Job Description: Montessori Adolescence Program Teacher

Department: Academics
Reports To: Head of School
FLSA Status: Exempt
Employment Type: Full-Time, School Year

Position Overview

The Montessori Adolescence Program Teacher is responsible for guiding students (grades 5–8) through an integrated, student-centered curriculum rooted in Montessori philosophy. This role goes beyond traditional classroom instruction — the teacher serves as a mentor, community builder, and facilitator of self-directed learning, supporting adolescents through one of the most formative developmental periods of their lives.

The ideal candidate is deeply committed to Montessori principles, understands the unique social and emotional needs of adolescents, and is passionate about creating an environment where young people develop intellectually, emotionally, and socially.

Key Responsibilities

Curriculum & Instruction

- Design, plan, and deliver integrated curriculum across core academic disciplines including humanities, mathematics, sciences, and the arts in alignment with Montessori adolescent philosophy
- Facilitate student-led research projects, Socratic seminars, and interdisciplinary studies
- Guide students in setting personal academic goals and monitoring their own progress
- Develop and maintain a prepared environment that is intellectually stimulating and responsive to the developmental needs of adolescents
- Incorporate hands-on, experiential learning including micro-economy, land/garden work, or community service projects as applicable to the program model

Student Development & Mentorship

- Build trusting, respectful relationships with each student to support their individual development
- Serve as a mentor and advisor, supporting students' social, emotional, and academic growth
- Facilitate student government, community meetings, and conflict resolution processes
- Recognize and respond to the developmental needs of early adolescence with sensitivity and consistency
- Support students in developing executive function skills, self-advocacy, and independence

Community & Family Engagement

- Communicate regularly and proactively with families regarding student progress, program activities, and school events
- Conduct student-led conferences and narrative progress reporting in lieu of or in addition to traditional grading

- Participate actively in the school community, including staff meetings, professional development, and school-wide events
- Collaborate with colleagues to ensure program continuity and a cohesive school culture

Assessment & Recordkeeping

- Maintain accurate and timely records of student progress using observation, portfolio assessment, and narrative evaluation
- Use assessment data to inform instruction and individualize the learning experience
- Prepare written progress reports and participate in parent-teacher and student-led conferences

Professional Growth

- Maintain and pursue ongoing Montessori credential development and continuing education
- Stay current with research and best practices in adolescent development and Montessori pedagogy
- Engage in reflective practice and contribute constructively to a collaborative faculty culture

Qualifications

Required

- **Bachelor's degree** in Education or a related field — required for MPCP compliance
- Valid **Wisconsin DPI teaching license** in one of the following:
    - Early Adolescence through Adolescence (EA-A), grades 6–12
    - Middle Childhood through Early Adolescence (MC-EA), grades 1–8
    - **OR** active enrollment in a Wisconsin DPI approved licensure program with commitment to obtain licensure within the timeframe required by MPCP regulations
- Montessori adolescent (12–15 or Secondary I) credential from an **AMI or AMS accredited training program**, or active enrollment in such a program with commitment to complete within an agreed-upon timeframe
- Demonstrated understanding of Montessori philosophy and its application at the adolescent level
- Familiarity with **Wisconsin Academic Standards** and ability to integrate them within a Montessori framework
- Strong interpersonal and communication skills with adolescents, families, and colleagues
- Ability to work collaboratively in a small school or team environment
- Patience, flexibility, and a genuine enthusiasm for working with middle school-aged students

Preferred

- 2+ years of experience teaching in a Montessori adolescent program
- Experience with project-based learning, student-led enterprise, or experiential education models
- Experience with narrative assessment and student-led conferencing

Benefits

- Competitive compensation and benefits package, including health, vision, dental, disability and life insurance; 401(k) with matching contribution; competitive paid time off.

- Small, independent school environment in a newly renovated and expanded campus, including an award-winning children's garden/playground/outdoor space (2016 Merit Award from the American Society of Landscape Architects).
- A community of passionate, committed Montessori educators, staff and families who believe in our mission.

Equal Opportunity Employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.