



MIDDLE SCHOOL DIRECTOR

Start Date: July 2027

Jack M. Barrack Hebrew Academy

Bryn Mawr, Pennsylvania | jbha.org



Carney
Sandoe
& ASSOCIATES

MISSION STATEMENT

Jack M. Barrack Hebrew Academy is a pluralistic Jewish day school for students in grades six through twelve from a broad variety of backgrounds. The school integrates a comprehensive and rigorous college preparatory curriculum with the teaching of essential Jewish and American values and texts. Barrack graduates value diversity, celebrate the richness of Judaism's language, culture, and history, and have a strong connection to Israel. Barrack prepares future leaders of the American, Jewish, and global communities who work for a better world through acts of justice and compassion.

OVERVIEW

Jack M. Barrack Hebrew Academy, located in a tree-lined Philadelphia suburb, has long been recognized as a premier, pluralistic Jewish community day school. With about 340 students in grades six – twelve, Barrack welcomes the full range of Jewish students with diversity of Jewish observance, of family backgrounds, of socio-economic backgrounds and more. The school is known for top notch academics in both secular and Judaic subjects, for a rich menu of co-curricular offerings and perhaps most importantly, a warm, welcoming, safe community for Jewish students and their families. Families come from all over a 60 mile radius in the greater Philadelphia area.

The Middle School, grades 6-8, has about 130 students who feel known and cared for by teachers with whom they have excellent relationships. Former elementary school students are well-supported as they transition into Middle/Upper school life. Academic and personal character expectations are high and students joyfully rise to the challenges they are presented.

THE BIG EXCITEMENT is that Barrack and its longtime partner and primary feeder, Perelman Jewish Day School, have announced their unification and will open as one school in the Fall of 2027. With approximately 325 students PK-5 there will now be a continuous PK-12 school of about 700 students. Everyone agrees that this will be a powerhouse in the world of Jewish community day schools in the US.

The new Middle School Director, starting July of 2027, will have a central role in the roll-out of this exciting new school. Reporting to an Assistant Head responsible for the entire 6-12 campus and working closely with an Upper School Director, division directors at Barrack have great autonomy to run their divisions in the best student-centered way possible. The school has an appetite for innovation, and the new Middle School director will partner with colleagues to realize all the potential of not only the Middle School division, but the unified school as a whole.

Important note: *The school intends to open in the Fall of 2027 with a new name for the entire system, new branding and messaging. As of this writing, those exciting aspects are still in development so for the purposes of this Position Description, we will continue to use the Barrack name.*

STRENGTHS OF THE SCHOOL

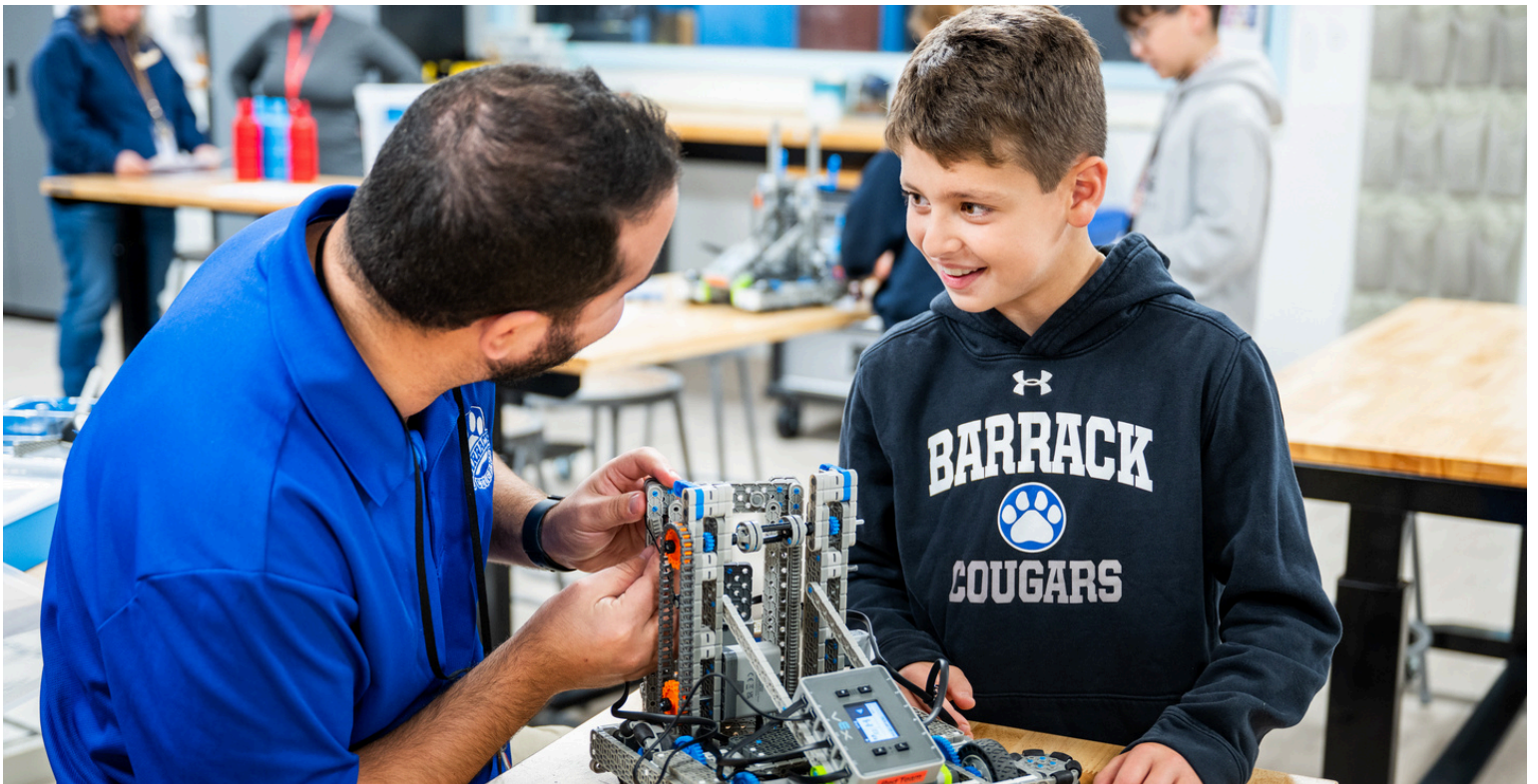
Among many strengths the new Middle School Director will find are:

