



Head of School Opportunity Statement

Community Day School
Pittsburgh, PA

CDS: What Makes Us Special

A unique opportunity to inspire Jewish life and learning in Pittsburgh

Since its founding in 1972, Community Day School (CDS) has welcomed and embraced Pittsburgh's socio-economically and culturally diverse Jewish families.

There is no other institution in Pittsburgh where nearly 200 families from across the spectrum of Jewish belief and practice engage in a deep, immersive experience with Jewish life and learning for 172 days a year. Nearly half of CDS families identify as unaffiliated with a denominational movement or synagogue, and many of our students come from interfaith families who look to CDS as their partner in raising Jewish children.

As the only Early Childhood through Grade 8 school of our kind in western Pennsylvania, we play a critical role in the sustainability of Jewish Pittsburgh and the future of the region at large, transforming the lives of our students today so they can make a positive difference in the world for generations to come.

Our role in Jewish Pittsburgh extends beyond our function as a school. CDS serves as a warm and inclusive community where families from diverse Jewish backgrounds, beliefs, and traditions can come together to learn and forge connections.

We believe in inspiring children to find joy and meaning in a vibrant Jewish life.

CDS students are immersed in Jewish values, teachings, and experiences that build confidence in their identity and connection to the land of Israel. At Community Day School, students do more than learn about Judaism—they live its rhythms and values every day. As our students grow in knowledge, they grow as people—finding their passions, embracing their Jewish identities, and preparing for successful and meaningful lives.

We believe in empowering students with the knowledge and passion to repair our world.

Community Day School graduates are resilient, compassionate, and courageous leaders and changemakers who are prepared to excel in high school and top colleges—and in life. As our world becomes more challenging and confusing, CDS prepares the next generation to not only successfully navigate but also shape the world in which they will live, as global citizens, and as Jews.

We believe in learning by doing

Harvesting garden vegetables, climbing Masada at sunrise, touring a Pittsburgh robotics start-up, organizing a Student Council conference, chasing a soccer ball, competing in a chess tournament, practicing mindful meditation—all of these activities and so many more are at the core of a CDS education.

We believe students thrive when they are part of something bigger than themselves

CDS students learn from a very young age that they matter in the school community and in the larger community. Our shvatim (tribes) are organized vertically so that every student from Early Childhood through Grade 8 becomes part of a multi-age cohort that comes together weekly for learning, singing, and playing. Students participate as CDS ambassadors and gain valuable leadership skills while “on the job”. And once they have attained the age of Mitzvah, students attend various community congregations as “Minyan Makers” and experience firsthand the joy and gratification that comes from contributing their voices and their skills in places where they are most needed and appreciated.

We act in accordance with Jewish values and are committed to:

- Torah (Learning): Providing quality education to as many Jewish children as possible
- Avodah (Prayer): Helping our children discover their own spirituality and relationship with God through ritual
- Gemilut Hasadim: Acts of loving kindness and ethical teaching
- Tikkun Olam: Repairing the world
- Derech Eretz (Manners – the way of the land): Respecting others
- Menschlichkeit: Being a person of good character
- K'lal Yisrael (People of Israel): Connecting with the Jewish people, the state of Israel, and our inclusive community

CDS Early Childhood Program

The Early Childhood Education program at CDS provides a warm and nurturing environment where children can learn and grow academically, socially, and emotionally while enjoying a vibrant Jewish experience.

Children (ages 3-5) are grouped developmentally rather than strictly by age. Our Early Childhood program is inspired by the practices of Reggio Emilia, a proven, well-researched model that has been shown to help children prepare for kindergarten—and for life. It envisions a world where all children are honored and respected for their potential, capabilities, and humanity. We empower our students to explore their curiosities in ways that make sense to them. All of these experiences occur in an environment that weaves together Jewish teachings and beliefs and organic exposure to Hebrew language.

Lower School (Kindergarten-Grade 3)

Lower School takes students along a path through hands-on exploration, creativity, technological experiences, engaging academics, and vital socio-emotional support. Being part of Community Day School also means being part of a vibrant, dynamic Jewish learning community, where kindness and "menschy" behavior are fundamental to our daily life.

