



Academic Director

Full time position

Reports to: School Director

Position Overview

The Academic Director serves as the pedagogical leader of the school, guiding and supporting PreK - grade 8 faculty in delivering excellence in Waldorf education. This role champions the development of teachers, ensures alignment with the school's mission and strategic vision, and partners with families to support the educational needs of each child.

The Academic Director is a central voice in pedagogical matters and helps steward the cultural and spiritual life of the school, with a clear commitment to fostering an inclusive, equitable, and welcoming environment where all students, families, and faculty feel seen, valued, and supported. This leader actively advances practices that honor diverse identities, perspectives, and learning needs within the context of Waldorf education.

Authority

The Academic Director is entrusted with the authority to:

- Serve as the school's primary voice on pedagogical matters
 - Establish, implement, and evaluate pedagogical goals, including those that support equity and inclusive practices
 - Supervise and evaluate teaching faculty with attention to culturally responsive teaching and equitable student outcomes
 - Form and lead committee groups as needed, including identifying leadership and membership
 - Communicate proactively with the School Director regarding issues impacting responsibilities
 - Design and coordinate in-house professional development for faculty throughout the year, including faculty meetings, in-service days, and summer sessions, with an emphasis on inclusive pedagogy and belonging
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Key Responsibilities

The Academic Director is responsible for:

- Ensuring decisions reflect the school's financial health, strategic priorities, mission integrity, and commitment to diversity, equity, and inclusion
 - Supporting and developing faculty to deliver high-quality Waldorf education that is inclusive, culturally responsive, and accessible to a diverse student body
 - Guiding teachers in fostering healthy, respectful, and inclusive student relationships within classrooms
 - Partnering with the School Director to proactively address faculty retention with attention to equitable hiring, support, and advancement practices
 - Supporting parents with academic and pedagogical questions and concerns with cultural humility and respect for diverse family perspectives
 - Facilitating the work of the College in shaping pedagogical policy and nurturing the school's cultural and spiritual life in ways that are inclusive and evolving
 - Supporting outreach efforts to strengthen the school's public presence as a leader in Waldorf education and a community committed to belonging
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Collaborative Leadership

The Academic Director works in close collaboration with faculty, administration, and the College to:

- Address student academic concerns and learning challenges with an equity-informed and whole-child approach
 - Oversee student evaluation processes and parent communication, ensuring clarity, fairness, and cultural responsiveness
 - Partner with the Educational Support Director when social, emotional, or behavioral issues impact learning, with attention to inclusive practices
 - Review and guide implementation of Language Arts and Math curricula to ensure accessibility and representation
 - Establish clear expectations for curriculum delivery across grade levels that reflect inclusive and developmentally appropriate practices
 - Develop systems for tracking student growth through informal and formal assessments with attention to multiple ways of demonstrating learning
 - Create and maintain assessment calendars and reporting protocols
 - Conduct teacher observations, evaluations, and goal-setting processes that include inclusive teaching practices
 - Support curriculum development in alignment with AWSNA accreditation goals and evolving best practices in equity and inclusion
 - Oversee teacher recruitment, onboarding, mentoring, and ongoing support with a commitment to building and retaining a diverse faculty dedicated to excellence
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Parent Engagement

The Academic Director:

- Serves as an accessible and trusted member of the school's leadership team
- Responds to parent questions and concerns related to pedagogy and academics with empathy, clarity, and cultural awareness

- Cultivates a culture of professionalism, transparency, and healthy boundaries in parent relationships
 - Helps foster a school environment where all families feel welcomed, respected, and included
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General Duties

- Maintain active relationships with professional organizations including AWSNA and WECAN
 - Participate in relevant conferences and professional development opportunities, including those focused on diversity, equity, and inclusion
 - Carry out additional duties as needed to support the school's mission
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Reporting & Accountability

The Academic Director reports to the School Director and works in partnership with the College, which supports the spiritual and programmatic health of the school.

Qualifications & Experience

Required:

- Waldorf teaching experience
- Minimum of five years in progressively responsible educational leadership roles
- Demonstrated success in teacher supervision, evaluation, and development
- Deep knowledge of Waldorf pedagogy and curriculum
- Experience in strategic planning and implementation
- Strong collaborative leadership and consensus-building skills
- Proven ability in conflict resolution and problem-solving
- Experience managing complex organizational systems and facilitating meetings
- Excellent written and verbal communication skills, including public speaking
- Demonstrated commitment to diversity, equity, inclusion, and belonging, including experience advancing inclusive practices in schools

Highly Desirable:

- Advanced degree in Educational Leadership or School Administration
 - Experience leading or supporting DEI initiatives, professional development, or institutional change work
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Personal Qualities

- Holds and advances the mission and vision of the school rooted in Anthroposophy
- Demonstrates a commitment to personal and spiritual growth
- Engages in ongoing study of Waldorf education and Anthroposophy
- Works with integrity, clarity, and respect across faculty, administration, and parent communities

- Approaches leadership with cultural humility, openness, and a commitment to continuous learning
 - Strong EQ
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Regularly Attends:

- Faculty Meetings
 - College meetings
 - Leadership Team
 - Board meetings, as required
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Position Type

Full-Time

Salary Range: \$85,000 – \$95,000

Equal Opportunity Statement

Marin Waldorf School is committed to building a diverse and inclusive community. We welcome applicants of all backgrounds, identities, and lived experiences, and we seek educators who will contribute to a culture of belonging and respect for all members of our community.