- A group of excellent and dedicated faculty and staff who care deeply about the mission of the school and each child entrusted to them. Some have long tenures with the school and are proud Barrack alums themselves.
- Facilities that enable great teaching and learning to take place, including a separate Middle School wing as well as access to shared facilities such as a newly upgraded theater, a new learning center, a gymnasium, athletics fields, and more.
- A commitment to the unique period of adolescence that is middle school and the special social-emotional needs of middle-schoolers as well as their academic and character education. At the same time, everyone welcomes how all divisions of the school will collaborate to envision the exciting PK-12 continuum.
- A strong Jewish Studies program, multiple T'fillah (prayer) options, Israel education and experiences, and exciting and ongoing Jewish life opportunities, to meet the needs of the full range of students and backgrounds. The Hebrew language program is highly regarded.
- A school with a long history of balanced budgets and occasional surpluses including the fiscal disciplines to maximize use of the financial resources of the school.
- Committed, caring and engaged parents, some of whom drive an hour or more each way in order to give their child the best Jewish education possible.
- A relaxed atmosphere that encourages student responsibility and opportunity. (Yes, like most schools, cell phones are not allowed during the school day)
- A warmth and sense of joy of Judaism that is the foundation for a lifetime of feeling good and strong and proud of each student's own Jewish identity.



OPPORTUNITIES AND CHALLENGES

The biggest opportunity as noted above and that differentiates the Barrack Middle School Director position from any other in the entire Jewish day school world is the ability to help shape and capitalize on the creation of the new PK-12 school to maximize the benefits to middle school students and their families; and to be part of the leadership team setting the direction for the entire school. Even as day-to-day operations of the division will be an important part of the job, fresh new ideas to keep the school in the forefront of 21st century community Jewish education will be welcomed and embraced.



Other opportunities and challenges include:

- Even with a solid enrollment, the School is a bit below capacity and it is ongoing work to attract families in the face of strong competition from excellent public schools and a plethora of secular private schools. The Middle School head will be the chief “captivating story-teller” to external audiences, relating the uniqueness, the importance and the joy of a Barrack education.
- Historically about 70% of Barrack middle schoolers come from Perelman. With the unification, that percentage will be even higher. The school’s ambitions for growth will rely on successful outreach and attracting Jewish families from public and private elementary schools in addition to Perelman.
- As in many schools, there is a significant population of students who learn differently. It is ongoing work to continue to support those students as well as provide challenge to the most capable learners.
- There is an opportunity to create a PK – 12 curricular scope and sequence in multiple subjects.
- While many faculty are middle-school specific, certain subjects and enrichment programs share faculty with the Upper School. With support of school leadership, an opportunity to re-imagine the daily schedule is on the horizon.
- Strong faculty and strong parents are an asset of the school. They also mandate that the school be excellent in communications, clear in expectations, and uniform in accountability.
- With the somewhat clean-slate of the unification, many are eager to see injection of new ideas to blend with the foundational bedrock that has stood the school in good stead for decades.



