



School Director

Little Luminaries Montessori • Greater Nashville, TN • Full-time

Start: September 1, 2026 or ASAP • Relocation stipend available for the right candidate

Little Luminaries Montessori is a new, authentic Montessori school launching in January 2027 in the Greater Nashville area — serving roughly 200 children ages six weeks to six years in a beautiful, purpose-built facility, with the operational excellence of the best programs. As an American Montessori Society (AMS) member school, we are committed to authentic, high-quality Montessori.

Role summary

Lead the school's educational vision and day-to-day operations as our first and most important hire. You will own building the culture and high standards that help students and staff succeed, Montessori program fidelity, staff hiring and development, the family experience, licensing, and enrollment. You'll lead a full team of roughly 25 staff — administrative, lead teachers, and assistant teachers — reporting to and partnering closely with the founders to launch and grow the school.

Key responsibilities

- Hire, train, coach, and retain a high-performing teaching team
- Ensure authentic Montessori implementation across every classroom
- Set the vision for each classroom's prepared environment — selecting age-appropriate furniture and Montessori materials for every age group (infant, toddler, and primary)
- Support, mentor, and evaluate teachers and staff, and lead ongoing professional development
- Own enrollment, family relationships, tours, and community presence
- Manage daily operations, schedules, ratios, and health & safety
- Steward the annual budget, financial oversight, and vendor relationships with the owners
- Lead Tennessee DHS licensing and ongoing compliance

Qualifications

- Bachelor's degree in Early Childhood Education or a related field preferred
- Montessori credential (AMS / AMI / MACTE) and/or Montessori school leadership experience strongly preferred
- 3+ years of leadership or school-management experience preferred, including hiring, staff development, and budget oversight
- Experience leading a large school or child care center (150+ children) preferred

What we offer

- Competitive salary and a full benefits package (health insurance, vision, dental, 401(k), and PTO)
- Paid professional development and Montessori credentialing support
- Relocation stipend available for the right candidate
- A beautiful, brand-new, purpose-built facility
- A founder-led, mission-driven, supportive culture
- Growth opportunities as we open additional classrooms and schools

How to apply

Learn more about us at littleluminariesmontessori.com. Email your resume and a brief note to careers@littleluminariesmontessori.com. Little Luminaries Montessori is an equal-opportunity employer.