

Director of

# Gan HaYeled

*July 2019*



Adas Israel Congregation  
Mildred and Jess Fisher  
Early Childhood Center  
Gan HaYeled Preschool

2850 Quebec Street, NW  
Washington, DC 20008  
[adasisrael.org/gan](http://adasisrael.org/gan)  
202.362.4491

## Our Approach

Through a variety of hands-on experiences, we encourage students to explore the world around them. Children develop their cognitive, social, and physical skills through art, make-believe play, science, cooking, literature, music, and simply playing together.

Our program, which offers small classes and an excellent student-to-teacher ratio, is enhanced by enrichment faculty in creative movement, music, STEAM, and Jewish education.

## Our Philosophy

Judaism is the foundation, framework, and essence of our school. Our values and traditions shape the rhythm of our days and the way we build relationships with one another. At the Gan, we use a play-based developmental approach. We recognize that all children learn in different ways, at different paces. Along with the fundamental skills taught in our curriculum, we believe enrichment activities and parent involvement are critical ways to extend learning opportunities. Our children are part of a vibrant community of learners.

## Fast Facts

- Students: 200
- Faculty: 60
- Average years of teaching experience: 12
- Student/teacher ratio: exceeds code requirements

## The Position

Gan HaYeled, which means “Children’s Garden,” was founded in 1972. Its warm and nurturing environment helps children develop self-confidence and independence, along with fundamental language and social skills.

Each school year Adas Israel Congregation’s Gan HaYeled engages and inspires children ages 18 months to five years through its nationally recognized early childhood education program. Visitors to its classrooms will find children busy building towers, painting at easels, riding bikes, engaging in scientific inquiry, reading books, preparing snacks, as well as sharing holiday traditions and Shabbat.

The Gan is a progressive early childhood school, taking inspiration from constructivist theory, Piaget, and Reggio Emilia philosophy, as well as the growing knowledge of research-based best practices.

The Director, along with the Assistant Director, Developmental Support Specialist, and Administrative Assistant work together to support the belief that play is the work of young children.

At this time, the School seeks a new Director, effective July, 2019, who is a capable and committed educator. The successful candidate will have a genuine and lifelong love for learning and will be excited about the early childhood program and the close-knit community that are the hallmarks of the Gan. S/he will provide leadership which makes space for many voices to play a role in building and enhancing the preschool’s strong community. The next Director will need to build upon the accomplishments of the past while preparing the structures and infrastructures that will support the students and teachers of the future. This is an exciting time to be a leader at the Gan.



# On the Cutting Edge

Our curriculum reflects the latest research in child brain development and early childhood education. We use a child-directed developmentally appropriate emergent curriculum which allows all our children, including those with special needs, to learn at their own pace and in their own way. Children are encouraged and assisted to become independent, competent guides of their own learning. Through hands-on experiences, students at the Gan flourish as they explore the world around them.

## Adas Israel Early Childhood Core Values:



Holistic family engagement.



Jewish atmosphere that is warm, loving, and joyous.



Learning is done through Jewish content and character development.



Diversity, including sexual/gender identity, developmental needs, family make-up, race, socio-economic & religious background.



A values-driven Jewish community guided by the Jewish calendar and tradition with respect for individual practice.



A high-quality program that reflects excellence and best practices in early childhood education.



The Gan and early childhood program is an integral component of Adas Israel with connections through all ages and life-stages.



Adas Israel's early childhood program, including the preschool, is financially sustainable.

# Opportunities & Challenges

The Gan is well positioned with stable enrollment, dedicated teachers, and a strong reputation in Washington, DC. The new Director will be arriving at a prime moment of celebration for what exists and optimism for what is possible. An already strong culture of community awaits someone who will support, encourage, and inspire each constituent group.

## Areas for leadership:

- Demonstrate understanding, appreciation, and experience with Jewish religious and educational programming and curriculum
- Lead the effort to envision and collaboratively plan for the future of the Gan
- Supervise and provide growth and professional development opportunities for faculty, staff, and specialists
- Collaborate with senior staff on implementation of curriculum and assessment materials
- Build a strategic, vibrant relationship between the preschool and the broader Adas staff, clergy, and families with young children
- Oversee finances: create and oversee annual budget, staff salaries, and tuition fees, coordinating with accounting and senior staff
- Uphold the Gan's commitment to be an inclusive community
- Oversee licensing and accreditation processes
- Work with local and national organizations to maintain appropriate certifications
- Provide a clear and precise set of values understood by all stakeholders
- Create a well-defined organizational mission

# Qualifications & Qualities of the Next Director of the Gan

The next Director will lead a group of talented teachers committed to providing the strongest early childhood program possible. The School seeks a Director who has:

- Strong communication skills
- Masters degree in Early Childhood Education or related degree preferred
- Experience as a teacher in an early childhood classroom and familiarity with real-world classroom challenges
- Experience in running a successful early childhood program with teacher mentorship and engagement
- Ability to recruit, engage, develop, and retain a talented faculty and staff.
- Warm and welcoming manner when engaging children on their level
- Knowledge about educational research and how to move from theory to practice
- Consistency in operations, indicative of a measured and reflective leader who understands how to make strategic and mindful change
- Team building strengths with the collaborative capacity to be part of the team
- The integrity to trust and be trusted through personal qualities of transparency, patience, visibility, flexibility, and kindness. The successful candidate will be approachable with an ability to think creatively.



# To Apply:

Interested candidates should submit the following materials as separate PDF attachments in one email:

- Cover letter expressing interest in the Gan Director position
- Current resume
- Statement of educational philosophy and practice
- List of four references with name, phone number, and email address of each (references will be contacted only with the candidate's permission)

Please send all materials to:

[GanSearch@adasisrael.org](mailto:GanSearch@adasisrael.org)

Thank you.

