



**Middle School IDEA Lab and Math Teacher
2023-2024**

About Cascades Academy

Cascades Academy is an independent PK-12 day school with 240 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

Cascades Academy seeks an experienced middle school IDEA Lab (makerspace, design lab) and Math teacher with expertise teaching 7th-8th grade math. This position would teach our middle school IDEA Lab classes, plus one section of 7th grade math, and one section of 8th grade math. With interest in our middle school growing, the school has begun the process of creating two sections of each middle school grade and is looking to add teachers to its veteran middle school team to accommodate this growth.

Essential Duties

- **MATH:** *Our math program offers two different course pathways to meet the needs of our learners. We have a standard-paced course pathway and an accelerated pathway.*
 - Deliver a cohesive curriculum that attends to both computational fluency and deep conceptual understanding of mathematics.
 - Teach two sections of math: Math 7 and Math 8
 - Differentiate instruction and assignments to meet the needs of each learner while maintaining high standards for all students.

- Provide timely feedback and competency-based grades to students via school LMS, and update grades on a weekly basis.
- Communicate with families on a regular basis regarding student performance.
- Write narrative reports for students at the end of each semester that thoughtfully capture their successes and areas for growth.
- Lead the MathCounts club and chaperone the competition.
- **IDEA Lab.** *The IDEA Lab is our makerspace. It is located in the center of the middle school and each student has a double-block of IDEA Lab class each week. The IDEA Lab is also utilized by all teachers to integrate maker skills into academic class projects.*
 - Teach IDEA Lab classes each week (two classes to each grade, 6th, 7th, & 8th).
 - Utilize our current curriculum, while innovating and further developing the program.
 - Work with other middle school teachers to integrate IDEA Lab skills and competencies into cross curricular projects.
 - Support the growth of our middle school robotics team.
- **Leadership and Mentorship:**
 - Co-lead weekly Expedition activities, including service-learning, community partnerships, social responsibility engagements, and the Winter Sports (ski/snowboard) Program.
 - Co-lead Confluence Week and Fall and Spring Traveling School trips.
 - Lead a club and/or elective that aligns with student interest. Serve in the role of Middle School Advisor; meet with advisees twice a week and lead social-emotional learning and social responsibility lessons.
 - Be available to advisees and advisees' families as needed to communicate and support each student's academic and social-emotional progress.
 - Lead conferences with families twice annually.
 - Uphold and enforce all school and MS-specific policies, procedures, and practices.
- **Institutional:**
 - Participate in all professional development days before, during, and after the school year.
 - Pursue and execute additional professional development throughout the school year via conferences, school visits, books, webinars, etc.
 - Attend weekly faculty and division meetings.
 - Attend school events and functions outside the normal school day, including fundraisers, presentations, board meetings, admissions events, etc. (as indicated by the Head of School or Middle School Head).
 - Assist in the fulfillment of accreditation work (as per NWAIS Accreditation Report).
 - Other duties as assigned by the Middle School Head or Head of School.

Qualifications

- 3-5 years experience teaching middle school math
- Experience teaching in a makerspace, design lab, or other relevant experience

- Experience with design thinking and makerspace equipment including laser cutters, 3D printers, AR/VR equipment, drones, powertools, electronics, etc.
- Clean driving record and valid driver's license

Skills and Knowledge Requirements:

- Excitement for experiential learning
- Passion for math and STEM education
- Knowledge of current best practices in mathematical instruction
- Computer science experience (preferred)
- Robotics experience (preferred)
- Passion for teaching in a creative, integrated, and innovative way
- Ability to work collaboratively with other middle school teachers
- Strong relational skills and emotional intelligence
- Strong organizational skills
- Willing to drive a 14-passenger bus
- Clear verbal and written communication skills
- Commitment to implementing culturally responsive 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.

Position Details

Title	Middle School IDEA Lab and Math Teacher
Reports to	Middle School Head
Start Date	August 1, 2023 (contract begins; first full week of work starts August 21)
Schedule	Full Time
Compensation	Dependent on experience

Benefits	<p>Cascades Academy offers the following benefits to all employees with a .75 or higher position:</p> <ul style="list-style-type: none"> ● Medical and vision insurance for the employee ● 403b retirement plan with 4% employer match ● Optional pre-tax flexible spending health and child care accounts ● Paid vacation time ● 10 paid sick days and 2 personal days per year ● Professional development opportunities ● Free salad bar ● Free after school care for faculty/staff children who are current students ● Faculty and staff social opportunities
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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.