Lead Guide, Children's House (AMI Primary, Ages 3–6)

The Montessori School of the Berkshires · Berkshire County, Massachusetts · Full-time, school year

You know the moments. Young children enter the room with anticipation, a spotless prepared environment ready for small hands' explorations, adults excited for big discoveries. The room is humming. You are observing.

If you've built a Children's House community like this, and you want to keep building it alongside colleagues who care about the work as much as you do, we'd love to meet you. We're looking for an experienced AMI Primary guide to lead one of our two Children's House classrooms.

Who we're looking for

An experienced guide. You hold an AMI Primary diploma (3–6) and have led your own classroom. You've seen a community through its normalization, its hard Octobers, and its glorious springs. You trust the method because you've watched it work.

A keeper of authentic practice. You don't water Montessori down, and you don't treat it as a script either. You protect the uninterrupted work period. You give clear, beautiful presentations. You observe before you act. You know the difference between a child who needs help and a child who needs time. You meet the children where they are. You are committed to your own physical, practical, and spiritual preparation to support the children.

A true collaborator. Your assistant is your partner, and you help them grow. You talk things through with colleagues, ask for feedback, and give it with care. With families, you're warm, honest, and clear. When something gets hard, you say so directly and work it out.

What you'll do

- Lead a Children's House community, responsible for each child's safety, independence, and intellectual and social-emotional growth.
- Prepare and maintain an orderly, beautiful environment: complete materials in good repair, shelves that hold just what's needed.
- Present lessons with precision and follow each child through observation and thoughtful record-keeping.
- Protect a calm, productive work period with smooth transitions and systems that promote independence and collaboration for the children
- Create a rhythm that relates to the moments of the day and the seasons, and supports the nervous system of all children
- Help children care for their belongings and their space, from cubbies to indoor and outdoor shoes.
- Mentor and supervise your classroom assistant(s), and reflect together each day
- Partner with families through conferences and everyday conversation, including when a child needs extra support.
- Work with colleagues and specialists to serve children of all abilities, including those with learning and/or developmental differences.
- Join faculty meetings, professional development, and our annual reflective review process.
- Help with arrival and dismissal.
- Accompany children as they explore and learn about nature while spending time outdoors in every weather
- Support young children's transition from the Toddler Community with an open heart and an understanding of their capabilities, as well as older 6-year-olds as they move on to Elementary
- Carry the school's mission out into the wider community.

What you bring

- AMI Primary diploma (3–6)
- Experience leading a multi-age Primary classroom
- Bachelor's degree; master's preferred
- Deep fluency in AMI theory and practice, and curiosity about current child development research
- Awareness of your own independence and autonomy within the community, as well as recognition of your responsibility
- A sense of wonder about the connections between the child’s own discovery and learning
- Experience mentoring an assistant or co-teacher
- Clear, kind, direct communication with children, colleagues, and families
- CPR and First Aid certification, or willingness to complete it
- EEC certification, and/or commitment to complete the state certification requirements
- Physical readiness for life at child height: sitting on the floor and in small chairs, moving indoors and out, lifting up to 50 lbs
- Willingness and eagerness to spend time outdoors with the children in any weather all year round
- A sense of humor, grace, and courtesy

What we offer

MSB takes AMI practice and philosophy to heart and is led by experienced people who've done the work themselves. Colleagues talk openly, support each other, and laugh together. We provide investment in your growth through professional development, time to observe, and a reflective annual review. Plus, we are in the Berkshires in Western Massachusetts, surrounded by mountains and a historic community committed to the arts and wellness and that cares about children.

Position details

Reports to	Director of Education/Early Childhood Coordinator
Schedule	Full-time, year-round
Status	Salaried, exempt
Supervises	Classroom assistant(s)
Start date	[TBD]

Salary range	[Upon request]
Benefits	[Upon request]

How to apply

Send your résumé and a letter to Meagan Ledendecker, meagan@berkshiremontessori.org. In your letter, skip the summary of your career. Instead, tell us about a moment in your classroom when you stepped back, and the children carried the day; a time you worked through a disagreement with a colleague; and the Montessori Principle that best defines your trust in the children.

We review applications as they arrive. The Montessori School of the Berkshires (MSB) is a private independent coed school which inspires children to develop independent thinking, self-assurance, inner discipline, and a love of learning in an authentic Montessori environment nestled in the scenic Berkshire hills. We serve children in toddler, preschool, elementary, middle, and adolescent programs. MSB is an equal opportunity employer and provider. We do not discriminate on the basis of race, color, gender, religion, sexual orientation, disability, cultural beliefs, marital status, or ethnic origin in employment or the administration of admissions programs or policies.