JACK M. BARRACK HEBREW ACADEMY DERECH ERETZ PLEDGE

A SENSE OF PERSONAL HONOR AND INTEGRITY is a prerequisite for the study of Torah and for membership in the Jack M. Barrack Hebrew Academy community. Each student's and teacher's standing at Barrack requires a steadfast commitment to DERECH ERETZ VALUES דרך ארץ.

Rabbi Elazar ben-Azaria teaches in Pirkei Avot 3:21
"אם אין תורה אין דרך ארץ, אם אין דרך ארץ אין תורה"
*"IF THERE IS NO TORAH, THEN THERE CAN BE NO DERECH ERETZ;
 IF THERE IS NO DERECH ERETZ, THEN THERE IS NO TORAH."*

AS A MEMBER OF THE BARRACK קהילה/KEHILLAH/COMMUNITY, I PLEDGE TO UPHOLD THE HIGHEST LEVELS OF DERECH ERETZ/דרך ארץ IN KEEPING WITH OUR SCHOOL'S FOUR VALUES:

HONOR

כבוד KAVOD

BEING TRUTHFUL AND
SHOWING RESPECT

TO STUDENTS AND ADULTS,

TO THE SCHOOL'S BUILDING
AND GROUNDS,

TO OUR TRADITION.

COURAGE

אומץ לב OMETZ LEV

SHOWING STRENGTH OF
HEART AND COURAGE,

TO ACT ON PRINCIPLE,

TO BE AN UPSTANDER,

TO SEEK UNDERSTANDING,

TO DEVELOP AND PURSUE
MY OWN ACADEMIC AND
EXTRACURRICULAR INTERESTS,

TO RESIST PEER PRESSURE.

KINDNESS

חסד HESED

SHOWING GENEROSITY OF SPIRIT
TO GIVE TO OTHERS,

TO SHARE WHAT I HAVE READILY
AND GENEROUSLY,

TO BE THOUGHTFUL, CARING
AND INCLUSIVE,

TO LOOK OUT FOR THOSE IN
NEED OF A KIND WORD OR DEED.

COMMUNITY

קהילה KEHILLAH

EXTENDING FRIENDSHIP IN A
SPIRIT OF INCLUSION,

TO CELEBRATE THE
ACHIEVEMENTS OF OTHERS,

TO RESPECT AND CELEBRATE
OUR INDIVIDUALITY AND
OUR DIVERSITY,

TO REPRESENT MY SCHOOL
IN POSITIVE WAYS WITHIN THE
LARGER COMMUNITY.

QUALIFICATIONS AND PERSONAL ATTRIBUTES

The new Middle School Director needs to set and model the culture of warmth, joy, high expectations, compassion, connection, and the ethos of Derech Eretz that is posted in every classroom. In addition, they should be:

- A compassionate and knowledgeable educator who really cares about kids, values the joy and complexity of the middle school years, and is committed to preparing students for tomorrow's world.
- Able to make a compelling case for the value, necessity and joy of a Jewish education. Prior understanding of Jewish day schools. Able to provide leadership, guidance, and support to the entire middle school faculty.



- Familiarity with curriculum development, emerging best practices in pedagogy, thoughtful integration of AI in education, technology and social-emotional learning. Familiarity with, and interest in, both inquiry-based approaches to learning and models for civil discourse in education.
- Ability to tactfully make changes in an environment with a proud history and strong program.
- A systems thinker who can run the division in an organized, professional, efficient manner that does not detract from the warmth of the community.
- An innovator who takes calculated risks and can read the capacity of the division to accept and embrace change.
- An accessible, relational people person who seeks out and develops relationships with everyone... students, parents, faculty, staff, alumni. Highly visible in the daily life of the school.
- A charismatic figurehead who can inspire confidence in prospective middle school parents, and energetically coalesce faculty and staff with a vision of the impact they have on students and families.
- A demonstrated ability to make people feel heard and respected, while ultimately making decisions based on what is best for students.
- The necessity of being collaborative whenever possible but also able to make timely decisions, even necessary but unpopular ones, with clarity and rationale.
- Familiarity serving students with a variety of learning styles and needs.
- Sufficient financial literacy to manage the budgets of the middle school.

LEARN MORE

- [School Website](#)
- [School History](#)
- [PK12](#)
- [College Matriculation](#)

PREK-12 JEWISH COMMUNITY DAY SCHOOL



PreK-5 pjds.org



6-12 jbha.org

LAUNCHING FALL 2027



TO APPLY

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

- A cover letter expressing their interest in this particular Jewish community day school position;
- A current résumé;
- A personal statement of experience with and philosophy of Middle School education;
- 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

DARRYL J. FORD, PH.D.

Vice President, Education Leadership Services

darryl.ford@carneysandoe.com

The full-time salary range for this position is \$115,000 - \$140,000. 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