



Upper School Humanities Teacher 2023-2024

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

Cascades Academy seeks an experienced Upper School Humanities Teacher who would work closely with the upper school team to deliver on our commitments to challenging academics and experiential education.

Essential Duties

- Curriculum and Instruction:
 - Teach two sections of upper school humanities (integrated social studies and ELA).
 - Serve as one of two core humanities teachers for the Upper School and work closely with the rest of the upper school team.
 - Differentiate instruction and assignments to meet the needs of each learner while maintaining high standards for all students.

- Provide timely feedback and mastery-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.
- Co-lead weekly Expedition activities, and the Winter Sports Program.
- Co-lead Confluence Week and Fall and Spring Traveling School trips.
- Lead a club and/or elective that aligns with student interest.
- Leadership and Mentorship:
 - Serve in the role of upper school Advisor; meet with advisees weekly 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 students and families twice annually.
 - Uphold and enforce all school and US-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, etc. (as indicated by the Head of School or Upper School Head).
 - Assist in the fulfillment of Accreditation work (as per NWAIS Accreditation Report).
 - Other duties as assigned by the Upper School Head or Head of School.

Qualifications

- 3-5 years experience teaching upper school humanities. Experience as a middle school English, and/or history teachers would be considered, as well.
- Clean driving record and valid driver's license

Knowledge, Skills, and Abilities

- Passion for teaching humanities
- Passion for teaching in a creative, integrated, and innovative way
- Ability to work collaboratively with other upper school teachers
- Strong relational skills and emotional intelligence
- Strong organizational skills
- Clear verbal and written communication skills
- Willingness to drive a 14-passenger bus
- 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.

Position Details

Title	Upper School Humanities Teacher
Reports to	Upper School Head
Start Date	August 2023
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 for some positions ● 10 paid sick 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

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.