וורניק
WORNICK
RONALD C. WORNICK
JEWISH DAY SCHOOL

Head of School

Position Specification



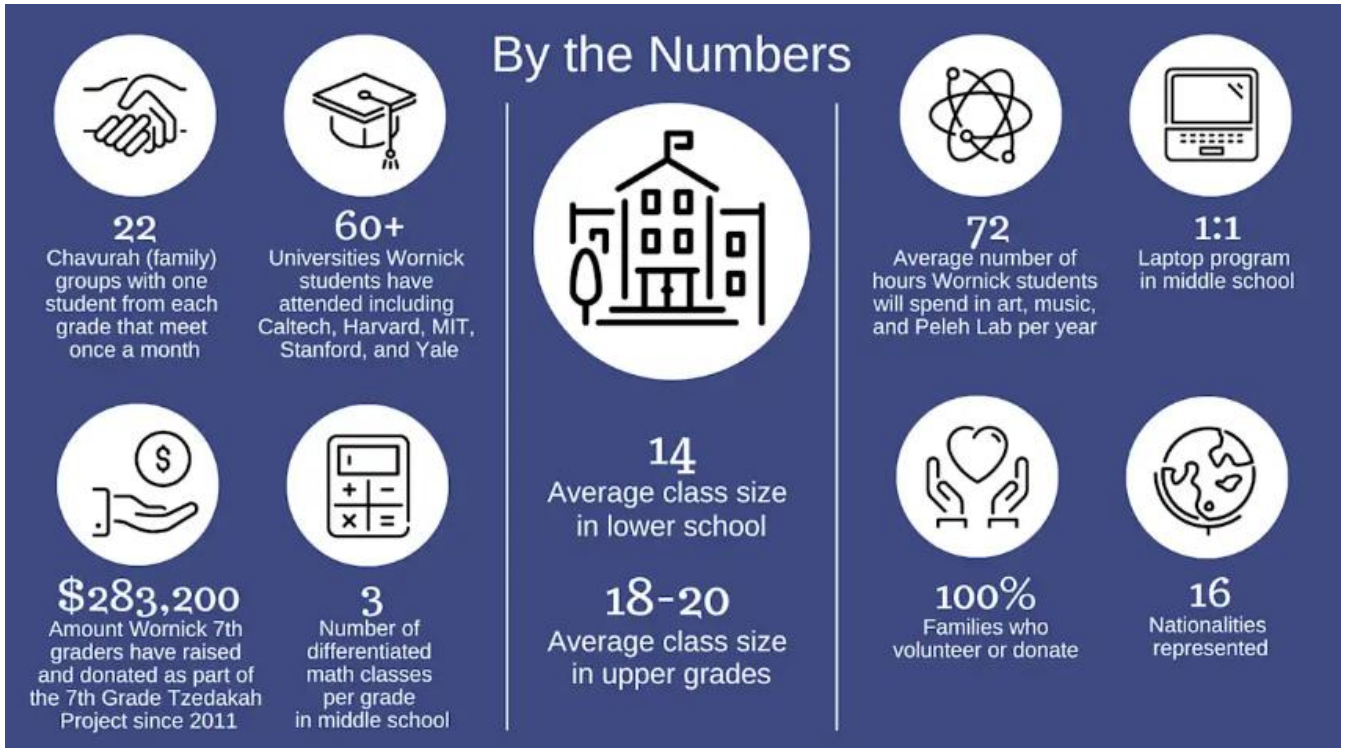
HEIDRICK & STRUGGLES

About Wornick

Mission: Ronald C. Wornick Jewish Day School develops students who are socially and academically prepared to meet their full potential as engaged leaders committed to a life steeped in Jewish ethics and values.

Wornick is more than just a school. It encompasses a vibrant, connected community that inspires critical thinking, complex problem solving, ethical decision-making, and persuasive speaking. By combining outstanding academics with timeless Jewish values, Wornick is shaping and preparing the next generation to lead with not only intelligence and confidence, but respect and compassion.

Wornick enters this leadership transition from a position of strength. Enrollment is growing, fundraising momentum is strong, the school's endowment has expanded, and a transformative campus investment has created an exceptional platform for the future. With highly regarded academic and Jewish Studies programs, and a vibrant, engaged community, Wornick is seeking a visionary Head of School to build on this momentum and shape the next chapter of the institution's success.





