

Mission Statement

At Rudolf Steiner School of Ann Arbor, we nurture children in their growth from Early Childhood through Grade 12. Our curriculum engages the head, heart, and hands, inspiring curiosity, thinking, empathy and initiative. Our graduates enter adulthood with confidence and self-knowledge, a deep interest in other people, and an understanding of the world; prepared to thrive in higher education and their adult lives.

Overview

The Rudolf Steiner School of Ann Arbor (RSSAA) is seeking a full-time School Administrator to provide strategic and visionary leadership for the school. We have a strong interim Administrator in place and are seeking a long-term Administrator who can start when they are professionally available to transition, on a date between July 1, 2025, and July 1, 2026. Our school is looking for someone who values authentic relationships, innovation, student success, professional development, and a commitment to diversity, equity & inclusion work.

With around 275 students, RSSAA is a successful and deeply rooted Waldorf school. Having a strong Early Childhood program, Grade School, and High School enables us to allow the full Waldorf pedagogy to unfold, culminating in an enriched senior year. We have a deeply experienced staff of Waldorf-trained faculty, working out of the principles of Waldorf education and anthroposophy, recognizing the spirituality of all individuals. We feel that the best education should help students not only become knowledgeable adults, but also secure, creative, and independent thinkers in later life. Our education strives to foster individuals who have confidence in themselves and are prepared to meet the challenges of our rapidly changing society. We endeavor to help students see connections between disciplines, synthesize and integrate information, and continue to love learning throughout their lives.

Founded in 1980, RSSAA started with Grades 1-4 in a small building and has grown into a vibrant community. Our high school campus (Pontiac Trail) is a short drive away and offers a space for the students to fully appreciate the richness of the curriculum and have their own social space. The school supports our students, teachers, and administration through a strong curriculum, schedules, festivals, and school-wide collaboration. We offer both Spanish and German from first to twelfth grade, a growing movement program, strong fine and practical arts, choral and instrumental music. We celebrate a wide mix of traditional [festivals](#) from around the world, including Rosh Hashanah, Diwali, Day of the Dead, Lunar New Year, and Eid. We have an engaged and active faculty and have worked with [Alma Partners](#) to continue to develop our work in diversity, equity, and inclusion.

Lower School Campus (Newport Rd): The Lower School Campus (Early Childhood – 8th grade) is on 13 wooded and grassy acres, set in a suburban neighborhood, close to the river. We strive to be in balance with our grounds through working with native species in our outdoor education program, while having plenty of play spaces, a gymnasium, and a soccer field for sports activities and gatherings. Our Middle School classes are **housed** in a separate building on the Lower School campus.

High School Campus (Pontiac Trail): What once was a family-owned factory was thoughtfully transformed by an architect to be a warm and inspiring high school. For over 25 years, we have developed our advanced academics, life science labs, eurythmy space, grounds and gardens, and a gymnasium.

Responsibilities of the School Administrator

- Hold the long-term vision and health of the school.
- Uphold and advance our strategic plan and the mission of Waldorf education and RSSAA.
- Oversee daily operations and long-term planning for both the Lower and High School campuses.
- Manage finances responsibly to ensure the school's ongoing success.
- Provide collaborative support and guidance to faculty and staff and provide opportunities for ongoing professional development.
- Manage and create effective structures for personnel.
- Ensure a strong partnership with the Board of Trustees and other governance bodies.
- Foster a vibrant school culture and a spirit of community reciprocity through inclusivity, collaboration, and community engagement.
- Oversee communication with parents/caregivers, faculty and staff, and outside organizations.

Desired Personal Skills and Attributes

- **Waldorf Expertise:** The candidate should have a deep understanding of Waldorf educational principles and curriculum.
- **Strong Leadership Skills:** The candidate must have the ability to articulate and execute a strategic vision that balances tradition with innovation. The candidate should have a collaborative yet decisive leadership style that fosters shared governance with faculty while maintaining accountability.
- **Ability to Build Communities:** The candidate must have exceptional communication skills and be able to promote inclusivity, diversity, and unity in the school community.
- **Strong Relationship-Management Skills:** The candidate must be able to build and sustain healthy relationships with a diverse group of faculty, staff, parents/caregivers, and students.
- **Operational Expertise:** The candidate should have strong financial acumen and experience in budgeting, fundraising, and long-term planning.
- **Public Speaking and Networking Skills:** The candidate should have the skills to effectively represent the school and Waldorf education in the broader Waldorf and educational communities and inspire others to connect with our vision and mission.

Benefits of Working at RSSAA

- Becoming a part of a community that:
 - Cares about you as a person, your continued development, and your life outside of school.
 - Values human connection and creates an environment that inspires strong relationships between our students, families, and colleagues as well as in the larger community.
 - Offers a supportive and creative work environment that encourages new ideas and provides opportunities for growth.
 - Always considers how to best meet the children of today through a pedagogy that upholds the dignity of each human being while exploring what we must reimagine in our work in order to be effective.
- Our campuses are located a few minutes from downtown Ann Arbor, the university, and hospital. The extended Ann Arbor area offers the richness and diversity of a university town with a small-town feel. It has many events, festivals, art, music, dance and social activities throughout the year. Ann Arbor is rich in natural landscapes, providing many scenic parks along the river and nearby lakes. It is an area with many different job opportunities for other family members, if needed. Ann Arbor is home to the Anthroposophical Society in America, Rudolf Steiner Health Center for anthroposophical medicine, as well as a biodynamic farm, the Community Farm of Ann Arbor.
- We are a 40-minute drive from Detroit, which offers the cultural richness of an urban center, museums, cultural connections, and Detroit Waldorf School.
- Michigan's watersheds and the Great Lakes offer wonderful places to visit and vacation. To learn more about Ann Arbor, visit: [Michigan's Guide to Ann Arbor](#)

Compensation

We offer an equitable salary structure, with a salary starting at \$71,000-95,000 based on experience. Our benefits package includes health insurance, base and matching 503b contributions, life/disability insurance, and significant tuition remission for children who attend our school. For candidates moving to Ann Arbor, we offer some relocation support.

To Apply

We are committed to being a diverse and inclusive community and encourage candidates from historically marginalized communities and those traditionally underrepresented in Waldorf schools to apply.

Candidates should submit:

1. A cover letter that outlines their leadership vision and alignment with Waldorf principles.
2. A comprehensive resume or CV.
3. Contact information for three professional references.

Applications may be sent to the **Hiring Committee at Rudolf Steiner School of Ann Arbor** via email at hbanet@steinerschool.org. For more details about the school and the role, visit [Rudolf Steiner School of Ann Arbor's website](#).