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CESJDS
CHARLES E SMITH JEWISH DAY SCHOOL
בית מדרש צוריאל



High School Principal

Charles E. Smith Jewish Day School

Rockville, MD

Salary: $175,000 - $225,000

Background



About Charles E. Smith Jewish Day School

Charles E. Smith Jewish Day School (CESJDS) is one of the nation's leading pluralistic Jewish day schools, serving students from Junior Kindergarten through 12th grade. Rooted in Jewish values and academic excellence, CESJDS fosters intellectual curiosity, character development, community engagement, and meaningful Jewish identity. At CESJDS, strong relationships, deep community connections, and commitment to students are the foundation of the educational experience.

Located in Rockville, Maryland on two campuses, CESJDS serves a vibrant and diverse community of learners and families. The school's pluralistic mission creates an environment where students learn to appreciate and engage with multiple expressions of Jewish life, and Jewish identity is at the core of the CESJDS experience. CESJDS nurtures and develops confident, compassionate thinkers who approach the world through the lens of Jewish values and seeks to help students develop a strong sense of Jewish identity while preparing them to thrive in an increasingly complex world. Jewish learning extends beyond the classroom, and is reflected in the rhythms of school life, including meaningful engagement with Jewish history, culture, tradition, and with Israel. CESJDS is fortunate to have a large Israeli student-population who are an integral part of the school community.

CESJDS integrates rigorous academics, social-emotional learning, Jewish values, and community engagement to support students' intellectual, academic, and personal growth. Across all divisions, students are encouraged to ask questions, engage deeply with ideas, embrace challenges, and develop the confidence to contribute meaningfully to the world around them. High-caliber academics are the hallmark and foundation of CESJDS, shaping inquisitive, capable, and confident learners. The school offers academics at multiple levels in a broad range of subjects including STEM, world languages, genetics, journalism, Jewish history, and computer science, in addition to the core subject areas. CESJDS is consistently recognized as a leader for its outstanding academic program nationally among both independent and Jewish day schools.

For many faculty members and families, CESJDS serves as a lifelong community. Relationships among students, families, faculty, staff, and alumni are a defining strength of the institution, creating a culture marked by warmth, belonging, and shared purpose. As it looks toward the future, CESJDS remains committed to providing an exceptional education that combines academic excellence, Jewish values, and community connection while inspiring students to lead lives of meaning, learning, and impact.

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Background (cont.)

The High School



The Annette M. and Theodore N. Lerner Family Upper School Campus is home to grades 6-12, administrative offices, and several acres of playing fields and green space. Intellectually curious high school students develop meaningful, lasting relationships with talented, dedicated faculty in classrooms where inquiry and debate are not only encouraged but expected. In community spaces celebrating leadership, excellence, and expressions of Jewish faith and identity and across signature experiences rooted in the school's pluralistic Jewish mission, students embrace opportunities to grow into confident, compassionate thinkers who engage the world through Jewish values. CESJDS welcomes and celebrates the diversity of Jewish backgrounds and practices, creating a community where every student feels valued and connected. A powerful sense of community and belonging extends well beyond the classroom. The high school program develops confident, compassionate thinkers who engage the world through Jewish values. Foundational principles of *DerekhEretz*/Ethical Behavior, *Ahrayut*/Responsibility, and *K'hillah*/Community are infused into the daily experience of student life, while the school's eight core values serve as the foundation of a CESJDS high school education.

A rigorous, innovative integrated curriculum is at the heart of CESJDS's 3.5-year high school program. Students typically take eight or nine courses comprised of traditional core curriculum and electives, all of which are at the college preparatory or honors level, and required courses in Jewish Studies, including Hebrew, Jewish History, and Jewish Text. Critical thinking, problem solving, resilience, independence, compassion, and collaboration are hallmarks of the classroom experience, in addition to discipline-specific skills and content.

Co-curricular opportunities abound and enrich the CESJDS experience, helping students pursue individual passions, build community, and develop leadership skills. During the school day and after school, offerings include, but are not limited to, 50+ student clubs, 16 interscholastic teams that compete in the Potomac Valley Athletic Conference, Sports Medicine, STEM Fellows, Health & Wellness Fellows, service on the Student-Athlete Leadership Committee, athletic team captains, publication editors, directors of arts productions, and student government officers. Kabbalat Shabbat, or Kab Shab, the highlight of the week, features student emcees, divrei Torah, musical and other performances, and an opportunity to honor individual and collective talents and accomplishments in community. Advisory brings students together with a faculty member, meeting twice weekly to be a resource, provide support, and to experience a sense of belonging.

