

MENTOR MONTESSORI TEACHER – BEZOS ACADEMY

FEDERAL WAY, WASHINGTON

DESCRIPTION

As a Mentor Montessori Teacher, you will serve as an instructional coach at a Bezos Academy school within our network of high quality Montessori-inspired preschools in under-resourced communities. You will coach teachers to plan, prepare, and model instructional activities that facilitate active Montessori learning experiences. You will use child-level assessment and growth data to modify instructional plans to ensure every classroom is thriving and every child is ultimately ready for kindergarten. You will bring a deep knowledge of primary (age 3-6) Montessori educational principles and practices, as well as complementary early childhood philosophies and pedagogies. You will draw upon your prior history as a strong teacher of children and collaborator with colleagues. You will facilitate learning opportunities for teachers that support the cognitive, language, social, emotional, and physical development of every child. You will mentor learners from your school in Bezos Academy's Montessori Credential Program. You share our passion for and have experience working with students and families in low-income areas from diverse backgrounds. You will build relationships and communicate regularly with Lead Teachers and Assistant Teachers to support both teacher and child development.

In this role, you will support all classrooms in a school and report directly to the Head of School. While you will not guide your own classroom, you will have a variety of responsibilities including developing and coaching Lead and Assistant Teachers, teaching directly as needed (classroom coverage), and supporting the Head of School with operational responsibilities as a member of the administrative team. 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 a Mentor Montessori Teacher to support our preschool in **Federal Way** ([3600 S 344th Way, Federal Way, WA 98001](#)).

Relocation support is available for this role.

COMPENSATION

- This is a full-time, benefits-eligible, salaried position.
- **The full salary range for this position is \$92,000 - \$138,000 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 15 paid days of vacation, 4 days of paid personal time off, and 9 paid days of sick (care) time prorated based on your position start date, as well as 9 paid holidays, 5 paid days off for an organization-wide winter break, 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
- Primary Montessori diploma from an AMI, AMS, or other MACTE-accredited institute
- Five or more years of experience as a primary Montessori lead teacher/guide (ages 3-6), including at least three years of experience *after* earning a primary Montessori diploma
- Track record of driving strong child outcomes as a teacher
- Track record of generating positive outcomes from coaching and training educators
- Ability to meet all credentialing criteria for lead early childhood teachers in Washington
- Ability to meet all additional training and eligibility requirements of Washington, including clearing background checks, tuberculosis tests, and so on, with required documentation of eligibility and training completion submitted to 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
- Experience working effectively across lines of difference

PREFERRED QUALIFICATIONS

- Advanced degree in a relevant field (i.e., child development, curriculum and instruction, educational technology, early childhood education, etc.)
- Knowledge of other leading early childhood philosophies and pedagogies (e.g. Reggio Emilia and Waldorf)
- Experience applying best practices in diversity, equity, and inclusion across educator development programs and/or teacher training
- Comfort and confidence with various child, classroom-efficacy, and adult learning assessment methods

RESPONSIBILITIES

- Support the initial set up and ongoing evolution and design of the prepared environment throughout the year to meet the development needs of every child in the classroom
- Inventory and make recommendations for classroom materials for all areas of the environment
- Maintain knowledge of school and classroom routines and advise to ensure smooth, easy transitions and routines
- Develop additional lesson plans and corresponding materials in alignment with the overall curriculum with a diversity, equity, and inclusivity lens
- Model and support observation, record keeping, and assessment processes
- Use child-level assessment and growth data to evaluate child progress and to plan professional learning for teachers in your school
- As needed, independently supervise children throughout the day in classrooms and a variety of other situations, including but not limited to arrival/departure, transitions, outside time, rest/nap time, and (if offered) extended hours
- Support teachers' reflection and growth in instructional practice and responsibilities

- Serve in the capacity of a field consultant for teachers enrolled in Bezos Academy's in-house Montessori credentialing program, including meeting regularly with adult learners and conducting multiple formal observations and evaluations
- Assist Head of School with school operations, for example opening or closing the school daily, greeting families, etc.
- Plan, prepare, and deliver instructional activities that facilitate active Montessori learning experiences
- Engage in on-going self-assessment and refinement of practice as well as in collaborative professional growth around coaching and mentoring within a Montessori environment
- Support an environment that demonstrates rapport with and respect for all students
- Lead and participate in collegial activities and meetings designed to make the entire school a productive professional learning community
- Maintain teaching skills and participate in professional development activities (both within the school community and via attendance at conferences, workshops, etc.)
- Engage with regional learning opportunities and participate in a professional learning community with other Mentor Montessori Teachers

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 uncharted 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)

- Support teachers in designing new classrooms or evaluating established classrooms
- Support effective Montessori classroom arrangement and selection of appropriate instructional materials to meet the needs of students
- Implement, execute, and model for others the Bezos Academy curriculum, assessment and improvement tools

- Establish trusting relationships with all teachers at the site, using coaching and mentoring tools to establish goals and a support plan
- Support Head of School with school operations and site leadership

[Apply](#) for this role online

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](#).