

Upper School Math Teacher

We are looking for skilled and collaborative educators with the passion, commitment, and ability to help each of our students learn deeply and feel seen, heard, and valued.

The ideal candidate for any teaching position at Hawken School Upper School:

- Believes in [Hawken's purpose, promise, and principles](#)
- Builds strong, supportive relationships with students and colleagues
- Thrives on a team
- Leans into all opportunities to collaborate with colleagues and with students
- Is reflective and thoughtful about their practice, seeks feedback, and is excited to grow as a teacher and curriculum designer
- Designs and facilitates learning in a way that supports students with learning deeply and sharing their learning through high-quality work, discussions, presentations, and other forms of assessment
- Has experience working in a diverse community and is committed to the ideals of diversity, equity, inclusion, and justice
- Creates learning experiences for and with students that students remember

THE POSITION

Hawken School is seeking a full-time Math Teacher for the 2025–2026 school year. The Hawken math curriculum features a core sequence of Algebra 1, Geometry, Algebra 2, Precalculus, and Calculus, and further college-level courses for accelerated students, including AP courses, multivariable calculus, linear algebra, and more. Students also engage in three-week Intensive courses: hands-on deep dives into topics such as financial math, electoral math, non-Euclidean geometry, cryptology, experimental psychology, game theory, and the history of mathematics. Development of new Intensives that respond to the requests of our students is one goal of the department.

ESSENTIAL DUTIES/RESPONSIBILITIES

- Capable of teaching Calculus, and ideally any math course we offer
- Support math students in developing deep conceptual understanding, procedural fluency, and problem-solving skills through effective unit, lesson, and task design, as well as effective facilitation of mathematical thinking and discourse
- Teach in ways that support students with developing more positive mathematical identities and more excitement about sharing their mathematical thinking and reasoning
- Meet students where they are, differentiating or personalizing instruction to ensure each student is supported and challenged
- Collaborate with colleagues to design/refine curriculum and support one another's practice
- Utilize feedback-based assessment aligned with clearly-articulated learning outcomes

- Co-design interdisciplinary learning opportunities with students and colleagues that are beyond the traditional boundaries of mathematics study
- Coach or lead at least one significant co-curricular activity within the Upper School
- Advise a group of 10-12 students, providing support and guidance as they journey through high school towards graduation
- Use technology as appropriate to support student engagement, including Canvas (Learning Management System) and Microsoft Outlook, and other resources like Microsoft OneNote, Desmos, and TI-NSpire handheld calculators
- Be available during office hours to offer extra help in subject areas of expertise
- Perform other non-teaching duties as assigned by the Upper School Director or Head of School

Because Hawken believes in supporting teachers' passions, in deepening their expertise, and in fueling their spirit of innovation, we provide substantive professional development opportunities that lead to the kinds of excellence that are a hallmark of our community.

QUALIFICATIONS

- Bachelor's degree in Mathematics or a related field is required; a Master's degree and at least 3-5 years of teaching experience is preferred
- Enthusiasm for teaching and learning, flexibility, and a team spirit necessary for curricular collaboration and innovation
- A deep understanding of adolescence and a passion for working with teenagers as they engage the complex issues of today's world
- Knowledge about, or openness to learning about, approaches to math pedagogy that prioritize students' construction of deep and robust conceptual understanding through productive struggle and mathematical discourse
- Familiarity with diverse ways of engaging students with a range of learning needs, enhanced by a desire to try new approaches
- Interest in and experience with helping students develop positive mathematical identities
- A passion for creatively designing unique programming within our department and across disciplines to support curriculum that encompasses interdisciplinary approaches, multicultural perspectives, and experiential opportunities in and out of the classroom
- A continuous commitment to improving teaching proficiency

HAWKEN CANDIDATE COMPETENCIES

Mission, Culture, and Philosophy Alignment: Successful candidates show they can thrive at Hawken and are highly motivated by the school's mission.

Fair Play: Diversity, Equity, Inclusion & Justice: Successful candidates indicate a commitment to and have experience with serving students and communities equitably.

Relationship Building and Cultivation: Successful candidates show they can build relationships throughout the Hawken community.

Content Knowledge: Successful candidates demonstrate depth in content area knowledge as well as an ability to inspire students to a high level of excellence and challenge and take a student-centered approach to all aspects of their work.

Humility and Growth Mindset: Successful candidates are eager to learn new approaches and methods and be able to team effectively with others.

Approach to Work: Successful candidates show initiative and agency with a commitment toward feedback and flexible problem-solving.

THE SCHOOL

Founded on the ideal that “the better self shall prevail and each generation introduce its successor to a higher plane of life,” Hawken School is a coeducational independent day school with 1,600 students in toddler through grade 12. Our four campuses are located within 25 minutes of downtown Cleveland, and an urban extension center in the city’s museum district provides a demanding and integrated course of study in a diverse and dynamic environment.

To learn more about us, visit www.hawken.edu.

HOW TO APPLY: Please send a resume, references, and a cover letter to Matt Simon at upperschoolemployment@hawken.edu.

Hawken School is an equal-opportunity employer dedicated to promoting all forms of diversity in the workplace and in our student body. We strongly urge all qualified individuals to apply.