



UPPER ELEMENTARY LEAD GUIDE

Harpeth Montessori is seeking an experienced Upper Elementary Lead Guide for the 23/24 School Year. The objective of this role is to lead an Upper Elementary classroom of approx. 15 students, ages 9-12 years old, in accordance with our core values.

The Harpeth Montessori Difference

What we offer our employees:

- **Support.** We are a small, private, family-owned school with involved owners that support each employee. The leadership team is available to support you with your professional and personal goals.
- **Autonomy.** We welcome and encourage teachers and staff members to bring their experiences and best practices into our school, as they align with our school values and guiding principles.
- **Tuition Discount.** If you would like your child to attend our school and we have availability, you will receive 50% off tuition.
- **Health Benefits.** We pay 90% of the monthly health insurance premium, if you opt to use our Health Insurance program.

Our Values:

At Harpeth Montessori, our mission is simple. To provide children the tools to live happy and fulfilled lives. Our values help guide our everyday actions so that we can achieve our mission. We believe that in order to build our thriving Montessori community, it is essential for these values to be upheld by our staff, students, and families.

- Teaching Children How to Think, Not What to Think
- Growth Mindset and Love of Learning
- Explore Nature
- Foster Community
- Character Matters

The Person we are seeking:

- **Respectful.** Humble. Quick to point out the contributions of others and slow to seek attention for their own. Share credit, emphasize the team, and define success based on team's overall mission.
- **Growth Mindset.** Always looking to do more and learn more. Self-motivated and does not need to be pushed by a manager. Constantly thinking about the next step and next opportunity.
- **Open Minded & Collaborative.** Tend to know what is happening in a group situation and how to deal with others in the most effective way. Good judgement and intuition around the subtleties of group dynamics and the impact of words and actions.
- **Passion for Education.** Passion for early childhood education and the Montessori pedagogy.

The Requirements:

- Must be 21 years of age or older
- Possess an undergraduate degree
- Montessori certification at the Upper Elementary level
- At least 2 years of experience working in a Montessori classroom

Compensation & Benefits:

- Compensation will be competitive and based on experience
- Medical, Dental, Vision, Paid Vacation, Paid Holidays, Paid Sick Days, Tuition discount for employee's children