



Director of Lower School

Lead a joyful, rigorous, and deeply relational K–4 learning community.

The Brandeis School of San Francisco seeks a joyful, collaborative, and purposeful educator to serve as its next Director of Lower School. Reporting to the Head of School, the director leads teaching, learning, faculty development, student life, and family partnership across kindergarten through fourth grade and serves as a senior member of the school's leadership team.



**Carney
Sandoe**
& ASSOCIATES

Carney, Sandoe & Associates

The Search Group

200 High Street, Suite 610, Boston, MA 02110

T 617.542.0260 · F 617.933.3426

search@carneysandoe.com · carneysandoe.com

About Brandeis

Founded in 1963, Brandeis is an independent, coeducational K–8 school serving 375 students in a challenging academic environment and a welcoming, inclusive community, each deeply enriched by Jewish thought, values, and traditions. Our mission is to inspire students to lead lives of learning and purpose, and our core values of Kindness (chesed), Integrity (ometz lev), and Service (tikkun olam) shape how children and adults learn, create, disagree, and care for one another.

Brandeis reflects the cultural, linguistic, religious, and socioeconomic diversity of San Francisco and the Bay Area. Our next lower school director need not fit a single religious profile, or be Jewish, but must be genuinely energized by Brandeis’s mission and ready to lead within a vibrant, pluralistic Jewish community.

The Opportunity

The incoming director will inherit significant strengths: talented educators, curious children, highly engaged families, and colleagues who value collaboration. Building on a decade of steady leadership by the previous lower school director, the next director will honor what is working while bringing renewed coherence, clarity, and possibility to the K–4 experience. This is a role for someone who loves both big questions and the daily work of school: visiting classrooms, coaching teachers, interpreting student needs, communicating with families, and turning shared aspirations into strong systems and excellent practice.

The Role

The Director of Lower School works closely with the Director of Middle School and Director of Jewish Learning and collaborates with leaders in student support, technology and making, admissions, advancement, operations, and auxiliary programs.

The role offers real scope for leadership and real partnership: Brandeis seeks someone who listens carefully, makes sound decisions, communicates them clearly, and carries work through to completion.

Teaching and Learning

- **Lead curriculum, instruction, and assessment** across kindergarten through fourth grade, ensuring strong foundations, intellectual rigor, creativity, differentiation, ethical reflection, and joy.
- **Guide curriculum review and mapping** to strengthen coherence within grades, alignment across grades and disciplines, and the transition into fifth grade.
- **Use multiple forms of evidence**, including classroom observation, student work, assessment data, and teacher insight, to identify strengths and priorities for improvement.
- **Partner across programs** so that general studies, Jewish studies, Hebrew, technology and making, the arts, and student support form a connected learning experience.



Carney, Sandoe & Associates

The Search Group

200 High Street, Suite 610, Boston, MA 02110

T 617.542.0260 · F 617.933.3426

search@carneysandoe.com · carneysandoe.com

Faculty Leadership and Professional Culture

- **Recruit, orient, supervise, evaluate, and retain excellent educators** in partnership with the Head of School and other relevant leaders.
- **Maintain a visible presence in classrooms** and provide timely, actionable feedback that helps teachers refine practice and expand their capacity.
- **Build effective and sustainable teams** with clear expectations, healthy communication, strong meeting practices, mutual support, professional accountability, and attention to morale.
- **Lead professional learning and develop teacher leadership** through mentoring, collaboration, reflection, and well-aligned growth opportunities.

Students, Families, and Community

- **Know students well** and coordinate with teachers, families, and student-support professionals to advance their academic, social-emotional, spiritual, behavioral, and physical growth.
- **Create consistency in student culture**, including expectations, routines, behavioral guidelines, restorative responses, and developmentally appropriate discipline.
- **Serve as a principal interpreter of the Lower School program** so that students, families, and colleagues understand expectations, decisions, and the purposes behind the work.
- **Build strong family-school relationships**, listening well and balancing family perspectives, faculty expertise, student needs, and the mission and goals of the school.

Institutional Leadership

- **Advise and partner with the Head of School and senior leadership team** on educational strategy, personnel, culture, family matters, and the ongoing development of the school.
- **Translate vision into workable systems**, collaborating across departments on priorities, calendar, scheduling, staffing, budgeting, admissions, advancement, safety, and community events.
- **Represent the Lower School and Brandeis** with prospective families, trustees, donors, peer schools, and community partners, and share responsibility for the broader life of the school.

The Candidate Who Will Thrive in This Role

Brandeis seeks an educator who is confident enough to lead, humble enough to learn, and curious enough to understand the particular people, traditions, and possibilities of this community.

- **A joyful collaborator.** Builds ideas and solutions with others and creates conditions in which colleagues can contribute meaningfully.



Carney, Sandoe & Associates

The Search Group

200 High Street, Suite 610, Boston, MA 02110

T 617.542.0260 · F 617.933.3426

search@carneysandoe.com · carneysandoe.com

- **A soulful and grounded leader.** Brings steadiness, warmth, moral clarity, and humanity to ordinary interactions and difficult moments.
- **An instructional leader.** Knows excellent elementary teaching, helps others strengthen practice, and connects classroom observations to larger curricular questions.
- **A doer and trusted communicator.** Moves from vision to execution, manages complexity, writes and speaks with care, and navigates disagreement constructively.
- **An inclusive and reflective community builder.** Is energized by the diversity of San Francisco and Jewish communal life, seeks feedback and evidence, and works so that every child, family, and colleague experiences belonging.

Experience and Qualifications

- Substantial elementary classroom teaching experience and meaningful school leadership responsibility.
- Demonstrated skill in curriculum, instruction, assessment, differentiation, adult learning, faculty supervision and evaluation, and team development.
- A record of productive relationships with students, colleagues, and highly engaged families in a diverse and inclusive school community.
- Excellent judgment, organization, follow-through, written communication, and public-speaking skills.
- A bachelor's degree is required; an advanced degree is strongly preferred. Independent-school or Jewish-day-school experience strongly preferred as well; genuine commitment to Jewish education, values, and community life is essential.



**Carney
Sandoe**
& ASSOCIATES

Carney, Sandoe & Associates

The Search Group

200 High Street, Suite 610, Boston, MA 02110

T 617.542.0260 · F 617.933.3426

search@carneysandoe.com · carneysandoe.com

Position Details and Application

Title: Director of Lower School

Reports to: Head of School

Classification: Full-time, exempt

Location: San Francisco, California; on campus

Start date: July 1, 2027

Salary range: \$150-200k

Benefits: Medical, dental, life, long-term disability, and retirement benefits are provided for eligible full-time employees.

To Apply:

Interested candidates should submit a cover letter, current résumé, statement of educational philosophy and leadership practice, and a list of five references to:

John Faubert

Director of Placement

Carney Sandoe & Associates

john.faubert@carneysandoe.com

and

Amanda Gastel

Placement Counselor

Carney Sandoe & Associates

amanda.gastel@carneysandoe.com

Please do not contact the school directly.

The Brandeis School of San Francisco is an equal opportunity employer. Seasonal evening and weekend events and the physical requirements of work in a dynamic school environment are part of the role.

If you are drawn to leading a strong Lower School in a community that takes learning, relationship, Jewish values, and human flourishing seriously, we would welcome the opportunity to know you.



**Carney
Sandoe**
& ASSOCIATES

Carney, Sandoe & Associates

The Search Group

200 High Street, Suite 610, Boston, MA 02110

T 617.542.0260 · F 617.933.3426

search@carneysandoe.com · carneysandoe.com