

# MIDDLE SCHOOL PRINCIPAL SEARCH

## CHARLES E. SMITH JEWISH DAY SCHOOL

Rockville, Maryland

[cesjds.org](http://cesjds.org)

Start Date: July 1, 2023



בית מדרש צוריאל



**Carney  
Sandoe**  
& ASSOCIATES

[CARNEYSANDOE.COM](http://CARNEYSANDOE.COM)

# Mission Statement

Charles E. Smith Jewish Day School delivers an exemplary and inspiring general and Jewish education.

## Purpose

To ensure a vibrant Jewish future.

## Vision

The growth of confident, compassionate thinkers who engage the world through Jewish values.

## At a Glance



Established  
**1965**



Enrollment JK-12  
**870**



Student-teacher ratio:  
**8:1**



Faculty with advanced degrees  
**81%**



Middle school faculty/staff  
**50+**



Financial aid awarded  
**\$6.2M**

Students in the Middle School: 180  
STEM electives across Grades 5-12: 28  
Middle School, JV, and Varsity Sports  
Teams: 33

Annual Arts Performances: 100+  
Clubs and organizations: 35+





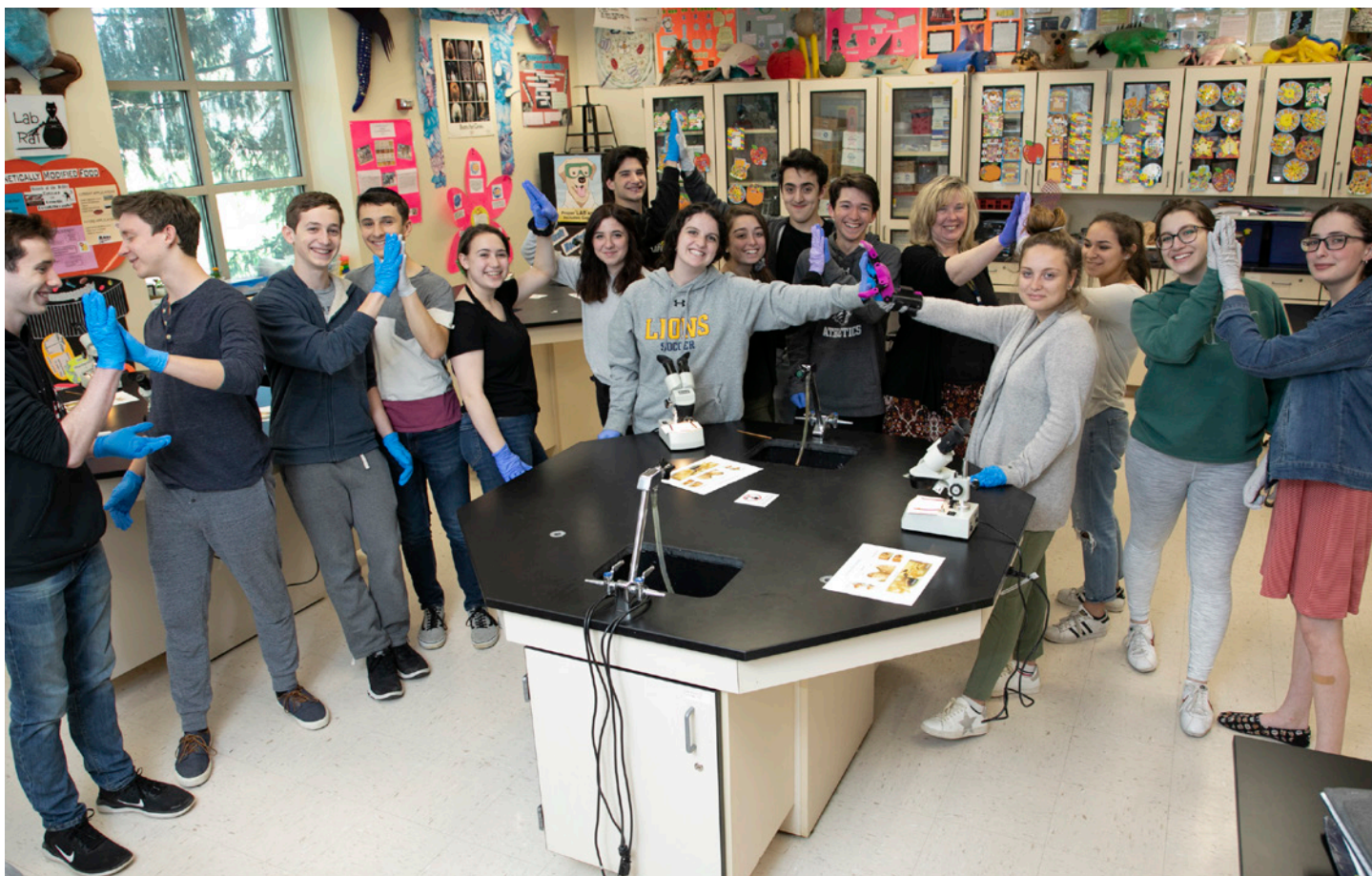
## Overview

Charles E. Smith Jewish Day School (CESJDS) is widely recognized as one of the leading Jewish day schools in the country. Situated in the attractive area of Rockville, MD, CESJDS is the only pluralistic Junior Kindergarten-Grade 12 community school in the Washington, D.C. area and has long been known for both the overall quality of its academic program, as well as instilling in generations of children knowledge and love of their Jewish heritage, values, customs, and culture, and a love and nuanced understanding of Israel. As outlined in the recent [strategic plan](#), CESJDS intends to build on its strong history and traditions by focusing on the evolving needs of the Jewish community, taking advantage of new and innovative forms of education, and making sure that the school remains financially sustainable.

CESJDS enrolls 870 students on two campuses. The Middle School (grades 6-8) is a division co-located on a campus with the High School (grades 9-12). There are approximately 180 students in the Middle School which enjoys an outstanding facility with a state-of-the-art technology infrastructure; advanced science and STEM; art, ceramics, and photography studios; a publications center; Beit Midrash; athletic facilities and weight room; and an auditorium/theater.

