



UrbanPromise

Position Title: K-5 Teaching Position

Department: UrbanPromise CamdenForward School

Reports To: CFS Principal

Salary Range: \$43, 847 -\$51, 800 + Benefits + 401 K with employer match + Total Rewards Package with summers off

Are you a passionate, mission-driven educator who believes in the transformative power of faith, education, and love? Join us at UrbanPromise CamdenForward School, where we are raising up a generation of leaders—academically, spiritually, and socially—right in the heart of Camden.

We are currently seeking a K–5 Classroom Teacher who is deeply committed to nurturing the whole child. This role is ideal for a talented educator who sees teaching as a calling and is eager to build strong relationships with students, families, and fellow staff in a vibrant, supportive learning community.

Why UrbanPromise

- Be part of a faith-based, purpose-driven mission to educate and empower the next generation of Camden’s leaders.
- Work in a tight-knit, collaborative community that values compassion, creativity, and calling.
- Benefit from a supportive professional environment, access to wellness and employee benefits, and meaningful relationships.

Position Summary

To create a elementary program and class environment favorable to learning and personal growth. The K-5 teacher should establish effective rapport with students; to motivate students to develop skills, attitudes and knowledge needed to provide a good foundation for in accordance with each student’s ability.

The K-5 teacher is expected to establish good relationships with parents and other staff members. The teacher is also responsible for planning and implementing lessons in accordance with the standards set forth by the CamdenForward School of UrbanPromise Ministries and national NJ State and Common Core standards.

Position Responsibilities:

Classroom Management & Student Supervision

- Establish and enforce classroom rules, policies, and procedures to maintain respectful, safe, and productive learning environment.
- Supervise students during non-classroom activities throughout the school day (e.g., lunch, recess, transitions).

Instructional Planning & Delivery

- Set clear objectives for all lessons, units, and projects and communicate those expectations to students.
- Demonstrate deep content knowledge and effective pedagogical strategies in planning and delivering instruction.
- Integrate technology into the curriculum to enhance instruction and student engagement.
- Encourage students to explore learning opportunities and persist in the face of academic challenges in preparation for future grade levels.

Assessment & Student Support

- Administer standardized assessments and interpret results to evaluate student progress and identify developmental needs.
- Use data-driven insights to inform instruction and personalize support where necessary.

Family & Community Engagement

- Regularly meet with parents and guardians to discuss student progress, share strategies, and address individual student needs and family priorities.

School & Community Involvement

- Participate in fundraising efforts and assist with the planning and execution of both UrbanPromise Ministries (UPM) and CamdenForward School (CFS) special events.
- Collaborate with fellow staff and leadership to continuously improve school-wide programs and initiatives.

Professional Growth

- Attend professional meetings, educational conferences, and ongoing training workshops to enhance teaching skills and maintain professional competence.

Organizational Compliance & Engagement

- Embody the values of UrbanPromise which is Faith, Community, Innovation and Holism
- Participate fully in the UrbanPromise performance management process, including evaluations, goal setting, and professional feedback cycles.
- Attend and support all staff-wide events, fundraising efforts, and special events hosted by UrbanPromise Ministries and CamdenForward School.
- Adhere to all guidelines outlined in the UrbanPromise employee handbook, CFS student/staff handbook including compliance with health, safety, and communicable disease policies.

Job Requirements:

EDUCATION

Bachelor's Degree; Preferred Education Degree

EXPERIENCE

Experience teaching urban youth in school environment.

REQUIRED SKILLS:

- Ability to work with diverse urban students
- In-depth understanding of and commitment to the organization's vision and mission
- Leadership and supervision skills
- Strong classroom management skills

PHYSICAL REQUIREMENTS:

As a condition of employment, all hired candidates must provide documentation of a recent physical examination conducted by a licensed medical doctor. These records must be submitted prior to the first day of employment.

This documentation must include:

Proof of a negative Tuberculosis (TB) test and Proof of Hepatitis screening or vaccination.

UrbanPromise Total Rewards Package:

At UrbanPromise, we believe in honoring the incredible work of our team by offering a robust and competitive Total Rewards Benefits Package that supports your health, financial stability, professional growth, and overall well-being. Employees are eligible 86%-88% employer-paid health care premiums, a 401(k)-retirement plan with employer match and an impressive suite of ancillary benefits that reflect our commitment to care and sustainability. We invite passionate professionals to apply—not just for the role, but for a workplace that invests in your future and values your contributions every step of the way.

UrbanPromise Total Rewards comprehensive benefits package includes:

- Medical Coverage: Up to 86%-88% employer contribution toward your health insurance plan premium
- Dental & Vision Insurance
- Employer Paid Life Insurance
- Additional Voluntary Life & Health Insurance options
- 401(k) Retirement Plan with employer match
- Generous Paid Time Off (PTO) and paid company holidays
- Sabbatical Leave available after 10+ years of service
- Employee Assistance Program (EAP) for mental health, counseling, and wellness
- Access to a Registered Dietitian through our wellness program
- LegalShield & Identity Theft Protection
- Plum benefits entertainment and travel discount program
- Financial Literacy Support and credit union access
- Tuition Reimbursement and tuition discounts for employee family members
- Staff Care Emergency Fund for urgent, short-term financial needs
- Employee Celebrations and recognition programs
- Professional Development support
- Plus, many other benefits that support your personal and professional growth

Join a team that celebrates its people as much as its mission. If you're excited by this opportunity, we'd love to see your application and welcome you to one of the best places to work.

****Equal Opportunity Statement**

UrbanPromise is committed to nurturing a workplace where every staff member, youth, family, volunteer, and donor feel welcomed, valued, and engaged in our mission regardless of background. Our commitment to equal employment opportunities ensures that all employees and applicants receive fair treatment. We do not discriminate based on race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, disability, genetic information, marital status, veteran status, or any other characteristic protected by applicable federal, state, or local laws. UrbanPromise believes in fostering a diverse and respectful work environment where everyone can thrive. We are dedicated to upholding these principles in all aspects of employment, including recruitment, hiring, training, promotion, and compensation. We ensure that all employment decisions are based on qualifications, merit, and business needs.

UrbanPromise is an Equal Opportunity Employer. All applicants who believe they meet the stated qualifications are encouraged to apply. Resumes and cover letters should be submitted to UrbanPromise Ministries, Human Resources Manager, Brian Mackey bmackey@urbanpromiseusa.org