



**Beth Tfiloh Dahan Community School**  
**Head of School**  
Baltimore, MD



## Introduction

Beth Tfiloh Dahan Community School (“BT and Beth Tfiloh”) is one of a kind: a community school where families at all levels of observance are welcome in an environment rooted in traditional Torah values and Jewish customs. Students and their families feel a deep sense of belonging and acceptance in this warm community. In a time of increasing strife and polarization in the world and throughout schools, BT stands out as a joyful and supportive community committed to learning, curiosity, and academic excellence.

BT has experienced long-term stability and success under the leadership of the current Director of Education, Dr. Zipora Schorr, who has served in the role for over 40 years. The institution is financially healthy with a philanthropic culture and growing endowment, steady enrollment numbers, and deep-rooted multigenerational devotion including over 150 current students who are children of alumni, 40+ alumni married couples, many alumni faculty and staff, and a significant number of teachers and staff whose children attend BT.



Under the leadership of the Board of Trustees with invaluable guidance from an outside consulting group, BT recently released their visionary [Strategic Plan](#) committed to five goals:

- 1) Strengthening our community;
- 2) Supporting our faculty and staff;
- 3) Enhancing our program;
- 4) Reimagining our learning environment; and
- 5) Stewarding our future.

Rooted in BT’s mission and values, the Strategic Plan will serve as the guidepost for the next educational leader of BT with substantive measurable short- and long-term outcomes for these ambitious goals. The entire community including faculty, staff, parents, and alumni, participated in the collaborative process, sharing their wisdom and perspective in the creation of the Strategic Plan.

BT now seeks a new Head of School (HOS) to lead it into its next generation. The next HOS will lead one of the nation's premier Jewish day schools. With a strong philanthropic culture and endowment, exceptional faculty and staff, outstanding facilities, and a reputation for excellence in both General and Judaic studies, BT offers an extraordinary career opportunity for an accomplished and dedicated educational leader.

## Beth Tfiloh at a Glance

### Mission

Beth Tfiloh Dahan Community School is a warm, supportive, and diverse community rooted in Torah values and Jewish traditions. Our school provides an education marked by academic excellence, joy of learning, respect, and attention to the individual. Our faculty fosters life-long learning and celebrates and supports students in reaching their goals as individuals and as members of the community. We prepare students to become compassionate leaders with integrity and character who are proud, knowledgeable Jews with a deep connection to Israel, its land, and its people.



### Values

Respect and kindness to others • DERECH ERETZ • דרך ארץ

Joy • SIMCHA • שמחה

Respect and dignity for the diversity of each individual • B'TZELEM ELOKIM • בצלם אלקים

Torah and Jewish values • AHAVAT TORAH • אהבת תורה

Community • KEHILLAH • קהילה

Commitment to Israel • AHAVAT ERETZ YISRAEL • אהבת ארץ ישראל

Jewish pride and identity • ANI YEHUDI • אני יהודי

## Facts and Figures

Founded: 1928

2023-24 Schoolwide Enrollment  
(Preschool-12): 863

Preschool: 173

Lower School: 241

Middle School: 200

High School: 249

Employees: 240, including 115 full-time  
faculty

% of Faculty with Advanced Degrees:  
65%

Average Tenure of Faculty: 11 years

Parent Participation in Annual Giving:  
70%

Accreditation: Association of Independent Maryland Schools (AIMS), Middle States  
Association of College and Schools

Affiliation: Center for Jewish Education (CJE)

On the Web: Beth Tfiloh Dahan Community School (<https://www.bethtfiloh.com/school>);

Beth Tfiloh Congregation (<https://www.bethtfiloh.com/congregation>)



## Governance and Administration

The Head of School reports to the President of the Board, leading the school with the support of the division principals and division assistant principals, the Chief Administrative Officer, the Director of Institutional Advancement, the Director of Admissions, and the Director of Strategic Initiatives. The Director of Campus Operations, the Athletic Director, and the



Creative Arts Director currently also report to the Head of School. The school is governed by a 28-member Board composed of a diverse community cross-section, including parents, alumni, grandparents, shul members, and other stakeholders. The Board has sub-committees responsible for development, facilities, governance, finances, and parent committees for each division chaired by a parent and facilitated by each divisional principal.

Beth Tfiloh School and Beth Tfiloh Congregation, a Modern Orthodox shul, are separate and yet connected organizations, sharing facilities and staff, and are mutually dependent. The school and shul have their own Boards and professional leadership, whose collaborative approach has led to incredible success for both institutions. Approximately 30% of the school's student families are members of Beth Tfiloh Congregation.

## The Program

BT offers a rigorous dual curriculum from preschool through high school that encourages students to advocate for themselves, ask difficult questions, embrace challenges, and pursue their aspirations.

High-quality teachers in both general and Judaic studies foster academic excellence through personalized attention. Students also enjoy a full array of robust extra-curricular activities, including competitive athletics, visual and performing arts, and academic and enrichment clubs, empowering them to explore their interests and hone their talents outside of the classroom.

