



Position Title: FT High School Math Teacher

Department: UrbanPromise Academy

Reports To: UPA Principal

Salary Range: \$ 43,847, -\$51, 800 + Benefits + 401 (K) to include summers off + Total Rewards Package

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 High School Math 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

This teacher will be responsible for helping high school students develop their math skills and their enjoyment, comfort, and confidence with math. The math teacher will work closely with the UPA team to create a program and a class environment favorable to learning and personal growth; to establish effective rapport with students; to motivate students to develop skills, attitudes and knowledge needed to provide a good foundation for future learning and productive citizenship in accordance with each student's ability; to establish good relationships with parents and other staff members. The teacher is responsible for planning and implementing lessons in accordance with the standards set forth by the UrbanPromise Academy, State of NJ, and Common Core standards.

Essential Job Functions:

1. Uphold UrbanPromise values (Faith, Innovation, Community, Wellness) and demonstrate the character qualities of enthusiasm, flexibility, integrity, kindness, self-control, and perseverance.
2. Assess the math (primarily Geometry, Algebra 1, Algebra 2 and basic skills) knowledge, skills, and abilities of students.
3. Build upon existing curriculum, develop daily lesson plans, and lead instruction in ways which build upon student interests and are responsive to the learning needs of a differentiated student population.
4. Develop and implement effective means to measure student learning, review and grade student work, document student progress and conference with parents/guardians. Regularly update the school's management and information system with attendance, assignments and grades.
5. Clearly and consistently communicate, model, and enforce UPA behavior expectations; implement classroom specific policies and procedures all with a goal of maintaining a safe, welcoming, and positive learning environment.
6. Depending on the skills, interest, and availability of the candidate, this position could include teaching or supervising some basic computer skills classes or teaching an elective as well.
7. Participate in and seek out professional training and development opportunities.
8. Maintain a clean, orderly, and organized classroom environment.

9. Attend and actively participate in weekly staff meetings, monthly all-staff meetings, and periodic all-staff events. Assist in UrbanPromise development activities.
10. Participate in the employee performance evaluation process.
11. Perform other related tasks as assigned by the principal and administrators at UrbanPromise.

Essential Job Requirements:

EDUCATION	Bachelor’s degree in a relevant field. Secondary education teaching certification.
EXPERIENCE	At least two years of teaching experience with high school aged youth.
REQUIRED SKILLS	Excellent instruction and interpersonal skills.
PREFERRED SKILLS	CPR and First Aid Certification.
PHYSICAL REQUIREMENTS	The UPA includes an expeditionary learning component. Teachers are expected to perform duties and responsibilities of a physical nature. A physical examination by a medical doctor that includes proof of TB and Hepatitis test must be presented if hired.

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 for up to 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.

**** UrbanPromise 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