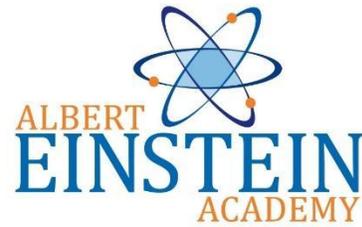


Opportunity Statement

Head of School

Albert Einstein Academy
Wilmington, DE



About the Albert Einstein Academy

Albert Einstein Academy opened its doors in Wilmington, Delaware in 1969. As the sole Jewish Day School in Delaware it attracts students from across the state and surrounding areas in the Brandywine Valley including Southeastern Pennsylvania and New Jersey.

The mission of Albert Einstein Academy is to educate students (K-5) with a challenging, integrated curriculum of general and Judaic studies in a nurturing environment that fosters inquisitive learners, critical thinkers, and dynamic leaders.

With recent annual enrollment of ~30-40 students, Einstein is a community school, embracing families of all denominations of Judaism as well as non-Jewish families (who make up about a quarter of our student body). Families are attracted to the school's strong commitment to its mission, the strength of the program, and the supportive and nurturing environment that develops the whole student.

A low student-teacher ratio and a faculty composed of both veteran and newer teachers (5 full-time, 3 part-time) combine to create a vibrant, collegial and family-like atmosphere at the school. The Head of School is well-supported by a half-time Director of Development, a half-time office/business manager, and an administrative assistant whose varied tasks include communication, marketing, and assisting with admissions.

The school has a comprehensive, rich, and rigorous program. The Jewish programming spans Judaics, Hebrew language (using the iTalAm program), celebrations of holidays and culture, and Jewish values.

The school strives to keep its curriculum current, aligned to both educational research and best practices, including the recent adoption of Singapore (Dimensions) Math and Second Step for social-emotional learning. For language arts, most classes use Readers & Writers (Lucy Caulkins) workshop. The arts play a key role, with classes in art and music, a beloved theater program, Israeli dancing, and integration of the arts across subjects.

Our classrooms are structured in both single-grade and multi-age classrooms, with learning often occurring in small groups based on interest and level. We have begun to implement Project-Based Learning as a hallmark of Einstein's approach, and aspire to more fully implement it in the coming years. PBL leverages and builds upon our present methods where students are able to connect to real-world topics with hands-on learning and an emphasis on creativity, critical thinking, and student participation in decision making.

We share a campus with the Siegel Jewish Community Center (additional details on campus/facility can be found below), are a beneficiary agency of the Jewish Federation of Delaware (JFD), and maintain close ties with our fellow JFD agencies. For more information, please visit www.EinsteinDay.org.

Head of School position

As Einstein's chief executive officer and senior educational leader, the Head of School plays a critical role in driving Einstein's growth and continued success. The Head of School leads Einstein's day-to-day operations and serves as the school's public face with the community and key stakeholders. Dynamic leadership, strategic vision, community engagement, passion for education, and commitment to Jewish values and traditions are all important attributes. The Head of School manages and develops Einstein's faculty and staff, works closely with the Board of Trustees to design and pursue Einstein's strategic priorities and ensure its financial health, and will be entrusted by the Board with the resources necessary to achieve those objectives.

The Head of School's primary mandates are to elevate the excellence of its educational program, drive Einstein's growth by expanding the size of its student body, and broaden its donor base. In pursuit of these objectives, key areas of focus for the Head of School include marketing Einstein's tremendous value, working to enhance that value, and engaging stakeholders to build connections and sustain robust support and partnership.

The Head of School will guide Einstein's academic and programmatic excellence, leveraging a strong educational background and passion for Jewish elementary education to ensure that Einstein's curriculum and teaching methods are first-rate and that Einstein's students receive the personalized instruction and support they require. The Head of School is instrumental in setting Einstein's culture, particularly in engendering a lifelong commitment to Jewish values and traditions, and nurturing the well-rounded development of our students into those who "Learn. Think. Lead."

Responsibilities of the role

The Head of School has three primary areas of responsibility at Einstein: (1) leading school growth; (2) elevating academic and programmatic excellence; and (3) ensuring effective administration of faculty, staff and school resources.

Growth

- Lead and oversee marketing, public relations and development, with a focus on building the brand, enhancing reputation, growing enrollment, and broadening the donor base
- Continue to improve and execute upon Einstein's Strategic Marketing/Recruitment Plan, to generate interest and inquiries, and driving an effective recruitment and admissions process to convert those inquiries into enrollments
- Act as the chief fundraiser, working with our development director, committee and staff on cultivating donors and enhancing the school's financial resources
- Work in partnership with the Board of Trustees to manifest and refine Einstein's mission and strategic future; embody and articulate that mission to all constituencies including students, faculty and staff, parents, alumni, donors and the broader community
- Develop strong relationships with internal and external stakeholders of the school, work cooperatively with other Jewish institutions throughout the area and participate in community-wide strategic initiatives

Academic and programmatic excellence

- Provide leadership in shaping the school's programs (general studies, Judaics, and extracurricular offerings) including integration of project-based learning, multi-age classrooms, personalized learning, and planning and implementing curriculum changes as required
- Ensure that the school's commitment to academic excellence is well executed and, ideally, differentiated with respect to local alternatives
- Attentive to the voice/perspective of parents and students, always seeking to be responsive to feedback and improve upon the program as appropriate
- Understand educational trends and the local and regional educational landscape; ensure adherence to best practices and consider guidance from national and State of Delaware and Middle States Association Commissions on Elementary and Secondary Schools (the school's accrediting agency)

Effective administration of faculty, staff and school resources

- Attract, select, hire, retain, develop and evaluate talented and properly qualified faculty and staff
- Create and oversee a robust faculty evaluation and development program; cultivate a culture of professional development
- Supervise (and occasionally direct or execute projects around) the financial management, maintenance of the physical plant, strategic planning, marketing, admissions, recruiting, and fundraising efforts of the school; may also teach
- Work with the Board of Trustees to align on annual goals, then execute upon, track, and report progress against those goals

Qualifications

We are looking for a Head of School who is a proven educational leader, a strong administrator/manager, passionate about Jewish education and values, and delivering on Einstein's mission. This individual must possess the experience, skills, and personal competencies that prepare one for success in the role.

