



MID PENINSULA
HIGH SCHOOL

Long-Term Substitute High School Science Teacher

**Reports to: Assistant Head of School &
Director of Teaching, Learning, & Equity
Start Date: Immediately**

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 111 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 substitute science teacher to cover classes during our current teacher's medical leave. The substitute science teacher will begin as soon as possible; the end date will be determined soon based on our teacher's recovery. We seek a candidate who wants to be a member of a thriving and compassionate community, and who is able to embrace the role 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 an annual salary range of \$83,160 - \$126,104 (prorated), which is competitive amongst small independent schools in our region.

What should a Science Teacher expect?

As members of Mid-Pen's staff, we all contribute to the life of the school by upholding our core values of **Respect, Kindness, Acceptance, and Responsibility**. 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 staff** 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 through Core (our advisory system); and with the administration as necessary. Our substitute science teacher will also **collaborate closely with the other members of the STEM department**, continuing to build alignment throughout our science program. Members of the science department work together to build a comprehensive and flexible curriculum where most students take Biology and Chemistry. Later courses in Physics, Biotechnology, and other fields allow students to continue exploring scientific disciplines with a solid foundation built on previous coursework. **Our substitute science teacher will teach Chemistry (two sections), Physics (two sections), and Organic Chemistry (one section), and will have full access to the current science teacher's curriculum.**



With whom does a Science Teacher work?

Our science teachers collaborate closely with each other. They work together on the scope and sequence, assessments, and weekly goals; each teacher also brings their own teaching style and creative lessons to their classrooms. All teachers seek the expertise of our Learning Specialist and the Learning Support Team (LST), who help make sure our program is accessible to all our students. Teachers also work with the Director of Teaching, Learning, and Equity on matters of curriculum and pedagogy, and with the Assistant Head of School on matters of student behavior and classroom management.

What kinds of skills and mindsets are needed for a science teacher at Mid-Pen?

Our substitute science teacher will have a strong background in the physical sciences. 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 science teacher well. **Most importantly, the substitute science 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 skills that we look for in the position.

Applicants should send a cover letter and resume to employment@mid-pen.org. The school will accept applications until the position is filled. Learn more 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.



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Primary responsibilities include, but are not limited to:

- Implementing and teaching (and perhaps designing) the curriculum for two sections of Chemistry classes, two sections of Physics classes, and one section of Organic Chemistry that address various skill levels and learning styles. Each section meets 4 days per week for 50 minutes.
- Collaborating with department colleagues to continually develop curriculum and pedagogy that best serve our students.
- Providing student-centered science pedagogy, prioritizing the development of skills and the ability to reason scientifically 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 school's daily life, 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.
- Three years of relevant experience, ideally in a 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.