

# DIRECTOR OF PEDAGOGY

## THE WALDORF SCHOOL OF SAN DIEGO

[WWW.WALDORFSANDIEGO.ORG](http://WWW.WALDORFSANDIEGO.ORG)



## OVERVIEW

The Waldorf School of San Diego (WSSD) offers Pre-K through 12th grade Waldorf education across two campuses in the heart of an innovative city and beautiful landscape. Founded in 1981, WSSD has been serving San Diego and the greater community for over 40 years. We have families coming from as far as Oceanside to the north, Tijuana to the south, and the rural community of Alpine to the east.

Our campus provides a serene and natural environment conducive to learning and exploration. The 5-acre lower school campus is located in a hillside neighborhood within the urban setting of City Heights. From the lushness of our schoolyard, students can see Mexico and the Pacific Ocean to the southwest and a panorama of mountains to the east. The lower school facilities include three major buildings, playing fields, and a beautiful garden classroom. We have a large auditorium where we hold eurythmy, musical, and theater performances and other assemblies throughout the year. In the fall of 2025, our high school will move to a new property near Balboa Park, the beautiful, creative and cultural heart of the city, with a large urban green space, hiking trails, and museums all within walking distance. We are excited about the opportunities this new property offers as we establish our high school's new home with inspired vision.

At WSSD, our educational approach acknowledges the fundamental idea that children exhibit distinct learning patterns at different developmental stages. We instruct in manners that resonate deeply with the evolving needs of the growing individual, and the curriculum nurtures the innate capabilities of our students. The foundation and focus of our work is the development of the whole human being. This is guided by our understanding of human development as elaborated by Rudolf Steiner. The pace, priorities, and practices of our full curriculum, Early Childhood through High School, grow out of this foundation.

Within vibrant and dynamic classrooms, students at WSSD engage with conventional academic subjects through unique and proven teaching methodologies that cater to their cognitive, physical, emotional, and spiritual growth. By involving the head, hands, and heart, an intrinsic passion for learning is cultivated. Each student actively participates in all areas of study. Our high school students graduate with a high level of moral maturity and self-esteem, a balanced perspective on life, and a deep interest in serving and bettering the world around them.





## OUR MISSION AND GOALS

*To awaken each student's capacity for love of learning, for independent thinking, and for heartfelt service to the world.*

- We strive to provide a beautiful, cohesive campus that radiates learning, working, and playing.
- We strive to attract a full and diverse enrollment of students supported by abundant resources.
- We strive to create a community of students, parents, and teachers committed to the principles of social inclusiveness and environmental stewardship.

## STRENGTHS OF WSSD

- WSSD is blessed with a warm and welcoming team of experienced and dedicated teachers and administrative staff.
- We have a joyful and energetic student body full of curiosity, laughter, and imagination.
- We have a thoughtful and supportive community of parents who

serve the school with their talents, time, and resources.

- We have a wise and engaged Board of Trustees who actively supports the school in short and long term planning and sustainability.
- We have a campus and facilities well suited for Waldorf's experiential approach to learning with buildings and classrooms woven between serene outdoor spaces.
- Together we share a deep commitment to the education of our children.

## CHALLENGES AND OPPORTUNITIES

Like many Waldorf schools, we are in the midst of a period of transition and renewal. This offers a unique opportunity for us to re-enliven our community and reaffirm our commitment to the values that have guided us since our school began over 40 years ago. We are boldly envisioning ways to grow our middle and high school programs, enhance the curriculum, and strengthen our internal faculty leadership, all to better serve the students and the broader educational environment.



## DIRECTOR OF PEDAGOGY

As the heart of our school's educational philosophy, the Director of Pedagogy plays a pivotal role in guiding our faculty, fostering professional development, and ensuring the continued evolution of our curriculum in alignment with Waldorf principles. In this role, you will work closely with a dedicated and nurturing team of educators to create a dynamic learning environment that honors the unique potential of each child. You will also play an important role in supporting an inclusive and community-oriented environment at the school.

The Director of Pedagogy works within a collaborative governance structure that includes the Director of Administration, the Board of Trustees, the Pedagogical Group, and active and engaged faculty and parent leadership. The Director of Pedagogy and the Director of Administration work in partnership to guide the important daily and long term operations of the school.

The desired start date for this position is summer 2025.





