



The Opportunity:

Middle & High School Mathematics Teacher + STEM-based or other interest-based electives

About Tremont School:

Tremont School is a small non-profit independent day school for grades 6-12 and post graduates located in Concord, MA. Tremont's mission is *to provide an innovative approach to education that (re)ignites a passion for learning, honors and embraces students' individuality, and empowers them to be critical thinkers and compassionate citizens*. Tremont's core values are trust, connections, and independence.

Core Beliefs

- Strong communities are built on a foundation of respect for diversity.
- An inclusive and affirming community — one that honors the full spectrum of student identity, including race, culture, gender, neurodiversity, and more — is both an educational and moral imperative.
- Tremont is a highly relational school and collaboration among students, teachers, parents, and the community is paramount.
- Students thrive when they feel connected to what they are learning and contribute to a community.
- Teaching can be personalized, just as learning is.
- The richest learning environment integrates the physical, social, emotional and cognitive lives of young people.

Elements of Tremont's evidence-based school design

- Developmentally appropriate, competency-based multi-age classrooms
- A humanistic approach, equally balancing students' social, emotional and academic development
- Competency-based learning: all students in the school are working toward mastery of a common set of academic skills and interdisciplinary competencies
- Narrative feedback and Portfolio assessment (no letter or number grades)
- Living Curriculum: learning driven in-part by student interests and curiosities, not by static content
- Interdisciplinary, authentic learning experiences

Our Work Environment:

- **Tight-Knit & Collaborative:** Our small team works closely together, supporting each other and wearing many hats.
- **Student-Centered, Mission-Focused & Supportive:** We are united by our commitment to students and to each other. We are all present in the daily life of the school.

By the numbers:

- Overall student to adult ratio is 4:1
- Middle School classes are no larger than 8 students, High School classes are no larger than 12 students
- Total Enrollment is 50 (20 middle school, 30 high school)

- 36% of students receive tuition assistance
- Students come from 25+ communities in and around Boston and Metrowest
- Over 90% of graduates go on to post-secondary education
- 100% of students who apply to college are accepted at a first-choice university

Who you are: You are an outstanding mathematics educator with deep subject knowledge, a collaborative spirit, interdisciplinary experience, and a desire to connect with each student's interests. You are an experienced educator who believes in the power of education, as well as stretching students' capacities, to transform lives. You bring a strong educational background, a neuroaffirming and gender-affirming lens, appreciation of neurodivergent adolescents, a sense of humor and a collaborative spirit, including viewing parents as partners. This is an exciting opportunity for a skilled instructor to utilize their ideas, passions and experience to create a learning environment where all students thrive.

What you will do:

The Middle School and early High School Mathematics Teacher is an important member of our team, serving both middle and high school students, primarily teaching integrated mathematics courses, and encouraging interdisciplinary opportunities in collaboration with other faculty members. The successful candidate will have a unique opportunity to contribute to an integrated math program that encourages creativity, builds confidence, and fosters compassionate and thoughtful engagement in the world around us. We are interested in applicants with broad capacity to guide and teach various Mathematics courses as part of a collaborative and supportive team. We serve students with a range of interests and achievement, some of whom need additional support while others take advanced courses on campus or at a local college. Our diverse student body is part of what makes the Tremont experience one that fosters independence, connection, and trust.

At Tremont School, we use a Living Curriculum approach that combines student-directed learning with teacher-guided, project-based, thematic curriculum. Our students and teachers learn together in a civic-minded community that values friendships and intellectual curiosity. Tremont is a research-based innovative school and seeks candidates who appreciate and want to be part of a dynamic learning environment that emphasizes expertise in *learning how to learn* over content learning, and approaches curriculum as dynamic, changeable, and responsive to what is relevant. Tremont is an inclusive school community and creates a warm learning environment for all students, regardless of race, religion, color, ethnicity, sexual orientation, gender identity, or economic background.

As the Tremont School curriculum is dynamic and changing, each educator, including the Mathematics Teacher, has a high level of responsibility for contributions to the always evolving curriculum of the school. Most educators also serve as an Advisor and are required to participate in designated trainings.

Qualifications:

- A strong commitment to Tremont School's mission and vision
- Highly energetic and motivated individual
- A sense of humor, an optimistic outlook, a love of kids, an open mind and a desire to make a difference in an innovative school
- Ability to thrive in a dynamic and flexible environment
- Strong team player and collaborator

- Experience with project-based, thematic, and integrated learning within Mathematics
- Experience working with students with neurodivergent students
- Experience implementing diverse and innovative assessment strategies
- An ability to discern students strengths and challenges; to build on strengths and to support challenges to help move students toward thoughtful self-determination
- An ability to assist learners in finding learning paths that build upon their passions and interests
- Willingness to value and incorporate student perspectives when addressing challenges
- Bachelor's degree required, graduate degree preferred

Salary and benefits commensurate with experience.

Benefits:

- 401(k)
- 401(k) matching
- Dental insurance
- Health insurance
- Paid time off
- Parental leave
- Professional development assistance

Tremont School is an equal opportunity employer and does not discriminate on the basis of race, creed, age, color, sex, sexual orientation, gender identity or expression, marital status, national origin, ancestry, present or past history of mental disability, intellectual disability, learning disability, physical disability, including, but not limited to, blindness, status as a veteran, or any other classification protected by state or federal law in its employment, admissions practices, or access to programs or activities, in accordance with Title IX, Section 504 of the Rehabilitation Act of 1973, Title VII, the American Disabilities Act, the Age Discrimination in Employment Act, and other applicable federal and state law. Retaliation against anyone complaining of discrimination is strictly prohibited. If an applicant requires assistance, or a reasonable accommodation, to apply, please contact Tremont School at (781) 235-4805.

Research shows that underrepresented groups apply to jobs only if they meet 100% of the qualifications. Tremont School believes that no one ever meets 100% of the qualifications and we look forward to your application.

To apply, please send your cover letter, resume and the contact information for three professional references (references will not be contacted without the candidate's permission) to our Director of Finance at anan@tremontschool.org.