Experience and education

- A bachelor's degree in an education field or commensurate experience required; master's or doctorate degree preferred
- Proven success over at least 3 years as a senior educational administrator, ideally in a Jewish day school
- Demonstrated ability to supervise/manage/develop faculty and curriculum development, and lead transformation to new curricula and/or educational styles
- Familiarity with contemporary models of pedagogy and best educational practices; experience with multi-age classrooms and project-based learning preferred
- Knowledgeable and experienced in teaching and delivering Judaic studies and Hebrew language curriculum preferred
- Experience in fundraising, including running campaigns and donor solicitation from both individuals and foundations
- Ability to understand financial reports and manage expenses within the budget
- Experience working with a religiously diverse community, welcoming those of all faiths and backgrounds

Personal characteristics

- Passion for Jewish education, tradition, and values; able to tailor multi-denominationally
- Commitment to innovative teaching practices, rigorous academics, personalized learning, and pursuit of excellence/continuous improvement in all aspects of the program
- Energetic style, with a growth and improvement mentality; dedicated to goal delivery
- Excellent oral and written communication skills
- Demonstrated experience and savvy in marketing a school program
- High degree of emotional intelligence, natural comfort building relationships with diverse stakeholders
- Relates to, connects well with, and genuinely appreciates children; enjoys being a regular presence in the classroom
- Comfort with strategic, solution-based thinking, with decisions informed by data and varied input from stakeholders
- Collaborative management style, seeking out feedback, listens closely and empathetically, keen to receive and act on input
- Listens supportively, able to effectively address parent concerns and student challenges
- Approachable, honest, and sincere, with highest standards of ethics and integrity
- Works with flexibility, efficiency, enthusiasm, and diplomacy

About the greater Wilmington area

Greater Wilmington area

Wilmington, as Delaware's largest city, is often described as being “in the middle of the action” at the center of the Northeast Corridor, adjacent to Interstate 95 and easy driving distance to both Philadelphia and Baltimore.

Wilmington combines a sophisticated urban image with an old-fashioned hometown spirit. With a walkable downtown and recently renovated Riverfront district, it has become a popular place to live, dine and spend time outdoors. Located in the picturesque Brandywine River Valley, its natural beauty can be enjoyed in the many state parks and pristine trails that are located in and around the Wilmington area. You'll also find world class museums and cultural venues (including Longwood Gardens and Winterthur), access to nationally ranked sports teams, lively and unique performance venues and award-winning art galleries. As one of the country's oldest cities, home to many sites of great historical significance, and newly infused with a contemporary vibe owing to the newly renovated Downtown and Riverfront, Wilmington has been referred to as “one of the most cultured small towns in the United States.”

The area ranks high for its robust economy. It is anchored by sectors such as education, finance, government and healthcare, has a low cost of living and convenient access to quality health care as well as the several college and university campuses located here.

Considered an independent city in the Philadelphia metropolitan area (30 miles to the Northeast), Wilmington is one of the southernmost stops on Philadelphia's SEPTA rail line and easily accessible via I-95 and I-495, the twin-span Delaware memorial Bridge with direct access to new Jersey and less than two hours by car to many popular Delaware, Maryland and New Jersey beaches including Atlantic City.

Wilmington Jewish Community

Wilmington is home to a diverse, vibrant and close-knit Jewish community offering many opportunities for connection and involvement. As a mid-sized Jewish community, it features a robust coalition of Jewish professional and volunteer leaders who come together to collaborate and share ideas, challenges, and successes. Our population represents diverse levels of observance and the community's four synagogues, affiliated with the Orthodox, Conservative, Reform, and Reconstructionist movements, reflect that diversity. Also part of the Jewish fabric of Wilmington, Delaware, is a senior assisted living and retirement community, a Chabad center, and various beneficiary agencies of the Jewish Federation of Delaware (including Albert Einstein Academy).

Einstein is located in a wing of the Siegel Jewish Community Center and benefits from all of the center's amenities. Situated on a 32- acre campus, with an outdoor pool and recreation area, two regulation volleyball courts, picnic areas, tennis and basketball courts, outdoor auditorium,

campfire area and ¼ mile “j-loop” for exercise. Indoor facilities include a pool, auditorium, stage, gymnasium, studios, classrooms, and multipurpose rooms. The facilities also house Jewish Federation of Delaware’s offices, Jewish Family Services of Delaware, and the Early Childhood Center.

Wilmington’s hometown charm is extended to warmly greet and embrace newcomers to the community with ample opportunities for involvement and engagement at whatever level they choose.

To apply to become our next head of school please send a cover letter and resume to Amy Wasser, Senior Director Field Advancement at Prizmah, Center for Jewish Day Schools amyw@prizmah.org.