## WHAT YOU WILL DO

- Guide the school's pedagogical approach, ensuring it remains true to Waldorf education principles.
- Hold the school's anthroposophical studies, ensuring the impulse is considered in all aspects of the school's work.
- Cultivate a strong school culture focused on empathy and creativity and the well-being of every child.
- Collaborate with parents, faculty, and administration to create an inclusive, community-oriented environment.
- Lead, mentor, train and evaluate our talented teaching staff, fostering a supportive and collaborative atmosphere.
- Engage in critical conversations, give consistent feedback, and be open to and reflective of feedback to create a culture of accountability and continuous improvement for teachers.
- Support the growth of faculty through opportunities for personal and professional development and ongoing reflection.
- Track teacher professional development needs, find training, and work with the administrative office to secure funding.
- Participate in the Pedagogical Group (PG) and as a representative on the Leadership Council.
- Participate in faculty committees as needed as a representative of the Leadership Council.
- Serve as a PG and faculty liaison to the Administrative team.
- Serve as a representative on the Board of Trustees and lead monthly anthroposophical study at the board meetings.  
high school and faculty leadership meetings.

- Serve as a liaison and consultant at early childhood, grades, high school and faculty leadership meetings.
- Coordinate communication and transparency between PG and faculty along with section chairs.
- Coordinate professional development and support research in needed areas of the curriculum.
- Support the school in maintaining active accreditation through AWSNA and WASC, including overseeing self-study and reporting requirements.



- Oversee the school's substitution needs to ensure efficient classroom coverage and to support teacher health and well-being.
- Provide parent and caregiver support and education on the principles of Waldorf education through regular communications, meetings and enrichment programming.
- Support the Administration team in student retention efforts.
- Collaborate within the school leadership structure, including coordinating calendars for optimal planning and coverage throughout the year.
- Coordinate Title Program funds along with the Education Support Teacher.
- Oversee follow-up for students who do not meet expected educational outcomes, ensuring teachers complete Student Support and Modification Plans annually.
- Ensure annual student reports are appropriate and timely.
- Ensure students meet set curricular goals and ensure that support is in place for students with diverse learning needs.

## WHAT YOU'VE DONE

- Obtained a Bachelor's and preferably a Master's degree in education.
- Completed Waldorf teacher training and advanced training in the areas of leadership and administration.
- Five or more years of Waldorf classroom teaching experience.
- Held roles in leadership and mentoring within a Waldorf school.
- Had experience in educational administration including budgeting, scheduling, staff development and conflict resolution.

## WHO YOU ARE

- A warm, collaborative, and supportive leader.
- A curious learner with a deep understanding and appreciation for the holistic principles and anthroposophic foundations of Waldorf education.
- A heart-centered person who is spiritually and ethically grounded in the values of Waldorf education.
- Accountable with a strong sense of personal responsibility for the academic and pedagogical quality of Waldorf schools.
- Compassionate and open-minded with a genuine interest and experience in the work of Equity, Inclusion and Diversity and how it intersects with Waldorf curriculum and teacher development.



## BENEFITS

- Salary range of \$80,000-\$95,000 commensurate with experience.
- Health insurance benefits.
- Professional development opportunities.
- A supportive and collaborative work environment.
- Free tuition for dependents.
- The opportunity to make a meaningful impact on students' lives and the community.

## HOW TO APPLY

To apply, please submit the following documents to [hr@waldorfsandiego.org](mailto:hr@waldorfsandiego.org).

1. A statement of educational philosophy including your experiences with Waldorf education;
2. Your updated resume or curriculum vitae;
3. Contact information for at least three professional references; and
4. Any additional materials you believe would support your application.

## EQUAL OPPORTUNITY EMPLOYER

WSSD provides equal employment opportunities to all employees and applicants for employment regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation. Equal employment opportunity applies to all terms and conditions of employment, including hiring, placement, promotion, termination, layoff, recall, transfer, leave of absence, compensation, and training.

### Resources:

Leadership Organization  
AWSNA Principles for Waldorf Schools  
<https://waldorfsandiego.org/>

*The Waldorf School of San Diego (WSSD) is a nonprofit 501c(3) organization, and it is a Full Member of The Association of Waldorf Schools of North America (AWSNA). It is also a member of the Western Association of Schools and Colleges (WASC) and the National Association of Independent Schools (NAIS). Our early childhood program is accredited by Waldorf Early Childhood Association of North America (WECAN).*

