

POSITION STATEMENT

STRELITZ INTERNATIONAL ACADEMY

VIRGINIA BEACH, VIRGINIA



HEAD OF SCHOOL SEARCH
START DATE: JULY 1, 2027





OVERVIEW

Strelitz International Academy (SIA), a thriving Jewish day school serving 320 children from infancy to Grade 5 and located in Virginia Beach, VA, is seeking a new Head of School to begin in July 2027.

As the only school serving the area including Virginia Beach, Norfolk, and Chesapeake that offers the prestigious IB® program elementary school curriculum, SIA combines the benefits of a close-knit independent elementary school with the global perspective of the International Baccalaureate®. Students at SIA are immersed in an inquiry-based, internationally recognized program that fosters academic excellence, critical thinking, and cultural awareness. Every classroom is designed to nurture both intellectual growth and personal development.

SIA was founded as Hebrew Academy of Tidewater in 1955. After beginning to pursue IB accreditation in 2019, the school was renamed as Strelitz International Academy. This new marketing enhanced the school's brand, and today SIA is in a strong position to continue building on the growth it has enjoyed in the past seven years. In 2024, SIA also earned full accreditation from the Virginia Association of Independent Schools (VAIS).

Heather Moore, who has served as Head of School for the past ten years, has announced her plans to retire at the end of the 2026-27 academic year, marking a total of thirty years of dedicated service to the SIA community. The next Head will be expected to further the mission and continue the development of this wonderful school. Candidates will need to demonstrate that they possess the expertise, empathy, and energy to ensure that Strelitz International Academy remains a special place for many years to come.

MISSION AND CORE VALUES

The Mission of Strelitz International Academy is, through its dynamic Jewish environment, to enrich the life of the whole child and develop compassionate, lifelong learners. In collaboration with its families and the greater community, SIA strives to promote a social and global consciousness that encompasses a profound respect for all humanity.

At SIA, school and community life are guided by four core values derived from the school's Jewish heritage:

Kehilla/Community: Promoting inclusiveness and caring among students, families, and faculty.

Kavod/Respect: Teaching and modeling respect for individuals, for the school, and for the world.

Tikkun Olam/Repairing the World: Encouraging students to commit to making the world a more just, compassionate, and peaceful environment.

Torah Lishmah/Love of Learning: Through creativity, innovation, and challenge, developing each individual learner and their lifelong love of learning.

LOCATION AND FACILITIES

Hampton Roads is a region that encompasses the Norfolk-Virginia Beach metropolitan area in southeastern Virginia, surrounding a body of water with the same name. The area includes

several military bases and a NATO command center, with many families from these facilities being attracted to Strelitz International School.

Situated on Virginia Beach's Reba and Sam Sandler Family Campus of the Tidewater Jewish Community, SIA is just a short drive from Virginia Beach's 3-mile oceanfront Boardwalk.

The school benefits from a beautiful 126,000 square foot facility with spacious classrooms, state-of-the-art science and computer labs, an extraordinary two-story library, and a wonderful new outside playground. SIA also utilizes the adjacent JCC's regulation-size gymnasium and indoor swimming pool, providing extraordinary program opportunities for an elementary school.

Though its United Jewish Federation of Tidewater campus partners, the school also offers families access to a JCC Summer Camp, JCC Youth Athletic Leagues, and JCC Afterschool Enrichment Activities, including Coding and Robotics.





ACADEMIC PROGRAM

At Strelitz International Academy, students follow a world-class curriculum tailored to every stage of development.

The school's Infant/Toddler program provide a safe, loving, and stimulating environment where young children learn through play, exploration, and social interaction. Small classes and talented educators support each child's developmental milestones with personalized care.

In Preschool, children are introduced to foundational skills in literacy, math, science, and the arts. The school's inquiry-based approach sparks curiosity, problem-solving, and creativity while preparing children for elementary school success.

