BLACK PINE CIRCLE SCHOOL
A SCHOOL OF THOUGHT

<u>Upper School Math Teacher</u>
Position Description

DEPARTMENT: UPPER SCHOOL MATH TEACHER
REPORTS TO: HEAD OF UPPER SCHOOL
STATUS: FULL-TIME, EXEMPT
START DATE: AUGUST 9, 2026

Black Pine Circle School is a K–8 independent school in Berkeley, California. For more than 50 years, we have inspired lifelong learners through an inquiry-based Socratic practice that places equal emphasis on academics and the arts. Our Lower School (grades K–5) supports approximately 125 students, and our Upper School (grades 6–8) supports approximately 175 students.

<u>Mission Statement:</u>
BPC's mission is to create a learning community that encourages humanity, empathy, moral depth, cultural understanding, and intellectual freedom. Socially, our goal is to instill mutual respect, compassion, and a sense of belonging among all our students.

<u>Position Summary:</u>
Our math program seeks to build students' confidence and foster a lifelong appreciation for mathematical thinking. Through inquiry-based learning, hands-on exploration, and meaningful problem solving, students develop conceptual understanding, computational fluency, and the ability to communicate their reasoning clearly.

The Upper School Math Teacher will teach mathematics in the 6–8 grades while partnering with colleagues to cultivate a school-wide culture that values curiosity, perseverance, and deep mathematical thinking.

<u>Primary Responsibilities:</u>

<u>Mathematics Instruction</u>
- Establish and maintain a learning environment that is physically, intellectually, and emotionally safe, and that inspires student learning and growth
- Plan and implement a rigorous curriculum which includes relevant lessons that motivate and engage students in active learning.
- Ability to differentiate lessons to meet the differing needs of students.
- Plan and conduct learning activities that reflect a balanced program of instruction and provide students with opportunities to observe, question, and investigate.
- Perform ongoing grade-level assessments of students and utilize the results to guide instruction.
- Demonstrate cultural competency and respect for students' backgrounds by incorporating their cultural, linguistic, and familial values and beliefs into lesson plans and classroom activities.
- Conduct parent/caregiver conferences and write narrative report cards reflecting students' academic, social, and emotional growth.

<u>Math Program Leadership</u>
- Lead the 6–8 student Math Team (an after-school enrichment and extension of learning outside of the classroom).

- Collaborate with colleagues to ensure alignment and coherence of the math curriculum across grade levels.
- Support the development and refinement of curriculum, instructional practices, and assessments.
- Partner with school leadership to review student learning data and identify opportunities for program improvement.
- Share research-based best practices in mathematics instruction and differentiation and participate in ongoing in-service and educational development opportunities provided by the school.

School-wide Duties
- Participate on committees as needed
- Attend all school-wide mandatory events
- Ancillary duties include responsibilities that are part of BPC school life, e.g., team and staff meetings, and weekly duties
- Serve as an advisor
- Chaperone outdoor education trips

Required Qualifications and Skills:
- BA/BS and an advanced degree or credential in mathematics
- Five years of experience teaching middle school grades (grades 6–8) mathematics
- Expertise in student-centered, child development, inquiry-based teaching methodologies
- Ability to work collaboratively with other faculty
- Excellent organizational and time management skills
- Strong interpersonal skills and excellent verbal and written communication
- Experience with Google Suite, and other digital platforms
- High degree of professional behavior, discretion, judgment, humility and integrity
- Experience with Socratic Practice or Inquiry based pedagogy is preferred
- Demonstrated ability to differentiate instruction

Compensation:
The anticipated base compensation the school reasonably expects to pay candidates for the position of Upper School Math Teacher is $76,667 to $100,123, depending on factors such as experience and education.

BPC's board and administration are dedicated to offering competitive salaries and benefits, including medical benefits, retirement plan employer contributions, potential stipends, and professional development opportunities.

Working Environment:
Sitting or standing for prolonged periods. Light to moderate lifting (up to 30 pounds). Reaching, stooping, pulling, pushing, bending, walking, writing, and keyboarding. Ability to communicate effectively with students and colleagues, including speaking and hearing in classroom environments.

To Apply:
Interested candidates may apply by submitting a resume and a cover letter to jobs@blackpinecircle.org or apply on our website at https://blackpinecircle.org/job-opportunities/.

Black Pine Circle School is an Equal Opportunity Employer and is committed to a policy of equal employment opportunity for all applicants, employees, and volunteers, and the School makes decisions based on the merits

**BLACK PINE
CIRCLE SCHOOL**

A SCHOOL OF THOUGHT

of each candidate. We have an ongoing commitment to the creation of a workplace free of discrimination and harassment, and prohibit discrimination based on an individual's culture, race, ethnicity, sex, religious beliefs, ancestry, sexual orientation, gender identity, reproductive health decisions, national origin, age, physical or mental disability, pregnancy, military and veteran status, citizenship status, marital status, genetic information, height, weight, or any other status protected by federal, state, or local law. Black Pine Circle will afford equal employment opportunities to all qualified applicants, employees, and volunteers as to all terms and conditions of employment, including, without limitation, compensation, hiring, training, promotion, transfer, discipline, and termination. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this position.