



**Position:** Children's House Lead Teacher

**Description:** Willow Oak Montessori is a collaborative community of professionals passionate about meeting the individual learning needs of every child. We are seeking a Children's House Lead Teacher who thrives in a partnership-based model. At Willow Oak, you aren't on an island; you will work closely with a Montessori coach and your level team members to cultivate a peaceful, high-fidelity Montessori environment.

Our Lead Teachers are architects of discovery, guiding students through the Montessori continuum while ensuring Kindergarteners meet Common Core Standards through meaningful, hands-on work.

**Contract Type and Term:** Full-Time, 10 months (mid-August to mid-June)

**Compensation:** \$46,617 - \$58,430, based on experience

**Reports To:** Director of Education

**Requirements:**

- Bachelor's Degree from an accredited institution
- 3-6 Montessori Certification from a MACTE-recognized training center

**Strongly Preferred:**

- Valid North Carolina Teaching License (K-6 Elementary Education)
- Experience in a public charter or diverse Montessori setting
- A "growth mindset" and a desire to work in a coaching-heavy environment

**Responsibilities:**

**Instructional Leadership & Student Advocacy**

- **Individualized Pacing:** Deliver lessons based on student readiness and mastery rather than age, scaffolding content to support diverse learning styles.
- **IEP & 504 Implementation:** Adhere to and implement specific goals and accommodations as outlined in students' Individualized Education Programs (IEPs) and 504 plans; participate in IEP meetings as a core member of the student's support team.
- **Standard Alignment:** Bridge Montessori philosophy with NC Common Core State Standards for Kindergarten.
- **Inclusive Practice:** Partner with our Diverse Learning Community (DLC) Team to ensure students with special needs or those at risk receive high-quality support in the least restrictive environment.



- **Data-Informed Planning:** Maintain precise records of student work, skill mastery, and future lesson needs to develop individualized academic goals in partnership with families.

### **Community & Family Engagement**

- **Authentic Partnership:** Build trust-based relationships with families, maintaining a 48-hour response standard for communications.
- **Family Partnership Events:** Participate in occasional evening events, such as Parent Education Nights, Open Houses, or community celebrations, to foster a deep connection between home and school.
- **Transparent Communication:** Share the "magic" of the classroom through newsletters, conferences, observations, and parent education events that explain the *why* behind the Montessori method.
- **Cultural Responsiveness:** Foster a learning environment that honors diverse family structures, cultures, and belief systems.

### **Professionalism & Growth**

- **Reflective Practice:** Participate in regular coaching sessions to set goals, reflect on classroom observations, and refine your craft.
- **Ethical Leadership:** Adhere to the AMS Code of Ethics, NC Educator standards, and Willow Oak Montessori Handbook policies, modeling professional excellence in speech, action, and confidentiality.

**To apply:** Email your resume to [careers@willowoakmontessori.org](mailto:careers@willowoakmontessori.org) and fill out our online application at [www.willowoakmontessori.org/career-opportunities](http://www.willowoakmontessori.org/career-opportunities).