

# THE HILLSBORO SCHOOL

Helena, Alabama | Est. 2017 | thehillsboroschool.org

## Lower Elementary Co-Guide

*Full-Time | Immediate Opening | Helena, AL (Relocation Support Available)*

### Who We Are

**The Hillsboro School is an intentionally human developmental community — a place where children are respected as whole people, adults engage in reflective practice, independence is cultivated gradually and intentionally, work is meaningful, community responsibility matters, and learning is connected to real life, real people, and real purpose.**

**Founded in 2017 and located in Helena, Alabama, Hillsboro is a nonprofit Montessori community serving students from early childhood through secondary levels. We are growing — both in enrollment and in the depth of our program — and are in the process of completing a new campus purposefully designed to support authentic Montessori learning environments.**

**Families consistently describe Hillsboro as a place where students rediscover their love of learning — where teachers truly know each child and where curiosity, independence, and character are developed alongside strong academic skills. We are accredited through AISA and are deeply committed to authentic Montessori implementation.**

### Our Approach

**At Hillsboro, education is not a one-size-fits-all process. Our core beliefs shape everything we do:**

- Development is not linear — we meet each child where they are
- The environment itself teaches — the prepared classroom is central to learning
- Independence is cultivated gradually and intentionally across all levels
- Relationships are foundational — students, guides, and families are genuine partners
- Authenticity matters — in our Montessori practice and in our community culture

### The Opportunity

**We are seeking a passionate, credentialed Lower Elementary Co-Guide to join our team. At Hillsboro, our classroom guides are true partners — both co-guides collaborate on equal footing, sharing responsibility for a mixed-age classroom**

**community of students ages 6–9. Together you will plan and deliver authentic Montessori lessons, observe and track individual student progress, maintain a carefully prepared environment, and build strong relationships with families.**

**This is a full-time position joining a school community that is purposeful, growing, and deeply committed to doing Montessori right. You will have the support of a genuine co-guide partner, an engaged faculty, dedicated leadership, and families who are true partners in their children’s education.**

## **Qualifications**

### **Required:**

- AMS or AMI Montessori credential for Lower Elementary (ages 6–9) • Deep understanding of and genuine commitment to Montessori philosophy and practice
- Reflective practice — a habit of observing, learning, and growing as an educator • Collaborative spirit and strong communication with colleagues and families

### **Preferred:**

- Minimum 5 years of Montessori classroom experience (credential is the priority; strong candidates with less experience are encouraged to apply)
- Experience working in a co-guide or collaborative, equal-partnership teaching model

## **Compensation & Benefits**

- Competitive private Montessori school salary, commensurate with credentials and experience
- 100% employer-paid health and dental insurance for employees; 50% for family members
- 50% tuition benefit for employee children attending The Hillsboro School • Relocation assistance available and negotiable for the right candidate • A close-knit, mission-driven community entering an exciting new chapter with a new campus

## **Location**

**The Hillsboro School is located at 73 Elvira Road, Helena, Alabama 35080 — a growing community in the Birmingham metro area. We welcome applications from credentialed Montessori educators across the country. Relocation support is available and negotiable.**

## **How to Apply**

**Please submit the following to [cedwards@thehillsboroschool.org](mailto:cedwards@thehillsboroschool.org) or call (205) 864-7330:**

- Cover letter describing your Montessori philosophy and what draws you to Hillsboro
- Current resume
- Copy of AMS or AMI credential
- Three professional references

*Applications are reviewed on a rolling basis. We encourage you to apply promptly. We look forward to welcoming a guide who believes, as we do, that when children are known, respected, and empowered to learn in ways that honor their individuality — they thrive.*

*The Hillsboro School is an equal opportunity employer. | [thehillsboroschool.org](http://thehillsboroschool.org) | (205) 864-7330*