



*'Working together as one to Preserve, Promote and Protect our Sche Lang en'*

## JOB ANNOUNCEMENT

**JOB TITLE:** Middle School Science Teacher

**OPEN:** October 16, 2025

**EXEMPT:** Yes

**SALARY :** Education Salary Scale

**SHIFT:** Day 7:00am-3:30pm

**LOCATION:** Lummi Nation School

**DURATION:** 12 Month School Year Contract

**CLOSES:** Until Filled

**JOB CODE:**

**DIVISION:** Education

**DEPARTMENT:** Lummi Nation School

**SUPERVISOR:** Lead Principal

**VACANCIES:** 1

**JOB SUMMARY:** The Middle School Science Teacher will provide high-quality, culturally enriched science instruction to middle school students through state standards, adapting and aligning curriculum to meet these requirements. This position involves designing and delivering engaging, standards-aligned lessons that incorporate Indigenous knowledge, values, and perspectives, promoting a holistic understanding of science connected to the land, community, and traditional ecological knowledge. The teacher will prepare culturally relevant teaching materials and integrate interdisciplinary content where appropriate to support student learning across subjects.

**ESSENTIAL JOB DUTIES AND RESPONSIBILITIES** include the following, and other job related duties as assigned.

1. Develop and implement a comprehensive, standards-aligned science curriculum that integrates state science standards with Indigenous knowledge, values, language, and seasonal teachings.
2. Design and deliver culturally responsive, engaging lesson plans that connect scientific concepts to traditional ecological knowledge, the land, and community.
3. Adapt instruction to meet the diverse intellectual, emotional, cultural, and developmental needs of all students, ensuring inclusivity and accessibility.
4. Provide differentiated individual and small-group instruction to support students with varying abilities and learning styles, promoting equitable access to science education.
5. Collaborate with classroom teachers, tribal departments (including the LNS Culture Department), and community members to integrate interdisciplinary content and Indigenous perspectives into science instruction.
6. Foster a classroom environment that promotes respectful, culturally grounded behavior expectations and supports students' social-emotional well-being.
7. Teach students safe laboratory practices, proper care, and maintenance of scientific equipment and materials.
8. Organize and manage science classroom resources, including equipment and materials, to ensure safety, efficiency, and accessibility.
9. Monitor and assess student learning using diverse assessment methods—formative, summative, and performance-based—and maintain accurate, confidential records; prepare progress reports for families and staff as needed.
10. Communicate regularly with families, school counselors, and tribal community members to support students' academic, social, and emotional development.
11. Plan and facilitate science exhibitions, projects, or community learning events that showcase student achievement and celebrate Indigenous science and culture.
12. Participate actively in staff meetings, professional development sessions, and school or community-based activities to support continuous growth and collaboration.
13. Engage in ongoing professional learning focused on current science education research, Indigenous pedagogical methods, and culturally sustaining teaching practices.

14. Support parent and community involvement through effective communication and participation in community events and tribal functions.
15. Adhere to all Lummi Nation Education Board policies and LNS procedures related to curriculum, grading, professional ethics, and student privacy.

#### **MINIMUM QUALIFICATIONS:**

- Bachelor's degree in education or higher
- Valid WA State teaching certification with an endorsement in Middle School Science or 6-12 Science. – or ability to obtain in the first 90 days of employment.
- Possess a valid Washington State Driver's license and meet eligibility requirements for tribal insurance.
- Lummi/Native American/Veteran preference policy applies.

#### **KNOWLEDGE, ABILITIES AND SKILLS:**

- Strong knowledge of middle school science content, including life, physical, and earth sciences, as well as cross-cutting concepts and scientific practices.
- Knowledge of, or willingness to gain knowledge in, Indigenous science perspectives, including traditional ecological knowledge, seasonal teachings, and land-based practices rooted in community and cultural values.
- Understanding of child and adolescent development—physical, emotional, cognitive, and social—in order to tailor science instruction effectively across grade levels.
- Familiarity with the Next Generation Science Standards (NGSS) and Washington State science standards, including the ability to align and integrate them with tribally specific content.
- Ability to design and implement culturally responsive and trauma-informed curriculum and instruction that center Indigenous ways of knowing and honor students lived experiences.
- Skilled in using inclusive teaching strategies that support diverse learning styles, abilities, and cultural backgrounds in the science classroom.
- Proficient in planning and managing laboratory activities, hands-on investigations, and classroom materials to ensure student safety and engagement.
- Effective in establishing respectful classroom expectations and behavior management strategies grounded in cultural responsiveness and relationship building.
- Ability to build positive relationships with students, families, and community members through empathy, consistency, and cultural humility.
- Strong written and verbal communication skills, including the ability to develop clear lesson plans, assessments, and instructional materials.
- Capacity to collaborate with colleagues, school staff, and tribal departments, especially the LNS Culture Department—to create interdisciplinary and culturally relevant learning experiences.
- Familiarity with social-emotional learning (SEL) frameworks, particularly those rooted in Indigenous values and focused on holistic student development.
- Experience with formative and performance-based assessments, and the ability to analyze and use assessment data to inform and adjust instruction.
- Commitment to continuous professional growth, including Indigenous pedagogical practices, current science education trends, and culturally sustaining teaching methods.
- Knowledge of FERPA, student confidentiality guidelines, and professional ethics required when working in educational and tribal community settings.

#### **REQUIREMENTS:**

- Must pass pre-employment and random drug and alcohol test to be eligible for and maintain employment, as required by the LIBC Drug & Alcohol-Free Workplace Policy.
- This position requires regular contact with or Control over Indian Children and is therefore subject to an extensive Criminal Background Check and CAMIS Check with Washington State Patrol and Federal Bureau of investigation Fingerprint Clearance.
- Experience working within the Lummi Community with high-risk youth and families in supplying community support services/referrals; *preferred*
- Complete or attend training in First Aid, CPR and Mandatory reporting.

- Must provide verification of employment from other districts/schools.
- Must provide official grade transcripts.
- Must be able to adhere to strict attendance expectations of the Lummi Nation School.

**TERMS OF EMPLOYMENT:**

- All elements of this job description apply.
- Academic School Year (12 month contracted Employee Certified Position)
- Salary depends on qualifications.
- 90 Day Probationary Evaluation Period Applies.

**TO APPLY:**

To obtain a Lummi Indian Business Council (LIBC) application go to: <https://www.lummi-nsn.gov/widgets/JobsNow.php> or request by e-mail [libchr@lummi-nsn.gov](mailto:libchr@lummi-nsn.gov) For more information contact the HR front desk (360) 312-2023. Submit LIBC application, cover letter, resume & reference letters no later than 4:30 p.m. on the closing date listed above. If listing degrees or certifications include copies. Mailing Address: 2665 Kwina Road, Bellingham, WA 98226. Human Resource Fax number: 360-380-6991.