



6th Grade Math and Science Teacher 2024-25 Job Description

About Cascades Academy

Cascades Academy was founded in 2003 with a deep commitment to experiential learning, academic excellence, and community engagement. Now in its 21st year, the school has grown to 250 students PreK-12 on its 52-acre award-winning campus. The school is excited to more fully realize its founding pillars while also deepening its commitment to diversity, equity, and inclusion, social-emotional learning, and community partnerships to inspire lifelong learners.

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 6th Grade Math and Science Teacher who would work closely with the Middle School team to deliver on our commitments to challenging academics and experiential education. This position reports to the Middle School Head.

Cascades Academy Middle School is led by a collection of dedicated, dynamic educators working to support students seeking a different kind of middle school experience. A tight-knit community, the faculty culture is characterized by humility, agility, innovation, and humor as each faculty wears multiple hats in a given week. Faculty benefit from the chance to leverage their unique passions and interests in shaping elements of the experiential education program.

Responsibilities

- Curriculum and Instruction:

- Teach two sections of 6th-grade Math and two sections of Earth Science.
- Serve as one of three core 6th grade advisors for the 6th graders and work closely with the rest of the middle school team.
- 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 every week.
- Communicate with families regularly 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, 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.
- Leadership and Mentorship:
 - Serve as 6th Grade 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, 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 Math and Science
- Experience teaching middle school students
- Experience with competency-based teaching and learning (preferred)
- Clean driving record and valid driver's license

Knowledge, Skills, and Abilities

- Passion for teaching Math and Science

- Passion for teaching in a creative, integrated, and innovative way
- Commitment to experiential learning, outdoor education, and social-emotional learning
- Commitment to DEIB
- Ability to work collaboratively with other middle school teachers
- Strong relational skills and emotional intelligence
- Strong organizational skills
- Clear verbal and written communication skills
- Willingness to drive a 14-passenger bus
- 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	6th Grade Math and Science Teacher
Reports to	Middle School Head
Start Date	August 19, 2024
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 per year and 2 personal days ● All school/federal holidays during the school year and summer break ● 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 2 letters 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.