Intermediate School (Grades 4-5)

Intermediate School forms a bridge between Lower School and Middle School. Providing nine- and ten-year-olds a place to grow into the students they are meant to become through the right balance of challenge and nurture. In Intermediate School, students improve their study skills, sense of responsibility, organization, and accountability. Students develop a "growth mindset," where they learn that you can become smarter by trying hard things, failing forward, and then trying them again with another strategy. Intentional opportunities guide children to become mensch-like leaders and "upstanders" who make our world a better place.

Middle School (Grades 6-8)

Standing up for your beliefs. Taking the lead and having an impact on your community. Learning from dedicated, passionate educators who teach to every child's highest potential. Challenging yourself academically, athletically, and creatively. Expanding your intellectual boundaries to find deeper meaning in knowledge. Understanding how Jewish life can connect, inspire, and empower. Discovering who you really are.

We've created a joyful educational environment that guides our students to become independent learners, organized time managers, and critical-thinking problem-solvers. Time and again, our alumni tell us that how and what they learned at CDS put them far ahead of their peers in high school, college, and beyond. And most importantly, our students become mensch-like leaders with the confidence and skills to make a positive difference in the world.

A Unique Opportunity: Community Day School's Next Head of School

Today, CDS has a unique and unparalleled opportunity—to build on its strong foundation and identify and pursue new ways to prepare students to engage in and shape the future as confident, thoughtful, proud Jewish young adults. Our next Head of School must understand the opportunities and challenges American Jewish life will present to our graduates as we approach the middle of the 21st Century, and must exhibit a passion for leading a Jewish Day School that addresses these opportunities and challenges.

We are seeking a dynamic and proven leader, a collaborative and supportive manager, a thoughtful change agent, a strong administrator, and a visionary who can contemplate a future that may look very different from our past. We welcome candidates from all professional backgrounds and experiences, with or without Jewish Day School experience. Candidates should be innovative and knowledgeable in current best educational practices, able to inspire and guide faculty and staff, attract new talent, and oversee day-to-day operations with skill, passion and a sense of humor.

Leadership Qualities:

- High emotional intelligence
- Expansive thinker and continuous learner with a vision to develop, advocate for and implement innovative strategies to advance our institution
- Dynamic, inspirational, and charismatic communicator with strong interpersonal, written, verbal and presentation skills, able to clearly articulate a vision and help others understand and support that vision
- Approachable, honest and sincere, with the highest standards of ethics and integrity
- Passionate about Jewish education, culture, tradition and values; confident applying and connecting Jewish principles and learnings to daily situations
- Committed to inspiring a special connection with ancient and modern Israel including age-appropriate inquiry and exploration into Israel's historic and current geopolitical realities
- Experience leading and managing organizational change and strategic planning
- Leads with compassion and consistency, modeling the values of kavod (respect) and kehilla (community) to students, employees, parents, donors and all school stakeholders
- Collaborative leader who listens actively, identifies strengths in others, and empowers staff and faculty to be continuous learners and grow their own leadership capabilities
- Display sound judgment and strong approach to decision making steeped in logic and facts. Proactively and effectively engage the expertise within the school's community to inform decision making when appropriate

Responsibilities Include:

School Community Leader

- Serve as the visionary leader, key spokesperson, and advocate for the school

- Lead and oversee marketing, public relations, and development efforts, with a focus on building the brand, enhancing reputation and growing enrollment
- Partner with the Board of Trustees to refine CDS's mission and strategic vision; embody and articulate that mission to all constituencies including students, faculty and staff, parents, alumni, donors and the broader community
- Collaborate with the educational leadership to ensure the school's commitment to academic excellence is well executed and clearly differentiated from local alternatives
- Oversee a systematic student recruitment and retention process
- Represent the school in its relations with state and federal agencies, and with educational organizations and accrediting agencies

