



Temple B'nai Torah
Solomike Early Childhood Center
Director
Bellevue, WA/Seattle, WA Area



Background

Established by the Negrin Family, the Solomike Early Childhood Center (SECC) is a brand-new Jewish preschool at Temple B'nai Torah, in Bellevue, WA. The SECC will have five classrooms, a capacity of 82 students including infants, toddlers and Pre-K students and welcomes all children and their families, providing full-day programming. The SECC will respect and value the cultural diversity of each family and strive to create a safe environment that nurtures a love of learning, creativity and sharing with others.

The SECC is committed to quality early childhood education and will strive to present a warm and nurturing program that teaches the whole child – socially, physically, emotionally, intellectually, and spiritually.

The SECC will focus on child-centered teaching, developmentally appropriate practices, and the belief that 'play is a child's work.' The goal is to develop each child's confidence, creativity, and life-long learning skills in our program. To support this goal, the SECC will use the Reggio Emilia approach; an approach to learning that emphasizes the development of strong, capable, and resilient children.

As a Jewish early childhood center, the curriculum includes (at an age-appropriate level) the sights and sounds of Judaism, often centered on the celebration of Jewish holidays. Classroom decorations, craft projects, Hebrew lettering, and more focus on the many aspects of Jewish cultures from around the world. Holiday celebrations include appropriate food, music, stories, and sometimes even a trip into the Synagogue Sanctuary. Shabbat is celebrated each Friday with special songs, blessings, and food.

The SECC will not discriminate in enrollment on the basis of race, creed, religion, color, national origin, gender, age, marital status, sexual orientation, gender identity or disability. The SECC expects that approximately a third of its students will come from the Jewish community with the remainder coming from the larger community. 50% of the students will come from low-income families.

Position

The SECC is seeking a warm, energetic, passionate, and inclusive educator who is also a forward-thinking, visionary leader with excellent interpersonal, problem-solving, and communication skills to oversee the goals, mission, and educational philosophy of the school. The director should be a strong collaborator who easily connects with children and parents, is able to delegate and think creatively.

The inaugural director has the opportunity to hire their entire staff and build the culture for the school. The vision is a safe and professional environment where teachers and students are well cared for, where everyone feels they have a place and a sense of connection.

The Director will report to, be supported by, and work closely with Rabbi Molly Weisel.

Responsibilities

- Recruit, hire, and manage a highly capable staff of 20 for a brand-new school with capacity to serve 82 children.
- Develop and implement the curriculum which includes Jewish learning and is also accessible to non-Jews.
- Plan, execute, and manage SECC budget.
- Maintain ongoing compliance with licensing and codes.
- Establish rapport with Temple B'nai Torah staff and lay leaders to build a foundation for a strong working relationship.
- Work collaboratively to market the SECC and enroll children.
- Foster warm, personal relationships with each existing, new, and prospective family, through engaging, proactive, and consistent communication.
- Create an enticing space for children and families.
- Establish and support a Parent Teacher Organization whose leadership will focus on fundraising for the SECC.
- Oversee daily operations and administrative activities for the SECC.
- Meet with prospective families and provide tours of the childcare center.
- Support professional development programs to continuously train faculty and staff.
- Observe and evaluate children's performance, behavior, social development, and physical health.
- Coordinate with the Facilities department to ensure that the indoor and outdoor spaces of the SECC are clean, safe, and well-maintained.

Qualifications

- Proven experience in early childhood education.
- Strong listening and communication skills, both written and verbal.
- Proven leadership experience, including a demonstrated ability to inspire, be empathetic, motivate, and develop a team of educators and administrative staff.
- Strong financial acumen and experience with budget management.
- Natural ability to form relationships with children and offer comfort and support during times of distress.
- Understand and appreciate Jewish values, culture, and tradition.

- Skilled in creating structure within an organization.
- A community builder who is genuinely eager to engage with all constituencies and forge strong connections within and outside the organization.
- The ability and knowledge to ensure that all state and local regulations necessary for the licensing of the school are always met and adhered to.
- Willingness to understand the role of the SECC within in the Temple B'nai Torah community.
- Track record of identifying, recruiting, developing, and retaining educators and staff; experience establishing and achieving annual goals with faculty and staff.
- Ability to navigate delicate conversations between educators, staff, and parents, exhibiting exceptional emotional intelligence.
- A degree in Early Childhood Education or similar is preferred.
- Experience in start-up environments is a huge plus!

Salary

The salary range for this position is \$110,000 – \$125,000 commensurate with experience. Benefits include healthcare, dental, 10% annual base salary to pension, long-term disability stipend, dues for one professional association, professional development stipend, stipend for books and periodicals, 403(b) plan, 20 days of vacation, 12 days of sick leave, and family leave.

This position description is based upon material provided by Temple B'nai Torah, an equal opportunity employer.

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

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