



Oakland Community Montessori School at FBE Schools Founding Infant / Toddler Lead Teacher

Who We Are

FBE Schools is a major program of The Foundation for Black Excellence, a 501(c)(3) nonprofit organization whose mission is to provide comprehensive intervention, prevention, education, and community services for vulnerable populations in the community.

FBE Schools believes that the traditional method of education used in most schools is based on a system of oppression designed to maintain the status quo. To meet the needs of today's children and society's future needs, we must provide children with an education that fosters independence, develops problem-solvers, and promotes the importance of each individual's contribution to the universe in which we live and work. We work with our communities to provide anti-biased and anti-racist Montessori schools that develop children who are lifelong learners, seekers of the truth, and fearless advocates for justice.

The Opportunity

Oakland Community Montessori School at FBE Schools (OCMS) is an in-home family child care center located in the Crestmont neighborhood of Oakland Hills. OCMS seeks an innovative Montessori Teacher-Leader who is focused on anti-biased, anti-racist education. The Founding Teacher-Leader has the opportunity to work directly with the founder and president to open the organization's first community-based, anti-biased, and anti-racist Montessori school.

What We Offer

- A fulfilling and affirming environment
- Ongoing professional development
- Career growth and promotion opportunities
- The opportunity to imagine, develop, and implement a high-quality educational program that promotes equity and serves the individual needs of each child

What You'll Do

We are seeking a Lead Teacher who shares our passion for an anti-biased anti-racist application of the Montessori method for our founding classroom. The Lead Teacher is an entrepreneurial leader who has the talent, innovation, and perseverance required to work both within the classroom as the children's first teacher and outside the classroom (alongside the President) to invite and involve the surrounding community and families as we believe it truly takes a village to raise a child. As Teacher-Leader, you will report to the President of the school.

Responsibilities include, but are not limited to:

- Design and create a prepared Montessori environment in alignment with the vision of FBE Schools
- Actively market your school to recruit and enroll a socioeconomically diverse mix of children and families

- Create a strong culture that embodies the mission of our organization
- Build a strong community among all stakeholders including staff, parents, and children
- Work with the President to ensure enrollment targets are met
- Hire, support, develop, and manage teaching staff
- Serve as lead teacher, working directly within a Montessori classroom
- Co-manage assigned aspects of school-wide operational routines such as arrival/dismissal procedures, lunch, recess, etc.
- Develop, support, and maintain a culture of high behavioral and academic expectations rooted in liberatory practices that ensure every child is in a position to learn alongside peers and adults
- Participate in additional school-related activities including field trips, parent and community meetings, and other programs as needed throughout the year
- Develop deep and meaningful relationships with the local community

We'd love to speak with you if you possess:

- A deep commitment to authentic Montessori, rooted in anti-racist and anti-biased pedagogy
- Entrepreneurial leadership characteristics
- AMI/AMS/MACTE Certification in Infant and/or Toddler programs or a degree in Early Childhood Education
- Teaching experience, Montessori preferred
- A keen awareness of educational inequities in the US and a desire to make lasting change
- Demonstrated success working with marginalized communities
- Exceptional written and verbal communication skills
- An aptitude for activating and supporting teams to interrogate systems of oppression, especially at the school or classroom level
- Strong leadership skills and the ability to create a team and culture that encourages introspection and self-study
- A willingness to support and cultivate future educational leaders focused on anti-racist Montessori pedagogy
- A passion for social justice, equitable education, and Montessori pedagogy

We may prefer you over other candidates if you:

- Are a current resident of Oakland, CA
- Possess a degree in Early Childhood Education
- AMI or AMS Certification
- 3+ years as an educator, Montessori preferred
- First Aid / Infant CPR Certified

Expected Salary Range:

\$27,500 - \$50,000 annual salary

TO APPLY, CANDIDATES SHOULD SEND THE FOLLOWING INFORMATION BY EMAIL to the Hiring Committee, FBE Schools at careers@foundationforblackexcellence.org:

- Cover letter describing your interest in the position and commitment to liberatory education
- Current resume
- Contact information for 2 professional references

The Foundation for Black Excellence does not discriminate based on race, religion, creed, color, national origin, age, gender, sexual orientation, marital status, or veteran status or disability.