



Brandeis Marin
Head of School
San Rafael, CA

Introduction

Brandeis Marin (Brandeis) is an independent, co-educational Jewish day school that serves K-8 students and their families in San Rafael, California. This community-oriented school reflects the diversity of the Marin Jewish population as well as the varied religious, cultural, and socio-economic tapestry of the Bay Area.

In 2015, after 37 years of being Brandeis Hillel Day School along with a sister school in San Francisco, the school separated to become Brandeis Marin, the first and only independent Jewish day school in Marin County. In the past decade, Brandeis has proved itself as a standalone and standout school with stellar academics, steeped in what matters and focused on building learners who will be productive citizens of our community and our world.



The school is known for its warm, welcoming, and inclusive environment where students are supported and empowered, and students and their families feel a strong sense of belonging and community.

Brandeis Marin at a Glance

Mission

With an uncompromising commitment to exceptional academics and universal Jewish values, we ignite a passion for learning that propels our students to become caring and engaged global citizens.

Values

- INTEGRITY – OMETZ LEV אומץ לב
We act honestly and ethically, even when it is difficult.
- KINDNESS – CHESED תוד
We treat one another with empathy and compassion.
- SERVICE – TIKKUN OLAM תיקון עולם
We embrace our responsibility to serve our communities and to help repair the world.

Core Educational Pillars

- **CREATIVE, COLLABORATIVE CURRICULUM:** Our innovative and rigorous curriculum integrates experiential learning, applied technology, artistic expression, and enduring values in a Jewish context that inspires students to live with purpose.
- **PROJECT-BASED, HANDS-ON LEARNING:** Our commitment to project-based learning fosters creativity, critical thinking, collaboration, and problem solving in every classroom, providing students with the skills needed to succeed in the 21st century.
- **CHILD-CENTERED APPROACH:** Our child-centered approach to learning honors the curiosity of each student and creates opportunities for all students to pursue their individual interests. Our caring and committed teachers model high expectations and compassion for each child.
- **RICH JEWISH LEARNING MADE MODERN AND RELEVANT:** Our Jewish Studies curriculum challenges students to ask good questions, value multiple perspectives, and wrestle with ethical questions while nurturing their spirit to experience moments of awe in life. Our community fosters a sense of connection to the people and land of Israel as a source of spiritual and cultural inspiration.
- **WARM AND WELCOMING COMMUNITY:** We provide a warm and welcoming place for families to build connections. We enable students to develop their passions, understand themselves as learners, and find their place within our learning community.



Facts and Figures

Brandeis Hillel Day School – Marin:
founded in 1978

Brandeis Marin: founded in 2015

2024–25 Schoolwide Enrollment: 140

Lower School (K–5): 75

Middle School (6–8): 65

Student–Faculty Ratio: approximately
5:1

Employees: 49, including 28 full-time
faculty

% of Faculty with Advanced Degrees:
60%

Average Tenure of Faculty: 19 years

Operating Budget: \$6.3 million

Indebtedness: 0

Tuition: \$41,500 for PreK–Grade 5,
\$43,900 for Grades 6–8

Financial Aid: \$1.9 million to 51% of students

Total Funds Raised, 2023–24: \$1.1 million

Parent Participation in Annual Giving: 98%

On the Web: Brandeis Marin School (<https://www.brandeismarin.org/>)



The Program

Brandeis' program consists of an innovative, rigorous, and project-based curriculum infused with spiritual exploration and discovery. Students examine creek beds, build 3D models, and ponder the ins and outs of invertebrates. They plunge into equations, deconstruct complex texts, play an array of instruments (even ukulele!), and give back through service learning all while immersed in Jewish history and values. The curriculum is a values-based education program that provides individualized and project-based learning that serves diverse learning needs. The school has highly trained and dedicated teachers with a strong school-home partnership. In this day and age of teacher turnover, Brandeis faculty have an impressive average tenure of 19 years. All around the school, pride in Jewish identity and a connection to Israel is palpable, a remarkable quality given the diversity of Jewish practices within the Brandeis community.

The curriculum is based in Jewish values, holistically well-rounded, and tailored to diverse learning needs. Notably, Hebrew and Jewish Studies are taken seriously by everyone regardless of their Jewish practice or whether they are Jewish at all. Across K-8, studies are project-based, experiential, meaningful, compelling, and standards-aligned. The performing and visual arts are top-notch, with truly impressive programs not just for a small



school; they are remarkably high-level, which serves as yet another attraction to this community. Additionally, the language program, student council, tzedakah project and mathletes are signature strengths of the school. Students especially love the 8th grade seminar-style class with the Head of School and the annual trip to Israel.

