

Job Description



Baltimore Montessori, Inc. seeks a Montessori Coach for Baltimore Montessori Public Charter School, which serves 600 students from age 3 through 8th grade.

POSITION:

Montessori Coach

SCHOOL:

Baltimore Montessori Public Charter School

FULL-TIME OR PART-TIME:

Full-time, 12 month, Site-based position

ANTICIPATED START DATE:

July 31, 2025

MAXIMUM SALARY:

\$115,000

MINIMUM SALARY:

\$75,000

JOB LISTING OPEN:

05/28/2025

JOB LISTING CLOSED:

06/27/2025

The Montessori Coach serves as a guide for supporting the integrity and excellence of Montessori across classrooms by supporting Lead Guides in their public Montessori implementation and managing our team of Assistant Guides in a manner aligned to our mission and core values. This role blends instructional mentorship with operational leadership to strengthen classroom teams, uphold Montessori principles, and foster a collaborate school culture. The Montessori Coach reports to the Executive Director and works closely with the Principal, who is the instructional leader.

Key Responsibilities

- **Instructional Coaching and Mentoring**
 - Observe classrooms and provide targeted strengths-based coaching to improve student performance
 - Model effective Montessori lessons and classroom management strategies
 - Support guides in planning and implementing Montessori
 - Facilitate professional development, coaching cycles, and reflective practice
 - Encourage a culture of lifelong learning
- **Community and School Collaboration**
 - Partner with school leadership and partners to align classroom support with school goals
 - Model and promote positive adult culture and effective team communication
 - Participate in family engagement events and contribute to a strong school community
 - Exemplify our mission and vision
- **Assistant Guide Leadership**
 - Hire, onboard, train assistant guides
 - Supervise assistant guides

BMPCS has partnered with Ellis Jordan Consulting for this search. To apply, please email a resume and cover letter to: hr@ellisjordanconsulting.com

For more information, visit us as www.bmpcs.org





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Qualifications

Qualified candidates will possess the following:

- Montessori training from a MACTE-certified training center
- Unwavering commitment to Montessori for all
- At least 5 years of experience in a Montessori classroom
- Experience working in a Title I public school
- Demonstrated ability to coach other educators
- Skilled in adult learning and team building
- Prior leadership or supervisory experience preferred
- Strong, interpersonal, communication, and organization skills

Benefits

The successful candidate will be an employee of Baltimore Montessori, Inc. and will be eligible for benefits including health care, dental, and paid time off.

Baltimore Montessori Public Charter School does not discriminate on the basis of race, color, ancestry or national origin, religion, sex, sexual orientation, gender identity, gender expression, marital status, disability, veteran status, genetic information, or age in its employment, programs and activities.

