

Elementary Montessori Associate Teacher

A training pipeline toward becoming an AMI-certified lead guide

Montessori International Children's House

Providing the best, age-appropriate education for young learners, faithful to the philosophy of Maria Montessori.

POSITION	Elementary Montessori Associate Teacher
ORGANIZATION	Montessori International Children's House
EMPLOYMENT TYPE	Full-Time
LOCATION	1641 N Winchester Road, Annapolis, MD 21409
START DATE	2026–2027 School Year
SALARY	\$52,000 to \$55,000 annually, commensurate with experience
REPORTS TO	Megan Hubbard, Head of School
SEARCH MANAGED BY	Montessori Makers Group

ABOUT MONTESSORI INTERNATIONAL CHILDREN'S HOUSE

Montessori International Children's House has spent forty years building an idyllic setting for young learners on a verdant, wooded campus in Annapolis, Maryland. An AMI-accredited school serving children from eighteen months through age twelve, MICH is anchored by a highly dedicated faculty and a clear sense of purpose: to provide the best, age-appropriate education for children, following the philosophy of Maria Montessori.

The school is in a season of intentional revitalization. Under the leadership of Head of School Megan Hubbard, MICH is modernizing how it works, hires, and communicates, and it is doing so without losing what four decades of Montessori practice have made strong. A new strategic plan is in development, including updates to the school's mission, vision, and equity statements. The elementary program in particular is moving from a prescriptive curriculum toward a modern, research-based approach, one that trusts the real capacity of the six-to-twelve-year-old for responsibility, planning, and going out into the world.

This is a community that is collaborative, empathetic, and genuinely community-oriented. It is a team with deep roots and long tenure, and it is looking for people who want to help build what comes next while honoring what came before.

THE OPPORTUNITY

Montessori International Children's House is seeking an Elementary Associate Teacher to join an elementary classroom for the coming school year as part of a deliberate training pipeline toward becoming an AMI-certified lead guide. This is not a placeholder role. The Associate works in the classroom alongside an experienced guide, learning the craft from the inside, while the school invests directly and seriously in their path to certification.

MICH funds Montessori training tuition for this role. In return, the Associate makes a three-year commitment to the school following certification. The school makes this investment deliberately, because it is building its bench of future lead guides from within. If you are early in your Montessori elementary journey, hungry to be trained well, and ready to grow into leading your own classroom, this seat is built for you.

WHAT YOU WILL DO

Learning the Elementary Classroom

You will work each day alongside an experienced elementary guide, supporting children through the work cycle, offering small-group and one-on-one help in literacy and foundational academic skills, and reinforcing the lessons the guide introduces. You will assist with transitions such as lunch, recess, and dismissal, and you will help establish a calm, respectful, and focused classroom culture. Above all, you will observe closely and learn constantly, because this classroom is your training ground.

Preparation of the Environment

You will share responsibility for the care and maintenance of the environment: creating and repairing materials, keeping the room clean and orderly with a thorough weekly dusting, replenishing supplies, preparing and supervising snack, managing classroom laundry, and arriving promptly to ready the space before children arrive.

Observation and Record Keeping

You will maintain observation notes, contribute to the classroom's record-keeping systems, help prepare documentation for family conferences and progress reports, and support parent communication under the guide's direction. You will also participate in family education events and community gatherings that are part of life at MICH.

Your Training Pathway

You will engage in coaching and mentorship designed to prepare you for certification and a future lead guide role. The school will facilitate in-school observation and practice teaching, and will support your attendance at AMI Elementary training within a mutually agreed timeline. Training-related leave is treated as paid professional development, not drawn from your PTO. In exchange for funded tuition, you will make a three-year commitment to MICH following your certification.

Being Part of a Team in Transition

MICH is a long-tenured community in a season of real change. You will bring fresh ideas and modern practice while honoring the experience and the unspoken rhythms of the guides you work beside. Adaptability, humility, and a genuine growth mindset are not extras in this role. They are the work.

YOUR FIRST YEAR

In your first months, you will learn the classroom before you try to change it: how this guide runs the environment, how these children move through their day, how MICH does the daily work of Montessori elementary. You will build trust with the guide and the wider team, begin practice teaching under real support, and settle into the coaching relationship that will carry you toward training. By the end of the year, you should know this classroom intimately,

have a clear line of sight to your certification timeline, and be growing visibly toward the guide you are training to become.

WHO YOU ARE

You are early in your Montessori elementary path and serious about mastering it. You are adaptable and genuinely open to growth, able to take feedback well and act on it. You collaborate easily with a long-tenured guide, offering new ideas without needing to be the loudest voice in the room. You are warm and steady with children and families, and you understand that trust is built in small daily moments.

You are comfortable with technology and ready to use it well, ideally including Google Workspace and Transparent Classroom. You are committed to equity, inclusion, and the dignity of every child and adult in the community, and you want to help build a school that is becoming more of itself.

QUALIFICATIONS

Required

- Bachelor's degree, or a willingness to complete one concurrently with training through an approved pathway
- AMI Elementary certification held, in progress, or a firm commitment to begin within a mutually agreed timeline
- Demonstrated interest in Montessori pedagogy; experience in a Montessori environment strongly preferred
- Willingness to make a three-year commitment to MICH following certification, in exchange for funded training
- Adaptability, humility, and a genuine growth mindset
- Strong communication skills and the ability to build warm, professional relationships with children, colleagues, and families
- Commitment to equity, inclusion, and respectful community building
- Ability to meet all Office of Child Care and school health and safety background check requirements

Preferred

- Strong technology skills, including Google Workspace and Transparent Classroom
- Prior classroom or assistant experience in a Montessori elementary environment
- Comfort integrating into an established, long-tenured team

COMPENSATION AND BENEFITS

Montessori International Children's House offers a compensation and benefits package that reflects the school's investment in the long-term growth of its faculty. The salary range for this role is fixed within the figures shown below.

WHAT MICH OFFERS

- Annual salary of \$52,000 to \$55,000, commensurate with experience
- Fully funded Montessori training tuition, with training leave paid as professional development rather than drawn from PTO
- A 5% non-elective retirement contribution: the school contributes 5% of base salary whether or not the employee contributes
- Health, dental, and vision plan options through CareFirst BlueCross BlueShield
- Twelve paid time off days, increasing with tenure
- Free tuition for one child enrolled at MICH
- Free before and after care for all staff children
- In-school observation, practice teaching, and mentorship toward AMI certification and a future lead guide role

HOW TO APPLY

To express interest, please send a resume and a brief letter of introduction to Hannah Richardson at Montessori Makers Group. Tell us what draws you to MICH, what you hope to grow into as a Montessori elementary guide, and any questions that would help you discern fit. Applications will be reviewed on a rolling basis.

hannah@montessorimakers.org

This search is managed by Montessori Makers Group on behalf of Montessori International Children's House. All inquiries will be handled with discretion and care.

Montessori International Children's House is an equal-opportunity employer. All qualified applicants will receive consideration for employment 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.