



Lead Guide

Primary (3–6) or Lower Elementary (1st – 3rd)

We're hiring an experienced leader to join our team as Lead Guide at the **ONLY** public Montessori School in Nashville!

Invictus Nashville Mission. Invictus Nashville is the city's **first public Montessori charter school**, committed to bringing the beauty and rigor of authentic Montessori education to all families—tuition-free. Our mission is to prepare K–8 students to become engaged members of society by helping them discover their unique path to personal and professional freedom. Through a diverse culture, personalized learning, and community service, Invictus graduates will embody both the **habits of success** and a **heart for service**.

We believe that Montessori education should not be a privilege; it should be **accessible to every child**. Joining our founding team means helping shape a model for equitable, whole-child education in the public setting.

The **Lead Guide** is an experienced, credentialed educator who brings the Montessori philosophy to life in a public school context. As a founding teacher, you will build and refine systems, routines, and practices that model consistency and nurture independence, curiosity, and belonging for all learners.

This role requires a deep understanding of Montessori principles, a commitment to student-centered learning, and the **flexibility and adaptability** to thrive in a start-up environment. As one of our founding classroom leaders, you'll set the tone for excellence in instruction, consistency, and attendance—ensuring that every student experiences the power of a fully prepared environment.

Key responsibilities include, but are not limited to:

Planning and Instruction

- Create and maintain a **prepared environment** that reflects Montessori principles and supports student independence and concentration.
- Plan and implement high-quality, individualized instruction that integrates Montessori lessons and state standards.
- Record daily observations and assessment data to guide instructional decisions.
- Develop and implement **Response to Intervention** (RTI) plans using observational, academic, and behavioral data.
- Collaborate with the Student Support Team to implement accommodations and IEP goals in inclusive settings.



- Mentor a small group of students through our **daily mentoring program**, supporting academic and social-emotional growth.

Classroom Culture

- Foster a culture of peace, order, and respect through consistent modeling of grace, courtesy, and positive discipline.
- Demonstrate reliability and professionalism—**consistent attendance and punctuality** are essential to ensure stability for students.
- Supervise students in all environments: classroom, transitions, playground, and field experiences.
- Uphold Invictus's values by engaging students with warmth, empathy, and clarity of expectations.

Family Communication

- Lead family communication through transparent updates, conferences, and progress reports.
- Collaborate with families as partners in their child's development, sharing Montessori philosophy and home practices that support school goals.

Collaboration and Professional Growth

- Lead and mentor the Assistant Guide through regular check-ins, observation, and modeling.
- Participate actively in coaching sessions, team meetings, data reviews, and schoolwide professional development.
- Embrace feedback as part of a continuous improvement mindset and model adaptability in a growing school community.

Qualifications

- Bachelor's degree (Education or related field preferred).
- **Montessori credential** (AMI, AMS, or MACTE-accredited program) **OR** willing to work toward certification through a job-embedded pathway
- At least **two years of teaching experience**, ideally in Montessori or high-need urban settings.
- Demonstrated ability to maintain structure, consistency, and professional attendance habits.
- Growth mindset and enthusiasm for the challenges and opportunities of a **public charter start-up**.
- Strong communication and collaboration skills.
- Commitment to equity, inclusion, and culturally responsive practices.

Compensation and Benefits

- **Annual Salary:** \$55,000–\$70,000 (based on experience and credentials)
- **Sign-On Bonus:** \$3,000 for Montessori-Trained Lead Guides



- Health, dental, and vision insurance
- Paid holidays and PTO
- Ongoing professional development, coaching, and career growth opportunities

Interested Applicants

Please apply using the following [form](#)

You can learn more about our school by visiting our website: <https://www.invictus-nash.org/>

Invictus Nashville is committed to a policy of Equal Employment Opportunity (EEO). We will not discriminate on the basis of age, sex, race, color, creed, religion, ethnicity, sexual orientation, gender identity, gender expression, national origin, alienage or citizenship, disability, marital status, military or veteran status, or any other legally recognized protected basis under applicable federal, state, or local laws, regulations, or ordinances.

Our leadership is dedicated to ensuring the fulfillment of this policy. When requested, we are committed to reasonably accommodate employees and applicants with disabilities or special needs that may require an accommodation.