

Founding Montessori Coach at Mountain City Public Montessori

Mountain City Public Montessori is a tuition-free public Montessori Charter school for children in grades kindergarten through 6th grade in Asheville, North Carolina. Our mission is to provide equitable access to a high-quality, relevant Montessori education to meet the needs of all students and to strengthen our community. An integral part of our mission as an organization is to operate with a lens of diversity, equity, inclusion, and belonging.

Our organizational structure is one of shared leadership that gives our staff the support they need to provide the best learning environment and experience for the students, and allows each individual to focus their attention, energy, and skills on what they do best. Shared leadership enables the school to draw on a larger pool of talent, wisdom, expertise, and experience beyond a single administrator, and nurtures the development of leadership experience and skills within the school, thereby cultivating the next generation of leaders.

The Montessori Coach works in the service of the school's implementation of the whole-school Montessori method and in service of the adults so that they are better able to work to serve the children. The Montessori Coach holds a strong understanding of the Montessori pedagogy and works in three ways:

1. To support the implementation of the whole-school Montessori method;
2. To advocate for and ensure a strong implementation of the Montessori program;
3. To support the transformation of the Montessori educator.

Responsibilities

The Montessori Coach holds a strong understanding of and passion for the Montessori pedagogy, works to support the implementation of the whole-school Montessori method, and supports educators and students through:

- Observation: Does daily observations of the whole school in motion and weekly observations of every classroom
- Individual coaching: Holds one-on-one reflections meetings with Montessori educators
- Team coaching: Facilitates regular meetings with protocols for professional learning communities around children, Montessori materials, their own practice, as well as other topics to support growth
- Professional development: Provides year-long interrelated professional development

- System of Justness: Supports the ongoing implementation and school-wide consistency of responding to all learners
- Leadership: Holds both the authority and agency to support the day-to-day experiences of children, families, and school-based adults

The Montessori Coach also serves as the Nautilus Lead, or co-Lead, in the years the school has a part-time Counselor, promotes the whole-school implementation of the Nautilus Approach (SEL Tier 1), and provides direct support to students and teachers.

Collaborative Responsibilities

- Coordinate Assessments, specifically MEFS and DERS
- Coordinate peer observations, plan and facilitate orientation, trainings, and reflection meetings for I.A.s
- Facilitate the work of aligning the NCSCS with Montessori Curriculum and Materials
- Collaborate with each the Curriculum Director and Public Montessori in Action (PMA) to plan all aspects of regular staff meetings and staff development days (agendas, meeting spaces, calendars/schedules, etc)
- Community and Family Outreach and Education: Collaborate with Directors and Lead Teachers to provide community and family education events.
- Maintain positive communication with stakeholders.
- Assist the Directors in the completion of the school's annual reports and the charter renewal process
- Maintain relationship with mentor school and partnering organizations to increase efficacy of MCPM

Minimum Requirements

- Minimum of a Bachelor's degree in education or related field required, Masters preferred.
- Montessori certification through a MACTE-accredited training program at a minimum of one Elementary level (Lower EI or Upper EI), more than one preferred
- At least 5 years working with children ages 5-12 in a Montessori or a public school setting, preferably a public Montessori school
- Experience using state standards, North Carolina SCOS preferred

Skills and Characteristics

- Commitment to Mountain City Public Montessori's mission and vision
- Must be able to work with both AMS and AMI trained educators to support a positive and consistent learning environment

- Must be able to support students who are coming to Montessori for the first time (at any grade level) and help teachers to adapt lesson plans accordingly
- Awareness of effective teaching practices for social-emotional learning and development
- Must be a highly motivated team player with excellent organizational and interpersonal skills.
- Demonstrated appreciation of diversity and support for social justice efforts.
- Excellent verbal and written communication skills, and the ability to coach and mentor adults.
- Flexibility to make thoughtful decisions in an evolving, multi-faceted environment with fluctuating demands.
- Ability to understand and use programmatic data to improve program quality.
- Must be able to work the hours of the position based on the organization's needs, including willingness to participate in school after-hours events, as needed.
- Must have working knowledge of computers and be adept in commonly used software for email, internet, word processing, data collection, entry and analysis.

Required Trainings (provided)

- Montessori Coach Training with Public Montessori in Action International June 27-29, 2023 (virtual)
- Nautilus Training and Nautilus Lead Training with Public Montessori in Action International in June 2023

Salary and Benefits

Mountain City Public Montessori's compensation philosophy is to pay competitively as compared to the surrounding LEAs to ensure the ability of our staff to live and thrive in our community. The hiring salary range for this role is determined by years of experience and qualifications. Mountain City Public Montessori is committed to internal pay equity throughout our organization. We offer a competitive benefits package with comprehensive health benefits utilizing the state health plan. All staff members are equipped with the tools needed to succeed, including relevant and quality professional development, laptop computer, email, and all necessary supplies.

Additional Information

Equal Employment Opportunity: Mountain City Public Montessori provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status,

sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training. All your information will be kept confidential according to EEO guidelines.