

Lummi Nation School

Educational Excellence for the Future



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

JOB ANNOUNCEMENT

JOB TITLE: Middle School Math Teacher

OPEN: August 12, 2026

EXEMPT: Yes

SALARY: Education Salary Scale

SHIFT: Day 7:00 a.m. to 3:30 p.m.

LOCATION: Lummi Nation School

DURATION: Regular Full-Time

CLOSES: Until Filled; 1st review 8/28/26

JOB CODE:

DIVISION: Education

DEPARTMENT: Lummi Nation School

SUPERVISOR: K-12 Principal

VACANCIES: 1

JOB SUMMARY: The Middle 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 related duties as assigned.

1. Develop and implement a comprehensive Grades 6-8 math curriculum that aligns with Washington State learning standards while weaving in Indigenous knowledge, values, language, and place-based contexts.
2. **Design and deliver culturally responsive, hands-on lessons** that connect middle-school math topics—such as ratios and proportional reasoning, fractions and decimals, expressions and equations, geometry, and introductory statistics/probability—to Indigenous ways of knowing, the land, and the local community.
3. **Demonstrate strong content knowledge of middle-school mathematics**, ensuring readiness for algebra and higher coursework by emphasizing conceptual understanding, procedural fluency, and real-world problem solving.
4. **Differentiate instruction** to meet the diverse intellectual, emotional, cultural, and developmental needs of all learners, providing multiple entry points and supports for accessibility and inclusion.
5. **Provide targeted small-group and individual support** that honors varied learning styles and promotes equitable access to rigorous math learning experiences.
6. **Collaborate with classroom teachers, tribal departments (e.g., the LNS Culture Department), and community members** to integrate interdisciplinary themes and Indigenous perspectives into math instruction and projects.
7. **Cultivate a classroom environment grounded in respect, cultural relevance, and social-emotional well-being**, setting clear expectations rooted in community values.
8. **Organize and manage classroom resources and technology** to create a safe, efficient, and engaging learning space for mathematical exploration.
9. **Monitor and assess student progress** using formative, summative, and performance-based measures; maintain accurate, confidential records and share timely feedback with students, families, and staff.

10. **Communicate regularly with families, school counselors, and tribal community members** to support each student's academic growth, cultural identity, and emotional health.
11. **Plan and facilitate math showcases, community events, or project exhibitions** that highlight student learning and celebrate the integration of Indigenous knowledge with mathematical thinking.
12. **Participate in staff meetings, professional learning communities, and community-based activities** to foster continuous growth and collaboration.
13. **Engage in ongoing professional development** focused on current middle-school math research, Indigenous pedagogies, and culturally sustaining teaching practices.
14. **Strengthen family and community partnerships** through proactive communication and involvement in local events, tribal gatherings, and culturally significant celebrations.
15. Adhere to all Lummi Nation Education Board policies and LNS procedures related to curriculum, grading, professional ethics, and student privacy.
16. Perform other related duties as assigned to promote student success and advance school goals.

MINIMUM QUALIFICATIONS:

- Bachelor's degree in Elementary Education or Mathematics from an accredited institution; *required*
- Master's degree in Education or related field; *preferred*.
- **Valid Washington State teaching certificate** with one of the following endorsements: **Middle Level Mathematics, Mathematics (5–12), or Elementary Education (K–8)** with demonstrated experience teaching mathematics.
- 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 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*
- Complete or attend training in First Aid, CPR and Mandatory reporting.
- Must provide verification of employment from other districts/schools.
- Must provide grade transcripts.
- Legally eligible to work in the United States.
- 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.