Governance and Finance

In terms of governance, you likely cannot find a better situation, as the board is described as “the best board ever!” by the current Head of School. This board deeply understands the role of governance and has a deep respect for the lay-professional partnership. The Board is strategic, forward-thinking, and dedicated to upholding the school’s mission and setting up the school for long-term success. Initially, the board’s priority was launching the school as an independent entity. Now, given its strong position, the board is looking forward and focused on ensuring the school is thriving long into the future and setting the tone as a premier Jewish day school in Northern California. In their estimation, Brandeis can and should be the first-choice education for all families looking for a Jewish-infused, best-in-class, progressive academic K-8 school. The school has no debt and a strong fundraising record (greater than \$1 million/year) both of which are signs of its financial stability. They also exhibit commitment to Brandeis’ socioeconomic diversity, with a strong tuition assistance program and allotment.

Community

The school exudes a community feel at every turn. Despite not-insignificant tuition, there is a down-to-earth feel around campus, with zero efforts placed toward exerting status. Regardless of a family's means, Brandeis serves as a home to all of its families. This fosters a palpable, "roll-up your sleeves" modus operandi, with each staff and community member doing their utmost to make it all come together. Teamwork is the overwhelming principle across stakeholders. There is a focus on social issues and important Jewish community-building throughout the school's academic year. Tefillah happens every Thursday morning; many classrooms include Shabbat celebrations; and annually, the Purim Carnival, Yom Ha'atzmaut (Israel Independence Day), and Tzedakah projects more broadly bring the community together.

Notably, all levels of Jewish observance and non-Jewish families alike are not only welcome at the school—they feel a sense of belonging. That sense of inclusivity goes beyond religion, as Brandeis accepts and supports a significant number of students with learning differences without being a targeted LD school. They maintain small class sizes (student-teacher ratio 5:1), and their administrators guide the instruction, differentiation, and individual support for the teachers. Overall, Brandeis is a place where students are free to be who they are, as tolerance and understanding are hallmarks of the school.

Faculty and Administration

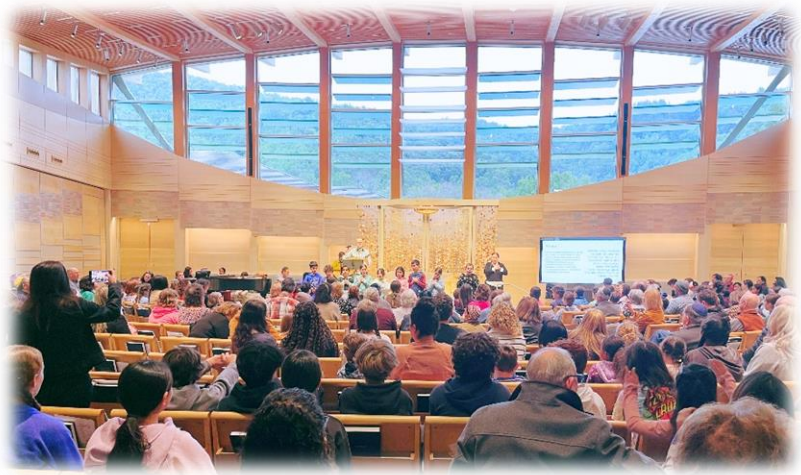
You need only look at the faculty and staff at Brandeis to understand how strong the school is. The leadership team has been committed and steady at the wheel through the challenging times that Covid presented. The faculty are also committed, kind, and caring, and they uphold a rigorous curriculum without the school becoming a high-pressure environment for students. Indicative of the community, the average faculty tenure is almost 20 years! In an hour-long conversation with a class full of middle schoolers, the students filled the time with praising their teachers and their impact, and the way students feel seen, heard, and supported by them and the administration overall. The teachers have strong relationships with the parents and view their connection as a trusted

partnership. As one teacher succinctly described, "I feel trusted, protected and have grown as a professional here, it is my dream job. I love it here."



Campus

Perhaps the most remarkable aspect of the school is its unique position as part of an impressive community campus, nestled in the natural beauty of Marin's hillsides and a short drive from San Francisco. The campus includes Congregation Rodef Sholom, which just underwent a 2-year multimillion-dollar renovation to stunning effect,



and the Osher Marin Jewish Community Center, with extensive facilities, including an indoor and outdoor pool—creating a one-of-a-kind hub for Jewish life. It's easy to see why the school fosters a sense of home for the whole family, as young children can attend preschool at the JCC; children of all ages can spend their summers at the JCC camp; many families worship, celebrate, mourn, and build community at the shul; the whole family can work out at the JCC; and school-age students can attend Brandeis. Everything a family would need is on this campus, and the school can access all of the campus facilities for their programming needs.