LEGACY OF LEADERSHIP

Wornick Jewish Day School is proudly named for one of the Peninsula's most prominent community leaders, Ronald C. Wornick, z"l (1932-2021). Mr. Wornick was instrumental in forming the concept of a community Jewish Campus in Foster City.

Mr. Wornick epitomized the spirit of the school – someone who continuously learned, an innovator in his field, a scientist and an entrepreneur, a patron of the arts, and a philanthropist who understood and lived the value of strengthening his community. He was a true leader, and the school continues to honor his legacy as they prepare the leaders of tomorrow.

Guiding Principles

EDUCATIONAL PHILOSOPHY
פילוסופיה חינוכית

Wornick celebrates the Jewish value of Bina (wisdom). The school sparks excitement for and teach students to find meaning in learning. WJDS inspires students to be curious lifelong learners. Every child is seen and heard as they tackle complex academics and interpersonal learning that prepares them for their future endeavors.

COMMUNITY
קהילה

Jewish learning at Wornick is a joyful tapestry of immersive study and experiences, personal reflections, and communal celebration. Wornick believes that Judaism teaches us to find meaning in everything and to be responsible for ourselves, our community, and beyond.

INCLUSION
קבלת הכלל

At Wornick, the school believes diverse voices and experience enhance the community. Their approach to inclusion is rooted in the Jewish values of Derech Eretz (honor and respect) and B'tzelem Elohim (all people are created in the image of G-d). The school embraces and welcomes a rich mosaic of Jewish practice, learning styles, race, ethnicity, sexual orientation, gender identity, life experience, socioeconomic status, and world perspective.

THE JEWISH EXPERIENCE
חוויה יהודית

As a Jewish Community Day School, Wornick's approach to community is deeply rooted in the values of Averut and Achrayut (community-mindedness and social responsibility).They believe that Wornick is more than a school, and its impact is felt beyond the walls and students. Students, families, and professional staff thrive within the fabric of an engaged school community grounded in connection, belonging, and shared experiences.



About Wornick's Next Head of School Opportunity

POSITION SUMMARY

The Head of School serves as the chief executive, educational leader, and primary ambassador of the Ronald C. Wornick Jewish Day School, responsible for advancing the school's mission, strengthening its Jewish community, and ensuring its long-term vitality and success. Wornick's deep commitment to Jewish life, Hebrew language, Jewish studies, and strong connection to Israel position it as a leading Jewish day school in the Bay Area. As Wornick looks toward its next chapter, the Head of School will have the opportunity to build upon this momentum and help shape the school's future.

Reporting to the Board of Trustees, the Head of School provides strategic, operational, and community leadership across all aspects of the institution, including academics and Jewish education, student life, faculty and staff leadership, enrollment management, philanthropy, finance, and community engagement. The Head of School also serves as a leading partner in Wornick's philanthropic efforts, cultivating relationships with current and prospective donors, inspiring a culture of generosity, and working closely with the Board and development leadership to advance the school's priorities and long-term financial sustainability. The incoming Head of School will inherit a dedicated professional staff, supported by an experienced and collaborative Senior Leadership Team, providing a strong foundation for continued success. The Head of School is responsible for fostering a culture of excellence and ensuring that the school's educational program reflects its commitment to academic rigor, Jewish learning, and deep engagement with Israel.

As the school's chief ambassador, the Head of School cultivates meaningful relationships with students, families, faculty, trustees, donors, alumni, and Bay Area Jewish community partners. The role requires an inspiring and visible leader who can effectively communicate the school's vision, strengthen its reputation, and serve as a trusted representative of Wornick throughout the broader Jewish and educational communities. The successful candidate will combine educational leadership with strategic vision, organizational acumen, and a deep commitment to Jewish life and learning. They will honor the school's strong foundation while guiding its next phase of growth, deepening community cohesion across the Jewish community, and advancing Wornick's mission as a welcoming and proudly Zionist center of Jewish life and learning.

ADDITIONAL INFORMATION

Reports To: Board of Trustees

Direct Reports: Eight members of a Senior Leadership Team (SLT)

Location: San Francisco Bay Area, California

Operating Budget: ~$10M

Endowment: $7M *(expected to grow to $10M in coming three years)*

Total Enrollment: ~220

NorCal Jewish Day Schools: Wornick is part of NorCal JDS, a collaborative group of 12 Jewish Day Schools in the area that engage in collaborative fundraising and programming.