From Kindergarten through Fifth Grade, students engage in the IB® Primary Years Program. This globally recognized

curriculum develops critical thinking, independence, and cultural awareness, preparing students for academic success and life beyond the classroom. All students have additional opportunities to participate in athletics, arts, clubs, and enrichment programs that support their interests and talents outside the classroom.

For more information about the IB curriculum at SIA, go to:

<https://strelitzinternationalacademy.org/curriculum/what-is-the-international-baccalaureate/>

JEWISH LIFE AND LEARNING

At SIA, not all students are Jewish, and students come with a variety of exposure to Jewish life. The beauty of the SIA community is that students gain an understanding that every family can practice Judaism or their religion in their own way. As a result, each student becomes confident and secure in their own beliefs and respectful of the beliefs of those around them.

Jewish Life and Learning at SIA includes Jewish Holiday Celebrations, Tefillah (prayer), Torah (Bible), Parasha (weekly Torah readings), and Jewish History. Central to Jewish learning is a meaningful exploration of ideas and values that will lead to action and will make a lasting impact upon each student's life. Students learn Hebrew to acquire a second language as well as to develop a strong connection to the culture and language of the State of Israel.

At SIA, Jewish learning and the IB® approach to education share emphasis on the importance of inquiry. By asking questions, students are able to personalize their learning and apply their education meaningfully to their lives.

SUPPORTING DIVERSE LEARNING AND SOCIAL-EMOTIONAL NEEDS

SIA is deeply committed to supporting the diverse learning and social-emotional needs of all of its students. This commitment is evident in the structure and resources the school has put in place to ensure that every child feels seen, supported, and empowered to succeed. The current student support team at SIA includes a full-time special education teacher, a part-time reading specialist trained in the Orton-Gillingham approach, and two part-time school counselors. This team works closely with classroom teachers, families, and outside providers, striving to create a network of care that addresses students' academic, social, and emotional needs.

THE SCHOOL COMMUNITY

Faculty and Staff

The SIA teaching faculty is comprised of highly skilled professionals who model a strong work ethic and collaboration while delivering a challenging curriculum to students. Faculty and staff value the strong sense of community at SIA, and many have dedicated their entire professional careers to working at the school.

Administration

The Head of School works with a senior leadership team that includes a Business Manager, Comptroller/CFO, Admissions and Marketing Manager, Director of Advancement, Director of Early Years, Director of Primary Years, Director of Judaic Studies, and an IB World School Coordinator. As a component of its annual rental



payments for space on the campus of the Tidewater Jewish Community, SIA also benefits from a number of shared administrative services, including security, maintenance, food service, and technology.

Families

At SIA, there is a shared belief that authentic home-and-school partnerships are the surest path to maximizing each child's potential. Furthermore, parents actively support the faculty and staff through coordinating volunteer opportunities, planning events for the school community, and participating in the Annual Fund.

Board of Trustees

The Board's responsibility is to ensure the long-term success of SIA as an institution. Its primary activities include monitoring the school's financial management, fundraising, strategic planning, setting high-level policies, ensuring that the school has adequate physical resources, and the hiring, support, and evaluation of the Head of School. The Board understands that it must entrust all operational matters to the Head of School.

STRENGTHS, CHALLENGES, AND OPPORTUNITIES

SIA is a school with many strengths. It is thriving as a dynamic and nurturing Jewish day school with an exceptionally strong academic program and clear core values. Today, SIA is a school that benefits from:

- A strong and dedicated faculty and staff
- An appealing campus that fully supports its academic program
- Sound financial management
- Robust demand for admission, resulting in waiting lists at several grade levels
- Engaged and dedicated parents who deeply appreciate the school's impact on their children
- A caring and supportive relationship with the Jewish Federation of Tidewater

The next Head of School will have the opportunity to build upon a solid foundation. Of particular importance, as SIA looks to the future, there is an overriding desire to preserve and maintain a school culture based on warmth, caring, trust, and support.

