ❑ Assuming other duties as they become necessary in a flexible, start-up environment.

Our Schedule & Calendar:

- ❑ Lead Teachers arrive by 7:15am. Once a week, they check-in with their associates/assistants from 7:15am-7:45am.
- ❑ Each day, family arrival time is from 7:45-8:05am. Children head directly to their classrooms to greet their community and begin the day.
- ❑ Departure time is from 3:15-3:45pm (Children's House) and 3:30-3:45pm (Elementary). On Fridays, school departure is at 1:45pm, so staff can meet in Professional Learning Communities from 2:00-4:00pm.
- ❑ School starts approximately three weeks before the local school district. Professional development begins two weeks prior to that.
- ❑ We follow a modified schedule with 1-2 week breaks in October, November, December, and March, as well as 6-7 weeks of summer break for guides. Approximately 1-2 days of Fall Break and Spring Break will be devoted to Professional Development.



Application Process:

- ❑ **Step One:** Submit an application that includes the following components:
 - ❑ Resume
 - ❑ Cover letter addressing the following:

- Which grade level are you applying for? Primary (PK3, PK4, and K), Lower Elementary (1-3), or Upper Elementary (4-6)?
- Why do you want to work at Magnolia Montessori For All?
- How did you hear about the position?
- What is your current salary?
- Any additional information you would like to add.
- Notes:* Please submit the resume and cover letter as a single attachment. E-mail it to careers@montessoriforall.org with the subject line: YOUR-LASTNAME – Lead Teacher Application.
- Step Two:** Selected candidates will be invited to the semifinal round, which includes completing a performance task related to the roles and responsibilities of the position. Final details of what to expect during this round will be sent to selected participants.
- Step Three:** Upon completion of the semifinal round, selected candidates will be invited to the final round. The final round will consist of an onsite interview with the leadership team, guides, and families.
- Final Verification:** Reference check

Statement of Non-Discrimination:

Montessori For All is committed to a policy of equal treatment and opportunity in every aspect of its relations with its applicants, staff members, and families, without regard to race, color, ethnicity, religion, gender, sexual orientation, national origin, disability, age, marital status, military status, pregnancy, or parenthood. People of diverse backgrounds are strongly encouraged to apply.



Join our team at the first free, public Montessori school in **Austin, TX!**

Teach In Austin

MFA believes that the level of educational innovation in Austin should match its creative and entrepreneurial spirit. There are more than 20 private Montessori schools serving affluent families on the west side of the city, but until MFA opened Magnolia Montessori For All in 2014, there were no public Montessori options and no Montessori schools of any kind on the East side.



Our neighborhood in East Austin is diverse and deserving of quality educational options. 45.6% of people in East Austin live in poverty, compared to 11.1% of people in Austin. Residents of East Austin, 94.8% of whom are Latino or African American, face unemployment rates more than 3x greater than the city average.¹

Live in Austin

Austin was ranked #1 in U.S. News & World Report's 2018 *Best Places to Live*. There are 1,000+ reasons that 50+ people move to Austin each day. Austin is home to:

- ❑ Austin City Limits, SXSW, the Texas Book Festival, and many, many more nationally recognized events. Something special is always happening.
- ❑ 300 parks, abundant trails, and a huge cycling culture. It is consistently ranked one of the fittest cities in America.
- ❑ The most highly educated population in the United States
- ❑ A rapidly growing tech and innovation sector
- ❑ No state or local income tax
- ❑ The highest number of artists and musicians per capita of anywhere in Texas
- ❑ An amazing food scene—food trucks, barbecue, and breakfast tacos, just to name a few!



¹ The Enduring Challenge of Concentrated Poverty in America:
<http://www.brookings.edu/research/reports/2008/10/24-concentrated-poverty>