CESJDS is seeking an innovative, dynamic, and compassionate educator to lead a unique 21st Century Jewish Middle School program, starting July 1, 2023. The Middle School Principal is the instructional leader of the Middle School and has primary responsibility for carrying out the school's mission of providing an inspiring Jewish and general studies education for its students in an environment that celebrates Jewish identity, community, and values. The Principal will lead an outstanding faculty and have day-to-day responsibility for student life, maintaining educational standards, professional development, and ensuring excellence in curriculum, teaching, and learning. In addition to the Principal's day-to-day hands-on oversight of the division, they will have an important role in supporting outreach and recruiting efforts by "telling the JDS Middle School Story" and relating to prospective students and families.

The Middle School Principal will be a part of the school-wide leadership team and will participate in strategic planning, policy setting, budgeting, and institutional advancement. Reporting to the Head of School, he/she/they will be a caring, skilled, and experienced educator, capable of leading a division within a large, complex school and advancing the school's commitment to providing a rigorous, engaging, and supportive learning environment.



## Strengths of the Middle School

The new Principal will inherit an excellent middle school. Among the strengths are:

- A skilled and dedicated faculty who both teach and inspire students;
- A focus on both academic and social-emotional needs of students. A “whole child” emphasis. Collaborative Problem Solving is embedded in the program of the Middle School;
- A warm and nurturing environment where everyone knows and cares about everyone;
- Strong academics in both secular and Judaics subjects;
- An understanding of and a deep commitment to the unique needs of Middle School Students;
- A school and division that welcome Jews of all levels of practice and provides a safe and open environment for each child to find and express their own Jewish identity. JDS takes both pride and strength from its pluralism;
- Being co-located with the High School provides opportunities for middle school students to see role models in the older high school students;
- A culture that embraces innovation and a Head of School and a Board eager for the division to continue to be a creative leader in Jewish education;
- A genial, collegial, collaborative and supportive all-school leadership team of which the Middle School Principal will be a part;
- A division that is seen to be well run, organized and professional;
- An Assistant Principal who is very strong in Judaics, and a capable partner with the Principal in the daily running of the division.



