



The
**Association of
 Reform Jewish Educators**
 Since 1955

633 Third Avenue | New York, NY 10017-6778

EDUCATOR SEARCH APPLICATION

RETURN ORIGINAL TO:
(Preferably by E-mail)
 Rabbi Stan Schickler, RJE
 Association of Reform Jewish Educators
 633 Third Avenue
 New York, NY 10017-6778
 212-452-6510 sschickler@reformeducators.org

CONGREGATION/INSTITUTION	Temple Beth El of South Orange County	DATE OF APPLICATION	1/15/2020
STREET ADDRESS	2A Liberty		
CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE	Aliso Viejo, CA 92656		
TELEPHONE NUMBER	949-362-3999	FAX	N/A
E-MAIL	tbesoceducation@gmail.com	WEBSITE	https://tbesoc.org/
URJ DISTRICT	So SoCal Community	DATE POSITION IS AVAILABLE	Currently Open
POSITION TITLE	Director of Congregational Learning	FULL or PART-TIME	Full Time

Director of Lifelong Jewish Learning (DoLJL) or Director of Lifelong Learning (DoLL)—Responsible for oversight of virtually all education in the congregation; supervises all education and educational administration personnel
 When a congregation seeks to hire a DoLJL or DoLL, it should consider how the position will be appropriately supported with additional educational *and* administrative staff, all of whom would be supervised by the DoLJL or DoLL

Director of Congregational Learning (DoCE)—Serves in an oversight capacity of the congregational school and has other congregational education responsibilities (which may or may not include supervision in the area[s] of youth programming, adult education, early childhood, and / or other areas of education)
 When a congregation seeks to hire a DoCE, it should consider how the position will be appropriately supported with additional educational *and* administrative staff, such as an Assistant Director of Congregational Education, all of whom would be supervised by the DoCE.

Religious School Director (RSD)—Primary responsibility is direction of the religious school

Assistant Religious School Director—May be hired to provide additional educational support to the Religious School Director

School Administrator—Primarily responsible for administration of the school and perhaps some educational responsibilities

JOB DESCRIPTION

Temple Beth El of South Orange County (TBESOC) is a dynamic, growing and diverse community having multiple modes of Jewish expression. With about 600 households, we are one of just a handful of congregations nationally that will be affiliated with both the Reform and Conservative movements. Our mission is to establish and maintain a loving Jewish community of educated, involved, spiritual and empowered congregants who come together to celebrate and observe diverse progressive traditions in Jewish thought and belief. We are willing to explore new and creative ways to help people connect to tradition and community, and to deepen their Jewish identities. At TBESOC we strive to be a community that provides meaningful educational programming beginning in early childhood and continuing throughout the life of our members and their families.

Job Description

We are looking for a full-time energetic, innovative and experienced Director of Congregational Learning (DoCL) who has a passion for Jewish education, learning and children. The DoCL will provide leadership and management of TBESOC's education programs and will implement a cohesive vision for congregational learning, including innovative, progressive and relevant programming for children, teens and families.

This position will provide leadership for our Early Childhood Center, Religious School (grades K-7), Bnai Mitzvah Program and Teen Programming/Youth Group. The DoCL is responsible for the curriculum, programming, staff, budgets, calendars and communication for these programs and will also be involved in adult education and community holiday celebrations.

Team

The DoCL is a member of Temple Beth El's leadership team and works closely with our clergy, senior and administrative staff, and lay leaders.

The DoCL will have the direct support of the Program Director (full-time), Program Coordinator (75% time) and Youth Group Advisor (part-time). The Program Director will lead and manage the day to day responsibilities of the ECC and support the DoCL with our education programs.

Qualifications

- Master's degree or equivalent experience in the field of Jewish education
- Innovative approaches to learning and teaching
- Strong leadership and communication skills

I. DEMOGRAPHICS

	TOTAL NUMBER OF FAMILY UNITS	# OF FAMILIES WITH CHILDREN IN THE RELIGIOUS SCHOOL	TOTAL # OF STUDENTS IN THE RELIGIOUS SCHOOL	AVERAGE # OF ANNUAL B'NAI MITZVAH
THIS YEAR	598	105	144	18
FIVE YEARS AGO	698	140	205	20
FUTURE DEMOGRAPHIC PROJECTIONS ARE We are investing in a strategic plan and our education programs for growth.				

