



Primary Guide, AMI

Springmont School

Two Children's House positions for the 2026 to 2027 school year

Position	Primary Guide, AMI
Organization	Springmont School
Employment Type	Full-Time, 1.0 FTE (two positions available)
Location	Sandy Springs, Georgia
Start Date	August 2026, with pre-planning the first week of August
Salary	\$51,681 to \$57,297 for one to ten years of experience (published scale)
Reports To	Primary and Toddler Division Head
Search Managed By	Montessori Makers Group

ABOUT SPRINGMONT

Springmont is an established Montessori school in Sandy Springs, just north of Atlanta, serving children from toddler through adolescent. The campus is nestled in the woods, with gardens the children tend, animals the children learn to care for, and a program that treats nature and beauty as foundational rather than decorative. The parent community is warm, engaged, and invested in the work of Montessori education.

Springmont is entering a season of thoughtful leadership transition, with a new Primary and Toddler Division Head joining in July 2026. The two guides hired into these roles will help shape what Primary at Springmont looks like in partnership with her. This is a hire the school is making with care, and the team is looking for guides who will grow here.

THE OPPORTUNITY

Springmont is hiring two AMI Primary Guides to lead Children's House classrooms for the 2026 to 2027 school year. Each classroom serves twenty-four children ages three through six, from 7:45 in the morning to 3:00 in the afternoon. Each Primary Guide reports to the Primary and Toddler Division Head and works alongside a morning assistant and an afternoon assistant whose schedules are structured to cover nap for the youngest children while the older children move into a second work cycle. Spanish, music, learning support, and media center experiences are integrated into the classroom rhythm. Physical education is not part of the program at the Primary level.

This is not a role for someone who wants to inherit a script. Springmont has strong bones, and the incoming guides will add their own pedagogical and community presence to the work. The team is looking for guides who can hold the AMI practice with precision and who can collaborate with new leadership as the division takes its next shape.

WHAT YOU WILL DO

The Classroom Environment

You will hold full responsibility for lesson planning, daily classroom structure, observation and assessment, and the stewardship of your classroom environment. Classroom materials follow AMI guidance. You will have the support of a well-stocked school, an art teacher, and assistant staff when you need help producing new materials. You will manage the indoor environment and the outdoor space and garden connected to your room. Several times a year, parents join to help maintain the garden, a tradition that reflects Springmont's approach to partnership with families.

Community Rhythms

You will help carry the community moments that matter most to Springmont: the annual Primary Tea, the Fall Festival on a Saturday in October, the Community Dinner in February, and the school's annual auction in April. These are not add-ons to the classroom work. They are part of how Springmont lives its Montessori identity with families, and your presence at them will matter.

The Shape of the Week

On Wednesdays, faculty stay until 5:00 in the afternoon for level meetings, parent education sessions, and administrative work. Drop-off and pick-up are classroom moments at Springmont. Primary Guides remain in the classroom to receive children while assistants help families at the car line. Evaluation is a collaborative, twice-yearly process, anchored in self-reflection and goal-setting conversations with the Division Head in October and again in the spring. A return-intention survey goes out in January, and contracts for the following year are distributed before spring break.

Authority and Autonomy

You will have meaningful autonomy. You will make pedagogical decisions within the AMI framework, manage a generous classroom budget with pre-approval required above a set threshold, and determine how lessons are delivered in your room. What this role does not own is also worth naming clearly.

Admissions handles classroom placement and collaborates with the Division Head on move-up decisions. Communications supports classroom newsletters and broader school messaging. Curriculum development is not part of this role; the AMI albums and Springmont's established program structure are the foundation.

Family Communication

You will communicate with families primarily through Transparent Classroom, classroom newsletters, and in-person conversations at drop-off, pick-up, and conferences. Springmont asks that personal cell phone numbers are not shared with parents. You will need to hold warm, clear, and appropriately bounded communication with a parent community that is engaged and invested.

