



Substitute Teaching Pool

About Cascades Academy

Cascades Academy is an independent PK-12 day school with ~235 students located in the beautiful mountain town of Bend, Oregon. The school was founded in 2003 and resides on an award-winning 53-acre campus located on the Deschutes River. The school's unique mission weaves challenging academics with experiential learning within an engaged, vibrant community.

Cascades Academy values employees who are committed to our mission, are prepared to engage fully in a learning community, and are excited to bring their authentic selves to work. Cascades Academy's culture is highly collaborative and puts what is best for students at the center of the work. Regularly named one of the [Best Nonprofits to Work for in Oregon](#), our faculty and staff see each other as teammates and feel motivated to do their best work here.

Cascades Academy strives to cultivate and maintain a supportive, inclusive community for all employees and actively promotes a commitment to diversity, equity, inclusion, and anti-racism. Studies have shown that women and people of color are less likely to apply for jobs unless they believe they meet every one of the qualifications as described in the job description. We are most interested in finding the best candidate for the job and are eager to consider applications from groups traditionally underrepresented in independent school communities.

Position Summary

The school is accepting resumes for substitute teachers for all grades (PK-12).

Qualifications

- At least one year of experience working with children in an educational setting
- For candidates interested in substituting for the pre-kindergarten program, early childhood certification is required
- Current CPR/First Aid certificate preferred
- Minimum age: 21
- Clean background check, driving record, and valid driver's license

Knowledge, Skills, and Abilities

- Demonstrated understanding of the developmental stages, needs, and interests of children
- Passion for teaching in a creative, integrated, and innovative way
- Ability to work collaboratively with colleagues
- Strong relational skills and emotional intelligence

- Strong organizational skills
- Willingness to drive a 14-passenger bus
- Clear verbal and written communication skills
- Commitment to implementing culturally competent curriculum and instruction
- Appreciation and respect for diversity in all of its forms
- Advocacy around inclusion
- Commitment to experiential learning, outdoor education, and social-emotional learning
- Desire to be an active member of a vibrant community of students, families, and staff
- Knowledge of common tech platforms used in education, such as Blackbaud, Google Suite, Microsoft Office, etc.
- Integrity, sound judgment, self-confidence, collaborative spirit, and a sense of humor

Physical Requirements

- Requires mobility to traverse campus to accompany and assure the safety of children. This may include moving between buildings multiple times throughout the workday and bending, squatting, stooping, and kneeling.
- Ability to occasionally lift up to 30 pounds.
- Must be able to consistently and clearly communicate with children, colleagues, and families.

Application Instructions

To apply, please complete the application on our [website](#), including your resume, cover letter, and at least 1 letter of recommendation. No phone calls, please.

It is the policy of Cascades Academy to provide equal employment opportunity, regardless of race, color, sex, age, national origin, religion, physical or mental impairment, sexual orientation, veteran's status or any other status protected by applicable law. Specifically, employment opportunities are and shall be open to all qualified applicants solely on the basis of their experience, aptitudes, abilities and training; advancement is and shall be based on the individual's achievement, performance, ability, attitude and potential for promotion.