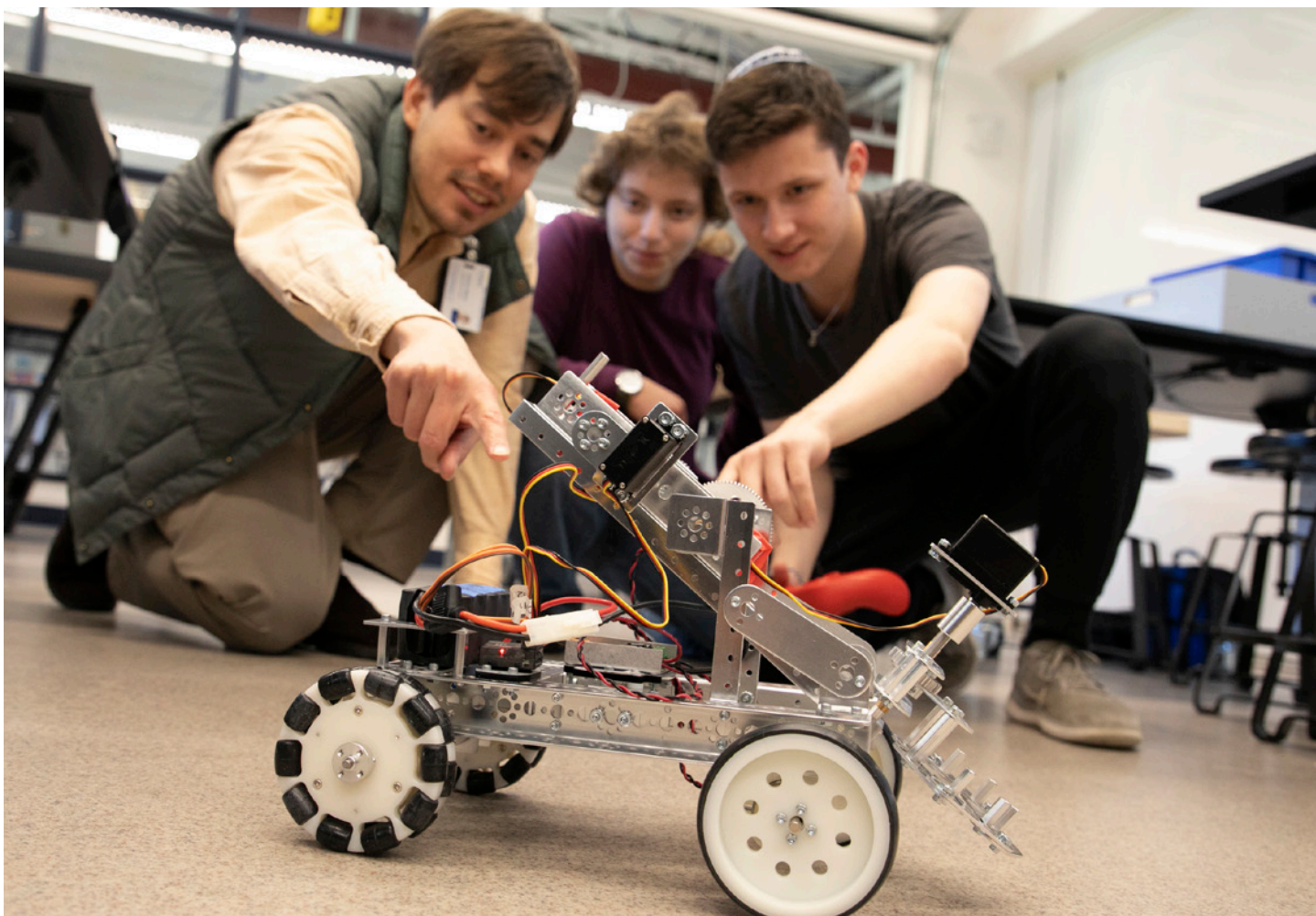


## Challenges and Opportunities

While the JDS Middle School is already excellent, there is a strong desire for continuous improvement. Among the particular areas where the new Principal can have impact are:

