

PEDAGOGICAL DIRECTOR SEARCH

THE WALDORF SCHOOL OF SAN DIEGO

San Diego, California

waldorfsandiego.org

Start Date: July 2026



Overview

The Waldorf School of San Diego (WSSD) offers Pre-K through 12th grade Waldorf education across two campuses in the heart of an innovative city and beautiful landscape. Founded in 1981, WSSD has been serving San Diego and the greater community for over 40 years. Families come from as far as Oceanside to the north, Tijuana to the south, and the rural community of Alpine to the east.

WSSD's campuses provide serene and natural environments conducive to learning and exploration. The 5-acre lower school campus is located in a hillside neighborhood within the urban setting of City Heights. From the lushness of the schoolyard, students can see Mexico and the Pacific Ocean to the southwest and a panorama of mountains to the east. The lower school facilities include three major buildings, playing fields, and a beautiful garden classroom. There is a large auditorium where they hold Eurythmy, musical, and theater performances and other assemblies throughout the year. In the fall of 2025, the high school relocated to a site in nearby La Mesa with newly remodeled classrooms, a large auditorium for plays and performances, and plentiful outdoor space.

At WSSD, the educational approach acknowledges the fundamental idea that children exhibit distinct learning patterns at different developmental stages. They instruct in approaches that resonate deeply with the evolving needs of the growing individual, and the curriculum nurtures the innate capabilities of students. The foundation and focus of Waldorf education is the development of the whole human being. This is guided by an understanding of human development as elaborated by Rudolf Steiner. The pace, priorities, and practices of the full curriculum, Early Childhood through High School, grow out of this foundation.

Within vibrant and dynamic classrooms, students at WSSD engage with conventional academic subjects through unique and proven teaching methodologies that cater to their cognitive, physical, emotional, and spiritual growth. By involving the head, hands, and heart, an intrinsic passion for learning is cultivated. Each student actively participates in all areas of study. Our high school students graduate with a high level of moral maturity and self-esteem, a balanced perspective on life, and a deep interest in serving and bettering the world around them.

WSSD looks forward to welcoming its new Pedagogical Director with a start date of July 2026.



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

To awaken each student's capacity for love of learning, independent thinking, and heartfelt service to the world.

Guiding Principles

1. We honor the development of the human being, as articulated by Rudolf Steiner, seeking to cultivate the full potential of each individual's capacities and to support the unfolding of their destinies.
2. We hold love as our primary impulse to guide each student as they face life's challenges and bring forth their unique gifts in service to the world.
3. The image of the human being as a spiritual being informs every aspect of our school.
4. We design our curriculum to engage each student by integrating thinking, feeling, and willing, preparing them to meet the world with reverence, curiosity, and purpose.
5. We dedicate ourselves to the intentional growth of our teaching practices and pedagogical methods, with the aim of nurturing a genuine and enduring love of learning.
6. We foster an inclusive, respectful, and welcoming community for all members of WSSD.
7. In moments of stillness and attentive listening, we discover something greater than ourselves. Through observation and quiet presence, we cultivate reverence for all life and strengthen our human connection to the natural world. This deepened awareness calls us to responsible action—to nurture, protect, serve, and learn.
8. As a community, we work in partnership with one another to uphold the principles of respect, honesty, responsibility, courage, and compassion.

Strengths of WSSD

Among many strengths, the new Director of Pedagogy will find:

- a warm and welcoming team of experienced and dedicated teachers and administrative staff.
- a joyful and energetic student body full of curiosity, laughter, and imagination.
- a thoughtful and supportive community of parents who serve the school with their talents, time, and resources.
- a wise and engaged Board of Trustees who actively supports the school in short and long term planning and sustainability.
- a campus and facilities well suited for Waldorf's experiential approach to learning with buildings and classrooms woven between serene outdoor spaces.
- a school community united by a shared deep commitment to the education of our children.

