



Position Title: Treign Up Guide

Start Date: August 2025

Location: Ashland

Employment Type: Full-Time

Salary: Up to \$40,000 annually, with flexible allocation for salary, health benefits, and retirement contributions.

About Us: We are a Christ-centered educational institution committed to nurturing the intellectual, spiritual, and emotional development of children through a unique blend of Montessori and Acton methodologies. Our mission is to guide students on their Hero's Journey, fostering self-directed learning, leadership, and a strong Christian faith.

Position Summary: We are seeking a full-time Guide to join our team starting in August 2025. The ideal candidate will lead a group of 20-40 learners aged 5-10, working closely with our Directors. This role is ideal for someone who is passionate about education, deeply committed to Christian values, and eager to immerse themselves in the Montessori and Acton philosophies.

Key Responsibilities:

- **Lead Learning Communities:** Guide and mentor a diverse group of learners, fostering a safe and inspiring classroom environment.
- **Socratic Discussions:** Launch and lead Socratic (question-driven) group discussions, encouraging critical thinking and self-discovery.
- **Project Creation and Management:** Co-create and launch Quests (projects), develop daily challenges, and curate world-class examples for students to emulate.
- **Exhibitions and Ceremonies:** Work with Directors and Lead Guides to create meaningful exhibitions, ceremonies, and celebrations that reinforce community rules and personal covenants.
- **Student Accountability:** Affirm students, hold them accountable to their commitments, and guide them as they discover and pursue their unique calling.
- **Socratic Method:** Practice the Socratic method by guiding students to find answers themselves, fostering independence and self-directed learning.
- **Classroom Environment:** Cultivate a positive, orderly, and beautiful classroom environment that inspires learning and creativity.



- **Student Progress Tracking:** Set up systems for students to set goals, track their progress, and create portfolios showcasing their work.
- **Parental Communication:** Communicate regularly with parents through various channels, providing updates on their child's progress and celebrating achievements.
- **Event Planning:** Research and schedule guest speakers, plan field trips, and organize events and celebrations to enrich the learning experience.
- **Curriculum Development:** Assist in evaluating, refining, and innovating the curriculum to continuously improve the educational experience.

Basic Qualifications:

- Experience or education in education, child psychology, or a related field.
- Loves working with children and is passionate about guiding them in or out of a school environment.
- Proven excellence in guiding children, with strong references.
- Extra consideration for candidates with international experience, entrepreneurial experience, previous Socratic or Montessori training, or experience in STEM fields, design, or summer camp counseling.

The Ideal Guide:

- **Innovative:** Loves to experiment, evaluate, and improve in all endeavors.
- **Balanced:** Strikes a good balance between being tough-minded and warm-hearted.
- **Reliable:** Learns quickly, works hard, and shows up on time.
- **Emotionally Steady:** Can maintain composure in challenging situations.
- **Communicative:** Fluent in English and proficient in Spanish.
- **Autonomous:** A self-directed learner and an active reader.
- **Energetic:** Fun, playful, with high energy, and takes initiative.
- **Curious:** Asks more questions than provides answers, eager to be a Socratic guide.
- **Growth-Oriented:** Has a growth mindset and fosters that in others.
- **Conflict Manager:** Can manage and facilitate conflict well, using principles like Non-Violent Communication.
- **Organized:** Likes to keep their space orderly, clean, and beautiful.
- **Creative:** Enjoys designing experiments, challenges, and team-building activities.
- **Storyteller:** Can tell a story, invent a game, and design a fun project.

Timing and Training:



- **School Year:** The school year runs from mid-August to early July. We operate on 4-6 week sessions with 1-3 week breaks in between, during which Guides are expected to balance time off with planning for the next session.
- **Training:** Training starts immediately and is directed by the Director of K-12 programs. The Guide must be eager to learn deeply about the Acton and Montessori philosophies and be willing to embrace a transformative approach to education.

How to Apply:

If you are excited to lead a group of young learners on their Hero's Journey and align with our values, we would love to hear from you. Please submit your resume and a cover letter detailing your experience, your faith journey, and why you believe you would be an excellent fit for this role.

Go to our website to go through the 3-step process to be considered for this role.

Join us in shaping the next generation of leaders who are guided by wisdom, faith, and a passion for learning.