The college counseling experience begins in 9th grade and continues through graduation. It is one that focuses on each student's individual path and aspirations. Students earn places at the most competitive colleges and universities across the country and the world, and yet, the process honors the journey of each student, focusing on their intellectual passions and personal development.

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Background (cont.)

The High School (cont.)

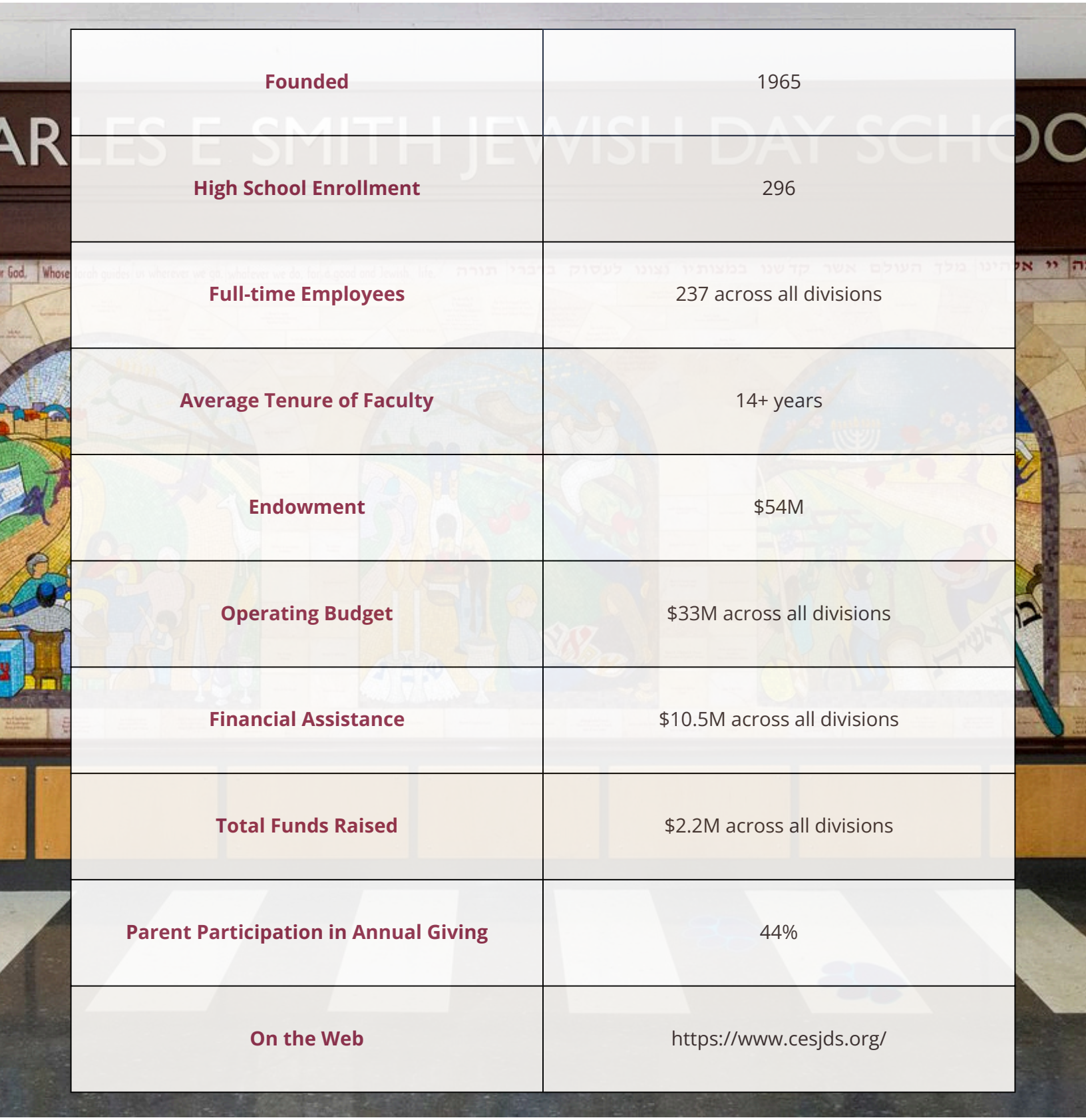
The Irene and Daniel Simpkins Senior Capstone Israel Trip is a signature experience of the CESJDS high school program, bringing together Jewish learning, community connection, and personal growth. Following graduation in February, most seniors choose to participate in this 13-week journey through Israel and Eastern Europe, living, learning, exploring, and celebrating together. In Israel, students engage with the country's history and culture through study, volunteer work, and outdoor experiences. Visits to Poland and Germany deepen their understanding of Eastern European Jewish life, the Holocaust, and the post-Holocaust revival of Jewish communities. This semester-long experience fosters independent living skills and social-emotional growth while extending learning beyond the classroom.

