



First Grade 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.

The Lower School

The Cascades Academy Lower School is led by dedicated and experienced educators, working to support and nurture the whole child. A tight-knit community, the faculty culture is characterized by humility, agility, innovation, and humor as each teacher is committed to keeping each student's developmental needs at the core of their school experience. Faculty benefit from the chance to leverage their unique passions and interests in shaping elements of the experiential education program.

Position Summary

Cascades Academy seeks an experienced and dynamic First Grade Teacher who would work closely with our Lower School team to deliver on our school's mission. Our first-grade program is designed to cultivate essential social-emotional habits and academic foundations and aims to instill curiosity, a passion for learning, and a deep sense of belonging within the student's class and lower school community.

Responsibilities

- Curriculum and Instruction:
 - Support and maintain a warm, nurturing, child-centered environment that embraces the range of social, emotional, and academic needs of the students.
 - Design and implement an approach to teaching and learning that nurtures the breadth of early childhood developmental readiness, and supports the engagement of differentiation techniques.
 - Teach a grade-wide curriculum that spans the various content areas, including reading, writing, math, and Storyline, reflecting social studies or science themes. Collaborate with the Lower School team on implementing experiential, whole-child learning, differentiated instruction, social-emotional topics, and DEIB strands.
 - Use formative and summative assessment techniques that help demonstrate and showcase the student's learning and growth of skills over time.
 - Communicate regularly with parents regarding student progress and performance.

- Outreach and Leadership
 - Communicate with families via regular newsletters and individual outreach as necessary, engaging parents as partners in their child's education.
 - Facilitate and help lead events related to the Outdoor School program, like the Winter Sports program, Outdoor School, etc.
 - Co-plan and co-lead social-emotional programming and community gatherings for K-5th on a rotating basis.
 - Supervise recess and lunch duties as assigned.
 - Provide feedback and written grade reports to families twice a year.
 - Lead two parent/teacher conferences per year.
 - Prepare and lead parent education events, such as Back to School Nights and other events meant to share pedagogical approaches.

- 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 Lower School Head).
 - Assist in the fulfillment of accreditation work (as per NWAIS Accreditation Report).

- Other duties as assigned by the Lower School Head or Head of School.

Qualifications

- Minimum of 3-5 years experience teaching Kindergarten-2nd grade
- Experience with *Responsive Classroom*, *Really Great Reading*, *Writer’s Workshop*, *Math In Focus* and the *Storyline* approach is preferred.
- Experience working in a hands-on, child-centered, progressive learning environment is preferred.
- Clean driving record and valid driver’s license

Knowledge, Skills, and Abilities

- Passion for teaching young children 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 lower 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
- Must be able to consistently and clearly communicate with children, colleagues, and families.

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.

Position Details

Title	First Grade Teacher
Reports to	Lower School Head
Start Date	August 19, 2024
Schedule	Full-Time
Compensation	Dependent on experience

Benefits	Cascades Academy offers the following benefits to all employees with a .75 or higher position: <ul style="list-style-type: none">● Medical, dental 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
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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.