



# Primary School Teacher (1st-3rd)

## Job Description

Are you an experienced, imaginative, and collaborative educator who believes in progressive gifted education? Do you enjoy creating meaningful learning experiences, and being part of a diverse, supportive and talented community? If so, please consider joining our team at Tessellations. We are currently accepting applications for full-time Primary School Teachers in 1st, 2nd and 3rd grades to start in August 2026. Competitive salary and full benefits available.

Tessellations is a modern, innovative PreK-8th non-profit school for gifted learners based in Cupertino, CA. Our mission is to provide challenging experiential education that recognizes and nurtures the individual strengths of gifted learners, empowering them to confidently express who they are, pursue a meaningful life, and advance an equitable and sustainable world.

At Tessellations, community is a core value. A strong community was instrumental in launching our school during the pandemic and has facilitated our rapid growth and success since then. Our team consists of passionate, qualified and dedicated staff from diverse backgrounds and includes a nationally renowned gifted expert. We believe that it is time to open a new chapter in 21st century gifted education by forging a model that fosters a cultural ecosystem within the school that promotes innovative thinking and intellectual risk taking. Moving on from an antiquated model born during the industrial revolution, we favor transferable skills over compliance and rote memorization, and collaboration over competition. We believe that assessments should function as guidance for depth and complexity of learning rather than for judgment or sorting.

## Primary Responsibilities

- Work with a teaching team to shape elementary school educational experience
- Support the growth and development of the whole child.
- Create and foster a safe and supportive learning environment for all students
- Develop and implement lessons and enriching experiences for thematic project-based curriculum that integrates English Language Arts, Social Studies, Art, and Science
- Develop students' competencies for writing and literacy skills, as well as humanities and science content knowledge, in line with school and state standards
- Use provided curriculum to inform planning of Math and Literacy instruction
- Plan and organize immersion events, fieldwork, guest speakers, and overnight trips

- Differentiate instruction, lessons, and activities to the intellectual, physical, and social-emotional needs of students as they arise
- Maintain organizational systems in physical and digital space
- Regularly use and document multiple forms of assessment to gauge student learning and inform next steps in teaching
- Write newsletters and report cards
- Hold family conferences twice a year, and communicate with families both digitally and through family-teacher meetings as needed to support student learning
- Attend and supervise students during overnight grade-band camping trips
- Complete other duties and responsibilities as required to ensure student safety and educational instruction

### **Collaborative Professionalism**

- Utilize curiosity, questions, respect, and empathy in community conversations
- Use school resources, collaborate with colleagues, and seek out opportunities for professional development to ensure execution of educational programming, support of student learning, and growth as an educator
- Conduct action research and/or try new strategies and approaches to improve educational practices and curriculum development
- Be proactive in serving the community (such as picking up trash, supporting a colleague, volunteering to help cover an emergency absence etc.)
- Ensure proper supervision of all students under your care

## Requirements

- Bachelor's degree or equivalent experience
- Prior elementary school (or related) teaching experience
- Passing a criminal background check upon hire
- Proficiency with technology (GSuite in particular)
- Strong verbal and written communication skills
- Social-emotional teaching experience
- Curriculum development experience
- Familiarity with and commitment to diversity, equity and inclusion practices
- Openness and flexibility in designing improved learning experiences
- Values collegial collaboration and individual improvement
- Enthusiastic life-long learner

## Bonus Points

- Experience teaching grades 1-5
- Experience teaching gifted learners
- Experience teaching twice-exceptional learners
- Master's degree

# Compensation

Salary range: \$77,000 - \$110,000

Benefits include medical, dental, vision, life, short-term disability, 401(k), flexible spending account, paid time off, holidays, and school breaks.

## To Apply

Please submit a cover letter and resume to [careers@tessellations.school](mailto:careers@tessellations.school). For more information about our school, visit <http://www.tessellations.school>.

*Tessellations is an Equal Opportunity Employer — we do not discriminate against any employee or job applicant on the bases of race, color, gender, national origin, age, religion, creed, disability, sex, or reproductive health decision making.*