Roles & Responsibilities

Mission, Vision & Strategy

- Champion and advance Wornick's mission as a leading Jewish day school rooted in academic excellence, Jewish values and learning, Hebrew language, and connection to Israel.
- With the Board of Trustees, lead the development and execution of the school's long-term strategic priorities.
- Articulate a compelling vision for the future of Jewish day school education and position Wornick for continued growth and success.

Community Leadership & Culture

- Champion Wornick's culture, fostering a warm, inclusive, and relationship-centered Jewish community.
- Build trust and strong partnerships with students, families, faculty, staff, trustees, alumni, donors, and community partners.
- Strengthen cohesion across the school's community members, including Israeli and American Jewish families and families representing a broad spectrum of Jewish backgrounds and practices.
- Ensure that Wornick remains a place where students develop confidence in their Jewish identity, leadership abilities, and sense of belonging.

Academic & Educational Leadership

- Ensure excellence across all aspects of the educational program, including general studies, Jewish studies, Hebrew language, student support, and social-emotional learning.
- Partner with academic leaders to advance curricular innovation, support faculty development, and foster an educational environment that prepares students for success throughout their journey at Wornick and beyond.
- Continue to elevate Wornick's reputation as a school of academic distinction, educational innovation, and student-centered excellence.
- Ensure the educational experience reflects Wornick's enduring commitment to Jewish values, Hebrew language, and a meaningful connection to Israel, cultivating confident learners with a strong sense of Jewish identity.

Roles & Responsibilities

Jewish Life & Practice

- Ability to lead Jewish rituals and celebrations within the school (Jewish holidays, etc.), whether directly or in partnership with clergy and lay leaders.
- Ensure that the school's religious practices are inclusive of different Jewish backgrounds and levels of observance.
- Identify opportunities for religious enrichment.

External Leadership, Enrollment & Development

- Serve as Wornick's chief ambassador within the broader Bay Area community.
- Strengthen the school's visibility, reputation, and value proposition among prospective families and community stakeholders.
- Partner closely with development leadership and the Board to cultivate major donor relationships, inspire philanthropic investment, and sustain a strong culture of giving in support of Wornick's mission and long-term priorities.
- Support enrollment growth and retention efforts, with particular focus on expanding and strengthening the middle school.
- Build and maintain relationships with synagogues, preschools, community organizations, and other strategic partners.

Organizational Leadership & Operations

- Lead, mentor, and develop a high-performing leadership team and faculty/staff culture.
- Ensure sound financial stewardship and long-term institutional sustainability.
- Oversee effective organizational systems, talent management, operational planning, and resource allocation.
- Foster a culture of accountability, collaboration, transparency, and continuous improvement.
- Partner effectively with the Board to ensure strong governance and alignment around strategic priorities.

The Person

PIVOTAL EXPERIENCE & EXPERTISE: CRITERIA USED TO EVALUATE CANDIDATES

Strategic & Visionary Leadership	Demonstrated ability to develop and execute a compelling long-term vision rooted in the school's Jewish mission and values while guiding organizations through periods of growth, transition, and change. A forward-thinking leader who can identify emerging opportunities, anticipate challenges, and inspire stakeholders around a shared direction. Brings the vision and leadership to build upon institutional momentum, unite diverse constituencies, and advance the school's long-term aspirations.
Organizational & People Leadership	Proven success leading complex organizations and developing high-performing teams. Demonstrated ability to recruit, develop, retain, and evaluate talent while fostering a culture of accountability, collaboration, and excellence. Skilled at managing organizational complexity, building strong leadership teams, establishing effective systems and processes, and making difficult decisions when necessary. Brings the leadership maturity and operational discipline required to steward a thriving institution through its next phase of growth.
Mission Alignment	Deep appreciation for Jewish education and a demonstrated commitment to Jewish life, Jewish values, Hebrew language, and connection to Israel. Ability to articulate a compelling vision for Jewish day school education and serve as a credible ambassador for the school's mission. Understands the balance between academic rigor, character development, and Jewish identity formation, and appreciates the role schools play in developing confident, thoughtful, and engaged Jewish leaders.
Community Building, External Leadership & Development	Exceptional relationship-builder with the ability to foster trust and inspire confidence across a broad range of stakeholders. Demonstrated success engaging multiple constituencies (for example, families, faculty, staff, trustees, donors, alumni, clergy, and community partners) while navigating diverse perspectives and interests. A compelling communicator who can unite stakeholders around a shared vision, strengthen community cohesion, elevate institutional reputation, and cultivate philanthropic support. Brings the presence and credibility needed to serve as the school's chief ambassador within both the Jewish community and the broader Bay Area.

