



Title: Student Success Specialist (Full Time, Academic Year)

Position Overview

Canton Montessori School is seeking a compassionate, collaborative, and knowledgeable Student Success Specialist to support students with diverse learning, behavioral, and social-emotional needs. This position works closely with classroom Directresses, assistants, families, administrators, and outside providers to help students access the Montessori environment while maintaining high expectations, accountability, and respect for each child's dignity.

Essential Responsibilities

Student Support

The Student Success Specialist will:

- Provide direct support to students with academic, behavioral, executive functioning, or social-emotional needs.
- Observe students in the classroom environment to identify patterns, triggers, strengths, & areas of need.
- Develop and implement individualized support plans, behavior plans, accommodations, & interventions.
- Able to keep accurate records & proper data collection from the interventions.
- Support students in building independence, self-regulation, problem-solving skills, accountability, & positive peer relationships.
- Provide small-group or one-on-one instruction when appropriate.
- Support transitions, unstructured times, work cycles, recess, specials, & other times when students may need additional structure.

Staff Collaboration & Coaching

The Student Success Specialist will:

- Collaborate with Directresses and assistants to develop practical classroom strategies.
- Partner with staff in positive behavior supports, trauma-informed responses, de-escalation, & restorative practices.
- Support classroom teams in maintaining consistent expectations and follow-through.
- Provide visuals, schedules, social stories, data sheets, & other supports as needed.
- Assist staff in balancing compassion with clear boundaries and accountability.

Montessori Alignment

The Student Success Specialist will:

- Respect and support the Montessori philosophy, including independence, freedom within limits, observation, child development, & the prepared environment.
- Observe the Montessori environment.
- Help adapt supports in ways that do not unnecessarily disrupt the work cycle or independence of other students.

Qualifications

- Bachelor's degree in Special Education, Education, Psychology, Child Development, Social Work, Counseling, or related field.
- Strong written and verbal communication skills.
- Ability to maintain confidentiality and professionalism.