



Job Opportunity: Montessori Primary Classroom Lead Assistant (children ages 3-6)

Location: Bluebird Montessori Preschool, 8623 Brentwood Drive, LaVista, NE 68128

Start Date: Hiring Now

The Bluebird Montessori Difference:

What we offer our employees

- **Support.** We are a small, private, family-owned school with an involved owner and teachers that support each employee. It is important to us to be available to support you with your professional and personal goals.
- **Autonomy.** We welcome and encourage teachers and staff members to bring their experiences and best practices into our school, as they align with our school values and guiding principles.
- **Tuition.** If you would like your child/grandchild to attend our school and we have availability, you will receive 100% off tuition.
- **>3 Weeks Paid Days Off/Year.** Employees receive paid time off for Spring Break, Winter Break, and all Snow Days (consistent with the Papillion-LaVista school calendar & inclement weather closings)
- **Paid Continuing Education.** We pay for employees' initial certifications and re-certifications associated with state-mandated childcare regulations.
- **Life Insurance Program Available.** We offer a pre-tax option for employees to select a life insurance policy automatically deducted through payroll.

Our Values:

At Bluebird Montessori, we believe that the most essential component to successful learning and retention is Maria Montessori's assertion that learning should be joyous -- best symbolized by the "bluebird of happiness." Joyous, experiential learning in the formative years helps children discover their individual talents and interests, while inspiring a lifelong passion for learning. We believe that in order to build our thriving Montessori community, it is essential for these values to be upheld by our staff, students, and families.

- **Teaching Children How to Think, Not What to Think**
- **Growth Mindset and Love of Learning**
- **Explore Nature**
- **Foster Community**
- **Care for Self and Others**

The Person We Are Seeking:

- **Collaborative Teammate:** Quick to point out the contributions of others and feels inspired to build on good ideas. Defines success based on team's overall mission.
- **Growth Mindset:** Always looking to do more and learn more. Self-motivated and does not need to be pushed by a manager. Constantly thinking about the next step and next opportunity. Seeks feedback from team.
- **Self-aware & Solution Oriented:** Tend to know what is happening in a group situation and how to deal with others in the most effective way. Good judgement and intuition around the subtleties of group dynamics and the impact of words and actions.
- **Passion for Education:** Passion for early childhood education and the Montessori pedagogy.

The Requirements:

- Montessori classroom experience is preferred, childcare experience is beneficial
 - We will train those who are new to Montessori
- Must be 19 years of age or older

Major Responsibilities include, but are not limited to:

- Interact with children in an open, honest, and loving manner, always with dignity and respect.
- Calmly and efficiently supervise and implement the curriculum for the children in accordance with the policies and philosophy of the school.
- Serve as a positive and consistent teammate for classroom staff, families, and the school.
- Participate in the continuous and creative process to meet individual and program goals through training and professional development.
- Treat the children with dignity, respect and with sensitivity to their cultural and socioeconomic background.
- Recognize that children sometimes go through hard things outside of school that can impact their school behavior and capacity to absorb new information, and to be sensitive to the individual challenges each student periodically has and adjust teaching style accordingly.
- Responsible for ensuring the safety, health, physical and social/emotion well-being of the children at all times.
- Effectively communicate and collaborate with classroom teammates.
- Participate in recommended training programs, educational conferences, professional days, staff meetings, and other courses pertinent to professional growth.
- Maintain required credentials.
- Maintain confidentiality with children, families, and staff.

Compensation & Benefits:

- \$14/hour base
 - Increased base pay commensurate with applicants who have earned Montessori certification, a Bachelor's degree in early childhood development, early education, or a similar field
- **Paid Spring Break** (one calendar week/year), **Paid Winter Break** (2 calendar weeks/year), **Paid Snow Days** (consistent with Papillion-LaVista weather-related school closures), **Paid Continuing Education**, **Free Tuition** for employee's children/grandchildren