- It is important to continuously strive for excellence in secular academics; in Jewish academics, values and culture; and on strong social-emotional-learning. Strong academics are key to successfully competing against other strong independent schools.
- Middle School education is evolving and the Principal will be expected to support effective and innovative approaches to serving this special population of students.
- Attracting, and retaining the excellent faculty is ongoing work and the Principal will be expected to be empowering, provide professional development and assure the positive, supportive culture and work environment that the best teachers deserve.
- Given the diversity that is a strength of the school, it is ongoing work to balance the different viewpoints and needs of students and families from across the religious, socio-economic, ethnicity and learning-styles backgrounds of the students, while assuring that all students can feel safe and respected expressing their opinions and identity.
- JDS proudly provides strong learning support for students who need it, and it is important that the school continues to meet the needs of students who may need support as well as students who need extra challenge and rigor.
- There are opportunities to take greater advantage of high school students as mentors and role models for the MS students.





## Responsibilities

- Overall responsibility for the day-to-day operations of the Middle School.
- Work collaboratively with the school-wide leadership team and the High School Principal and Lower School Principal to envision and implement, based upon research and best practice, an innovative, cutting-edge Middle School program that is developmentally and pedagogically appropriate for 6th through 8th grade students in a Jewish day school.
- Participate in the recruitment, hiring, training, assignment, and supervision of faculty.
- Foster an atmosphere of creativity, collaboration, and innovation.
- Ensure that the Middle School program meets the needs of a diverse array of learners.
- Demonstrate a level of expertise and comfort with educational technology so as to provide leadership in ensuring that technology is integrated into the learning experience.
- Work collaboratively to oversee a robust Middle School co-curricular program in athletics, the arts, STEM, community service, and clubs.
- Work together with the administration and faculty to ensure consistency in setting, managing, and monitoring the JK-12 curriculum and expectations for academic achievement and social and emotional development.
- Take an active role in the recruitment, admission, and retention of students.
- Be active in marketing the school and its programs to the wider community.



## Qualifications and Personal Attributes

The successful candidate will have:

- An advanced degree in Education, Educational Administration, Jewish Education or a related field.
- While prior experience with Judaics curriculum and programming is desirable, it is not required.
- Demonstrated knowledge, understanding, and an ability to connect with Middle School students on an academic and social emotional level.
- Both teaching and administrative experience.
- Demonstrated expertise and ability to provide leadership in teaching and learning, including experiential and social-emotional education.
- Experience with mentoring, supervision, and evaluation to develop, motivate, and monitor staff and to hold them accountable.
- Excellent organizational skills.
- The ability to build and maintain the commitment and enthusiasm of students, parents, and faculty.
- Outstanding oral and written communication and problem-solving skills.
- The ability to lead and navigate well in a pluralistic Jewish learning community.

The Charles E. Smith Jewish Day School is an equal opportunity employer. The school evaluates all applicants without unlawful consideration of race, color, age, religion, gender, marital status, disability, veteran status or any other characteristic protected by applicable law.



# Learn More

Click on the links below to learn more about Charles E. Smith Jewish Day School.

[School Website](#)

[Diversity and Inclusion](#)

[School History](#)

[Portrait of a Graduate](#)

[Core Values](#)

[Jewish Life](#)

[Strategic Plan](#)

[About Rockville, Maryland](#)

[Virtual Campus Tours](#)



## To Apply

Interested and qualified candidates should submit electronically in one email and as separate documents (preferably PDFs) the following materials:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- A one-page statement of experience with and philosophy of pluralistic Jewish Middle School education;
- A list of five professional references with name, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

### **Skip Kotkins**

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