Graduates

"We cultivate leaders here." Notably, Brandeis graduates are thoughtful, motivated, well-spoken young people of integrity. They go on to receive admission offers from their high schools of choice with a typical 95% acceptance rate. Their alums stand out as leaders in their new communities, even many years later. Brandeis prides itself on providing all graduates an unmatched preparedness for the world academically, emotionally, and spiritually that sets students up for success. Perhaps most importantly, the students who graduate are kind people and good citizens. The community remains proud of who they are in the world.



Opportunities and Challenges for the Next Head of School

Brandeis is financially stable with current enrollment at 140 and yet the school has the opportunity to grow to accommodate just over 200 students on campus. Brandeis has higher enrollment in their upper grades as parents begin to recognize the benefits of a Brandeis education versus surrounding public and private schools, but small school size continues to be a barrier for some families, especially those that want a larger social peer group. Despite a very generous financial aid program, high tuition can also be a hindrance. There is support from the board, senior leadership team, and families to grow enrollment and the new head will have an opportunity to help craft that vision for growth.



Brandeis is committed to serving a diverse set of learners with an exceptional academic experience. This commitment creates some unique challenges for the school which they have addressed through small class sizes, differentiated instruction and a project-based curriculum. The new head will need to address ways to continue to grow while meeting the needs of diverse learners.



The shared areas of the campus have recently gone through a major renovation including the building of a beautiful modern new synagogue facing outwards to the Northern California foothills and re-landscaping of the surrounding open spaces shared with the Brandeis school community. This is a major plus for the school, and now the interior of the Brandeis facilities needs to be updated next. The Brandeis board is currently considering a capital campaign that would largely be in place for the new head to implement. A leader who is excited by this

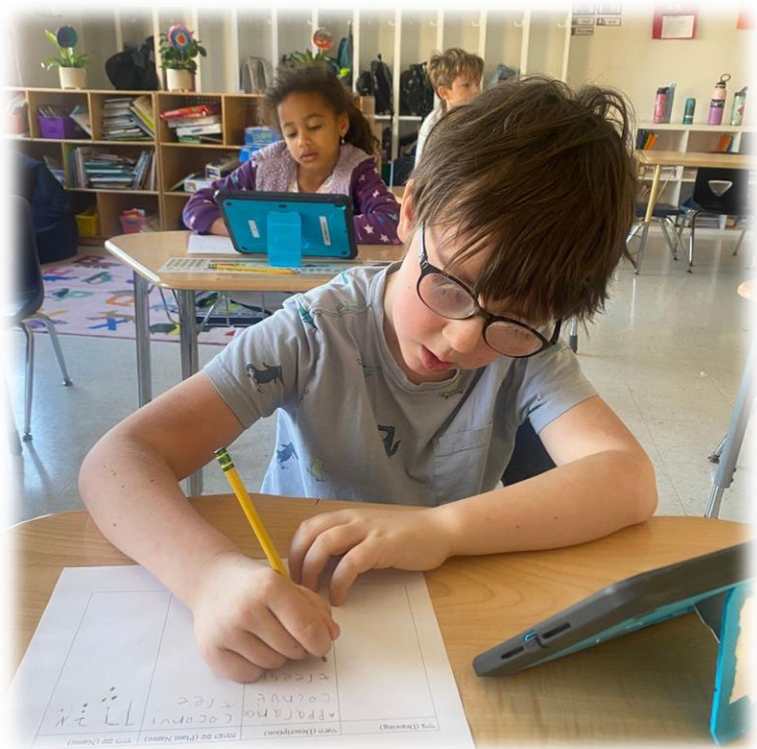
project and has project management experience will be a plus. With three organizations on one campus, the HOS will participate in constructive negotiations around use-of-space to the betterment of all three organizations, which takes patience, compromise, and creativity. Lastly, while the campus creates the opportunity for an all-in-one-place approach to Jewish family life, there are further opportunities to grow engagement via these shared spaces. The three organizations had a notably strong collaboration around the Purim Carnival, and that could be a model for the next head for future productive family programs.

