



## City Garden Montessori School Early Childhood Education (ECE) Director in Residence

### City Garden Montessori School

[City Garden Montessori School](#) (City Garden) is a neighborhood Montessori charter school in St. Louis, Missouri, and we are committed to strong academic outcomes for all students. Our team possesses passion and determination to implement the Montessori approach to educating children in a diverse, public school environment. City Garden is committed to being an anti-biased, anti-racist community and seeks others who are passionate about these values. We are committed to continuous learning and growth for adults in the community, to foster excellence for all City Garden children.

Located in St. Louis, City Garden is in its 13<sup>th</sup> year as a charter school, having received a second 10 Year Charter with the state of Missouri in 2017. We began in 2008 with 53 students; now, we have 268 children in preschool through eighth grade.

In Fall 2021, we are planning to expand our Montessori early Primary, or childhood education (ECE), program, adding 78 new spaces for 3- and 4-year-olds, and 60 new spaces for 5-year-olds. As we prepare to grow, we are seeking an individual to lead our ECE program who shares our vision for academic excellence for all children and holistic Montessori education, rooted in equity and social justice. The Early Childhood Education Director in Residence will report directly to the Principal.

City Garden has attracted support from [the Opportunity Trust](#), and the [Chan Zuckerberg Initiative](#) recently released a [case study](#) about City Garden's innovative model.

### Early Childhood Education Director in Residence

As City Garden embarks on this [ambitious strategic plan](#), we're seeking to hire an Early Childhood Education Director in Residence for our flagship campus. From February 2021 to June 2021, this position will be part-time – approximately 20 hours per month. In July 2021, the person in this role will transition into the permanent Early Childhood Education Director and will become full-time.

The Early Childhood Education in Director in Residence (ECEDIR) will be instrumental in preparing for our Primary program to expand in the 2021-2022 school year. The ECEDIR will take the lead in identifying and planning for academic and instructional capacity building and developing strategies to retain and strengthen City Garden's culture and sense of community among a growing Primary staff and set of families. The ECEDIR will oversee hiring of new Primary staff for Fall 2021, and will work closely with the Principal to codify curriculum, systems and structures to support the growth of the program. The ECEDIR will also provide critical input to the facilities and operational needs to support the growth of the Primary program. The ECEDIR will contribute to a positive, trustworthy, and

respectful climate amongst the Primary staff that has consistent expectations for all. The ECEDIR will build relationships, communicate proactively, and promote continual growth while maintaining a student-centered focus.

### The ideal Director of Early Childhood in Residence candidate will...

- Have at least seven years' experience as a lead Primary Montessori guide
- Be Montessori certified and have experience in public Montessori school settings
- Have a strong grounding in anti-bias education and antiracist values and principles, and is excited to reimagining education through these lenses
- Have an ability to meet people where they are, build and nurture a strong team, collaborate across stakeholders, build community, and lead with both empathy and conviction
- Be deeply committed to both whole-child education *and* academic rigor, having proven success and outcomes in meeting children's needs holistically and achieving high academic outcomes for children of all backgrounds
- Have a track record of success around closing racial achievement/ opportunity gaps
- Be excited to engage deeply with students, teachers, staff and families as partners
- Love to learn, have a sense of egoless-ness, be open to constant feedback, have an extreme growth mindset, and will always place children at the center of decisions and action

### Responsibilities

The Early Childhood Education Director of in Residence will:

- Establish and clearly articulate a shared vision for learning and instruction in City Garden Montessori School's Early Childhood Program, grounded in the Montessori Theory of Development and City Garden's Anti-Bias, Anti-Racism (ABAR) commitment.
- Build positive student, parent/guardian, staff and community engagement around this vision.
- Lead and influence hiring, curriculum planning, student and family support, professional developing, operational planning and facilities changes necessary to successfully grow City Garden's Primary program in Fall 2021
- Participate in leadership development and management training throughout the 2020-21 school year

### Qualifications

*Candidates must meet the following requirements:*

- Is deeply grounded in racial equity, have strong alignment with anti-bias, anti-racism values, and be able to lead from this place
- Holds a Montessori Early Childhood certification from the American Montessori Society (AMS) or Association Montessori Internationale (AMI) and has seven years or more of experience as a lead Primary guide
- Has experience working in Pre-k/K public education
- Has extensive understanding of Common Core State Standards
- Has significant experience in guiding instructional practices and curriculum development and alignment
- Has deep and comprehensive understanding of early childhood education and its political and

policy landscape in Missouri

*In order to fulfill these responsibilities, the ideal Early Childhood in Residence candidate will also possess:*