The next High School Principal will join CESJDS during an exciting period for the school, as the community begins a new chapter under the leadership of its seventh Head of School, Dr. Jonathan Levy, who joined CESJDS in July 2026. Dr. Levy is an active and visible presence on both campuses, engaging with students, faculty, staff, parents, and the broader community and participating in the life of the school.



At a Glance

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Founded	1965
High School Enrollment	296
Full-time Employees	237 across all divisions
Average Tenure of Faculty	14+ years
Endowment	$54M
Operating Budget	$33M across all divisions
Financial Assistance	$10.5M across all divisions
Total Funds Raised	$2.2M across all divisions
Parent Participation in Annual Giving	44%
On the Web	https://www.cesjds.org/

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The Position

The High School Principal leads the division's academic program and community, balancing educational philosophy, program strategy, and curricular traditions while fostering Jewish values in a student-centered environment where adolescents grow, thrive, and prepare for postsecondary opportunities. The Principal is responsible for advancing a warm, relationship-centered environment where students are both supported and challenged, faculty are dedicated and inspired, and families are engaged in meaningful school partnership. Reporting to the Head of School, the Principal provides leadership for all aspects of the division, including academic excellence, curriculum and instruction, student well-being, faculty leadership and development, family engagement, and Jewish life. A visible and approachable presence, the Principal fosters a culture of belonging, partnership, and accountability across faculty, students, and families.

Strategic Leadership and Operations

- Partner closely with admissions, development, and school leadership to support enrollment and retention goals; serve as a visible ambassador for the High School and foster an experience that attracts and retains families.
- Provide strategic and educational leadership for the High School, aligned with the school's mission and pluralistic Jewish values.
- Serve as a visible, approachable, student-centered leader who inspires students, faculty, and staff.
- Manage High School programs and routine activities with sound judgment, attention to detail, and a disciplined approach to identifying and carrying out priorities.
- Collaborate with colleagues across the JK-12 community to promote curriculum alignment and institutional cohesion.

Academic Leadership & Educational Excellence

- Support excellent teaching and lead a clear, connected curriculum across secular and Judaic studies that prepares students for an evolving world of future change.
- Promote a culture of innovation, inquiry, and continuous improvement while preserving the school's core educational strengths
- Ensure students are prepared for college, careers, and other post-graduation pathways through strong counseling and skill development.
- Develop best practices for technology in classrooms and for students' academic work.

Faculty Management and Growth

- Support, develop, evaluate, recruit, and hire exceptional faculty while advancing a collaborative, professional work environment.
- Provide teachers with support, professional development, and resources.

Student Success and Family Partnership

- Cultivate an inclusive, respectful community that strengthens student belonging, well-being, character, and leadership.
- Ensure the continued success of programs that support a diverse range of learners and learning needs.
- Partner and communicate effectively with families and diverse constituencies while leading thoughtful change and innovation.

Community Building and Jewish Life

- Cultivate an environment for student leadership, engagement, and ethical development.
- Integrate Jewish pride, identity and love of Israel throughout life in the High School.
- Provide students with a deep understanding of Jewish values, teaching, and history.