NUMBER OF STUDENTS ENROLLED BY GRADE

PreK	K	1	2	3	4	5	6	7	8	9	10	11	12
7	12	17	11	17	17	22	11	18	12				
OTHER (specify):													

DAY CARE	N/A	PARENTS' DAY OUT	N/A	EARLY CHILDHOOD	53
OTHER (specify):					

HEBREW BEGINS IN GRADE	3 rd	AND CONTINUES THROUGH GRADE	7th	CONFIRMATION	N/A
ADULT PROGRAMMING	Yes	JEWISH PARENTING PROGRAMMING			
CAMPS (URJ REGIONAL AND CONGREGATIONAL) We have students that attend URJ summer camps					

II. DAYS AND TIMES OF CLASSES

RELIGIOUS SCHOOL	HEBREW SCHOOL	CONFIRMATION	POST-CONFIRMATION
Every other Friday (4-7pm)	Mondays (4:30-6:30pm)	Not currently offered (but there is interest)	N/A
WEEKDAY EARLY CHILDHOOD	DAY CARE	PARENTING/FAMILY PROGRAMMING	PARENTS' DAY OUT
M-F, 8am-5:30pm		During Friday Religious School	N/A
CAMP (CONGREGATION ONLY)			
N/A			
OTHER (specify) Tzedakah Board for 8 th graders; Teen Youth Group			

III. PROFESSIONAL STAFF

Even if they will not be associated with the congregation next year, please list the names of all current professional staff members. Indicate if their position is full-time or part-time and their years of service with the congregation. Additional lines are provided for other staff positions, if applicable.

	NAME	FULL or PART-TIME	YEARS SERVED
RABBI	Rabbi K'vod Wieder	Full Time	9
CANTOR	Cantor Natalie Young	Full Time	7
EXECUTIVE DIRECTOR	Bonni Pomush	Full Time	10
ASSISTANT DIRECTOR	Myka Thompson	Full Time	5
PROGRAM DIRECTOR	Wendy Yesharim	Full Time	17
COMMUNICATIONS COORDINATOR	Karol Tran	Full Time	5
ACCOUNTING MANAGER	Pam Uber	Part Time	14
PROGRAM COODINATOR	Kellie Herrick	Full Time	< 1
YOUTH ADVISOR	Jesse Arzt	Part Time	<1

Does the professional staff undergo a regular performance review process ? How often ?
Contracted professionals undergo an annual performance review

NUMBER OF TEACHERS		SPECIALISTS	
ECC - PRESCHOOL	11	ART	1
RELIGIOUS SCHOOL	13	COMPUTER	1
HEBREW SCHOOL	9	DANCE	1
MADRACHIM (paid)	5	DRAMA	-
BAR / BAT MITZVAH	1	HEBREW	1
HIGH SCHOOL / POST B'NAI MITZVAH	-	LEARNING CENTER	-
ARE THERE ANY FULL-TIME TEACHERS ?	1 - ECC	LIBRARIAN	-
CUSTODIAL STAFF (specify full or part-time)	1 building manager, 2 full time custodians		

IV. FACILITIES

SANCTUARY	Y	NUMBER OF CLASSROOMS	20
CHAPEL	Y	ART ROOM	Y
LIBRARY	Y	MUSIC ROOM	Y
SOCIAL HALL / AUDITORIUM	Y	YOUTH LOUNGE	Y
SANCTUARY / SOCIAL HALL COMBINATION	Y	TEACHER RESOURCE CENTER	Y
		EDUCATOR'S OFFICE	Y
		COMPUTER ROOM	N
		STUDENT LEARNING CENTER	N
OTHER (SPECIFY)	65,000 square foot facility, sanctuary can seat 1,200 people and chapel seats 200		
IS THE EARLY CHILDHOOD FACILITY SHARED WITH RELIGIOUS SCHOOL ?	Yes		

AGE of BUILDING:	22 years old (built 1998)
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If there is a satellite facility, please describe it. Include size, distance from main facility, age, days/hours spent on that site, etc.

