



Montessori School Director

Luminary Montessori · Hendersonville, TN · Full-time

Start: Immediately · Relocation stipend available for the right candidate

Salary: \$60,000 – \$75,000 per year, plus the benefits below

Luminary Montessori is a new, authentic Montessori school opening in January 2027 in Hendersonville, Tennessee — serving children from 10 weeks to six years in a beautiful, purpose-built facility, with the operational excellence of the best programs.

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 children and staff succeed, Montessori program fidelity, staff hiring and development, the family experience, licensing, and enrollment. At capacity the school will serve approximately 150–175 children, and you will lead a full team of roughly 30–35 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 (Nido, 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 (AMI / AMS / 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 paid time off
- Paid professional development and Montessori credentialing support
- 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 luminarymontessori.com. Email your resume and a brief note to careers@luminarymontessori.com.

Luminary Montessori is an equal-opportunity employer.