



Upper School (US) Science (and Math) Faculty 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 in award-winning facilities on a 51-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 science and math teacher to instruct classes to students in grades 9 - 12. This position will involve teaching high school science including environmental science and biology, as well as algebra I and/or II. The position could also include physics for one year. Additionally, this position will include co-leading experiential classes and multi-day overnight trips in and outside of the state of Oregon. Ideal candidates will possess trip leading experience and familiarity with experiential education practices.

Essential Duties

- Curriculum and Instruction:
 - Teach 2 sections of US science and one section of US math

- Co-teach experiential classes on and off-campus
- Teach elective courses
- Leadership and Mentorship:
 - Serve as an academic advisor for group of 8 - 12 students
 - Co-lead multi-day Traveling School trips during the fall and spring trimesters.
- Institutional:
 - Attend all full-faculty trainings, meetings, and professional development activities.
 - Participate in other all-school events including open houses and other admissions events
 - Duties as assigned by the US Division Head

Qualifications

- Minimum of 3-5 years teaching experience
- Clean driving record and valid driver’s license

Knowledge, Skills, and Abilities

- Passion for teaching math and science experientially to the greatest extent possible
- 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
- Clear verbal and written communication skills
- Ability to drive a 14-passenger bus
- Commitment to implement 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 Math/Science Faculty
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Reports to	Upper School Head
Start Date	1 Aug 2023; first full day on campus is Aug 21st
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 ● 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

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.