Seeking Co-Teacher Leader in Tennessee

An AMS-trained Montessori leader is working on founding a Wildflower Schools program for children ages 3-6 in East Knoxville, TN. She is seeking an experienced Montessori 3-6 Guide who would co-found and co-lead the school. The target school opening date is August 2027.

The mission of this school is to bring an authentic, Montessori early childhood experience to East Knoxville, one that is equitably accessible to all and honors the diversity of the community we hope to serve. We envision creating beautiful, community-rooted spaces where families and partners of varied racial and economic backgrounds are not just welcomed, but celebrated.

Who is Wildflower?

At Wildflower Schools, we are working to create beautiful learning environments that support children, teachers, and families as they follow life's unfolding journey. We aim to serve racially and socioeconomically diverse communities with exceptional Montessori education, to support and work with families through parent engagement, to build community across racial and socioeconomic lines, and to support local communities through access to Montessori early childhood education. We nurture the development of new Wildflower microschools and provide essential tools, supports, and resources to schools as they grow.

Each Wildflower school is unique: designed and led by the teachers who bring their training and life experience, along with a deep commitment to meeting the specific needs of their children and families. You can learn more about Wildflower Schools at https://www.wildflowerschools.org/

Preferred Attitudes, Knowledge, and Skills

A deep commitment to authentic Montessori - Your expertise will position you to be a highly effective facilitator of children's learning and to extend the values of Montessori to include the adults within your school community.

Entrepreneurial leadership - You are flexible and open-minded, see opportunities in obstacles, and are energized by using creativity and resourcefulness to solve problems.

Commitment to serving diverse and multifaceted communities - You are eager to increase access to Montessori to racially and socioeconomically diverse

communities, and are deeply committed to supporting the development of intersectional communities.

Generosity of spirit - You live with kindness, work gently with others, practice gratitude, and lead with love. You seek advice openly and are comfortable working in a non-hierarchical organization.

Willingness to work hard - You have the aptitude, stamina, time, and appetite to raise yourself to the challenge of starting and leading your own school. You will not be alone, but you will be busy.

A desire to learn and grow - You are eager to stretch beyond your current experience, to develop new skills and expertise, and to more deeply explore your purpose and potential.

Essential Responsibilities

In collaboration with the school's Co-Leader, the responsibilities of the role include, but are not limited to:

As a Co-Founder:

- Create a Wildflower school in the East Knoxville community rooted in authentic and enduring relationships with children, families, stakeholders, and community members.
- Participate in the facilities process, which may include finding a school site and ensuring that it meets Montessori and code standards.
- Participate in designing a school website and marketing plan.
- Engage with the community in conversations, outreach, and recruitment efforts.
- Engage in fundraising activities.
- Hire and onboard staff.

As a Lead Guide:

- Leads an enriching and liberatory 3-6 Montessori environment that lives into the school mission and vision, supports the community's needs, and adheres to any state requirements.
- Supports all learners by employing inclusive, anti-bias, anti-racist teaching practices
- Supports families in adopting aligned practices at home, as desired

As a Teacher Leader:

- Leads with cultural humility and actively works to disrupt oppressive systems and practices

- Operates with sound human resource and compliance practices
- Utilizes leadership and administrative skills to operate and communicate with transparency to all stakeholders, including the school's Board of Directors
- Commits to ongoing growth and learning through seeking out and participating in professional development opportunities
- Plans and leads staff professional development and family engagement programming
- Manages admissions and enrollment processes

Qualifications

- Bachelor's degree
- Experience as an Early Childhood Montessori Lead Guide (preferred) or experience as an early childhood educator who is willing to become Montessori trained

Salary and Benefits

As the leader of your own school, you, in partnership with your co-head of school and your board of directors, manage your school's budget and set your salary. Salary and benefits will be agreed upon with you and the board throughout the budget-setting process. We aim to follow the Wildflower recommendations when considering salary, which is a balance of both teaching and administrative work.

Learn More

If you would like to explore co-founding a Wildflower school in East Knoxville, TN, please reach out to:

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As a multicultural school committed to equity, we strongly encourage persons from historically underrepresented communities to inquire.