From its inception, the curriculum at Brandeis Marin has been intentionally spiraled and systematically approached from kindergarten through 8th grade. There are codified curriculum maps to serve as living documents that outline the trajectory of a Brandeis Marin student's learning experience. The next head will collaborate with the



Assistant Head of School to determine what curricular updates are warranted, examine differentiation within classes and ensure vertical alignment across all grades and subjects. Directing the right cadence and transparency in communications from administration and teachers to parents and within the school community will be part of the key relationship-building for the next Head of School.

Technology is also thoughtfully woven into the school culture and classes at Brandeis Marin. The school prides itself on offering a quality, cutting edge technology program delivered by engaging instructors. Some parents have asked for more technology including coding, robotics, and artificial intelligence and the new head will need to collaborate with the school's experienced Chief Information & Innovation Officer to evaluate the right balance of technology use and the technology infrastructure needs of the school.



Responsibilities

- Lead overall vision and drive strategic direction for the school's next chapter
- Build trusting relationships with teachers, parents, administration, board, and students; be a visible and accessible presence
- Oversee, coach, mentor, and collaborate with the senior leadership team
- Solicit fundraising from individuals, foundations, and institutional partners and explore grant opportunities
- Support capital campaigns and endowment and cash reserves growth
- Preserve high level of security of the campus
- Partner closely with the board
- Identify and implement opportunities to update/modernize school building and systems
- Set, uphold, communicate, and adhere to budgets
- Partner with the Osher Marin JCC and Congregation Rodef Sholom leadership on our shared community campus
- Be a presence in the larger educational and Jewish landscape throughout the greater San Francisco Bay Area; continue the robust collaboration with the 12 regional Jewish day schools
- Preserve the academic excellence of the school in an inclusive Jewish values-based environment, meeting the needs of different learning styles
- Oversee enrollment management with consideration for overall affordability
- Work with the Director of Finance on salary benchmarking and benefits
- Model respect for tradition while not marginalizing people who identify or think differently



Qualifications

Experience and Skills

- Advanced degree and at least ten years of experience in a senior administrative position in an education setting preferred
- Leadership experience building collaborative teams and inspiring engagement in the Jewish community
- Knowledge of the broader San Francisco Bay Area Jewish community and/or excitement to enhance/build relationships
- Passion for community building and ability to systematically increase enrollment while maintaining the school's character and academic standards. Admissions and enrollment management experience a plus
- A student-centered and proven leader who can inspire and empower others, make them feel safe, and hold them accountable; adept at conflict resolution, making difficult decisions and having tough conversations when needed
- Values and understands the diversity of Jewish culture, with the ability to connect across the spectrum
- Strong oral and written communications with experience projecting a clear vision
- Fundraising experience or interest and excitement to learn
- Experience managing budgets and a strong operations skill set to support growth
- Ability to work with and build trust and buy-in across stakeholder groups

Personal Characteristics

- Warm, approachable, and accessible
- Inspiring and knowledgeable, with a great sense of humor
- Collaborative and student-centered
- Honest, transparent, and respectful
- Strong Jewish identity and commitment to Jewish education
- Welcoming and open to non-Jewish faculty and families
- Openness to innovation and change in balance with tradition
- Relationship- and community-builder
- Organized, able to delegate, down to earth, and willing to do any job needed
- Diplomatic and non-judgmental; instills trust in stakeholders
- Commitment to Israel



Key Competencies

Communicates Effectively	Drives Vision & Strategy	Promotes Engagement
<p>Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.</p>	<p>Painting a compelling picture of the vision and strategy that motivates others to action.</p>	<p>Creating a climate where people are motivated to do their best to help the organization achieve its objectives</p>
Instills Trust	Drives Results	Attracts Top Talent & Builds Effective Team
<p>Gaining the confidence and trust of others through honesty, integrity, and authenticity with diverse groups of people.</p>	<p>Consistently achieving results, even under tough circumstances.</p>	<p>Attracting and selecting the best talent to meet current and future business needs and fostering a team that allows for and applies diverse skills to achieve common goals.</p>

Benefits and Compensation

The salary for this position aims to be competitive and commensurate with experience, falling within the range of \$275,000–\$350,000 per year. Brandeis Marin 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 Brandeis Marin. 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) by visiting the Brandeis Marin listing.

Anticipated Search Calendar

Application Deadline: March 31, 2025

Semifinalist Interviews (on Zoom): April 2025

Finalist Visits: May 2025

Starting Date: July 1, 2026

This position description is based upon material provided by Brandeis Marin School, an equal-opportunity employer.

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

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