



Big Sky Community School

K-4 Elementary Teacher

Position: K-4 Elementary Teacher

Location: Big Sky, Montana (full-time, in-person)

Start Date: August 2026

Compensation: \$60,000 - \$100,000

About Big Sky Community School

Big Sky Community School is an independent, nonprofit K-12 school in Big Sky, Montana, serving approximately 50 students. Our K-4 program currently serves up to 15 students in a dynamic hybrid learning environment where in-person instruction, online instruction, small-group teaching, and a digital learning platform come together to support each student. Because we are small and mastery-based, every student is supported. Every child here is known deeply, taught deliberately, and pushed to grow.

The Opportunity

This is a unique opportunity to help build a leading K-4 program alongside in person colleagues, and online partners. You will be part of a 3-4 person team teaching 12-15 students in a schoolhouse model (~4:1 student -teacher ratio). We are seeking innovative team players who will either be a lead subject matter expert in math or literacy or will lead age groups. The ultimate structure of the program will be optimized based on the additions to our team. This role is perfect for the individual who wants to be a part of a great team who is building an innovative K-4 academic program. You will know every learner deeply and teach with a level of personalization that makes our program unique.

What You Will Do

Reading

Phonics & Decoding

- Deliver structured phonics instruction in small groups organized by decoding level, not grade.
- Assess each student's phonics and decoding skills regularly and move students between groups as they progress.
- Build a phonics culture where every child advances systematically.

Reading Groups

- Organize leveled reading groups, assess student reading levels, and adjust groups as students grow.
- Confer with individual readers, build comprehension strategies, and develop fluency alongside decoding.
- Recommend independent reading at the right level for every student and track reading volume over time.

Writing Instruction

- Lead Writers Workshop instruction: mini-lessons, individual conferring, and portfolio-based writing development.
- Review student writing regularly to identify where each child is as a writer and what they need next.
- Build a writing culture where young students see themselves as authors with something to say.

Word Study & Grammar

- Deliver word study instruction using a stage-based spelling program, matching each student to their developmental spelling stage.
- Integrate grammar instruction naturally into writing and reading work.

Mathematics

Concept Mastery

- Deliver explicit math instruction focusing on number sense, operations, and problem-solving.
- Groups are organized by mathematical readiness, not age.

Manipulatives & Inquiry

- Use hands-on tools and visual models to move students from concrete understanding to abstract application.

Fact Fluency

- Build a culture of mathematical confidence where students master foundational facts.

Applied Math

- Integrate math into the broader K-4 world: measuring during projects, analyzing data from school activities, and making math "visible" in the classroom.

MAP Primary & Data-Driven Instruction

- Use MAP Primary scores to assess every K-4 student's reading, language, and math development across testing windows.
- Identify specific skill gaps from MAP results and build targeted instruction around them.
- Track MAP growth over time and communicate results clearly to families and the Head of Lower School with a concrete plan for each student.

Collaboration & Community

- Collaborate closely with our Head of School and online teaching colleagues on curriculum alignment and student progress.
- Communicate regularly with families about reading and math progress, milestones, and how to support emergent learning at home.
- Support students during independent work blocks and transitions.

- Contribute to the broader K-4 community: field trips, community circle, Friday programming in the Yellowstone / Big Sky community, and school events.
- Help with school operations as part of a small, all-hands team.

Who You Are

- Patient, warm, and great at building trust with young learners. You know that confidence and skill develop together.
- A natural collaborator who communicates well with colleagues, families, and school leadership.
- A trained elementary educator with deep knowledge of the science of reading and math, as well as structured literacy and math approaches, Fountas & Pinnell, Read Write Inc., Singapore Math, Eureka, or similar, with comfort in supporting the rigor of Beast Math enrichment
- Experienced in small-group phonics instruction, leveled reading groups, and writing workshop models.
- Experience in mastery-based math and leveled fluid math groups
- Genuinely comfortable with a mastery-based model. You assess each child's level and instruct them at their level, regardless of grade.
- A skilled assessor who uses MAP Primary and informal data to drive instruction without losing sight of the whole child.
- Someone who can look at a student's reading or writing and immediately know what to address next.
- Curious about technology, excited about AI-integrated learning, and genuinely interested in helping shape a new platform rather than just using one.
- Energized by the opportunity to build a K-4 program that utilizes current learning science and AI resources.

Preferred Background

A teaching credential with a focus in emerging literacy and math, early childhood, and/or elementary education is strongly preferred. Experience with structured literacy programs, as well as mastery-based math, is highly valued. Familiarity with MAP Primary and using assessment data to drive instruction is a strong plus. Candidates with experience in independent schools, hybrid learning environments, or small schools are especially encouraged to apply.

Schedule & Time Off

Full-time position following the Big Sky Community School academic calendar (approximately 8 a.m. to 4 p.m., Monday through Friday). Includes winter and spring breaks, major holidays, and paid time off. Support for January Term and developing and supporting summer camp programming.

Benefits of Joining Our Team

Big Sky Community School offers competitive compensation, \$60,000 - \$100,000, based on experience; health, dental, and vision insurance; disability and life insurance; paid time off aligned with school breaks; professional learning opportunities; and the chance to work in one of the most beautiful mountain communities in the country.

Background Check

All employment offers are contingent upon completion of fingerprinting, an FBI background check, and reference checks.

Equal Opportunity

Big Sky Community School is an equal opportunity employer and welcomes candidates of all backgrounds and experiences.

To Apply

Email Jeremy Harder and Julie Edwards at info@bigskycommunityschool.org with your resume and a cover letter describing your experience with emerging literacy and math, the programs you have worked with, and why this opportunity excites you.