



Position Title:	Middle School Math Teacher	Department:	CamdenForward School
Reports To:	CFS Principal	Salary Range:	\$43, 847 - \$51, 800 + Benefits + 401 K with employer match + Total Rewards Package with summers off

Position Summary:

The Middle School Math Teacher is responsible for providing rigorous, engaging, and student-centered mathematics instruction to middle school students. The teacher will develop and implement standards-aligned lessons that build students' mathematical reasoning, problem-solving, computation, and critical-thinking skills.

The MS Math Teacher is expected to create a safe, supportive, and academically challenging classroom environment in which all students are encouraged to grow and achieve their potential. As a member of the UrbanPromise Community, the teacher will integrate Christian principles and the organization's values of faith, innovation, holism, and community into daily instruction and interactions with students, families, and colleagues.

Essential Job Functions:***Instruction and Curriculum***

- Plan and deliver high-quality mathematics instruction aligned with New Jersey Student Learning Standards and school curriculum expectations.
- Teach grade-level mathematics concepts while providing appropriate differentiation for students with varying academic abilities.
- Develop lessons that promote mathematical reasoning, problem-solving, critical thinking, and real-world application.
- Use a variety of instructional strategies, including direct instruction, collaborative learning, hands-on activities, technology, and project-based learning.
- Establish clear learning objectives and communicate academic expectations to students.
- Provide opportunities for students to explain mathematical thinking, justify solutions, and apply concepts independently.
- Incorporate formative and summative assessments to monitor student progress and adjust instruction.
- Provide timely and meaningful feedback regarding students' academic performance.
- Maintain appropriate instructional pacing and ensure that essential curriculum standards are addressed.
- Provide additional support, intervention, or enrichment based on student needs.

Classroom Management and Student Support

- Establish and maintain a positive, structured, and respectful classroom environment.
- Implement consistent classroom routines, procedures, and behavioral expectations.
- Maintain high expectations for student achievement, effort, responsibility, and conduct.
- Build positive relationships with students while maintaining appropriate professional boundaries.
- Support students' social-emotional development and encourage perseverance, confidence, and a growth mindset.
- Implement accommodations and modifications identified in students' educational plans as required



Assessment and Data Use

- Administer and evaluate classroom assessments, benchmarks, and other required assessments.
- Maintain accurate records of student grades, assignments, attendance, and academic progress.
- Analyze assessment data to identify areas of strength and areas requiring additional instruction.
- Use student performance data to inform reteaching, intervention, enrichment, and instructional planning.
- Maintain current and accurate grades in the school's designated student information system.

Faith and School Community

- Support the mission and values of UrbanPromise Ministries.
- Model character qualities of integrity, enthusiasm, courtesy, flexibility, compassion, responsibility, and respect in interactions with students, parents, colleagues and others.
- Demonstrate commitment to the holistic development of each student—academically, spiritually, socially, and emotionally.

Collaboration and Professional Responsibilities

- Work well with peers, collaborate with grade-level teachers, subject-area colleagues, administrators, special education staff, counselors, and other support personnel.
- Participate in faculty meetings, professional development, curriculum planning, and school committees as assigned to continuously improve department and organizational efforts.
- Communicate regularly and professionally with parents and guardians regarding student progress, concerns, and accomplishments.
- Maintain appropriate documentation related to student performance and interventions.
- Participate in parent conferences and student support meetings as requested.
- Assist in fundraising and participating in both UPM and CFS special events.

Performance Expectations

- The Math Teacher will be evaluated based on effectiveness in instruction, classroom management, student engagement, student academic growth, professional responsibilities, collaboration, communication, and alignment with the mission and values of UrbanPromise Ministries.
- Participate in employee related activities and responsibilities such as performance management process, all -staff events & meetings, adhere to employee handbook, communicable disease policies, Strategic Plan and Beloved Community initiatives.
- Perform other duties as assigned.

Essential Job Requirements:

EDUCATION	Bachelor's degree in Mathematics, Mathematics Education, Education, or a related field.
EXPERIENCE	Experience working with students from diverse academic and socioeconomic backgrounds.
REQUIRED SKILLS	Strong knowledge of middle school mathematics concepts and instructional practices. Excellent classroom management and communication skills. Commitment to the mission and values of UrbanPromise Ministries.
PREFERRED SKILLS	Middle school mathematics teaching experience. Appropriate New Jersey teaching certification or eligibility for certification.



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 to have a 401(k)-retirement plan with employer match and are eligible for 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
- Generous Paid Time Off (PTO) and paid company holidays
- Sabbatical Leave available after 10+ years of service
- Access to a Registered Dietitian through our wellness program
- Employee Assistance Program (EAP) for mental health, counseling, and wellness
- 401(k) Retirement Plan with employer match
- Plum benefits entertainment and travel discount program
- Financial Literacy Support and credit union access
- Staff Care Emergency Fund
- Employee Celebrations and recognition programs
- Professional Development support, plus, there are many other benefits that support your personal and professional growth
- Voluntary Benefits (LegalShield & Identity Theft Protection, Aflac, AAA...and much more)
- ZayZoon (Earned wage access)

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