

Montessori Lead Teacher—Bezos Academy

LAKELAND, FLORIDA

DESCRIPTION

As Montessori Lead Teacher, you will lead a classroom of up to 20 children ages three through five within a network of high quality, tuition-free, Montessori-inspired preschools in under-resourced communities. You will plan, prepare, and deliver instructional activities that facilitate active Montessori learning experiences. You will create learning opportunities that support the cognitive, language, social, emotional, and physical development of every child. You will build relationships and communicate regularly with families to support each child's development. In this role, you will support two assistant teachers and report directly to the Head of School.

You share our passion for the Montessori method and have honed your skills as an early childhood practitioner with expertise in child development, strong communication skills, and experience working with students and families from diverse backgrounds in low-income communities. Above all, you demonstrate passion for our mission to expand access to high quality preschool in under-resourced communities.

LOCATION

We are actively hiring for Montessori Lead Teachers for the launch of our new preschool in **Lakeland** ([2730 Maine Avenue, Lakeland, FL 33801](https://www.google.com/maps/place/2730+Maine+Avenue,+Lakeland,+FL+33801)).

We anticipate a start date in the summer of 2026 to support the launch of the school for the 2026-2027 school year.

COMPENSATION AND BENEFITS

- This is a full-time, benefits-eligible, salaried position.
- **The full salary range for this position is \$52,000 - \$83,200 per year.** The upper third of the salary range is typically reserved for existing employees who have been in the role for multiple years and demonstrate strong performance over time. Starting salary will vary by qualifications and prior experience.
- This role includes 32 paid days of scheduled breaks, 3 paid days of personal time off, 9 paid days of sick (care) time, 10 paid holidays, and additional time off if required by applicable law. Benefits for this role include medical, dental, and vision insurance, life insurance, disability insurance, a 401(k) plan with a 4% employer contribution match, paid parental leave, an employer-matched flexible spending account for dependent care, and more. Please [see here](#) for details.

MINIMUM QUALIFICATIONS

- Bachelor's degree (OR 4 years of Montessori Primary Lead Teacher experience in lieu of a 4-year degree)
- Two or more years of experience as a lead teacher or guide, teaching children from infancy through six years old with strong outcomes
- Demonstrated primary (age 3-6) Montessori knowledge and skills

- Ability to meet all credentialing criteria for lead early childhood teachers in Florida (please [see here](#) for a summary of credentialing criteria)
- Ability to meet all additional training and eligibility requirements of Florida, including clearing background checks, tuberculosis tests, and so on, with required documentation eligibility and training completion submitted through each state's respective child care regulatory agency prior to start of employment
- Experience monitoring and maintaining accurate records on the progress of individual students
- Ability to independently supervise, communicate effectively with, and care for young children safely, including ability to lift a minimum of 40 lbs
- Demonstrated personal commitment to diversity, equity, and inclusion and experience working across lines of difference

PREFERRED QUALIFICATIONS

- Primary Montessori credential from an AMI, AMS, or other MACTE-accredited institute
- Experience teaching or guiding students in a child-led learning environment (i.e., Montessori, Reggio, etc.)
- Experience working with children and families in low-income areas
- Experience working with children with special needs
- Proficient in a language other than English (particularly Spanish)

RESPONSIBILITIES

- Plan, prepare, and deliver instructional activities that facilitate active Montessori learning experiences
- Use the Bezos Academy curriculum and current research-based instructional practices to develop integrated units of instruction that meet both the group and individual needs of students
- Prepare and maintain a clean, orderly, and attractive Montessori environment with the instructional resources needed to meet the development needs of every child in the classroom
- Create an environment that demonstrates rapport with and respect and kindness for, all students as well as between students
- Use Bezos Academy assessment tools/strategies such as observations, children's work samples, continuums of development, portfolios, etc. to help make instructional decisions for individual students
- Monitor and maintain accurate records on the progress of individual students; use school-approved screening and evaluation tools
- Use relevant, approved technology to support instruction
- Communicate necessary information regularly to students, colleagues, and families regarding student progress and student needs
- Establish a positive relationship with families and students, providing regular communication with families about their children
- Maintain teaching skills and participate in professional development activities
- Engage in on-going self-assessment and refinement of practice as well as in collaborative professional growth
- Participate in collegial activities and meetings designed to make the entire school a productive professional learning community

- Support the learning and development of assistant teachers
- If applicable, serve as a supervising teacher for teachers enrolled in Bezos Academy's in-house Montessori credentialing program, including providing feedback and completing progress evaluations
- Assume postures at low levels (e.g. kneeling, stooping, bending, and sitting on the floor) as needed to communicate effectively with children

DESIRED, DEMONSTRABLE QUALITIES

- A positive, child centered mentality
- Ownership philosophy
- Ability to invent new ways to address the needs of children while simplifying at every turn
- Strong judgement and instincts
- Lifelong desire to learn
- Hires and develops bar-raising people
- Standards that are unreasonably high
- Ability to think big, and see things that are not apparent
- A bias to get things done
- Focus on investing time and resources on things that help children
- Ability to operate at all levels
- Fearless pursuit of doing what is right for children
- Character, competence, personal integrity, and actions that build trust
- High level of passion and energy applied to delivering results
- Ability to execute and take action to accomplish goals along an unchartered path
- Willingness to change and adapt when presented with new information or data
- Strong commitment to diversity, equity, and inclusiveness

FOCUS & DELIVERABLES (FIRST 12 MONTHS)

- Plan, prepare, and execute prepare Montessori environment and instructional activities for students
- Implement and execute Bezos Academy curriculum, assessment, and improvement tools
- Support Bezos Academy team in recruitment of students and families for school launch (new schools only)
- Support with initial and ongoing communication with families
- Support Bezos Academy team in creating a warm and welcoming environment for all students and families, including the setup of all necessary school and classroom materials

[Apply here](#) for this role

Bezos Academy is an Equal Opportunity Employer. All applicants receive consideration for employment without regard to race, color, religion, sex, pregnancy, sexual orientation, gender identity, national origin, age, protected veteran status, or disability status.

Bezos Academy [participates in E-Verify](#) and will provide the federal government with employee Form I-9 Information to confirm authorization to work in the U.S. Bezos Academy only uses E-Verify once a candidate has accepted a job offer and completed the Form I-9. If E-Verify cannot confirm that an employee is authorized to work, Bezos Academy will give the employee written instructions and an opportunity to contact the Department of Homeland Security (DHS) or Social Security Administration (SSA) so the employee can begin to resolve the issue before any adverse employment action is taken. For more information about your right to work, please see the [Notice of Right to Work](#).