

Outdoor Environment Guide



Hollyhock Montessori

A Wildflower School

Hollyhock Montessori is seeking an Outdoor Environment Guide for the 2025–26 school year.

We offer a beautiful, well-appointed environment and an amazing community of children and families. Our school culture is built on respect and joyful learning for all. We value authenticity, community, and autonomy with support.

Who We Are

Hollyhock Montessori is a micro school serving children ages 3–6 in Fort Smith, Arkansas. We opened in August 2024 with 16 students and will grow to serve 24 students in 2025–26.

Our Network

Hollyhock Montessori is part of [Wildflower Schools](#), a network of 1–2 room, teacher-led, authentic Montessori learning environments serving children from infancy through high school. The Wildflower model combines time-tested Montessori methods with strong family partnerships, intentionally small school size, teacher empowerment, and deep community connection.

At Hollyhock, our aim is to build and support a responsive community of learners. As educators and school leaders, we are committed to engaging deeply in what Maria Montessori called *the preparation of self*, especially as it pertains to examining our implicit biases, blind spots, and prejudices.

How We Work

The Wildflower network is decentralized and non-hierarchical, rooted deeply in values of connectedness and growth, and guided by intentional [principles](#) that shape each school's creation and design.

Your Role

As the Outdoor Environment Guide, your responsibilities include (but are not limited to):

Teaching & Stewardship

- Preparing and maintaining a dynamic outdoor environment that supports children's curiosity and independence through nature-based learning and engaging gross motor work
- Guiding children in caring for the outdoor environment, including gardening, composting, and other seasonal tasks
- Practicing regular observation and responding thoughtfully to children's needs and interests
- Modeling care and respect for the natural world and helping children cultivate a deep sense of stewardship and wonder

Collaboration & Documentation

- Working closely with our teachers to support continuity between indoor and outdoor environments
- Maintaining online student observations, records, photos, and data
- Participating in ongoing professional development
- Engaging in both formal and informal self-reflection about your work

Family Engagement

- Communicating with families through informal updates, documentation, and occasional family events
 - Supporting families and the broader community in understanding the value and purpose of outdoor education
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Experience & Credentials

- Experience working with young children in outdoor, Montessori, or nature-based settings
- Familiarity with Montessori philosophy is preferred but not required
- A background in early childhood education, environmental education, natural sciences, or a related field is a plus

- Bachelor's degree preferred
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Mindset

We're looking for someone who is:

Nature-Loving – You love being outdoors (in all kinds of weather!) and are passionate about helping children build a relationship with the natural world.

Collaborative – You enjoy working closely with adults and children and contributing to a community dedicated to serving the whole child.

Creative & Operational – You are imaginative and flexible, with the practical skills to bring your ideas to life.

Reflective – You understand the importance of inner work and bring calm, presence, and thoughtfulness to your interactions.

Generous – You lead with kindness, love to learn, and seek meaningful work. You value giving and receiving feedback and feel comfortable in a community that supports autonomy alongside shared responsibility.

Growth-Oriented – You're excited about the opportunity to help create a program from the ground up. You're eager to grow beyond your current experience, to develop new skills and insights, and to explore your purpose and potential more deeply.

Hours & Benefits

We envision this role requiring between 30-40 hours per week. Salary is commensurate with experience and agreed upon hours, with a beginning range of \$30,000-\$40,000. Hollyhock Montessori offers a health care stipend for full-time employees, opportunities for ongoing professional development, and connection to the wider Wildflower community and supports.

Physical Requirements

This is an active role that requires the ability to move around the classroom and outdoor areas, engage with students at their level (including sitting on the floor and getting up frequently), and lift materials up to 40 pounds. Clear vision, hearing, and manual dexterity are necessary to interact with and supervise students safely.

Learn More

Please send your resume along with an introduction and description of your interests to Erin at erin@hollyhockmontessori.org

Hollyhock Montessori does not discriminate on the basis of race, color, national or ethnic origin, creed, religion, sex or gender, disability, age, marital status, sexual orientation, status with regard to public assistance, or in any other way based on personal identity markers that do not relate to the capacity of an individual person to carry out the responsibilities of a role.