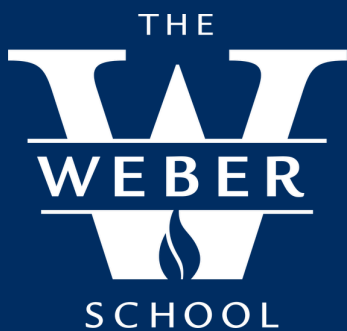




HEAD OF SCHOOL

Start Date: July 2027

The Weber School

Sandy Springs, Georgia | weberschool.org



Carney
Sandoe
& ASSOCIATES

MISSION STATEMENT

The Weber School prepares its students for success in college and in life, inspiring them to be knowledgeable, thinking, responsible Jewish adults, by weaving together:

- The pursuit of academic excellence
- A commitment to Jewish values, the Jewish people and Israel
- A responsibility to serve our community and improve our world

2025-2026

HONORS DIPLOMA DISTINCTION

GRADUATING WITH HONORS DISTINCTION

- Challenging Academic Coursework
- Experiential Learning
- Capstone Project

PROGRAM OPPORTUNITIES



Daniel Zalik Academy of
Science, Technology,
Engineering, and Design



The Stan Kasten Academy of
Sports Science and Management



Michael Kay Israel
Leadership Fellowship



Writing for Publication



Business, Finance, and
Entrepreneurship



Theatre and Music Academy
(Pilot Program 2025-2026)



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OVERVIEW

The Felicia Penzell Weber Jewish Community High School (Weber) in Sandy Springs, a lovely Atlanta suburb, is a pluralistic Jewish high school welcoming almost 300 Jewish students of any level of observance. Indeed, the diversity of family backgrounds, religious observance, cultural backgrounds and more, is a hallmark of a school where everyone cites the strong, cohesive sense of community as one of its greatest strengths. The current Head of School is leaving to pursue new opportunities after leading a 13 year period of astonishing growth. He leaves behind a campus that would be the envy of schools many times Weber's size, with a strength of programming, a reputation for academic excellence, and a commitment to Jewish values and culture that are more than the equal of the physical spaces.

Now is the time for a new leader to come in and leverage the remarkable strengths of the school to lead it into its next period of growth, of even greater student achievement, and solidifying Weber as a community-wide institution that is the school of choice for Jewish high schoolers and a source of pride for all of the Atlanta Jewish community. While any school has challenges, the new Head starting in July 2027, will spend a lot more time identifying and pursuing opportunities than fixing problems.

Weber seeks a charismatic, experienced Jewish leader who can inspire families, students, faculty and staff, with the joys and importance of a Jewish education while leading an already-excellent team of teachers and administrators, committed to continuous improvement.



A WORD ABOUT THE ATLANTA JEWISH COMMUNITY

Atlanta's Jewish community is incredibly strong, vibrant and growing. It is estimated that about 140,000 Jews call greater Atlanta home, second only to Miami in the Southeast. Consider that there are over 2000 students enrolled in day schools and both of Weber's main K-8 feeder schools are growing; there are more than 30 synagogues; the Jewish community is described as cohesive, collaborative, and mutually supportive among the many educational, religious and social service institutions.

Beyond the attractiveness of Atlanta as a place where families can lead a Jewish life, there is consensus that there is significant growth potential for The Weber School.



STRENGTHS OF THE SCHOOL

- The culture of Weber is alive and well. Indeed, all segments of the school community love their school, are proud of their affiliation with Weber, and look forward to a new head coming in and embracing what is already there.
- As noted above, the school has invested significant time, energy and resources to build a program that has an array of student options typically found only in much larger schools. Among these are:
 - A highly celebrated performing and visual arts program
 - State of the art STEM lab and associated programming
 - Six “Centers of Excellence” or “academies” where, starting in Sophomore year, students can select an area of concentration and graduate with a Weber Diploma, and a certificate from their chosen area of concentration. (see sidebar)
 - Excellent athletics facilities and programs including three gyms, full-sized soccer and baseball fields. Continued growth and emphasis on the athletics program is underway under the guidance of a new Athletic Director
 - A general studies program regarded as comparable to that of any of the secular independent schools in the area, including 23 AP courses
 - A strong Judaics program (including 8 different levels of Hebrew language instruction), that focuses on Jewish values and culture, love of Israel with a senior capstone trip of three weeks in Israel and one week in Poland.
 - A newly renovated and expanded physical facility with capacity to serve about 400 students, well maintained, bright and cheerful, with state of the art security systems.