Key strategic challenges and opportunities that the next Head will work with the Board of Trustees to address are the following:

- **Clearly articulating the school's identity:** Like many Jewish day schools, SIA is perceived by some community members to be “too Jewish” and by others to “not be Jewish enough.” This healthy tension has increased as SIA has adopted the IB curriculum and has become a school of choice for a significant number of non-Jewish families. The next Head of School will need to work to ensure that SIA's identity as a Jewish day school remains clear, while continuing to make a diverse range of students, families, and employees feel welcome as members of the school community.



- **Two Divisions/One School:** A number of operational differences between its Early Years and Primary Years programs impact faculty morale and make it challenging for SIA to be experienced by families as one continuous Early Childhood to Grade 5 school. While SIA rightly promotes its Early Years program as “school” and not “daycare,” having the Early Years program open during times when SIA is otherwise closed for Jewish holidays also generates confusion about the school’s Jewish identity. The next Head of School will need to explore ways to both address the unique needs of faculty, children, and families in each of its divisions and to create opportunities to bring them closer together.
- **Faculty recruitment/retention:** In an increasingly competitive market, the next Head will need to work to ensure that SIA can attract and retain top talent, including an examination of recruitment strategies, compensation, and opportunities for teachers to receive feedback and support for their ongoing professional development.



- **Enrollment management:** While current enrollment is strong, SIA will need to continue to focus on both attracting new families and limiting student attrition prior to the completion of Grade 5. The next Head will need to participate in ongoing initiatives to make SIA a school of choice, including an examination of pricing, school hours, financial aid, and further program development.
- **Supporting Student Needs:** Support for the learning needs and social-emotional health of students is a priority at SIA, but the need for student support services continues to grow. The next Head of School will need to strive to both expand the school’s ability to embrace the neurodiversity of children, while also clarifying limits on who the school can best serve.

THE POSITION

The next Head of Strelitz International Academy will have the opportunity to lead a healthy and thriving independent school to a new level of educational excellence. The Head of School at SIA oversees ongoing operations, hires and supports its employees, and manages its annual budget.

Initial compensation for the next Head of School will include a base salary between \$225,000 and \$250,000, depending upon experience. In addition, SIA offers a generous benefits package, a relocation bonus, and tuition remission for employee children.

The successful candidate will be a mission and values-driven leader who embodies and demonstrates many of the following skills, qualities, characteristics, and experiences:

- Visibility and approachability, both as an active presence in the daily life of faculty, students, and parents and as an ambassador/connector to the broader Jewish community
- Financial acumen and the ability to think strategically about opportunities to enhance the long-term financial viability of the school
- Ability to embrace SIA's core values and identity as a Jewish day school
- Maintains a growth mindset, valuing feedback and ongoing improvement for both self and others
- Capacity to be an excellent fundraiser who is able to articulate the ways in which gifts to endowment, in particular, can transform the school
- Excellent communicator, who listens to understand and both speaks and writes clearly and persuasively
- Demonstrates strong organization and time management skills

- Brings passion for early childhood and elementary education, grounded in prior teaching experience and belief in the importance of these early learning years
- Maintains calm under pressure, skillfully navigating difficult conversations and demonstrating the ability to inspire confidence in a crisis
- Maintains a collaborative nature and flexible attitude, encouraging input in decision-making
- Leads with humility, resilience, and humor

APPLICATION PROCESS

Strelitz International Academy has retained Resource Group 175 (RG175) to support the search for its next Head of School. To apply, interested candidates should prepare a cover letter, a current resume, and a personal statement. Candidates are requested to submit these materials online at: <https://rg175.com/login>

For an initial confidential inquiry or to nominate a potential candidate for this exciting leadership position, please contact RG175 consultant, Jerry Katz jkatz@rg175.com.

Application Deadline:
November 15, 2026

Start Date: July 1, 2027