

Toddler Assistant Teacher (Fulltime)

Join a diverse, international community committed to authentic Montessori education, joyful learning, and the growth of the whole child.

Cambridge Montessori School is seeking a full-time Toddler Assistant Teacher to join our vibrant Toddler Program. Candidates must have previous experience working with young children and hold an EEC certification. Montessori experience is preferred but not required.

Our Toddler Assistant Teachers play an essential role in supporting the daily rhythms, routines, and smooth operation of a small classroom serving children ages 18 months to 3 years. Working closely with a credentialed lead teacher, Assistant Teachers help create a warm, engaging, and responsive environment that supports each child's development and provides a high-quality Montessori experience.

We are looking for flexible, imaginative, and collaborative educators who enjoy working as part of a team and are comfortable planning, problem-solving, and adapting to the needs of young children. The ability to recognize and respond thoughtfully to a range of learning styles and developmental needs is essential.

We value faculty members who are active and engaged participants in the broader school community. Candidates should bring a confident and professional demeanor, a good sense of humor, strong communication skills, and a genuine enthusiasm for working with children and families. Above all, a deep respect for young children and a commitment to creating a nurturing, child-centered environment are essential.

If you are passionate about early childhood education and excited to contribute to a joyful, collaborative Montessori community, we would love to hear from you.

Our school is located in three buildings (Toddler/Primary, Elementary, and Middle School) all close to beautiful Danehy Park offering ample outdoor opportunities for our students and staff. We work to incorporate regular interactions between our staff and students in all three buildings. We have an active family association and community events are regularly scheduled throughout the year.

- Experience in a Montessori environment is desirable but not required
- EEC licensed or willingness to be licensed
- Commitment to valuing diversity and contributing to an inclusive working and learning environment
- CORI/SORI check will be required before joining our team

This position is for the 2026-2027 academic year: August 26th, 2026 through June 11, 2027 . Salary is based on experience and background. The school offers a competitive benefits package. We are seeking a long-term commitment to the school.

Professional Development and Training

- CPR certification training will be provided to all new staff who do not have existing and/or current certification
- Professional development opportunities are scheduled and available to all staff throughout the school year
- Montessori philosophy and pedagogy training provided during orientation week and throughout the school year.
- Membership to the American Montessori Society is provided and staff members are encouraged to take advantage of the resources and opportunities that membership offers.

Commuter Options

- Parking is provided
- All three of our buildings are convenient to MBTA transit via bus and the red line (Alewife, Porter, and Davis stations)

Benefits

- Competitive salary
- Built-in planning time
- Receive school vacation weeks and most holidays off closely following the Cambridge Public School calendar
- Personal/sick days
- Health/dental/vision insurance
- HRA plan (CMS will fund the first \$800 towards deductible expenses)
- Life and AD&D coverage is provided at no cost. New staff are automatically enrolled in the plan when first eligible.
- 403B retirement plan (eligible after working one year)
- Healthcare FSA plan, dependent care FSA plan, and transit commuter benefit plans available
- Short Term Disability (STD) and Long Term Disability (LTD) plans - which includes EAP (Employee Assistance Program)
- Voluntary benefits offered through Aflac which include Accident Insurance, Cancer protection, Hospital Confinement, and Lump sum critical illness
- Discounted pet insurance

Candidates should send a cover letter and resume to:

Bailey Turner, Director of Toddler and Primary Programs

bturner@cambridgemontessori.org

Cambridge Montessori School is committed to the full inclusion of all qualified individuals, including people of color, women, people with disabilities, immigrants, LGBTQIA+ people, and people who come from low income or working-class backgrounds. All potential applicants are strongly encouraged to apply without regard to race, color, religion, age, disability, national origin, gender, sexual orientation, marital status, ancestry, genetic information, medical condition, veteran status, or any other class protected under federal, state, or local laws. CMS is a non-sectarian institution and does not discriminate on the basis of race, gender, religion, national or

cultural origin, sexual orientation, family style, political belief, or disability in the administration of its admissions, financial assistance, education or employment practices.