



Job Description

TITLE	Montessori Guide (Teacher)
SUB-SCHOOL	Children's House (Pre-K, KG and Pre-primary)
REPORTS TO	Principal
AWARD	Educational Services (Teachers) Award 2020
CLASSIFICATION	According to experience.
PAY RANGE	\$88,178 to \$127,737 (according to experience)
FTE	1.0 (full-time)
EMPLOYMENT TYPE	Fixed-term
TERM OF EMPLOYMENT	20/04/2026 to 16/12/2026

Position Summary

Perth Montessori seeks a Montessori Guide (teacher) for a short-term family leave position in our Children's House, catering for students aged from 3 to 6 years in Pre-Kindy, Kindy, and Pre-Primary from Term 2 to the end of the 2026 school year.

The Guide will deliver high-quality, engaging, and inclusive education aligned with Montessori principles and practices within a multi-age environment.

We seek a passionate, reflective, and dedicated Montessori educator who finds joy in nurturing young children and supporting their families. The successful candidate will be a collaborative team member, eager to tackle challenges alongside colleagues, exercising humility and compassion.

You will actively contribute to a workplace culture founded on trust and respect, remain open to feedback, embrace ongoing learning, and approach challenges with a growth mindset and solution-oriented outlook.



Job Description

1. Know Students and How They Learn:

- a. Demonstrated understanding of Montessori theory of development, educational principles, and how to apply them to the individual learning paths of students within multi-age groups.
- b. Adapt teaching strategies to meet the diverse learning needs and interests of students, promoting independence and self-directed learning.
- c. Observe and understand the developmental stages and sensitivities of children, tailoring learning experiences to enhance their growth holistically.

2. Know the Content and How to Teach It:

- a. Deep knowledge of the Montessori National Curriculum for 3-6 years, the EYLF and the West Australian Curriculum, and how to teach these using Montessori materials and practices.
- b. Design and implement hands-on, developmentally appropriate lessons according to the Montessori scope and sequence and in accordance with its pedagogical approach for individuals and small groups of students.
- c. Differentiate teaching instruction according to individual needs, including providing accommodations and modifications for disability and learning difficulties.

3. Plan for and Implement Effective Teaching and Learning:

- a. Design and implement lesson plans according to the Montessori curriculum and pedagogical approach that are engaging, developmentally and cognitively appropriate and promote success.
- b. Prepare the learning environment with appropriate materials and resources that inspire curiosity and learning and in accordance with the Montessori approach.
- c. Implement a curriculum that balances structure and freedom, enabling students to develop skills at their own pace.

4. Create and Maintain Supportive and Safe Learning Environments:

- a. Establish a classroom atmosphere that promotes respect, empathy and kindness among students of varying ages.
- b. Ensure the safety and well-being of all students.
- c. Guide students in understanding and practising self-discipline and responsibility within the learning space.
- d. Implement positive behaviour management strategies according to restorative justice principles to maintain a conducive learning atmosphere.

5. Assess, Provide Feedback, and Report on Student Learning:

- a. Utilise observation and documentation to assess student progress, according to Montessori principles and relevant curricula.



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- b. Provide constructive feedback to students, encouraging reflection and growth.
 - c. Keep accurate and up-to-date records of student progress and achievement.
 - d. Communicate effectively with parents/carers and colleagues about students' progress, achievements, and areas for growth formally (written semester reports) and verbally (conversations, meetings).

6. Engage in Professional Learning:

- a. Participate in ongoing professional development with a growth mindset and openness to feedback for improvement in Montessori practices and other strategic priorities identified by the School.
- b. Collaborate with colleagues to share knowledge and best practices.
- c. Reflect on personal teaching practices and seek opportunities for continuous improvement.

7. Engage Professionally with Colleagues, Parents/Carers, and the Community:

- a. Collaborate with colleagues to foster a cohesive and supportive teaching team.
- b. Build positive and constructive relationships with parents/carers, engaging them in the learning process and the Montessori community.
- c. Engage with the wider community to enhance the learning experiences of students and promote the values of the Montessori philosophy.

Qualifications, Skills and Experience

- a. A teaching qualification recognised for registration by the TRBWA (B.Ed., Dip. Ed., Master of Teaching) with early years certification.
- b. Montessori Diploma certification for ages 3-6 from a recognised Montessori training centre.
- c. Demonstrated experience as a Montessori guide for children aged 3-6 years is highly desirable and a genuine passion for the Montessori approach.
- d. Excellent verbal and written communication skills, to effectively work with students, parents, and colleagues.
- e. Ability to create a child-centred, nurturing environment founded on mutual respect.
- f. A collaborative mindset, openness to feedback, and willingness to work with others effectively to support the school's mission, values and strategic objectives.
- g. Knowledge, training and experience of teaching literacy according to evidence-based best practices in reading instruction (i.e. the "science of reading") is highly desirable. You will be expected to implement daily lessons using the program "Enhanced Letters and Sounds" to teach reading.



Staff Expectations

- a. Your alignment with the values and ethos of Perth Montessori is paramount. We are a non-denominational, multi-cultural, inclusive school that welcomes people of all nationalities, races, faiths, abilities, genders, sexual orientations and family groups.
- b. We seek someone who will not only fulfill the duties with excellence but also contribute wholeheartedly to the nurturing atmosphere that defines our school.

Additional Requirements

- a. Flexibility to work out of hours from time-to-time for special events.
- b. Working with Children Check (or ability to obtain one).
- c. Current First Aid, Asthma, and Anaphylaxis certification or willingness to complete these.

Perth Montessori places a high priority on child safety and all staff are required to adhere to the Child Safe Standards, Child Protection Policy and the Staff Code of Conduct.

How to Apply

Interested candidates should apply online and provide:

- 1) A covering letter of not more than two pages, addressing their suitability against the Job Description provided;
- 2) An up-to-date CV detailing their qualifications, skills and experience relevant to the position; and
- 3) The names of 2 professional referees, including a principal or line manager (please note that referees may be contacted prior to interview).

Application Deadline

The closing date for applications is **30 March 2026**. We encourage early submissions, as Perth Montessori reserves the right to proceed with an ideal candidate ahead of the deadline

Perth Montessori acknowledges the traditional custodians of the land on which our school is built, the Whadjuk People of the Noongar Nation. We pay respect to their Elders, past, present and emerging.