N/A

V. CONGREGATIONAL IDENTITY

The Congregation / Institution was founded in	1981	and became a member of the URJ (UAHC) in	1997
The Shabbat prayer book used is	Mishkan Tfilah (Friday nights and Saturday Reform services) Siddur Lev Shalem (Saturday Conservative services)		
The High Holy Day <i>machzor</i> used is	Reform Services: Mishkan Ha Nefesh Conservative Services: Machzor Lev Shalem		
Has the Religious School received ARJE Accreditation ?	Yes	If yes, in what year ?	2004-2010

What are the three primary goals of your congregation/institution?

- Maintain and grow a loving Jewish community.
- Provide warm and meaningful Jewish experiences to our community
- Support, encourage and facilitate each member's spiritual growth and Jewish education.

What are the congregation's/institution's strengths?

- Welcoming and diverse congregation (TBESOC is dually affiliated with the Reform and Conservative Movements)
- We offer multiple on-ramps for getting involved (spiritual, social, social action, etc.)
- Openness to experiment, innovate and try new approaches

What are the strengths of your educational program?

- Dedicated teaching staff, some with many years at the Temple.
- Shabbat Chai Model with religious school on Friday nights that lead into Friday night Shabbat services and Hebrew on Monday afternoons
- Play based approach at ECC allows for critical social skills development.

What three qualities in your Educator are most important to the congregation/institution?

- A real love and passion for Jewish education, learning and children
- Innovative approaches to learning and teaching
- Strong leadership and communication skills

The three most important priorities of the congregation/institution's Educator should be:

- Implementing an engaging Religious School curriculum that prepares students for Bnai Mitzvah and living Jewish lives
- Creating a warm and welcoming community with our teachers, students and Parents.
- Creating systems of accountability in learning among teachers, students, and parents
- Teacher development and training

The single most important thing an Educator needs to know about the congregation/institution is:

- We want Judaism to be alive and relevant for our students.

The three most important issues facing the congregation/institution in the next five years will be:

- Creating an integrated and engaging approach to congregational learning from young children to adulthood.
- Increasing our outreach and participation among non-members.
- Development and execution of our strategic plan

VI. INCUMBENT EDUCATOR

Has the current educator been informed that the congregation / institution is in placement ?	N/A TBESOC currently does not have a Director of Congregational Learning
On what date will the current educator relinquish his/her position ?	N/A

VII. COMMUNITY ATTRACTIONS

General population of location	3M in Orange County 50,000 in Aliso Viejo	Total Jewish population	Estimated 100,000 In Orange County
JEWISH INSTITUTIONS IN AREA			
JCC	Located in a 220,000 square foot facility on the Samuelli Jewish Campus includes a state-of-the-art health and fitness complex, licensed preschool and toddler care, teen lounge, gymnasium, Jr. Olympic swimming pool, senior center, adult education rooms, a professional theater and auditorium with banquet facilities, Kosher café, teaching kitchen, and Holocaust Education Center and Memorial Garden.		
Jewish Federation & Family Service	JFFS cares for people in need and strengthens Jewish community in Orange County, Israel and around the world. Though its Family Services division, the Organization cares for people in need via programs, services and direct financial assistance. Though its Federation division, the Organization strengthens Jewish life in Orange County via programs, grants and opportunities for philanthropic giving and strengthens Jewish life in Israel and around the world through support of its national partner, Jewish Federations of North America.		
Central Jewish Education Agency	The JCC has the Center for Jewish Life with a goal to fulfill the need for expert Israel and Jewishly engaged programming accessible to all ages and to our entire community.		
Jewish Day School (which grades) ?	Tarbut v'Torah (K-12), Hebrew Academy (PK-12), Irvine Hebrew Day School (K-6)		
Majority of members' children attend public school, private school, or Jewish day school ?	Majority attend Public School		
Colleges, universities in the area include	Soka University University of California Irvine Cal State Fullerton Chapman University		
What cultural opportunities are available (e.g., symphony, opera, museum, theatre, sports, etc.) ?	Segerstrom Center for the Arts South Coast Repertory The Laguna Playhouse Irvine Barclay Theatre Honda Center Angels Stadium Disneyland Knotts Berry Farm Orange County Museum of Art Bowers Museum Discovery Cube Pretend City Children's Museum		

