



Partner, Wildflower Schools Indianapolis, Indiana

Who are we?

Wildflower schools are 1-2 room, teacher-led, shopfront Montessori schools that support teachers, children and families as they follow life's unfolding journey. Each microschool is embedded in its neighborhood, physically and spiritually, and draws people together from racially and socioeconomically diverse backgrounds to create inclusive learning environments committed to equity and mindfulness practices. The [Wildflower Foundation](#) nurtures the conditions for Wildflower schools to organically grow across the U.S. and eventually around the world.

Wildflower started in 2014 as a single school affiliated with the MIT Media Lab and has since grown into a decentralized network of 24 schools in Massachusetts, Puerto Rico, Minnesota, Rhode Island, Indiana, Kentucky and New Jersey with many more under development in communities across the country.

The Wildflower Foundation operates a bit differently from a typical non-profit organization. We are guided by the transparency and self-management principles and practices outlined in Frederic Laloux's book [Reinventing Organizations](#).

A Summary of the Role of Indianapolis Site Entrepreneur

The Wildflower Foundation is looking for a mission-driven, entrepreneurial leader to sow the first seeds and nurture the growth of Wildflower schools in Indianapolis.

What will you do?

- **Develop the Indianapolis community's understanding of Wildflower** and help community members appreciate the beauty of the Wildflower model
- **Identify the pathways for opening new Wildflower schools** - the specific legal/regulatory structures under which Wildflower schools can start and operate - that allow schools individually and collectively to fully express Wildflower's purpose - as intentionally diverse, teacher-led, authentic Montessori programs
- **Cultivate relationships with key partners**, including The Mind Trust, Indianapolis Public Schools, the Indiana Charter School Board, the office of the Mayor of Indianapolis
- **Build relationships with donors** to generate the necessary support and resources for our work in Indianapolis and across Indiana.
- **Invite Montessori teacher leaders to start new Wildflower schools**, support their exploration of Wildflower, and guide them through Wildflower's School Startup Journey
- **Bring together the coaches and advisors** that will support emerging teacher leaders as they launch Wildflower schools
- **Provide ongoing support to existing Wildflower Schools** to be excellent schools for a racially and socioeconomically diverse community.
- **Offer guidance to new school leaders** regarding local licensing guidelines and applicable Indiana law to support them in opening new schools and maintaining compliance



- **Foster the practices and structures needed for self-governance** within the emerging Indianapolis network of Wildflower teacher leaders and schools

This role can be customized to fit a full or part time schedule. Our experience in other communities suggests that this will require 50-75% of a person's time. We are open to considering candidates looking for less than full-time work, and we are equally excited to combine this role with other areas of responsibility to create a full-time position. As a rapidly growing organization with a lot to do, we will work with you to identify other roles based on your interests and skills. The Partner role is a salaried position with Wildflower Schools, and is based in Indianapolis, Indiana.

Who are we looking for?

Successful Wildflower site entrepreneurs are natural coalition-builders, advocates and coaches, dedicated to seeing their community thrive and passionate about the role Wildflower can play in supporting that. Key skills and orientations include:

- Belief in the Montessori method, intentional diversity, and teacher leadership
- Ability to build energy and momentum around a cause by articulating a vision, recruiting new people and cultivating their ongoing engagement. A track record of success bringing new initiatives to life is necessary, and because teachers and donors are two critical parts of the necessary coalition, direct teacher recruitment and fundraising experience are both very helpful
- Ability to coach teachers/professionals to successfully take on new challenges and to learn and grow
- Ability to work in a non-hierarchical, self-managed environment - self-starting, creative, advice-seeking, resourceful, independent, flexible and open-minded; ability to manage your own activities, plan a project and carry it out, and follow through on commitments
- Ability to communicate effectively and compellingly, in writing and orally in one on one, small group and large group settings
- Experience working towards educational equity -- as an educator, social entrepreneur, advocate or in a related capacity
- Experience working alongside diverse colleagues in an environment committed to equity, diversity and inclusion
- Comfortable using collaborative online tools that connect the Wildflower community, including Google Suite

Why Wildflower?

In addition to a nurturing, reinvented workspace, The Wildflower Foundation offers a competitive salary and comprehensive health benefits package along with 401(k) plan with employer matching. We also offer a flexible and generous vacation policy as well as an inclusive environment where staff are encouraged to bring their whole selves to work every day.



To Apply:

We encourage interested persons to apply online quickly as we are currently reviewing applications and expect this pool to be competitive.. We suggest a cover letter that explains your interest in Wildflower Schools and this role and require a current resume or CV.

Wildflower Schools is an equal opportunity employer and actively seeks candidates of diverse backgrounds. Please send cover letter and current resume/CV to rebecca.santander@wildflowerschools.org. All communications will be kept strictly confidential.