

Upper Elementary Director-Lead with Passion. Inspire with Purpose. Shape the Future.

Location: In-Person @ Sterling Montessori Academy & Charter School – Morrisville, NC

Job Type: Full-Time

Hours: Monday-Friday, 8 a.m.-4 p.m.

Supervisor: Executive Director

Start Date: July 2025

About Us:

Sterling Montessori Academy & Charter School is more than a school—it's a thriving, dynamic, and diverse learning community dedicated to the Montessori philosophy and the pursuit of lifelong learning. Serving students from preschool through eighth grade, we provide a nurturing environment that fosters independence, academic excellence, and social responsibility. Our educators are passionate, our families are engaged, and our students are inspired every day.

About the Role:

We are searching for an **exceptional leader** to serve as our **Upper Elementary Director**, guiding our elementary education program (ages 9-12) with wisdom, warmth, and a steadfast commitment to Montessori principles. If you believe in the transformative power of elementary education and are ready to lead a team of dedicated educators in shaping young minds, this is the role for you!

As the **Elementary Director**, you will:

- **Lead & Inspire:** Mentor and support our talented educators, fostering a collaborative and professional learning community.
- **Champion Montessori Excellence:** Ensure classrooms reflect authentic Montessori practices and uphold the highest educational standards.
- **Empower Young Learners:** Oversee student progress, classroom environments, and teacher development to provide the best foundation for success.
- **Strengthen Family Partnerships:** Work closely with parents to support each child's growth and development.
- **Drive Continuous Improvement:** Oversee program evaluations, teacher observations, and ongoing professional development initiatives.
- **Ensure Compliance & Accreditation:** Maintain adherence to health and safety standards, and Montessori accreditation requirements.

- **Shape the Future:** Support student transitions from Children's House to Lower Elementary and Lower Elementary to Upper Elementary ensuring a seamless and supportive educational journey.

What You Bring:

Required Qualifications:

- **AMS or AMI Montessori** Certification in Elementary (ages 9-12).
- **Bachelor's degree** in Education, Child Development, or a related field.
- **5+ years of teaching experience** in a Montessori early childhood environment.
- Strong leadership, communication, and collaboration skills.
- Passion for early childhood education and a deep understanding of child development.

Preferred Qualifications:

- **Master's degree** in Education, Administration, or a related field.
- **North Carolina Teaching License** (or eligibility to obtain one).
- **Administrative/leadership experience** in a Montessori setting.
- Experience working in a **public or charter Montessori school**.

Why Join Sterling Montessori?

- **A Supportive & Collaborative Team** – Work alongside passionate educators and administrators.
- **Opportunities for Professional Growth & Leadership Development** – We invest in our leaders!
- **A Competitive Compensation & Benefits Package**, including:
 - Health, Dental, & Vision Insurance
 - Life Insurance & Retirement Plan
 - Paid Time Off & Professional Development Opportunities
 - Flexible Spending Account
- **A Beautiful Learning Environment** – Our well-equipped Montessori classrooms and outdoor learning spaces inspire curiosity and creativity.

Ready to Lead with Purpose?

Join us in shaping the future of Montessori education! Apply today by sending your **resume, cover letter, and three professional references** to hr@sterlingmontessori.org with the subject line: **Upper Elementary Director Application**.

We can't wait to welcome you to the Sterling Montessori team!