Educational Leader

- Lead the development and implementation of all educational programs, in a way that aligns with, and advances, the school's mission, vision and values
- Support and guide the school's child-centered, constructivist-based curriculum
- Ensure the success of all students through the support of varied methods of instruction
- Create a culture that reinforces the school's values including: a love of learning, a passion for social responsibility, joyful Jewish , Jewish pluralism, a connection with Israel, a culture of kindness, and the creation of significant learning memories
- Deep knowledge of current best educational practices and innovative approaches to learning
- Curiosity and initiative to explore and plan for educational imperatives of the future
- Recognize the importance of communication in building community and take care to use words thoughtfully and with consideration. Effectively manage a team by listening actively, identifying strengths in others, and enabling teachers and staff in their own leadership capacities
- Embody a love of learning. Celebrate curiosity and inquiry. Empower staff and faculty to be continuous learners, to deliver superior programs and be part of a collaborative team that pursues excellence

Lead Administrator: Faculty and Staff

- Oversee all aspects of the life of the school, leading the team of professionals responsible for development, marketing, admissions, finance, operations, and educational administration
- Attract, select, hire, retain, develop and evaluate talented and properly qualified faculty and staff
- Cultivate future leadership of the school and make intentional investments to help them grow. Guide, motivate, and empower faculty and staff to grow professionally
- Supervise faculty and staff, setting clear expectations and standards for performance and holding employees accountable to deliver against them
- Promote a team spirit among faculty and staff in support of the school's mission
- Be entrepreneurial, act with a sense of ownership for the institution and its community, openly recognize potential problems and conflict, and take the necessary steps to resolve them in a way that ensures the school's continued success

Lead Administrator: Safety

- Maintain the highest standards in safety - whether physical, emotional or cyber - and regularly update and communicate protocols to the CDS community to instill confidence and a sense of personal and communal security
- Ensure the effective maintenance of the existing facilities and technology

Lead Administrator: Community Collaboration

- Collaborate with the Board of Trustees, its President, and its committees to carry out established school policies; attend meetings, prepare reports, maintain board records, and keep trustees informed on all aspects of the school's operation
- Collaborate with and seek guidance from the community in solving problems and shaping the future of the school and the local Jewish community
- Address and manage unplanned or unexpected situations by bringing in the appropriate people—both inside school and outside experts; communicate openly, provide transparency and leadership, and act with care and consideration

Fiscal Manager

- Lead fundraising and development, acting as the chief fundraiser, working to cultivate donors and enhance the school's financial resources
- Effectively manage the school's finances within the established budget
- Collaborate with the Board of Trustees and development team to increase the school's revenue and cultivate generous financial support of the school
- Make wise investments that improve the school and deliver superior learning to our students
- Make strategic organizational decisions while safeguarding the educational experience of the students

About Pittsburgh

Pittsburgh, often referred to as the "Steel City" or the "City of Bridges," has a rich cultural heritage, diverse population, thriving arts scene, and world-class museums. Pittsburgh is known for its strong sense of community, as residents rally together to support local businesses, sports teams, and charitable initiatives. Pittsburgh's world renowned hospitals and educational institutions, such as Carnegie Mellon University and the University of Pittsburgh, attract talented minds and foster innovation, contributing to its status as a global center for technology and research. Also bolstering Pittsburgh's international reputation is the fact that it features one of the most affordable housing markets in the world.

Nestled between two city parks and within minutes of everything Pittsburgh has to offer, Squirrel Hill is a walkable, calm neighborhood that boasts a commercial district with an array of locally-owned shops, boutiques, and restaurants. Its close proximity to Frick and Schenley Park makes it a haven for outdoor enthusiasts and nature lovers. Squirrel Hill is at the heart of Jewish life in Western Pennsylvania. It contains more than a quarter of Greater Pittsburgh's

Jewish population, and the small ten by five block radius of Jewish life within the neighborhood hosts nearly a dozen long-established synagogues and three day schools (Lubavitch and Orthodox, in addition to CDS).

Community Day School's next Head of School will have the rare opportunity to lead an institution that is a magnet, anchor, and hub for Jewish life and learning in one of the most stable and vibrant Jewish communities in the world.

To apply to become the next Head of School at Community Day School, please submit your resume and a cover letter to our search consultant, Amy Wasser, amyw@prizmah.org, Senior Director of Prizmah School Services at Prizmah: Center for Jewish Day Schools.