



Elementary Guide — Person Specification

“The vision of the teacher should be at once precise like that of the scientist, and spiritual like that of the saint.” — Dr Maria Montessori

Qualifications

- AMI Diploma (6–12 years) — essential.
- Degree in Education or a related field — desirable.
- Evidence of ongoing professional development.

Knowledge and Understanding

- Deep understanding of Montessori theory: planes of development, cosmic education, human tendencies, and moral development.
- Comprehensive knowledge of the Montessori Elementary curriculum (ages 6–12).
- Understanding of how children’s well-being, learning, and behaviour are influenced by internal and external factors.
- Familiarity with statutory and non-statutory frameworks (Health & Safety, safeguarding, equality, SEND).
- Understanding of the contribution of other professionals to children’s physical and emotional well-being, development, and learning.

Working Effectively with Children

- Faith in the child’s capacity for self-development and self-discipline.
- Ability to foster curiosity, independence, and social responsibility.
- Skill in connecting children to the environment and supporting self-chosen, purposeful work.
- Capacity to plan and present materials and lessons matched to developmental readiness and interest.
- Awareness of when to intervene and when to step back.
- Warm, consistent authority that models mutual respect and care.
- Ability to support the development of moral reasoning and a sense of justice within the group.
- Confident storytelling and presentation skills that inspire imagination and inquiry.
- Understanding of safeguarding responsibilities and ability to act appropriately when concerns arise.

Partnership with Parents and Carers

- Respect for parents as enduring influences in the child's life.
- Ability to communicate with sensitivity and clarity, both verbally and in writing.
- Commitment to working collaboratively with families to support children's development and independence.

Administration and Organisation

- Clear written and oral communication skills.
- Strong organisational and time management skills; ability to prioritise and meet deadlines.
- Competence with word processing and email; ability to keep accurate and confidential records.
- Capacity to plan and manage multiple tasks simultaneously.

Personal Qualities

- Deep commitment to the aims and ethos of The Montessori Place.
- Initiative, flexibility, self-motivation, and energy.
- Reflective practitioner with a commitment to continual improvement.
- Calm, patient, and grounded presence.
- Ability to work cooperatively and constructively as part of a team.
- Sense of joy and wonder in working with children.

Values and Dispositions

“He who would have beautiful roses in his garden must have beautiful roses in his heart.”
— Dean Samuel Reynolds Hole

These words reflect the essential disposition required of those who work with children: an inner attitude of love, patience, gratitude, and respect for the unfolding of life.