



Montessori Academy of Colorado

The Montessori Academy of Colorado is a metropolitan school that engages each child through innovative academics, exploration of character, and a fearless, forward mindset.

Job Title: Co-Lead Teacher

Department: Upper Elementary

Reports To: Upper School Director

Employee Classification: Full-Time, Exempt

Salary Range: \$50,000-\$60,000 annually

Job Summary

The Upper Elementary Co-Teacher is a passionate, collaborative, and student-centered educator dedicated to fostering a dynamic and engaging Montessori learning environment. This full-time position involves co-teaching alongside another lead teacher, ensuring a supportive, enriching, and developmentally appropriate experience for students. The ideal candidate is innovative, adaptable, and committed to working in a joyful, team-oriented atmosphere while contributing to the ongoing growth and success of our unique Upper Elementary program.

Job Duties and Responsibilities

Curriculum & Instruction:

- Establish and maintain a structured morning and afternoon work cycle, delivering lessons that adhere to Montessori philosophy and best practices.
- Guide students toward self-directed learning, independence, and normalization within the classroom environment.
- Design and deliver differentiated instruction tailored to individual student needs, ensuring an inclusive and supportive learning environment.
- Develop, implement, and refine curriculum in alignment with Montessori principles, Common Core State Standards, and supplemental resources as needed to support student growth.
- Thoughtfully plan, prepare, and maintain all units of study, ensuring the availability and upkeep of Montessori materials.
- Organize and oversee student-led "going-outs," field trips, and community partnerships to enhance experiential learning, including use of the public transit system.
- Maintain accurate student records, conduct regular assessments, and adhere to all school policies and deadlines for evaluation and documentation.



- Plan, coordinate, and attend engaging educational trips, including overnight excursions, that align with the school's mission, curriculum, and developmental goals.
- Design and facilitate parent education initiatives to strengthen family engagement and understanding of Montessori philosophy.
- Collaborate with a team of elementary educators to foster a holistic, interdisciplinary learning experience.

Communication & Community Engagement:

- Cultivate a respectful, inclusive classroom environment by modeling and teaching conflict resolution strategies and Grace & Courtesy lessons.
- Build and maintain strong partnerships with parents through consistent, open communication about student progress, growth, and development.
- Coordinate with fellow faculty members to plan and execute joint Parent Nights, student performances, and community events.
- Establish and maintain professional, respectful relationships with colleagues, fostering a collaborative and supportive work environment aligned with the school's values and expectations.

Professional Responsibilities:

- Engage in professional development opportunities, faculty meetings, committees, and parent workshops as designated by the Program Director.
- Maintain a well-organized, aesthetically prepared classroom environment that supports student exploration and independence in alignment with Montessori pedagogy.
- Participate in the admissions process by engaging with prospective families and representing the school's mission and values.
- Adapt to evolving school needs, taking on additional responsibilities as assigned by school leadership.

Qualifications

- AMI or AMS Elementary Montessori Certified or Colorado Teaching License
- Bachelor's degree, in Education, preferred
- Minimum of 3-5 years teaching experience
- Familiarity with Lucy Calkins Units of Study and Orton Gillingham
- Ability to effectively build relationships with students, parents, faculty, and staff
- Excellent verbal and written communication skills

Benefits & Compensation

MAC is committed to supporting the whole educator through competitive pay and a generous benefits package:



- Annual salary of \$50,000–\$60,000
- 36 paid holidays, 12 days of Paid Time Off (PTO), and 3 paid professional development days
- 403(b) retirement plan with employer match
- Health, dental, and vision insurance
- Employer-paid life insurance, with additional voluntary benefits available
- RTD EcoPass for public transportation
- Relocation assistance available
- 50% tuition remission for employees' children (ages 8 weeks–8th grade)
- No-cost before and after school care for employee children
- Annual \$500 professional development stipend

Why Join MAC?

MAC is a joyful, mission-driven school serving children from 8 weeks through 8th grade in downtown Denver. We are a vibrant, growing school with strong staff retention, supportive families, and a deep commitment to Montessori core values. We value innovative thinking, meaningful relationships, and continuous reflection. This new Nido Lead role was created to promote balance and collaboration across our infant program—and the right candidate will play a key role in bringing that vision to life.

MAC is committed to providing a diverse and inclusive environment, free of discrimination or harassment, for its community. MAC does not discriminate on the basis of race, color, sex, sexual orientation, gender identity, religion, national origin, immigration/citizen status, age, marital status, pregnancy status, veteran status, disability, socio-economic status, political affiliation, or any other non-merit factor. Any person with a concern or allegation of discrimination or harassment shall report it to MAC's Compliance Coordinator. For more information, please visit our website.



If this sounds like a school where you'd thrive, we'd love to hear from you! Send your resume or a letter of interest to info@montessorimakers.org to start the conversation.