



## **Upper School Math Teacher**

The Nueva School

San Mateo, CA

July 2026

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### **Position Description**

The Nueva School is seeking an experienced high school mathematics teacher to join their faculty on a full-time, permanent basis, commencing in July 2026. The ideal candidate will bring both breadth and depth to their mathematical interests and experiences. They will bring enthusiasm for teaching across the integrated core program while also contributing to areas of personal expertise or interest in advanced topics. Candidates will be excited to participate in curriculum development, research effective instructional design, and test and iterate effective assessment models.

Candidates should also have experience incorporating effective feedback for students into their teaching practice. The program is established yet still young, and it continues to evolve. Nueva seeking a teacher who is eager to engage in in-depth conversations about the way high school math is taught and assessed. They are seeking a teacher who can teach courses in our three-year integrated program (Math 1, 2, 3), requiring a deep and broad understanding of geometry, functions, number theory, computational thinking, data analysis, probability, and conceptual calculus. As a school serving gifted learners committed to an expansive electives program, many of the math electives offerings resemble undergraduate- and graduate-level courses.

Ideal candidates will bring expertise in one or more of the following fields: data analysis and probability, number theory, calculus and analysis, topology, computational thinking, information theory, combinatorics, differential equations, and mathematical logic. In addition to content expertise, the ideal candidate will be highly skilled at differentiated instruction and experienced with a variety of teaching approaches.

The candidate will have taught for several years at the high school and/or university level, and may have knowledge of more than one academic discipline, or a passion for building integrated, interdisciplinary programs of study. As they continue to systematize their Upper School program, Nueva seeks dedicated educators who are interested in collaborating with current faculty as partners in the ongoing design and implementation of Nueva's curriculum and programs.

The school seeks applicants who represent the full diversity of the Bay Area community. The ideal candidate will possess a deep appreciation for the diverse socioeconomic, racial, cultural,

disability, gender identity, sexual orientation, academic, and ethnic backgrounds present in the community. By joining the team at Nueva, you will become part of an inclusive, iterative, and equity-minded community that recognizes equity and social justice as a lens through which examine all aspects of the school community to ensure an educational experience where all students and colleagues can thrive. In deciding whether to apply for a position at Nueva, you are strongly encouraged to consider whether your values align with Nueva's Mission, Vision, and Values.

**Primary Responsibilities:**

- Develop and teach your courses expertly with the highest standards for each student
- Convey enthusiasm for intellectual inquiry and model lifelong learning
- Design instruction that emphasizes critical thinking and real-world problem solving
- Collaborate with colleagues in the development and execution of the curriculum
- Create hands-on, inquiry, and project-based learning experiences
- Collaborate effectively with students, parents, teachers, and administrators
- Model flexibility in implementing best learning practices
- Support the well-being of all students Demonstrate a commitment to social justice, equity, and inclusion through pedagogy and incorporate an anti-racist and anti-oppressive lens into teaching practice
- Cultivate and develop inclusive and equitable working relationships with students, faculty, staff, and community members.
- Demonstrate social and emotional intelligence and a willingness to hold multiple truths, including diverse perspectives and approaches
- Demonstrate interest and ability to serve as an advisor to students, lead student activities, serve as a club advisor, and contribute beyond the classroom to support school programs and activities
- Actively participate in other aspects of the student experience and school functioning: chaperoning trips and events, serving on committees, and developing new programs at the school
- Lead by example in your commitment to Nueva's mission: "Our school community inspires passion for lifelong learning, fosters social and emotional acuity, and develops the student's imaginative mind." Other duties as assigned.

**Qualifications Required:**

- Master's degree in Mathematics or a closely related field.
- Demonstrated mastery of mathematical content and the ability to teach concepts with depth and clarity.
- At least three years of successful teaching experience, preferably at the secondary and/or university level.
- Excellent oral and written communication skills, with the ability to make complex ideas accessible to diverse learners.
- A strong commitment to collaborative teaching, including integrating mathematics with other disciplines.
- Flexibility and creativity in a dynamic educational environment that values innovation, iteration, and learning from mistakes.
- Openness to feedback, reflection, and continuous professional growth, modeling lifelong learning in both pedagogy and subject matter.

### **Preferred Qualifications:**

- PhD in Mathematics or a closely related discipline.
- Experience teaching in an independent school, college-preparatory, or gifted-learner setting.
- Demonstrated success designing and teaching inquiry-based, conceptually rich, or interdisciplinary math curriculum. Experience working with students who have a range of learning profiles, including gifted learners.
- Interest in contributing to the broader school community beyond the classroom.

Encouraged to Apply: We encourage candidates who are excited about teaching mathematics to gifted learners in a collaborative, student-centered environment to apply, even if their experience does not perfectly align with every qualification listed. If you bring strong content knowledge, curiosity about how gifted students think and learn, and a commitment to engaging students in deep, joyful mathematical inquiry, we would welcome your application. We value educators who are reflective, intellectually playful, and eager to grow - teachers who see gifted education as an opportunity to foster complexity, creativity, and a lifelong love of learning.

### **Compensation and Benefits:**

The full-time equivalent salary range for this position is \$80,800 - \$166,000.

The starting salary is based on, but not limited to, several factors, including type and years of experience, education level, and expertise. The Nueva School offers a compensation and benefits package that includes fully paid medical, dental, vision, life insurance for employees, employer contribution toward dependent insurance premiums, a generous match on their retirement plan, long-term disability insurance, flexible spending account, and free lunch. Eligibility rules must be met.

### **To Apply:**

Interested and qualified candidates must submit a resume and cover letter expressing interest in this particular position to Beth McArdle ([beth.mcardle@carneysandoe.com](mailto:beth.mcardle@carneysandoe.com)) and Quentin Doggett ([quentin.doggett@carneysandoe.com](mailto:quentin.doggett@carneysandoe.com)). *Please do not contact the school directly.*