Core Experiences and Skills

- A strong administrative leadership background, including responsibility for academic programs, faculty development and engagement, and the day-to-day operation of a complex division.
- Exceptional relationship-building and communication skills, with the ability to earn trust, build community among parents, students, and faculty, navigate differing perspectives, and establish alignment around shared priorities.
- Deep understanding of and commitment to excellence in high school teaching and learning, with experience in classroom instruction, curriculum development, and instructional leadership, as well as knowledge of adolescent development.
- Experience in college counseling and a strong understanding of the postsecondary landscape in a competitive, high-achieving environment.
- Experience supporting students with a broad range of learning profiles and advancing inclusive practices that ensure all learners can thrive.
- Prior experience leading or teaching in a Jewish day school and/ or with an integrated curriculum.
- Demonstrated ability to exercise sound judgment, make thoughtful and timely decisions, and communicate decisions with clarity and consistency.
- Understanding of and appreciation for Jewish life, culture, and values, along with the ability to support meaningful Jewish educational experiences and foster connections to Jewish identity, community, and Israel.



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The Ideal Candidate

We are seeking someone who is:

- Mission-aligned, with a passion for teaching and learning and a deep appreciation for excellent instruction, strong dual-curriculum, and Jewish values and identity.
- Student-centered community builder who develops students' intellectual, academic, and personal growth by fostering inquiry, deep engagement with ideas, and a willingness to embrace challenges, preparing inquisitive, capable, and confident learners to contribute meaningfully to the world.
- A trusted relationship-builder, able to cultivate relationships with students, families, faculty, and colleagues through visibility, accessibility, active listening, and meaningful engagement in the daily life of the school.
- A skilled communicator who communicates directly and thoughtfully, listens to multiple perspectives, and helps stakeholders understand both decisions and the reasoning behind them.
- Capable of making difficult decisions when necessary, balancing empathy with accountability, and exercising sound judgment that leads to trust and confidence throughout the community.
- A builder of strong teams and leadership capacity, committed to identifying and nurturing talent, clarifying roles and expectations, and creating an environment in which faculty and administrators can grow professionally.
- Collaborative and curious with a sense of humor and joy, approaching leadership with a commitment to valuing diverse viewpoints, seeking feedback, and balancing confidence in decision-making with a willingness to learn from others.
- Strategic, organized, and action-oriented; able to establish priorities, allocate resources thoughtfully, and advance important work with follow-through.
- A lifelong learner who remains current on emerging educational research and best practices while fostering a culture of reflection, innovation, and professional growth throughout the division.

Qualifications

- Bachelor's required, Master's Degree in related field preferred.
- Experience teaching and/or leading in a high school or postsecondary school setting.
- Experience retaining, supervising, and supporting educators.
- Experience working collaboratively with families.
- Strong communication and interpersonal skills.
- A commitment to Jewish education.

Key Competencies

The ideal candidate for the High School Principal position possesses the following competencies:

Collaborates

Building partnerships and working collaboratively with others to meet shared objectives.

Communicates Effectively

Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.

Values Differences

Recognizing the value that different perspectives and cultures bring to an organization.

Balances Stakeholders

Anticipating and balancing the needs of multiple stakeholders in a diplomatic fashion.

Builds Effective Team

Building strong teams with a strong identity that apply their diverse skills and perspectives to achieve common goals.

Instills Trust

Gaining the confidence and trust of others through honesty, integrity, and authenticity.



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Compensation and Benefits

Charles E. Smith Jewish Day School offers a competitive and comprehensive compensation package for this role. The salary range is $175,000 - $225,000. The benefits package includes tuition assistance, medical, dental, and vision coverage, as well as a retirement plan.

Application Requirements and Process

DRG is conducting this search on behalf of Charles E. Smith Jewish Day School. 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 1–2-page PDF writing sample of your choice (newsletter, parent or faculty communication, talk, etc.)
- The names, email addresses, and telephone numbers of five references, as well as the relationship of each reference to the candidate. (References will be contacted only at the finalist stage and with the candidate's permission.)

Application Status: Presenting candidates as soon as possible

Start date: July 1, 2027

Recruitment Fraud Notice: *DRG is the exclusive partner for this search. Legitimate communications will come directly from DRG using @drgconsulting.com email addresses or their LinkedIn profiles. If you are unsure whether a communication is authentic, please contact the consultant(s) listed in this posting.*

Staci Williams Seeley
Principal
sseeley@drgconsulting.com

Submit an application