



Through the work of Goodwill, people will have the opportunity to achieve their greatest potential.

Job Title: High School Math Teacher

Job Number: PR8142

Grade: EX07

Reports To: Lead Teacher

Supervises: No

Status: Exempt

EEO Category: Professionals

Mission Contribution: The High School Math Teacher is results-driven and delivers high-quality mathematics instruction to support academic achievement and career readiness. This role fosters problem-solving skills and lifelong learning by implementing rigorous instructional strategies aligned with state standards. The High School Math Teacher plays a key role in equipping students with the knowledge and skills necessary for postsecondary success.

Summary: The High School Math Teacher is performance-driven and leads engaging instruction in Algebra I, Algebra II, Geometry I, Geometry II, and Basic Math Remediation. This role designs and delivers curriculum that meets diverse learning needs, assesses student progress, and applies differentiated instructional strategies to enhance student outcomes. The High School Math Teacher collaborates with staff to create a supportive learning environment and ensure student success.

Essential Functions:

1. Design and deliver mathematics instruction aligned with Virginia Standards of Learning (SOL) and Excel Center guidelines to support student achievement, ensuring mastery of math concepts as evidenced by assessment results.
2. Teach Algebra I, Algebra II, Geometry I, Geometry II, and provide targeted math remediation to enhance students' problem-solving and critical thinking skills.
3. Implement a variety of instructional strategies, including hands-on activities, problem-based learning, and technology integration, to foster student engagement and improve learning outcomes.
4. Differentiate instruction to accommodate varying skill levels, learning styles, and academic needs, ensuring all students have the opportunity to succeed.
5. Ensure a structured and respectful classroom environment that aligns with the Excel Center's expectations, fostering a positive learning atmosphere and student engagement.
6. Foster a classroom culture of high expectations, critical thinking, and respect, ensuring a positive learning environment as reflected in student engagement and feedback.
7. Prepare students for state-mandated assessments and other academic benchmarks, reinforcing key math concepts through effective instruction.
8. Support student recruitment, enrollment, and outreach initiatives to promote academic opportunities.
9. Maintain accurate records of student attendance, grades, lesson plans, and progress reports, ensuring timely submission in accordance with school policies.
10. Utilize formative and summative assessments to evaluate student progress, provide actionable feedback, and track demonstrated improvement in mathematical proficiency.
11. Collaborate with colleagues, counselors, and administrative staff to develop and implement student support strategies that promote academic success.
12. Actively participate in professional development opportunities and collaborative initiatives to enhance instructional practices and contribute to school-wide improvement efforts.
13. Attend training sessions, meetings, and company-related events as required.
14. Perform other duties as assigned by Management.
15. Adhere to all Goodwill and Excel Center policies and procedures.



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Minimum Qualifications:

- Strong understanding of the Virginia Standards of Learning for Mathematics, including Algebra and Geometry.
- Proficient in designing and delivering mathematics instruction to high school-aged students, with experience in both traditional and nontraditional learning environments.
- Effective communication, organizational, and classroom management skills for maintaining a positive and productive learning environment.
- Demonstrated ability to manage classroom tasks effectively while maintaining a focus on detail and quality in instructional delivery.
- Demonstrated ability to work with diverse populations and accommodate varying learning needs through differentiated instruction, including targeted remediation for students requiring additional support.
- Ability to create, evaluate, and implement instructional strategies to enhance student learning outcomes.
- Adaptable to changing priorities and able to maintain a productive and positive classroom atmosphere.
- Proficient in using G Suite, MS Office, and student information systems to support instructional and administrative tasks.
- Capable of providing constructive feedback to students to improve their mathematical skills and academic performance.
- Skilled in analyzing student performance data to inform instructional decisions and drive improvements in learning outcomes.

Required Certificates, Licenses, Registrations, Experience:

- Bachelor's degree in Mathematics, Education, or a related field required; Master's degree preferred.
- Minimum of 2 years of teaching experience in a high school or adult education setting.
- Valid Virginia Teaching License in Mathematics or a related field, or eligibility to obtain certification.
- Experience in technology-enhanced instruction and project-based learning.
- Must be able to successfully complete any assigned Goodwill training within the required period of time upon employment.

Special Requirements:

- Reliable transportation is required to commute to and from the center for scheduled shifts.
- Open availability for all scheduled shifts, including weekends, evenings, and holidays, as needed to meet business demands.
- Must provide a cell phone for specified work responsibilities, including the use of a phone-based application for authentication.
- Must successfully complete a state background investigation and drug screen.
- TB screening is a requirement for this position.

Physical Requirements:

The physical and work environment 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 the essential functions.

- Occasionally required to stand, walk, sit, use hands to finger, handle, or feel objects, tools, or controls; reach with hands and arms; climb stairs; balance; stoop; kneel; crouch, or crawl; talk or hear.



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- Able to lift, push, pull, carry, or otherwise move up to forty (40) pounds regularly without support. For weight over forty (40) pounds, request additional team member assistance as needed.

Work Environment:

- Classroom/office environment.
- While performing the duties of this role, the employee may encounter varying environmental conditions during off-site activities, such as outdoor events or community engagements.
- The noise level in the work environment is typically moderate and reflective of an active learning environment but may vary depending on activities or events.

I understand the job description requirements that I am expected to complete all duties as assigned. I understand the job functions may be changed from time to time. I will be able to perform the essential functions of this position with or without accommodation. I understand that if I need an accommodation for this position, I will inform leadership of my accommodation needs. This is not an employment contract and does not alter any employee's at-will employment status.

Team Member (print/sign): _____ / _____ Date: _____

Supervisor (print/sign): _____ / _____ Date: _____