



Bay Area Early Childhood Education Initiative

Founding Chief Executive Officer

San Francisco Bay Area

Background

The Bay Area is one of the largest, most vibrant, and most diverse Jewish communities in North America, home to over 15,000 households that include Jewish children ages 0–4. But despite these large numbers, only 16% of the children who reside in this region are enrolled in Jewish preschools (compared to the national average of 20–25%). Recognizing the need and potential for change, a small group of funders launched a pilot in the East Bay Area in 2019 to expand Jewish preschool capacity and to meaningfully engage Jewish families with young kids. After seeing positive results, they joined to help establish the Bay Area ECE Initiative for the larger Bay Area, which focuses on four key areas: 1) Expanding Jewish preschool capacity; 2) Improving the quality of Jewish early childhood education (ECE) by investing in educators; 3) Increasing preschool access and affordability for Jewish families, and 4) Increasing connections between Jewish families.

Ultimately, The Bay Area ECE Initiative's focus is to build a thriving, high-quality Jewish ECE ecosystem throughout the Bay Area, significantly increasing the number of participating families. This effort is informed by the work of past studies and the most recent Jewish Federation Community Study (completed in 2017) that revealed that Jewish preschool education is a significant launching pad for introducing and continuing Jewish education; early experience with Jewish education largely influences families' participation in other Jewish organizations (camps, day schools, organizations) thereby deepening their understanding of faith, tradition, and history. For example, families participating in Jewish preschool education are more likely to celebrate Shabbat and Jewish holidays and to expand their connection with the largest Jewish community. Therefore, this early connection to Jewish faith and principles is critically important to sustaining community vitality and presence.

Bay Area ECE Initiative's Goal:

To establish a thriving, high-quality Jewish ECE ecosystem throughout the Bay Area, reaching 25% of Jewish families by 2027 (2,400 more enrollments per year, reaching 10,000 total children over 5 years)

Position

The Initiative's lead funders recognize that to achieve this ambitious goal, it is time to professionalize the work, build leadership capacity, and broaden funding support. To that end, the Bay Area Early Childhood Education Initiative seeks a Founding CEO to partner with the Foundations to create and implement a strategic plan that will meaningfully increase enrollment and engagement in Bay Area Jewish preschools within the next three years.

Reporting to an advisory board, led by representatives of the lead funders and other experts, the founding CEO will have an opportunity to lead and direct a team, support existing Jewish preschools, promote ECE innovation throughout the Bay Area, and be a significant thought leader in the Jewish ECE sector across the country. This is truly a unique and exciting

opportunity for someone to shape the larger educational impact of Jewish early childhood education.

Priorities for the first 1-3 years

- Get to know the existing preschools in Bay Area well and build rapport and connections across Jewish ECE centers.
- Learn about each of the Bay Area regions (analyze existing data and meet with local leaders) and set goals for each.
- Oversee initial round(s) of grantmaking to program partners that build upon and scale grants from the East Bay pilot and move us closer to our big goal.
- Develop a 3–5-year strategic plan & budget that builds on past successes from our early pilots and gets us from a high-level goal to actionable, measurable strategies & tactics.
- Build a high-performing, dedicated team with complementary skills that can lead the strategic plan implementation.
- Develop relationships with existing initiative funders, provide regular progress updates and build relationships with new potential funders over time. Develop an actionable plan for fundraising and managing monthly cash flow.
- Understand and learn about new/impactful models in the ECE space (both in and outside of the Jewish community), identify opportunities for the Bay Area, and incorporate them into a strategic plan.
- Participate in ECE forums locally & nationally.

Opportunities for Impact

- Potential to transform the Jewish early childhood education space in the Bay Area and connect families earlier to Jewish education and principles — creating long-lasting change for the future of Jewish identity and Jewish families in general
- Potential to serve families that have been previously marginalized (i.e., interfaith, interracial families) and help our local Jewish community become more inclusive — creating a larger and more cohesive Jewish education network
- Potential to disrupt current ECE systems through innovative approaches to long-standing industry challenges (teacher pay, professional training, etc.) — creating high-quality early childhood development in a way that works for all stakeholders
- Potential to be an ECE thought and field leader locally and nationally, drawing together the players in the ECE space and building new strategies and partnerships — creating a more sustainable and effective ECE sector nationwide

Responsibilities

- Creating and implementing a strategic plan for the Bay Area Early Childhood Education Initiative
- Developing strategies for motivating and inspiring more families in the Bay Area to engage in Jewish life and send their children to Jewish preschools
- Leveraging partnerships and collaborations within the Bay Area and nationally to increase impact, enhance quality, and achieve the initiative's goals
- Promoting deep relationships and connections between preschool directors, umbrella organizations, and ECE experts
- Building a professional team that prizes excellence and impact while supporting and inspiring each other's success
- Fostering a culture of excellence, openness, and teamwork among staff and Board so there is seamless collaboration to achieve goals
- Establishing a culture of continuous data collection, analysis, and accountability as foundational to achieving goals
- Developing a brand that expresses the mission of the Initiative
- Building deep relationships with the funder collaborative; experience with funder engagement and stewardship
- Effectively managing financial resources

Desired Qualifications & Skills

- A strategic, visionary leader who has an entrepreneurial approach that will allow them to identify opportunities, anticipate challenges, experiment, and see the vision through to implementation
- A dynamic, warm, and proven leader who can enthusiastically & authentically communicate the Initiative's vision and motivate others across the ECE ecosystem to participate
- Proven experience in growing or expanding an initiative or an organization by hiring and directing a team
- Proven experience innovating and reinventing programs, business models, or organizations
- Successful track record of fundraising, including stewarding relationships with funders, board members, and foundations. Experience within Jewish education a plus.
- Strong experience in overseeing the fiscal management of an organization, including budget preparation, analysis, decision-making, and reporting
- Excellent management skills that encourage creativity, collaboration, and growth
- A leader with a strong work ethic, high energy, and grounded in a deep commitment to Jewish education

Salary

\$300,000 plus benefits

This position description is based upon material provided by the Bay Area ECE Initiative, an equal-opportunity employer.

To apply for this position, please click [HERE](#).

Sarah Raful Whinston, Principal

swhinston@drgtalent.com

Davirah Timm-Dinkins, Talent Consultant

dtimmdinkins@drgtalent.com

Sarah Skrovan, Senior Associate

sskrovan@drgtalent.com

Tyrell Williams, Associate

twilliams@drgtalent.com