

Job Description: Founding Elementary Guide/Coach (Teacher) - Grades K-2

Location: Acton Academy Calgary Central (Acton Central)

Help Build a School That Children Love

Acton Academy is an internationally recognized network of learner-driven schools built around the belief that every child is a hero with unique gifts and potential.

Our approach combines:

- Montessori-inspired learning
- Socratic guiding
- Real-world projects
- Self-paced academics
- Character development
- Mixed-age collaboration

At Acton Central, learners are challenged to think deeply, solve problems independently, and take ownership of their educational journey.

Acton Academy Calgary Central is looking for a passionate, entrepreneurial educator to become our Founding Elementary Guide for a multi-age Kindergarten–Grade 2 studio. This is not a traditional teaching position.

At Acton Central, children are empowered to take ownership of their learning, solve meaningful problems, collaborate across age groups, and grow into independent thinkers. Instead of instructing, our Guides coach, challenge, observe, and inspire.

As a founding team member, you won't simply inherit a classroom, you will help shape an entire school culture from the ground up.

If you're energized by innovation, believe children are capable of more than traditional systems allow, and want the freedom to build something meaningful, we'd love to meet you.

What You'll Do

Don't answer questions, but instead, guide learners to the answer with open-ended questions.

You'll facilitate a dynamic learning environment where children:

- Ask questions



- Solve problems
- Collaborate across ages
- Build independence
- Develop self-management and accountability
- Learn through curiosity and challenge

Create a Thriving Studio Culture

You will help establish the rhythms, systems, and traditions that make the studio a place children love to be.

This includes:

- Co-creating studio norms and accountability systems with learners
- Building rituals and celebrations that reinforce growth and community
- Supporting mentorship between younger and older learners
- Gamifying learning to increase engagement and ownership
- Maintaining clear guardrails that create freedom through responsibility

Design Meaningful Learning Experiences

You will blend Alberta curriculum outcomes with hands-on, interdisciplinary learning experiences that connect to the real world.

Responsibilities include:

- Preparing learner-driven lessons and activities based on the Acton projects that are pre-created to implement
- Using Montessori materials and methods
- Facilitating projects that integrate creativity and academic rigor
- Monitoring learner growth through observation and data
- Supporting learners in exceeding grade-level expectations

Support the Whole Child

You will play an important role in learners' academic, social, and emotional development by:

- Observing and responding to individual learner needs
- Facilitating restorative conflict resolution
- Encouraging resilience, independence, and emotional growth
- Building strong partnerships with families

Who You Are

You might be a fit if you are:

- A certified Alberta teacher (or eligible for certification)
- Montessori-trained, or eager to learn



- Deeply respectful of children's capabilities
- Comfortable stepping back so learners can struggle productively
- Adaptable, entrepreneurial, and proactive
- Organized and highly observant
- Excited by experimentation and continuous improvement
- Passionate about learner-driven education

Extra consideration if you have experience with:

- Montessori education
- Coaching or facilitation
- Entrepreneurship or start-ups
- Psychology or child development
- Innovative or alternative learning environments
- Acton Academy philosophy

What We Offer

- Competitive salary based on experience and qualifications
- Benefits package including RRSP contributions
- Significant autonomy and creative freedom
- A collaborative and supportive founding team
- Professional growth in innovative education practices
- The opportunity to help build a school from the ground up
- Meaningful work that impacts children's lives every day

How to Apply

If you're ready to rethink what education can be and help children become independent, curious, and capable learners, we invite you to apply. Please review the below links to learn more about this nontraditional model and submit your cover letter and resume via email to hr@actoncentral.org.

Learn More About Acton Academy Calgary Central

- Visit our website at www.ActonCentral.org
- Listen to this interview about the Acton Academy model: <https://youtu.be/5umJbXekS8k?si=Q2pRmkq6m7fKDMbe>
- Read or listen to this book about the Acton Academy model: [Courage to Grow](#)