The Person

CULTURE IMPACT: TRAITS THE LEADER WILL MODEL

Community & Bridge Builder	Leads through trust, presence, and genuine connection. Invests deeply in relationships with students, families, faculty, staff, donors, and trustees, creating a strong sense of belonging and shared purpose across the community. Brings together diverse perspectives and experiences, fostering unity across different Jewish backgrounds, levels of observance and cultural identities.
Inspiring Communicator	Able to communicate a compelling vision for the future while helping stakeholders understand their role in achieving it. Connects emotionally and authentically with diverse audiences and serves as an effective ambassador for the school.
Listening & Emotional Intelligence	Approaches leadership with curiosity, empathy, and self-awareness. Seeks to understand before acting, values differing perspectives, and demonstrates sound judgment in navigating complex situations.
Visible, Accessible & Authentic	Maintains a strong presence throughout the school community and is deeply engaged in campus life. Leads with authenticity, approachability, and integrity, earning trust through consistent actions and communication.

About Wornick

Sample Signature Programs – *to learn more, click here*

Project Based Learning: Dynamic project-based learning units are an integral part of students' experience, with students being the content generators from beginning to end as the teacher guides them in their process. Some of Wornick's current project-based learning units include the 2nd grade Heroes Project, the 5th grade Artist's Study, and the 8th grade Roller Coaster Design Project.

Peleh Lab (Makerspace): Technology is integrated throughout student learning experiences, particularly in Wornick's Peleh (Wonder) Lab, our Makerspace. Students learn practical skills, as well as create hands-on projects.

Overnight Study Trips: Overnight study trips take learning out into the world. Trips include traveling to Yosemite to experience the Gold Rush, learning about ecosystems and ecology in the Marin Headlands, exploring land formations in Olympic National Park in Washington, bringing the Civil Rights Movement to life in the American South, and an eighth grade trip to Israel.

Chavurot: Students across grade levels regularly meet in smaller Chavurot (families) groups to work together on school-wide projects, creating role models for younger students and leadership opportunities for older ones.

Community Engagement: In Wornick's warm and welcoming environment, parents are actively involved in school activities and events, the PTO, or adult chavurot activity groups. Wornick believes in strong partnerships with our families that support our students and entire community.

Family Programming: Inclusion of students' families is important to Wornick, and new families are welcomed into our community by being partnered with a current mentor family. Every year, Wornick also welcomes students' parents, grandparents, and special friends for our community Generations Celebration.

Tzedakah Projects: The Seventh Grade Tzedakah Project is an engaging, rigorous year-long course facilitated by the team of English, Social Studies, and Jewish studies teachers. There are also numerous curricular and student-led tzedakah opportunities throughout the year.



About Wornick

Academic Program Highlights – *to learn more, click here*

Mathematics: Wornick's approach to mathematics encourages students to move past the memorization of formulas and truly understand the why. Leveled math begins in sixth grade, with Grade Level, Accelerated, and Double Accelerated. By the time students graduate, they will have the opportunity to complete two high school math courses.

