Lummi Nation School
Educational Excellence for the Future

2334 Lummi View Drive / Bellingham, WA 98226 Phone (360) 758-4300 Education Human Resources (360) 758-4349

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

JOB ANNOUNCEMENT
JOB TITLE: High School Math Teacher

OPEN: July 15, 2026
EXEMPT: Yes
SALARY: Education Salary Scale
SHIFT: Day 7:00 a.m. to 3:30 p.m.
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: 2

JOB SUMMARY: High School Math Teacher will deliver high-quality, culturally enriched instruction aligned with Washington State mathematics standards, adapting content to support diverse learners. This role includes designing engaging, standards-based lessons across key math disciplines such as algebra, geometry, statistics, and advanced mathematics. Instruction will integrate Indigenous knowledge, values, and ways of knowing to foster a holistic understanding of mathematical concepts grounded in real-life application, land-based learning, and community context. The teacher will also develop culturally relevant materials and create interdisciplinary connections to support academic success 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 math curriculum that integrates Washington State math standards with Indigenous knowledge, values, language, and culturally relevant concepts.
2. Design and deliver culturally responsive, engaging lesson plans that connect mathematical concepts to Indigenous ways of knowing, land, and community.
3. Demonstrate strong knowledge of high school math content across disciplines such as algebra, geometry, statistics, and advanced mathematics.
4. Adapt instruction to meet the diverse intellectual, emotional, cultural, and developmental needs of all students, ensuring inclusivity and accessibility.
5. Provide differentiated individual and small-group instruction to support students with varying abilities and learning styles, promoting equitable access to math education.
6. Collaborate with classroom teachers, tribal departments (including the LNS Culture Department), and community members to integrate interdisciplinary content and Indigenous perspectives into math instruction.
7. Foster a classroom environment that promotes respectful, culturally grounded behavior expectations and supports students' social-emotional well-being.
8. Organize and manage math classroom resources, including technology 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 math exhibitions, projects, or community learning events that showcase student achievement and celebrate Indigenous knowledge and culture.
12. 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.
13. Communicate regularly with families, school counselors and tribal community members to support students academic, social, and emotional development.
14. Plan and facilitate math exhibitions, projects or community learning events that showcase student achievement and celebrate Indigenous knowledge and culture.
15. Participate actively in staff meetings, professional development sessions, and school or community-based activities to support continuous growth and collaboration.
16. Engage in ongoing professional learning focused on current math education research, Indigenous pedagogical methods, and culturally sustaining teaching practices.
17. Support parent and community involvement through effective communication and participation in community events and tribal functions.
18. 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, mathematics or related field from an accredited institution
- Master's degree is Secondary Education or related field, *preferred*
- Washington State teaching certificate with an endorsement to teach high school math.
- Possess a valid Washington State Driver's license and meet eligibility requirements for tribal insurance.
- Lummi/Native American/Veteran preference policy applies.

KNOWLEDGE, SKILLS AND ABILITIES:

- Strong knowledge of middle school math content and grade level standards.
- Knowledge of, or willingness to learn about, Indigenous mathematical perspectives and culturally rooted ways of understanding patterns, quantities, and problem-solving.
- Understanding of child and adolescent development—physical, emotional, cognitive, and social—to effectively tailor math instruction for students at various stages.
- Familiarity with Washington State math standards and the ability to align and integrate them with tribally specific content and cultural contexts.
- 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 employing inclusive teaching strategies that support diverse learning styles, abilities, and cultural backgrounds within the math classroom.
- Proficient in planning, organizing, and managing hands-on activities, technology tools, and mathematical investigations to ensure student engagement and conceptual understanding.
- Effective in establishing respectful classroom expectations and behavior management practices grounded in cultural responsiveness, consistency, and relationship building.
- Ability to build strong, positive relationships with students, families, and community members through empathy, trust, and cultural humility.
- Strong written and verbal communication skills, including the ability to develop clear and effective lesson plans, assessments, and instructional materials.
- Capacity to collaborate with colleagues, school staff, and tribal departments—particularly the LNS Culture Department—to create interdisciplinary and culturally relevant learning experiences.
- Familiarity with social-emotional learning (SEL) frameworks, especially those rooted in Indigenous values and focused on holistic student development.
- Experience with formative and performance-based assessments, and the ability to analyze and apply assessment data to guide and improve instruction.

- Commitment to ongoing professional development, including learning about Indigenous pedagogies, current trends in math education, and culturally sustaining teaching practices.
- Knowledge of FERPA, student confidentiality regulations, and the ethical responsibilities 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*
- Attend and complete training in First Aid, CPR and Mandatory reporting.
- Provide verification of employment from other districts/schools.
- 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 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.