



Mid-Peninsula
High School

High School Math Teacher
Reports to: Director of Teaching, Learning, & Equity
Start Date: August 10, 2026

Dedicated to the belief that all students belong with expert and compassionate teachers, Mid-Peninsula High School empowers students with the knowledge and purpose to impact a complex world. Mid-Pen is committed to caring for and supporting our 116 students from around the Bay Area by developing authentic, personal relationships with them and their families. We seek candidates who are highly skilled, deeply committed, and who derive both professional and personal joy from working with fascinating students, supportive parents and guardians, and wonderful colleagues.

Mid-Peninsula High School in Menlo Park, CA, seeks a full-time Math Teacher. This position would begin at the start of the academic year with a new stafffuly orientation. We seek a candidate who wants to be a member of a thriving and compassionate community and who can embrace the roles of teacher, advisor, and colleague with passion and excellence. We will consider a candidate's skills and experience when determining the salary for this position. Candidates can expect to be paid within the salary range of \$83,160 to \$122,570, which is competitive amongst small independent schools in our region.

What should a Math Teacher expect?

As members of Mid-Pen's stafffuly, we all contribute to the life of the school by upholding our core values: **respect, kindness, responsibility, and belonging**. These values inform the relationships we form with students, families, and colleagues. We believe that **students learn best when they are seen, cared for, and held in a safe place with appropriate boundaries**. Our **highly relational stafffuly** do their best to meet students where they are, partnering with the Learning Support Team to support students who learn differently, with the School Counselor for support with Core (our advisory system), and with the administration as necessary. Our next Math Teacher will also **collaborate closely with other members of the math department**, continuing to build alignment throughout our math program. Members of the math department work together to build a comprehensive, flexible curriculum in which most students take Algebra 1, Geometry, and Algebra 2. Later courses in Precalculus, Statistics, and Calculus allow students to continue to explore mathematics with a solid foundation from previous courses. Finally, we have an opportunity for our new Math Teacher to teach summer school this upcoming session, with classes offered in Prep for Algebra 1, Prep for Geometry, and Prep for Algebra 2.



Mid-Peninsula
High School

With whom does a Math Teacher work?

Our **Math teachers collaborate closely with each other**. They work on the scope and sequence of their courses, develop assessments together, and draft weekly goals for their lessons. Each teacher brings their own teaching style and creative lessons to their classrooms while remaining mindful of the program's overall goals. All teachers also seek the expertise of our Learning Specialist, who helps make sure our program is accessible to all our students. Teachers also work with the Director of Teaching, Learning, and Equity on curriculum and pedagogy, and with the Director of Culture & Community on student behavior and classroom management.

What kinds of skills and mindsets are needed for a Math Teacher at Mid-Pen?

Our new Math Teacher will have a strong background in mathematics. They should also have some experience in the craft of teaching, knowing how to best manage a classroom, deliver material, and assess student performance. A curious mind and enthusiasm for collaboration are key, as is a willingness to participate in the culture and community of a kind and accepting small school. As with all our teachers, they will have a BA and perhaps a graduate degree. Understanding how to tell the proverbial mountain from the molehill, pivoting when necessary, and maintaining a sense of humor are qualities that will serve our new Math Teacher well. **Most importantly, the new Math Teacher will be someone who is excited to work in a small, collegial, out-of-the-box school environment with an incredibly committed group of staff.** Please see below for more details on the primary responsibilities and the skills we look for in this position.

Applicants should send a cover letter and resume to employment@mid-pen.org. The school will accept applications until the position is filled. Find more information about our school at www.mid-pen.org.

Mid-Peninsula High School is an Equal Opportunity Employer. Mid-Pen adheres to an employment policy that prohibits discriminatory practices or harassment against applicants or employees based on race, color, creed, age, gender, gender identity, gender expression, religion, ethnicity or national origin, sexual orientation, genetic information, pregnancy or pregnancy-related medical conditions, any protected military or veteran status, physical disability, or any other category protected by applicable Federal, State, or Local law.



Mid-Peninsula
High School

Primary responsibilities include, but are not limited to:

- Designing and teaching five sections of Math classes, potentially including sections of Algebra I, Algebra II, and Geometry that address various skill levels and learning styles. Each section meets 4 days per week for 50 minutes. Class assignments, which may include higher-level courses (such as Precalculus or Calculus), will be discussed during the interview process, and the assignments will ultimately be based on the candidate's expertise and the school's needs.
- Collaborating with department colleagues to continually develop curriculum and pedagogy that best serve our students.
- Providing student-centered math pedagogy that prioritizes the development of skills and the ability to reason mathematically over rules and algorithms.
- Partnering with the Learning Support Team to support the many learning differences that are present in our student body.
- Providing strong classroom management of adolescents that is characterized by poise, grace, patience, and a sense of humor.
- Utilizing multiple forms of assessment that gauge student understanding, and providing timely and useful feedback to students on homework, portfolios, tests, projects, etc.
- Communicating in a timely and useful manner with parents/guardians and colleagues about student progress.
- Potentially leading one Core group (student advisory) by acting as a mentor and advisor with a holistic approach, facilitating a strong sense of community within the group, and serving as the main point of contact for the Core students' parents/guardians.
- Attending weekly staffulty meetings, generally on Wednesdays from 2:45 pm to 4:45 pm, and other meetings as requested by the administrative team.
- Being available to provide extra support during office hours: before school from 9 - 9:30 am, and after school from 3:20 - 3:50 pm.
- Integrating appropriate technology to enhance learning and understanding.
- Being a collegial and spirited member of the school community, attending meetings and check-ins as necessary, and being a presence at extracurricular events occasionally.
- Conveying a passion for inquiry and enthusiasm for content.

Skills, Mindset, and Background:

- A willingness to embrace the Mid-Pen Mission Statement and core values, and a strong desire to be a positive, active, and joyful presence in the daily life of the school, are required.
- A bachelor's degree in a related field is required. A master's degree or other relevant graduate-level work is a plus.



Mid-Peninsula
High School

- Three years of relevant experience, ideally in a secondary school setting
- Strong interpersonal skills, close attention to detail, and willingness to work collaboratively are essential.
- A desire to partner with colleagues and families, flexibility, a commitment to issues of justice/equity/diversity/inclusion, and a sense of humor are required.