VIII. REMUNERATION

INDICATE EITHER A SPECIFIC FIGURE OR A SPECIFIC RANGE. The "Proposed Salary" section should read, for example, "\$60,000-\$70,000" or "the minimum salary base is \$60,000" or "the maximum salary is \$80,000." PLEASE **DO NOT WRITE** "negotiable", or "open," or "not yet determined" with no numbers included. **Without this information, your position will not be included in the ARJE's placement listings. It is also highly recommended that you NOT list remuneration as a "package."**

PROPOSED SALARY or SALARY RANGE	\$85,000-\$93,000
Percentage of pension (RPB) in addition to salary (15% recommended)	Can be allocated from salary
Length of original contract (two years recommended)	2 years

STANDARD BENEFITS FOR THE EDUCATOR, IN ADDITION TO SALARY							
Medical-Hospitalization	Y	Moving Allowance	**	Books & Periodicals	Y	Sabbatical	N
Major Medical Insurance	Y	Professional Dues	Y	Congregational Membership	Y	Cell Phone	N
Dental Insurance	Y	ARJE Conference	M*	Religious School Tuition	Y	Laptop Computer	Y
Long Term Disability Insurance	Self-fund	URJ Biennial	M*	Early Childhood Tuition	Y	Israel Trips	N
		Regional URJ Gathering	M*				
Other (please specify)	*These items are budget dependent but we do our best to support professional development. **Moving allowance is negotiable.						

Social Security is required by Federal Law

Is this position being listed with any other professional placement service ?	Yes
If "YES" please indicate which one and the title by which it is being listed	Jewish Jobs, Director of Congregational Learning

In making this request to the ARJE PLACEMENT SERVICE, the congregation/institution agrees that it will	
A	In keeping with the high ideals of Reform Judaism, not exclude a candidate from consideration based on age, gender, sexual orientation or marital status;
B	Keep the ARJE Placement Service informed of ALL interviews and their outcomes;
C	Reimburse all travel and related expenses for an Educator invited for an interview;
D	Arrange the terms of its contract and/or letter of agreement with its Educator-Designate following the principles of the document entitled <i>GUIDELINE FOR EDUCATOR CONGREGATIONAL RELATIONSHIPS</i> ("The Blue Book"), as adopted and recommended May 1988 by the Board of Trustees of the Union of American Hebrew Congregations, the Central Conference of American Rabbis, and the National Association of Temple Educators;
E	On acceptance of the contract and/or letter of intent by both the congregation/institution and the Educator-Designate, forward a copy of the contract and/or letter of agreement for the files of the Placement Service, ALL files being confidential.
F	NOTIFY THE ARJE PLACEMENT OFFICE OF THE NAME OF THE EDUCATOR-DESIGNATE WHEN THE SEARCH IS FINALIZED.

Name of person completing this form and position in congregation / institution	Dayna Herz, VP of Education
Signature	

CHAIRPERSON OF THE EDUCATOR SEARCH COMMITTEE

NAME	Dayna Herz	POSITION	VP of Education
STREET ADDRESS	2A Liberty		
CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE	Aliso Viejo, CA 92656		
TELEPHONE NUMBER	858-212-7266	FAX	949-760-4118
E-MAIL	daynaherz@gmail.com		
Resumes of applicants should be sent to the following persons e-mail address(es) (please include more than one e-mail address):			
tbesoeducation@gmail.com, daynaherz@gmail.com, SSaladow@aol.com			

**IF THE CONGREGATION/INSTITUTION HAS A MISSION STATEMENT,
PLEASE ENCLOSE A COPY**

MISSION STATEMENT: Our mission is to establish and maintain a loving Jewish community of educated, involved, spiritual and empowered congregants who come together to celebrate and observe diverse progressive traditions in Jewish thought and belief. We are willing to explore new and creative ways to help people connect to tradition and community, and to deepen their Jewish identities.