



EAGLES CHILD CARE CENTER

Austin, TX

Toddler/Infant Montessori Lead Guide - Community (18 months - 3 years)

Position: Toddler/Infant Montessori Lead Guide

Location: Eagles Child Care Center

About the Role

Eagles Child Care Center is seeking an enthusiastic and dedicated **Toddler/Infant Montessori Lead Guide** to join our toddler classroom (Community, 18 months - 3 years). In this full-time role, you will create an enriching and nurturing Montessori environment that supports each child's development in a Spanish Immersion program.

This opportunity is ideal for educators passionate about fostering independence, curiosity, confidence, and community while promoting cultural and linguistic diversity.

Key Responsibilities

- **Lead and Inspire:** Take leadership of the Community classroom, guiding toddlers with empathy, consistency, and intention.
- **Montessori Curriculum Implementation:** Design and implement a comprehensive curriculum aligned with Montessori principles and ECCC's mission, vision, and core values. Integrate ECCC's **Flagship Programs** and **Virtues Program**.
- **Prepared Environment:** Prepare and maintain a beautiful, orderly, inclusive, and stimulating classroom that reflects Montessori principles of independence, order, and respect.
- **Individualized Instruction:** Observe each child daily and prepare personalized lessons based on their developmental needs and interests. Track academic, motor, and social-emotional growth.
- **Discipline and Respect:** Establish and uphold clear, developmentally appropriate classroom rules. Guide children to be respectful of peers, adults, materials, and the environment. Teach responsibility in maintaining classroom furniture, equipment, and shared spaces.
- **Classroom Safety and Order:** Maintain a calm, organized environment with clearly defined boundaries. Ensure that children understand and follow expectations for safe and respectful movement throughout the classroom and school, always requiring supervision in designated areas.

- **Developmental Support:** Encourage children’s cognitive, emotional, and physical growth through intentional indoor and outdoor activities, including gross motor development.
 - **Community Building:** Foster strong, respectful relationships with children, families, and team members to create a collaborative and inclusive learning community.
 - **Staff Supervision:** Manage and mentor classroom staff, modeling professionalism, respectful communication, and Montessori philosophy.
 - **Documentation & Communication:** Maintain accurate student records and assessments. Submit required reports. Send a weekly email to families highlighting classroom activities, including photos and descriptions.
 - **Compliance:** Ensure all practices and environments comply with state regulations, licensing requirements, and school procedures.
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Qualifications

- **Montessori Certification:** Accredited Montessori certification for ages 0-3.
 - **Language Skills:** Fluency in English and Spanish (required).
 - **Education:** BA degree preferred. However, equivalent experience and Montessori guide accreditation may substitute for formal education.
 - **Experience:** At least 2 years of classroom experience in a Montessori toddler environment.
 - **Certifications:** CPR, First Aid, and Universal Precautions certification required (training available if needed).
 - **Tuberculosis Test:** Must provide proof of a negative tuberculosis (TB) test result in accordance with Texas Department Health and Human Services Licensing requirements.
 - **Physical Requirements:** Able to lift and carry up to 40 lbs., sit on the floor for extended periods, and move comfortably around the classroom.
 - **Legal Requirements:** Must meet all Texas minimum standards for early childhood educators and have a clean background check with no record of felonies, crimes against children, or recent convictions.
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Compensation & Benefits

- **Classification:** Full-time; Monday-Friday, 8:00 AM-5:00 PM (1-hour lunch); 40 hours/week
- **Pay Range:** \$45,760-\$52,000 annually (\$19-\$25/hour), depending on experience
- **Insurance:**
 - Comprehensive workers’ compensation insurance
 - Income benefits for work-related illness/injury

- Death benefits for eligible dependents
 - **Additional Benefits:**
 - Paid Time Off (PTO): Employees receive 40 hours of PTO annually. Unused PTO will be paid out at the end of the year.
 - Ongoing professional development opportunities in a supportive work environment
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Why Join Eagles Child Care Center?

As a Bilingual Montessori Certified Lead Guide, you'll help shape young minds and hearts while embracing and celebrating cultural and linguistic diversity. You'll make a lasting impact on children's development and can grow in a community that honors the Montessori philosophy.

By joining our team, you will:

- Work in a dynamic, supportive Montessori environment that values collaboration and innovation.
- Guide young children toward independence, confidence, and compassion.
- Cultivate Spanish Immersion through Montessori practices
- Participate in meaningful initiatives like our Flagship and Virtues programs.

If you are passionate about Montessori education, committed to fostering Spanish immersion, and eager to be part of a purpose-driven team, we warmly invite you to apply.

Join us in shaping the future – one child, one classroom at a time.