WHO YOU ARE

You are a Montessori guide who is grounded in AMI practice and genuinely excited about the specific population Springmont serves. You bring experience as a lead guide, or a body of Montessori work that makes the lead seat a clear next step, and references that speak to classroom management, collaboration with colleagues, and follow-through with families.

You love being outdoors and understand that a campus in the woods asks something particular of the adults who work there. You know how to hold classroom community when two or three children are navigating sensory, attentional, or emotional needs, and you are comfortable working with a diverse population across cultural, emotional, and academic lines. You know how to communicate with parents in ways that are warm, clear, and appropriately bounded. You are self-aware, punctual, and collaborative.

You are ready to be part of forming what Primary at Springmont looks like under new division-level leadership, offering your best thinking while staying open to the thinking of others. Inflexibility will not thrive here. Curiosity, rigor, and generosity will.

QUALIFICATIONS

Required

- AMI Primary certification, or active enrollment in an AMI Primary training program with completion expected within the first year of hire
- Experience as a Montessori classroom educator, whether as a lead guide or as an assistant with significant time in a Primary environment
- Strong classroom management skills, including the ability to hold community when multiple children are navigating sensory, attentional, or emotional needs
- Strong written and verbal communication skills with the ability to hold warm, clear, and appropriately bounded conversations with families

- Comfort working in an outdoor-connected campus with gardens and nature as part of daily classroom life
- Collaborative disposition, self-awareness, punctuality, and willingness to participate in a program in active evolution under new division leadership

Preferred

- Several years of experience as a lead AMI Primary Guide in an independent Montessori setting
- Experience with Transparent Classroom or comparable family communication platforms
- An advanced degree in an education-related field
- Experience mentoring assistants or participating in a multi-classroom Primary team
- For non-AMI trained Montessorians, willingness to complete AMI certification within the first year of employment with school sponsorship

COMPENSATION AND BENEFITS

Springmont uses a published salary scale for full-time teachers. For Primary Guides with one to ten years of classroom experience, the 2026 to 2027 base salary is as follows. Candidates with more than ten years of experience should not be discouraged from applying; placement on the full scale will be determined in conversation with the school.

Years of Experience	Base Salary
1	\$51,681
2	\$51,681
3	\$51,681
4	\$52,332
5	\$53,078
6	\$54,556
7	\$55,416
8	\$55,416
9	\$56,120
10	\$57,297

A stipend of \$3,000 is added to base salary for teachers holding a master's degree or higher in an education-related field.

WHAT SPRINGMONT OFFERS

- Medical, dental, and vision insurance through Kaiser, with a zero-premium HSA option for employee-only coverage and tiered plans for spouse, children, and family
- Employee-paid life and accidental death and dismemberment insurance, long-term disability, and short-term disability
- Employee Assistance Program and a 403(b) retirement plan
- Up to twelve days of combined sick and personal leave
- Tuition remission of 50 percent for faculty children enrolled at Springmont, with additional financial aid of up to 90 percent based on the other partner's income only
- Waived application and registration fees for faculty children, a 50 percent waiver on Summer Day Camp tuition, and waived Early Morning Care and Extended Day fees during work hours
- A dedicated classroom budget for Montessori materials and financial support for ongoing professional development
- Advanced degree stipend of \$3,000 for a master's or higher in an education-related field
- Sponsorship of AMI training when applicable, with classroom coverage during training periods
- For the right candidate, a relocation and/or signing bonus of up to \$5,000 combined, structured to fit the candidate's circumstances

HOW TO APPLY

To express interest or to request more information about this opportunity, please send your resume, a brief letter describing your Montessori path and why Springmont is the right next step, and three professional references to:

info@montessorimakers.org

Applications are reviewed on a rolling basis. This search is managed by Montessori Makers Group on behalf of Springmont School. All inquiries will be handled with discretion and care.

Springmont School does not discriminate on the basis of race, color, national or ethnic origin, creed, religion, sex or gender, disability, age, marital status, sexual orientation, status with regard to public assistance, or in any other way based on personal identity markers that do not relate to the capacity of an individual person to carry out the responsibilities of a role.

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