BT students develop their Jewish pride, identity, and deep connection to Zionism and the State of Israel. Beth Tfiloh stands as a bastion of Israel commitment and support. Beth Tfiloh is a supportive community that values academic rigor, cultivates intellectual curiosity, and

emphasizes personal integrity and traditional Torah values. Upon graduation, BT students become Jewish advocates and leaders around the world.

## Opportunities and Challenges for the Next Head of School

The Strategic Plan accounts for the fact that the demands and expectations for schools overall have grown over the past few years and that following a long-tenured, renowned leader creates opportunities and challenges. Looking toward the future, the new leader will need to continue balancing the needs and expectations of students and families from all levels of Jewish observance. Our priority is for the BT community to remain open and welcoming while rooted in Torah values and tradition.



Faculty recruitment and retention is a challenge at all schools, and the next HOS in collaboration with the Chief Administrative Officer at BT will be responsible for administering a comprehensive process to provide for competitive salary/benefits package for faculty and staff. Supporting faculty at a high level also involves providing more professional development opportunities, especially with an eye towards innovation in the classroom.

Not unique to BT, there are opportunities to enhance the programmatic offerings and explore new instructional methods of a school. Families are looking to schools to better support a diverse spectrum of student needs. BT will need to examine how it can best meet the wide range of learning needs (differentiation, learning differences, students ahead or behind grade level) to provide appropriate instruction at all levels. A new leader will have the opportunity to ensure curricular and programmatic alignment, collaboration both between and within school divisions and explore opportunities for pedagogical innovation. Teaching Hebrew language is a critical element of BT students' education with opportunities to strengthen modern Hebrew fluency of students. Parents would like schools to prioritize the social and emotional wellness of all students through resources and programming that reinforce and embody the values of respect, kindness, joy and attention to individual needs. The HOS will need to examine these opportunities and explore possible schedule updates and modifications to support any changes.

As the college counseling process seems to be undergoing seismic shifts nationwide, additional attention to supporting BT students and their parents through this process will be

critical as BT has historically been strong in assisting students in securing admission to their desired colleges. In fact, parents see this as one of the main differentiators of BT.

In the current geopolitical climate, the safety and security of Jewish community members is even more of a priority. A strong working relationship between the school, including the HOS, and shul and clear communication allows for consistency and efficiency in these efforts while maximizing the flexibility and nimbleness needed to care for all community members.

## Qualifications

### Experience and Skills

- Advanced degree and at least five years of experience in a senior administrative position in an education setting preferred
- Proficiency in Judaic studies and Hebrew language
- Familiarity with educational pedagogy, curriculum, and child development
- Strong leadership and management skills, with the ability to develop less-experienced managers through the effective use of mentoring, coaching, and delegating
- Passion for and commitment and ability to lead a diverse Jewish community
- Ability and excitement to participate actively in the school's advancement efforts
- A commitment to reflect BT's core values in all aspects of leadership
- Ability to build trust and communicate with and inspire stakeholders across the community (i.e., faculty, staff, board, students, families, alumni, donors, shul staff and members)
- Financial acumen and ability to make data-informed decisions in the context of an educational setting
- Previous success navigating an organizational and/or positional transition
- A skilled administrator who will bring clarity, consistency, and accountability to the management of people and programs
- Strong oral and written communication skills



### Personal Characteristics

- A passionate advocate for Jewish education and for the State of Israel
- High level of emotional intelligence
- Warm, joyful, approachable, and accessible
- Openness to new ideas
- Genuine appreciation for each student
- Comfortable being the face of the school
- Open and embracing of all community members
- An educational leader who is committed to academic excellence and evidence-based curricular innovation
- A sense of humor



### Key Competencies

<p><b>Drives Vision &amp; Purpose</b></p>	<p><b>Instills Trust</b></p>	<p><b>Attracts Top Talent</b></p>
<p>Painting and building a compelling shared vision and strategy that motivates others to action.</p>	<p>Gaining the confidence and trust of others through honesty, integrity, and authenticity.</p>	<p>Attracting, selecting, and retaining the best talent to meet current and future needs.</p>
<p><b>Communicates Effectively</b></p>	<p><b>Interpersonal Savvy</b></p>	<p><b>Balances Stakeholders</b></p>
<p>Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.</p>	<p>Relating openly and comfortably with diverse groups of people.</p>	<p>Anticipating and balancing the needs of multiple stakeholders in a diplomatic fashion.</p>



## Benefits and Compensation

The salary for this position aims to be competitive and commensurate with experience. Beth Tfiloh offers a comprehensive benefits package including medical, dental, and vision insurance and a matching 403(b) retirement plan.

## Application Requirements and Search Process

DRG is conducting this search on behalf of Beth Tfiloh. Interested candidates should submit, as soon as possible, materials including the following:

- A cover letter indicating why they are particularly interested in and qualified for the position
- A current resume
- A statement of leadership philosophy
- A second writing sample of your choice (newsletter, article, talk, parent email, etc.)
- A list of references (references will not be contacted until the finalist stage of the search and only with candidate permission)

Application materials should be uploaded directly on the DRG website ([www.drgtalent.com](http://www.drgtalent.com)) by visiting the Beth Tfiloh listing.

Application Status: Accepting Applications

Start date: July 1, 2025

This position description is based upon material provided by Beth Tfiloh Dahan Community School, an equal-opportunity employer.

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

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