



HIAWATHA ACADEMIES

Math Teacher

Job Description

Reports To:	Building Principal
FLSA Status:	Exempt
School Classification:	Certified Staff
Starting Pay Range:	\$44,683-\$80,456
Location:	Onsite
Position Summary:	<p>HCHS teachers will be charged with providing a rigorous, fast-paced, and inspiring learning environment for all of their students. In 2025-2026, the following courses will be offered within the Math department: Algebra I, Geometry, Algebra II, Statistics, Pre-Calculus, AP-Statistics, AP-Calculus, Consumer Math, and Math Intervention. In addition to leading courses in their content area, HCHS teachers will also be advisors: adults committed to supporting a small group of students as they work to develop their academic and social-emotional selves. Advisors will be critical in the HCHS model of student support, and those who stay for all four years of their advisees' high school career will have the amazing privilege of handing their advisees their diplomas and wishing them well as they head off to college. The Math Teacher will work under the guidance of the Instructional Leadership Team and in close collaboration with fellow classroom teachers and advisors.</p>

ESSENTIAL FUNCTIONS and RESPONSIBILITIES:

General Duties

Instructional Planning and Implementation

- Utilize curriculum to develop and implement standards-based lesson plans that include an understanding and modeling of independent thinking skills, creative problem-solving, and evidence-based reasoning, differentiating and scaffolding as needed
- Implement assessments that are aligned with daily, weekly, and unit objectives



- Use data to adjust short- and long-term plans in order to meet students' learning needs

Learning and Development

- Collaborate with colleagues and seek feedback in the spirit of continuous improvement
- Demonstrate a commitment to continuous improvement and student achievement; reflect on instructional practices to meet individual professional development goals
- Actively participate in professional development, grade level, and community meetings

School and Classroom Culture

- Establish and maintain relationships with students and families based in trust and regular communication; collaborate and communicate regularly with families about academic progress and behavior
- Establish and maintain high expectations and routines for academic work and classroom behavior
- Establish and reinforce expectations and accountability structures to maintain a positive, focused classroom

Additional Responsibilities

- Maintain accurate records, grade book, and data tracking systems
- Actively attend to supervision duties and contribute positively to a collaborative school environment

QUALIFICATIONS GUIDE:

Qualifications: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

Education & Experience:

- Bachelor's Degree
- Minnesota Math licensure
- Excellent communication and interpersonal skills and ability to build trust with colleagues, students and families
- Must have a growth mindset
- Cultural awareness of self and others
- Ability to understand, appreciate, and interact within various cultural contexts
- A track record of measurable success with students
- Optimism in our ability to close the opportunity gap for all students



- Two (2) years of experience working with students with learning and emotional/behavioral needs preferred

Other Qualifications:

- Bilingualism in Spanish and English preferred
- State and federal background clearance (Trusted Employees) to work with students (123B.03).
- No prospective employee can report to work without this clearance being received and the Human Resources Manager notifying the immediate supervisor of this clearance.

Knowledge:

- Knowledge of child development and developmentally appropriate learning experiences for children
- Knowledge of applicable school policies and procedures

Acquired Skills:

- Well-developed, clear communication and interpersonal skills that maintain a respectful, professional, and courteous manner
- Conflict resolution skills
- Ability to work with diverse student populations

Abilities:

- Team player
- Love of learning – a lifelong learner
- Flexibility and adaptability
- Able to communicate effectively and regularly with the grade level team and/or principal regarding questions and concerns
- Organized
- Openness to differing views and objectives
- Excellent judgment in decision making
- Maintain confidentiality of sensitive and privileged information
- Determine appropriate action within clearly defined guidelines
- Work independently with little direction

Physical Demands:



The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

- Hearing and speaking to exchange information
- Dexterity of hands and fingers to demonstrate activities
- Seeing, to read a variety of materials
- Bending at the waist, kneeling or crouching
- Sitting or standing for extended periods
- Lifting objects that weigh up to 25 pounds with or without assistance
- Close vision and ability to adjust focus

Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

- Classroom environment
- Noise level is generally moderate
- Work conducted in a public or office setting
- Indoor in varying temperature
- Employees must have reliable transportation

Anti-Discrimination Policy and Commitment to Diversity:

Hiawatha Academies believes in providing equal employment opportunities for all employees and equal educational opportunities for all students. Hiawatha Academies will not violate any law prohibiting discrimination for or against any student, employee or applicant on the basis of race, color, religion, creed, age, sex, gender, gender expression, national origin, ancestry, marital status, pregnancy, disability (including those related to pregnancy or childbirth), membership or non-membership in a labor organization, sexual orientation, status with regard to public assistance, genetic information, or any other characteristic protected under local, state or federal statute, ordinance or regulation (“protected status”).