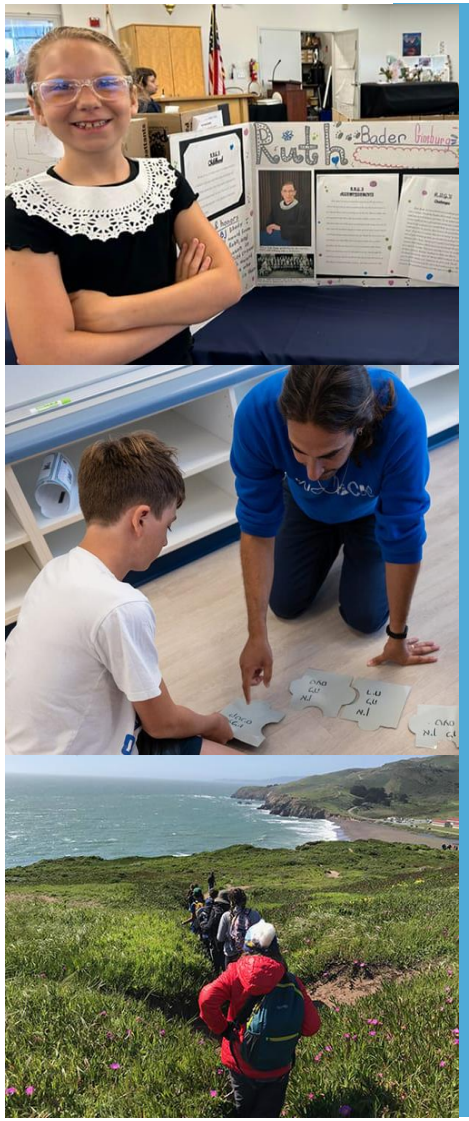
Hebrew: Wornick's Hebrew language curriculum prepares our graduates to be conversationally proficient in Hebrew, offering both a native and non-native track. Hebrew language learning extends beyond the classroom and comes to life in many ways at Wornick, including by hosting Shinshinim and Hebrew classes taught by Shlichim.

Jewish Studies: Wornick's Jewish studies program includes text study (Torah, prayer, and commentaries), Jewish history (past and present), and studying and celebrating Jewish holidays. There is a particular emphasis on the values of Tikun olam, chesed, and tzedakah.

Art: Art is part of the TK-5 curricula, with an emphasis on both art appreciation and technique. All elementary school students have regular art periods each week, with projects linked to other curricular units. Middle school students have the opportunity to take art electives.

Music: Wornick's music program was developed to ignite a passion for music and to introduce children to a basic knowledge and appreciation of musical skills. In middle school, students have the opportunity to take more in-depth music courses and electives.

Physical Education: In addition to learning about movement and staying healthy through physical activity, PE for TK-5th is piloting a program that implements Hebrew learning along with physical exercise. Hebrew PE invites students to take part in different types of Israeli games and learn about the collaborative celebration of sport valued in Israel.



Athletics

The mission of the Wornick athletics program is to build better people through the athletics experience. At Wornick, student-athletes are placed in a physically and mentally challenging environment to help grow their confidence as well as skills such as leadership, teamwork, sportsmanship, and grit. Furthermore, inclusivity, respect, and having a growth-mindset are fundamental to our athletic program. As such, all students are encouraged to join and they will be supported by their coaches, teammates, and school community as they learn to tackle the complexities of each sports season.

Small Schools Intermediate League

The Wornick athletic program is a proud member of the Small Schools Intermediate League (SSIL). Wornick enthusiastically offers several athletic teams, shown below, each school year.







Recent Fundraising Accomplishments

Reconstructing Our Future was a successful $24.2 million fundraising campaign created to support the vision of the transformative renovation of the school building and establish a "Fund for the Future" to secure the financial future of the school.

RECONSTRUCTING OUR FUTURE

AN EXCITING NEW FUTURE FOR WORNICK

To see real-time updates, click here.







Wornick's Campaign Included:

•The **Jan Koum Hub**, a 5,000+ square foot second-floor center containing the **Anita Wornick Library**, additional modular classroom space, and a dedicated mezzanine-level space for middle school students

•An awe-inspiring **Ulam Gadol** in the **Lent Limmud Center** seamlessly flowing to the outdoors with maximized functionality

•A significantly expanded and upgraded **Kosher Kitchen** staffed by a chef offering hot, Kosher meals to students daily in keeping with the school's kashrut standards

•A beautiful new **Outdoor Gathering Space** for performances, school ceremonies, and community celebrations with the capacity to seat up to 300 people

•Additional office spaces throughout the building that will enhance academic excellence and student support

Engagement Team

Wornick has engaged the Social Impact Practice at Heidrick & Struggles to conduct the search for its next Head of School.

Meghan Ashbrock
mashbrock@heidrick.com

J.J. Cutler
jcutler@heidrick.com

Elliana Sinykin
esinykin@heidrick.com

Applications and nominations can be directed to: WornickHOS@heidrick.com

Compensation for the role will be determined based on experience and skill set, with an anticipated base salary range of $350,000 - $415,000. The successful candidate will also be eligible for a comprehensive benefits package. For candidates relocating to the San Francisco Bay Area, relocation assistance and/or housing support may be available and can be discussed as part of the overall compensation package.