Key Opportunities and Challenges

Like many Waldorf schools, we are in the midst of a period of transition and renewal. This offers a unique opportunity for us to re-enliven our community and reaffirm our commitment to the values that have guided us since our school began over 40 years ago. We are boldly envisioning ways to grow our middle and high school programs, enhance the curriculum, and strengthen our internal faculty leadership, all to better serve the students and the broader educational environment.

The Position

As the heart of the school's educational philosophy, the Pedagogical Director (PD) plays a pivotal role in guiding the faculty, fostering professional development, and ensuring the continued evolution of curriculum in alignment with Waldorf principles. The PD works closely with a dedicated and nurturing team of educators to create a dynamic learning environment that honors the unique potential of each child. The PD also plays an important role in supporting an inclusive and community-oriented environment at the school.

The Pedagogical Director works within a collaborative governance structure that includes the Administrative Director, the Board of Trustees, the Pedagogical Group (PG), and active and engaged faculty and parent leadership. The PD and the Administrative Director work in partnership to guide the important daily and long term operations of the school. These two Directors plus the Chair of the Board of Trustees comprise the Leadership Council (LC). LC is a collaborative group where each member brings the perspective of their area while making decisions that serve the best interests of the whole community. LC meets weekly to promote clear communication, shared responsibility and thoughtful collaboration to help the school thrive as a unified and purposeful organization.

Key Responsibilities

- Guide the school's pedagogical approach, ensuring it remains true to Waldorf education principles.
- Hold the school's Anthroposophical studies, ensuring the impulse is considered in all aspects of the school's work.
- Cultivate a strong school culture focused on empathy and creativity and the well-being of every child.
- Support admissions, recruiting, retention, and fundraising efforts as a passionate, compelling and articulate face of the school extolling the value and values of a Waldorf Education.
- Collaborate with parents, faculty, and administration to create an inclusive, community-oriented environment.
- Lead, mentor, train and evaluate our talented teaching staff, fostering a supportive and collaborative atmosphere.
- Engage in critical conversations, give consistent feedback, and be open to and reflective of feedback to create a culture of accountability and continuous improvement for teachers.
- Support the growth of faculty through opportunities for personal and professional development and ongoing reflection.
- Participate in PG and as a representative on LC.
- Participate in faculty committees as needed as a representative of LC.
- Serve as an Advisor on the Board of Trustees and lead monthly anthroposophical study at the board meetings.
- Serve as a liaison and advisor at early childhood, grades, high school and faculty leadership meetings.
- Support the school in maintaining active accreditation through AWSNA and WASC, including overseeing self-study and reporting requirements.
- Provide parent and caregiver support and education on the principles of Waldorf education through regular communications, meetings and enrichment programming.
- Ensure annual student reports are appropriate and timely.
- Ensure students meet set curricular goals and ensure that Student Support Plans are in place for students with diverse learning and educational needs.

Qualifications

- Completed Waldorf teacher training and advanced training in the areas of leadership and administration.
- Five or more years of Waldorf classroom teaching.
- Held roles in leadership and mentoring within a Waldorf school.
- Demonstrated experience leading and supporting and holding accountable faculty in a Waldorf school.
- Has had experience in educational administration including budgeting, scheduling, staff development and conflict resolution.

Personal Attributes

- A warm, collaborative, and supportive leader.
- A curious learner with a deep understanding and appreciation for the holistic principles and Anthroposophic foundations of Waldorf education.
- A heart-centered person who is spiritually and ethically grounded in the values of Waldorf education.
- Accountable with a strong sense of personal responsibility for the academic and pedagogical quality of Waldorf schools.
- Compassionate and open-minded with a genuine interest and experience in the work of Equity, Inclusion and Diversity and how it intersects with Waldorf curriculum and teacher development.

To Apply

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- A statement of experience with and philosophy of pedagogical leadership in a Waldorf setting;
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

Skip Kotkins

Senior Consultant

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The full-time salary range for this position is \$105,000 to \$130,000. The starting salary is based upon, but not limited to, several factors which include years of experience, educational background, and expertise.