Early Childhood Education Director

Main Line Reform Temple's

School for Early Childhood Education

Pennsylvania

Full-Time Senior Staff Position

About Our Community

Main Line Reform Temple is a vibrant, welcoming Reform synagogue on Pennsylvania's Main Line. Our Early Childhood Education Center serves children from infancy through pre-kindergarten in a play-based, relationship-centered environment grounded in Reform Jewish values, curiosity, creativity, and a deep sense of community.

We are seeking a warm, visionary, and experienced Early Childhood Education Director to lead this beloved program — someone who will inspire our educators, nurture our youngest families, and help weave early childhood into the fabric of synagogue life.

Our Star 2 Keystone Star program has approximately 150 students and 40 staff members. We run ECE classes from early September through mid-June and an 8-week summer camp program.

Position Overview

The Early Childhood Education Director is a key member of the synagogue's senior leadership team and reports directly to the Executive Director. Working in close partnership with the Executive Director, Director of Education, clergy, and professional staff, the Director provides visionary leadership for all aspects of the Early Childhood Department.

This role is responsible for fostering a nurturing, developmentally appropriate, and Jewishly enriching environment where children, families, and educators thrive. Beyond overseeing the daily operations of a high-quality early childhood program, the Director serves as a bridge between the school and the broader synagogue community, creating meaningful opportunities for engagement, relationship-building, and lifelong Jewish connection. Through collaboration, innovation, and strategic leadership, the Director helps ensure that families with young children feel welcomed, supported, and integrated into the life of the congregation.

Key Responsibilities

Educational & Program Leadership

- Provide strategic educational and administrative leadership for the Early Childhood Center.
- Develop and implement a curriculum that reflects best practices in early childhood education and is deeply grounded in Jewish holidays, values, and traditions.
- Foster a nurturing, developmentally appropriate, and inclusive learning environment for all children and families.
- Lead family programs, holiday celebrations, and special community events with our clergy team.

Staff Supervision & Development

- Recruit, supervise, mentor, and evaluate teaching staff.
- Foster a collaborative, supportive professional culture through ongoing coaching and professional development.
- Build and sustain a strong, motivated team committed to educational excellence and our Jewish community.

Operations & Compliance

- Manage daily school operations, including staffing, scheduling, and communication.
- Ensure full compliance with Pennsylvania licensing regulations, health, and safety protocols.
- Develop and oversee operational planning and budget management in collaboration with synagogue lay and professional leadership.

Family & Community Engagement

- Build strong, trusting relationships with parents and caregivers through transparent and responsive communication and in-person meetings.
- Lead enrollment, recruitment, and retention efforts, including prospective family tours and outreach.
- Partner with synagogue leadership to connect young families with the broader synagogue community and Jewish lifecycle.

Qualifications

Required

- Bachelor's degree in Early Childhood Education or a closely related field
- Minimum of 7–10 years of progressively responsible leadership experience in an early childhood setting
- Deep knowledge of child development and early childhood best practices
- Demonstrated experience supervising and mentoring educators
- Excellent organizational, interpersonal, written, and verbal communication skills
- Familiarity with Pennsylvania licensing regulations and compliance requirements
- Commitment to creating an inclusive and welcoming environment for all families
- Genuine appreciation for Reform Judaism and the ability to integrate Jewish values and traditions into school culture

Preferred

- Master's degree in Early Childhood Education, Jewish Education, or a related field
- Experience working as an Early Childhood Education Director in a synagogue, Jewish day school, or Jewish community setting
- Familiarity with Reform Jewish practice, lifecycle, and culture

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The Ideal Candidate

We are seeking someone who is:

- A collaborative, compassionate leader who earns trust from families, staff, and synagogue leadership
- Energetic, creative, and deeply relationship-oriented
- Passionate about early childhood education and the role it plays in building Jewish community
- Comfortable balancing educational vision with the realities of operational management
- Skilled at communicating with warmth, clarity, and professionalism across a diverse community
- Genuinely excited to be part of a synagogue environment and connect families to Jewish life
- Able to effectively guide faculty and administrative staff to reach their full potential

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Compensation & Benefits

Main Line Reform Temple offers a competitive salary commensurate with experience, along with a comprehensive benefits package that includes:

- Annual Salary Range is $115,000 - $120,000
- Paid time off and holidays
- Ongoing professional development opportunities and support
- Synagogue membership benefits
- Medical, dental, vision, retirement plan
- A warm, mission-driven workplace community

How to Apply

To apply, please submit a resume and cover letter describing your relevant experience and your vision for early childhood Jewish education to:

ECESearch@mlrt.org

Applications will be reviewed on a rolling basis. We encourage interested candidates to apply promptly.

Main Line Reform Temple is an equal opportunity employer committed to diversity, equity, and inclusion.