



Lead Montessori Guide – Early Learning “Spark” Studio (Ages 4-5)

Location: 117 Milford Hill Lane Milford, Pennsylvania

Employment Type: Full-time (186 days, 8:15 AM – 3:15 PM, some evening events)

Salary: \$30,000 - \$35,000 (based on experience and qualifications)

Benefits: Tuition discounts for children of the Lead Guide

When: Employment beginning in August 2025

About Ascend Academy

Ascend Academy is an **innovative, learner-driven private school** in its **sixth year of operation**, dedicated to **education for the entire family**. Rooted in Christian principles, our approach emphasizes **virtue, strong character development, and real-world skills**. We are proud to be part of the **Apogee Strong School network**, a nationwide community of schools committed to fostering **leadership, critical thinking, and self-reliance**. Our small, tight-knit learning environment prioritizes **personal growth, hands-on learning, and outdoor exploration**.

We believe in **freedom in education**, empowering learners to **pursue their passions** while developing the resilience, independence, and moral foundation needed to thrive. If you're looking for a place where education is **dynamic, meaningful, and rooted in strong values**, Ascend Academy may be the perfect fit.

About the Position

Ascend Academy is seeking a warm, innovative, and dedicated **Lead Guide** for our **Early Learning “Spark” Studio (ages 4-5)**. The ideal candidate will cultivate a child-led Montessori learning environment where young learners can be **curious, independent, productive, and kind**. The Lead Guide will uphold the integrity of both **Montessori and Ascend Academy’s educational philosophy**, fostering a space where children can thrive through exploration and self-directed learning.

Qualifications

Minimum Requirements:

- **Montessori Certification** (AMS, AMI, or MACTE) OR **willingness to obtain certification within the first year** and commit at least three additional years to the school.
- **Pediatric First Aid/CPR Certification** (or willingness to obtain upon hire).
- **Successful completion of a background check.**
- **At least 3 years of experience working with youth.**
- **1+ year of experience in a Montessori environment.**

Preferred Qualifications:

- Experience managing **mixed-age groups of children.**
 - Experience planning and implementing **games, projects, or group activities** (coaching or mentoring experience is a plus).
 - Background in **entrepreneurship, project planning, or business development.**
 - Experience in **ministry, youth groups, or faith-based education.**
 - Strong **writing and communication skills.**
 - Passion for **disruptive education models** that challenge traditional schooling.
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Key Attributes & Skills

- **Passion for Early Childhood Development:** A deep love and understanding of children at this stage of development.
- **Growth Mindset:** Willingness to learn, grow, and reflect on mistakes as part of personal and professional development.
- **Respect for the Child:** Belief in children's ability to learn and grow independently, without heavy adult intervention.
- **Outdoor Enthusiast:** A love for nature and a commitment to incorporating outdoor experiences into daily learning.
- **Collaborative & Communicative:** Ability to work effectively with parents, colleagues, and the broader school community.
- **Observant & Adaptable:** Ability to assess learners' needs and adjust the learning environment accordingly.

- **Professional & Reliable:** A warm-hearted yet firm presence that fosters respect, trust, and independence.
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Responsibilities

Learning Environment & Instruction:

- Design and maintain a **prepared Montessori environment** that fosters exploration and growth.
- Develop and implement **projects and challenges** tailored to individual learners' needs and interests.
- Guide **Socratic discussions** and support learners in developing **listening and speaking skills**.
- Provide one-on-one and small-group lessons, adapting instruction as needed.
- Observe learners' progress and create a **rich, challenging environment** that meets their developmental needs.
- Follow children's natural rhythms rather than enforcing rigid schedules.

Parental & Community Engagement:

- Maintain **consistent communication with parents**, including weekly updates.
- Partner with parents to support each learner's development.
- Participate in **parent and community events** to strengthen school-family relationships.

Team & Professional Development:

- Cultivate a **positive, professional, and inclusive** work environment.
- Lead discussions on **childhood development and best practices** with colleagues.
- Participate in **team meetings, professional development, and training opportunities**.
- Engage in ongoing **learning and self-improvement** to enhance teaching practices.

Additional Responsibilities:

- Supervise outdoor free play, ensuring safety and age-appropriate activities.
- Oversee classroom organization, materials rotation, and general upkeep.
- Assist in the admissions process by meeting with prospective families.

- Maintain confidentiality regarding student and family information.
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Working Conditions

Physical Demands:

- Ability to move comfortably within the classroom and outdoor learning spaces.
- Ability to sit on the floor, reach, climb, stoop, kneel, and lift up to 30 pounds.
- Active engagement in outdoor activities, regardless of weather conditions.

Work Environment:

- Private school setting, working closely with children, parents, coworkers, and administrators.
 - Dynamic, hands-on learning environment that values curiosity, exploration, and independence.
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Compensation:

- Starting salary is between \$30,000 and \$35,000. Salary is determined based on experience.
 - Tuition Benefits.
 - Paid sick and personal days.
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Join Us!

If you are passionate about **alternative education**, have a **growth mindset**, and are eager to **empower young learners**, we would love to hear from you!

To apply, please submit your **resume and a cover letter** detailing your experience and philosophy on education to support@ascendacademymilford.com. You will hear back from us within 72 hours after your resume is received.

If we feel you are an excellent candidate, an initial phone interview will be requested.