



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

JOB ANNOUNCEMENT

JOB TITLE: Xwlemi Culture Teacher

OPEN: October 28, 2026

EXEMPT: Yes

SALARY GRADE: Education Salary Scale

SHIFT: Day

LOCATION: Lummi Nation School

DURATION: 12 Month School Year Contract

CLOSES: Until Filled – First Read: November 06, 2026

JOB CODE:

DIVISION: Education

DEPARTMENT: Lummi Nation School

SUPERVISOR: K-12 Lead Principal

VACANCIES: 3

JOB SUMMARY: In alignment with the Education Division’s commitment to Educational Sovereignty, the Xwlemi Culture Teacher will provide high-quality, culturally grounded instruction that strengthens students’ learning, identity, wellness, and connection to the Xwlemi people. The teacher is responsible for planning and delivering instruction, assessing student learning, differentiating and scaffolding instruction, implementing IEP goals and accommodations, and participating in professional development. Assigned instruction may include Xwlemi Language, cultural arts, Indigenous wellness and health, traditional ecological knowledge, Indigenous plants and foods, food sovereignty, and other Xwlemi cultural teachings and practices.

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

1. Plans, prepares, and delivers high-quality, culturally grounded instruction in assigned areas, including Xwlemi Language, cultural arts, Indigenous leadership, Indigenous wellness and health, Xwlemi culture, and other cultural teachings and practices.
2. Develops standards-aligned lesson plans, learning objectives, instructional activities, and assessments appropriate to assigned courses and grade levels.
3. Integrates Xwlemi language, values, teachings, stories, history, cultural knowledge, and ways of knowing throughout instruction.
4. Ability to teach Xwlemi Culture, Xwlemi Cultural Arts, Xwlemi Language, Indigenous Leadership, and/or Indigenous Health and Wellness, as assigned.
5. Provides experiential and hands-on learning opportunities that connect students to culture, community, land, water, identity, wellness, and responsibility.
6. Teaches cultural arts through appropriate mediums, which may include song, dance, storytelling, visual arts, traditional arts, and other forms of cultural expression.
7. Provides instruction in Indigenous leadership that develops students’ understanding of responsibility, service, identity, community, decision-making, and leadership grounded in Xwlemi values.
8. Provides culturally grounded Indigenous wellness and health instruction that supports students’ understanding of physical, emotional, mental, spiritual, and community well-being.
9. Provides Xwlemi Language instruction, as assigned, supporting language learning, use, preservation, and revitalization.
10. Differentiates and scaffolds instruction to meet individual student learning needs and provides small-group or individualized instruction when appropriate.
11. Implements applicable IEP goals, accommodations, modifications, and other student learning plans in collaboration with Special Education staff and other service providers.

12. Assesses and monitors student learning, maintains accurate records, provides timely feedback, and communicates student progress to students, families, and appropriate staff.
13. Establishes and maintains a safe, respectful, inclusive, and culturally responsive learning environment that promotes student engagement, responsibility, belonging, and academic growth.
14. Collaborates with families, staff, Elders, Knowledge Keepers, and community members, as appropriate, to strengthen culturally grounded learning opportunities and student success.
15. Selects and maintains culturally appropriate instructional materials, resources, and classroom environments that reflect Xwlemi culture and support student learning.
16. Participates in professional development, staff meetings, evaluation processes, curriculum development, school improvement efforts, and other professional responsibilities.
17. Participates in and supports schoolwide cultural activities, events, ceremonies, and educational programming as assigned.
18. Supervises students during instructional and non-instructional activities and maintains appropriate standards for student safety and conduct.
19. Performs other related duties as assigned in support of the Education Division's commitment to Educational Sovereignty and the mission of Lummi Nation School.

MINIMUM QUALIFICATIONS:

- High school diploma or GED
- Bachelor's degree in Education, Indigenous Studies, Human Services, or a related field; *preferred*.
- First Nations Peoples Indigenous Certification with a focus on culture (does not require a bachelor's degree) or able to obtain in the first 90 days of employment.
- Valid Lummi Tribal certification
- 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 cultural practices, including visual arts, weaving, storytelling, traditional foods, and Indigenous plant knowledge across grade levels.
- Deep understanding of—or willingness to learn about—Indigenous knowledge systems such as oral traditions, seasonal teachings, food sovereignty, ecological stewardship, storytelling protocols, and place-based learning.
- Familiarity with Indigenous cultural leaders, artists, ecological practices, languages, and contemporary works, especially those of the Coast Salish and Lummi peoples.
- Skilled in creating culturally responsive and inclusive learning experiences that honor different learning styles, languages, and cultural backgrounds.
- Understanding of child and adolescent development to support students' creative, emotional, social, cultural, and ecological growth.
- Ability to set and maintain respectful classroom expectations grounded in Indigenous values such as relationality, responsibility, reciprocity, and respect.
- Ability to build trusting relationships and collaborate with students, families, educators, cultural leaders, and knowledge keepers to strengthen holistic learning.
- Strong verbal and written communication skills for creating clear, culturally inclusive lesson plans, learning materials, and family engagement opportunities.
- Commitment to ongoing professional growth in Indigenous cultural practices, food sovereignty, ecological teaching, and trauma-informed education.
- Knowledge of student privacy laws, tribal sovereignty, and ethical guidelines to protect student information within educational and tribal contexts.

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 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 contract)
- 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.