CENTERS OF EXCELLENCE

- ◆ Daniel Zalik Academy of Science, Technology, Engineering and Design
- ◆ The Stan Kasten Academy of Sports Science and Management
- ◆ Michael Kay Israel Leadership Fellowship
- ◆ Writing for Publication
- ◆ Business, Finance and Entrepreneurship
- ◆ Theater and Music Academy



- A diversity of students coming from 25 different schools all over Atlanta, public and private, reflective of all segments of the Jewish community. At the same time, many describe this diverse school as a tight-knit, heimish community.
- A strong faculty who really knows each student. Faculty have freedom to innovate and adapt to the needs of each student.
- Even in the highly competitive Atlanta market, the school enjoys an admirable record of successful college placement for its graduates.
- A strong student-support program providing services to the approximately 20% of students who need learning support.
- A strong administrative team that combines some long-time leaders with a cadre of newcomers who bring outside energy and perspective; all united by a strong mission focus.
- A wise Board of Trustees with a remarkable track record of significant capital fundraising, an excellent combination of current and former parents, as well as engaged community members.
- A unique balance of academic strength, robust extra-curriculars, Jewish values and character development, within the context of “Southern” warmth and welcoming.

OPPORTUNITIES

Among the challenges and opportunities the new Head will encounter are:

- Facilities that have strategically been renovated to grow the school to its optimal size.
- Providing a visionary partner for the board to assure that future strategies leverage the strengths of the school.
- Serving as a compelling leader for Weber, in both capital and annual fundraising efforts, connecting with and advocating for the school with all donors. Participating as a leader in the Jewish community in Atlanta, including working with lay and professional Jewish communal leaders.
- Exploring how technology can extend the reach of Weber's faculty, sustain smaller programs, and lower administrative cost — complementing rather than replacing the faculty relationships at the heart of a Weber education. As in all schools, providing innovative approaches to the ongoing challenges of access and affordability.



QUALIFICATIONS AND PERSONAL ATTRIBUTES



Among many desirable personal characteristics, successful candidates will be:

- A visionary, strategic leader who is still close enough to daily life to know what is going on, set a high bar, and hold everyone accountable for meeting those high expectations.
- ·Weber must be seen as programmatically comparable to secular competitors but with a strong sense of Jewish culture being the key differentiator. Of course a strong Judaics background is desirable, but while the new Head may not need to be a Rabbi nor a Judaic scholar, they must be able to make a compelling case for the importance and value of a Jewish education. Indeed, the single characteristic most desired in the next Head is that of a charismatic, articulate, captivating and inspiring advocate for the school.
- While the credibility of that intangible characteristic of a “leadership presence” is essential, it must be coupled with a personal relationship style that is open, warm approachable, eager and skillful at connecting with all segments of the school community. The pieces for continued greatness are all in place, but they need a leader to craft and deliver the messages that will fulfill the school’s ambition to be the “school of choice” for any Jewish student and family.
- While the head’s individual worship preferences are a personal matter, the school desires a Head who “is visibly Jewishly committed.” That is more about personal values, an infectious personal commitment to the value of a Jewish life. The kind of servant leader the school desires will not try to impose their own religious practice, political views on Israel, etc. on the school. They must be committed to meeting each member of the school community wherever they are.
- While the school community is eager to see their new Head as a visible presence in the daily life of the school, a key skill will be the ability to delegate with clarity to the admin team who will largely run the school on a daily basis. The head will be responsible for assembling the teams, articulating the vision, setting high expectations and holding everyone accountable to those expectations.



- The following are skills and attributes that would be desirable for candidates to possess:
 - Ability to connect with, value, and support the faculty in their essential work.
 - Demonstrated track record of successful leadership in an organization the size, complexity and impact of Weber.
 - Significant financial literacy to be able to partner with the CFO and the Board to be certain that the annual budget reflects institutional priorities.
 - An understanding of the business side of education; including the intersection of tuition rates, financial assistance policies and practices, and creative funding to support financial assistance.
 - Experience striking balance among stakeholders so that diverse segments of the school all feel welcomed, understood and well served.
 - A track record of setting goals and achieving high standards of excellence in all aspects of organizations with high aspirations as of those at The Weber School.
 - Experience with fundraising, specifically with high level donors.
 - Experience with volunteer boards and community engagement.

LEARN MORE

- [School Website](#)
- [School Mission](#)
- [College Profile](#)
- [About Sandy Springs, Georgia](#)





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 Jewish educational leadership and high school if applicable;
- 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

skip.kotkins@carneysandoe.com

The full-time salary range for this position is \$300,000 - \$350,000. The starting salary is based upon, but not limited to, several factors which include years of experience, education background, and expertise.



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& ASSOCIATES