



Wild Roots Nature Based Learning

Montessori Primary Lead Teacher & Administrative Partner

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Montessori-Inspired. Nature-Rich. Whole-Child Focused.

About Wild Roots:

Wild Roots Nature Based Learning is preparing to launch Wild Roots Montessori School, an intentionally inclusive, equity-driven Montessori, nature-based school in Fort Wayne, Indiana. We are seeking a Montessori Primary Lead Teacher who is passionate about Montessori philosophy, eager to co-create a liberatory classroom environment, and committed to celebrating all children—especially those who have been underserved or misunderstood in traditional school environments.

At Wild Roots, our programs intentionally serve neurodivergent children, Black and Brown children, LGBTQIA+ children and families, and other marginalized groups. We pair Montessori principles with nature-based education to create learning experiences that are inclusive, liberatory, and joyful.

Traditional classrooms often fail children whose bodies move differently, whose cultures aren't reflected in the curriculum, or whose rhythms don't align with standardized systems. Montessori, combined with nature-based learning, offers freedom of movement, sensory-rich exploration, and individualized pacing. Nature provides regulation, inspiration, and freedom. Together, this approach creates a powerful model where children are not just accepted—they are celebrated.

Role Overview:

The Montessori Primary Lead Teacher will independently guide their classroom while also working closely with the Executive Director in leadership and administrative capacities. This role combines teaching, co-creation, and program development with opportunities to shape Wild Roots' long-term vision of equity-centered Montessori education.

Qualifications & Experience:

- Montessori Primary certification from a MACTE-accredited training center.
- Minimum of 3+ years of Montessori classroom experience (lead or co-teaching role preferred).
- Experience supporting neurodivergent children, Black and Brown children, LGBTQIA+ children and families, and/or other marginalized groups is strongly valued.

- Commitment to anti-bias, anti-racist, and liberatory education practices.
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Key Responsibilities:

Classroom Leadership:

- Establish and lead a Montessori Primary classroom.
- Create a diverse, equitable, and inclusive environment where all students thrive.
- Integrate outdoor and nature-based learning into daily lessons and routines.
- Support neurodivergent learners and marginalized children with compassion and creativity.

Leadership & Administration:

- Collaborate with the Executive Director on administrative and leadership tasks.
- Participate in co-creating Wild Roots' vision and shaping school culture.
- Contribute to program evaluation and ongoing improvement.

Community & Family Engagement:

- Build strong partnerships with families to support each child's growth.
 - Act as an ambassador for Wild Roots' mission in the Fort Wayne community.
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Compensation:

Salary Range: \$35,000 – \$55,000 annually, depending on experience and education.

- Includes annual raises to honor growth, commitment, and continued contribution.
 - Commitment to sustainable work practices that honor balance between professional responsibilities, mental health, family, and personal interests.
 - Flexible work schedule designed to support well-being and creativity, while ensuring meaningful community impact.
 - Professional growth opportunities in both leadership and program development.
 - A mission-driven, collaborative environment where your contributions make a tangible impact.
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Collaborative Co-Creation (October 2025 – March 2026):

Wild Roots is currently in a community-building and design phase as we prepare for the school's launch in August 2026. Beginning in October 2025, the Montessori Primary Lead Teacher will join the Executive Director and founding team in unpaid, collaborative co-creation work as a *labor of love*. This phase includes:

- Co-developing classroom structures, curriculum, and environments aligned with Montessori and nature-based principles.
- Participating in planning meetings, site design input, and family outreach.
- Helping connect the school's mission with Wild Roots' existing camps and field trip programs.

This collaborative phase is intended to be flexible and community-driven, honoring your time and contributions while laying the foundation for the school's success.

Paid Employment Begins April 2026:

As we transition from planning to implementation, the paid position begins in April 2026, including compensation, onboarding, and preparation for the August 2026 school opening. This allows for several months of classroom setup, family enrollment, and team collaboration before the academic year begins.

What You'll Gain:

- Independence to lead your own Montessori classroom while shaping a new school.
 - Opportunities to grow into leadership and administrative roles.
 - A meaningful role in creating an inclusive, nature-rich educational model for Fort Wayne families.
 - The chance to co-create a liberatory learning space where children can become more fully themselves.
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How to Apply:

If Wild Roots Nature Based Learning's mission speaks to your heart, we invite you to share your vision, background, and experiences with us.

Please email your resume and cover letter to: **michal.miller@wildrootsnbl.com**

Together, let's grow something beautiful for our community!