- Demonstrated success as a visionary early childhood educational leader with strong instructional insight, and demonstrable evidence of closing racial achievement gaps;
- A strategic mindset, with the ability to craft and align a team around a compelling vision for excellence;
- Effective management and leadership experience with a track record of effectively coaching, developing, and (evaluating) teachers and staff;
- Ability to manage organizational change effectively;
- Knowledge of pedagogical models and strategies to improve instructional delivery with an ability to design, deliver, and support high-quality professional learning for teachers and staff;
- Ability to understand and analyze data to draw out big themes;
- Versatility and dynamism, able to engage a variety of individuals in dialogue and speak and write in a clear, compelling, and authentic manner;
- Is child-centered, flexible, and willing to do whatever it takes for our students;
- Exhibits a growth mindset and is committed to proactive, self-directed continuous learning; and
- Embodies humility, vulnerability, and willingness to speak and hear candid feedback.

## Compensation and Benefits

This position offers a stipend of \$1,000 per month from February through June, 2021, for approximately 20 hours of work per month. In July 2021, the position will become a full-time, 12-month position, with a salary range of \$63,000 - \$70,000, depending on experience. The full-time position will include robust benefits including medical, dental, retirement, generous personal time off, as well as an admissions preference to City Garden Montessori School for Missouri residents. More details can be provided upon request.

## What It's Like to Work at City Garden

***Our work is a calling.*** We are implementing a very unique, specialized approach to education. City Garden is also much more than a school--we have a deep commitment to doing "whatever it takes" for our kids and families, and we educate our children in the context of an active, vibrant, diverse community. All of this requires a special kind of commitment. We are balancing the state and federal requirements of being a public school with the commitments of fully implementing Montessori philosophy and pedagogy. Leaders, guides (teachers) and staff must also have a high level of cultural competence and be committed to constant growth in this area.

***Our work requires being coachable, an ongoing desire to learn and a sense of egoless-ness.*** Everyone comes to City Garden with strengths, and with deficits. We are striving to create a learning community where feedback and growth are a regular part of our work, and to support each other as we constantly develop into better educators and better people.

***Our work is not easy.*** Our guides (teachers) individualize curriculum for every student, and have mixed age groupings. We are constantly aligning Montessori with the Missouri Learning Standards, and we strive to implement the Montessori approach with fidelity while meeting the requirements of teaching in a public school. All of our team members must be able to think "outside the box" and have a relentless commitment to

creating new ways of doing things, that lead to equity.

***Our work requires flexibility, independence and initiative.*** We are a young and constantly evolving school. Things change fast, and we are still developing programs, systems and structures. Staff have a lot of opportunity to innovate and create, while also being required to be flexible as each of us plays an active role in the continued development of our school and community. We are looking for people who are excited to create, innovate, and constantly learn new things!

***Our work is profoundly rewarding!!!*** Our children love to come to school. They are joyful, funny, smart and engaged, and they love all of the adults at City Garden. Our parents and guardians are fiercely committed to our community and to what is best for their children (and all children); our families are an integral part of our school. We have an incredible community of support beyond our walls, which includes neighborhood residents, other organizations, businesses, foundations, corporations and lots of individuals who believe in us and our mission. We have a lot of fun and laugh regularly. We believe that we are building a better world, by nurturing and guiding our children and building community.

## To Apply

Please apply by submitting your resume and detailed cover letter, which highlights why you are interested in this position, your relevant experience, and how you meet the qualifications and qualities sought for the position, at [jobs@citygardenschool.org](mailto:jobs@citygardenschool.org).

City Garden Montessori School is an equal opportunity employer and an organization that values diversity, equity and inclusion. Recruiting staff to create an inclusive organization is a priority, and we encourage applicants from all cultures, races, ethnicities, religions, sexes, national or regional origins, ages, disability status, sexual orientations, gender identities, military or veteran status, or other statuses protected by law. All candidates are evaluated solely on their qualifications to perform the work required.