



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	Beth David Reform Congregation	DATE OF APPLICATION	
STREET ADDRESS	1130 Vaughan Lane		
CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE	Gladwyne, PA 19035		
TELEPHONE NUMBER	(610) 896-7485	FAX	
E-MAIL	bkalisch@bdavid.org	WEBSITE	www.bdavid.org
URJ DISTRICT		DATE POSITION IS AVAILABLE	July 1, 2022
POSITION TITLE	Director of Education	FULL or PART-TIME	Full

☐ **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

PLEASE INCLUDE A JOB DESCRIPTION WITH THIS APPLICATION

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	312	74	110	15
FIVE YEARS AGO	343		121	18
FUTURE DEMOGRAPHIC PROJECTIONS ARE		Like many synagogues, our congregation and Religious school have grown smaller over the past several years, although that contraction has been slowing, and this past year we saw a net growth. Our board is currently exploring alternative membership models and participating in a URJ project examining membership. Our school district and the surrounding area have strong Jewish demographics.		

NUMBER OF STUDENTS ENROLLED BY GRADE

PreK	K	1	2	3	4	5	6	7	8	9	10	11	12
	5	3	14	8	18	12	9	19	10	3	6	4	1
OTHER (specify):		K/1 is a combined class. Monthly Preschool program on Sundays and Tot Shabbat on Fridays are drop-in programs. Enrollment for grades 8-12 includes our madrichim, paid teaching assistants, and Confirmation, but not other teen programming.											

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

HEBREW BEGINS IN GRADE		AND CONTINUES THROUGH GRADE	7	CONFIRMATION BEGINS IN GRADE	10
ADULT PROGRAMMING	Each grade K-5 has two family education programs each year, using a curriculum we created around Jewish values. In grades 6-7, we use the Moving Traditions B-Mitzvah curriculum for family education. We also sometimes offer parallel learning or discussions for parents, led by our clergy or educator, typically as stand-alone sessions during a special Shabbat or leading up to a holiday.		JEWISH PARENTING PROGRAMMING		
CAMPS (URJ REGIONAL AND CONGREGATIONAL)		Camp Harlam is our regional URJ Camp. URJ 6 Points Creative Arts is right in our backyard. Other local Jewish camps that our students attend include Pinemere Camp and Camp Galil.			

II. DAYS AND TIMES OF CLASSES

RELIGIOUS SCHOOL	HEBREW SCHOOL	CONFIRMATION	POST-CONFIRMATION
All grades: Sunday 9:30am - 12:30pm. Grades 3-7 also attend on Tuesdays 4-6pm.		We have experimented with different formats to fit the schedules of the interested students. Currently, Confirmation meets monthly on Sundays. During the pandemic, we met biweekly on Zoom.	Pre-pandemic, our youth director and clergy held monthly gatherings for the madrichim during Religious School, but we have not yet resumed these sessions regularly.
WEEKDAY EARLY CHILDHOOD	DAY CARE	PARENTING/FAMILY PROGRAMMING	PARENTS' DAY OUT
CAMP(CONGREGATION ONLY)			
OTHER (specify)			

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
SENIOR RABBI	Rabbi Beth Kalisch	Full	9
ASSOCIATE RABBI			
ASSISTANT RABBI			
CANTOR	Cantor Lauren Goodlev	Full	6
EDUCATOR	Rabbi Kevin Bernstein	3/4 Time. Leaving June 15, 2022.	5
ASSISTANT EDUCATOR			
ADMINISTRATOR	Jill Cooper	Full	13
PROGRAM DIRECTOR			
YOUTH WORKER			
EARLY CHILDHOOD EDUCATOR			
FACILITIES MANAGER	Tony Artis	Full	

Does the professional staff undergo a regular performance review process ? How often ?
Please include a description of this process, especially as it applies to the educator.

SECRETARIES/ADMINISTRATIVE ASSISTANTS	FULL or PART-TIME	YEARS SERVED
TO EDUCATOR(S)	Part Time	Our current Director of Education chose to hire an intern rather than an administrative assistant. That person was a student who left after 2 years as our intern.
TO RABBI(S)	Part Time	Previous assistant recently left after 8 years
TO CANTOR(S)	Part Time	
TO ADMINSTRATOR	Ned Kripke	

NUMBER OF TEACHERS		SPECIALISTS	
COORDINATORS / DEPARTMENT HEADS		ART	Y
PRIMARY	6	COMPUTER	
INTERMEDIATE	2	DANCE	
UPPER	1	DRAMA	
BAR / BAT MITZVAH	2	HEBREW	
HIGH SCHOOL / POST B'NAI MITZVAH		LEARNING CENTER	
ARE THERE ANY FULL-TIME TEACHERS ?	No	LIBRARIAN	
CUSTODIAL STAFF (specify full or part-time)			

IV. FACILITIES

SANCTUARY	Y	NUMBER OF CLASSROOMS	
CHAPEL	Y	ART ROOM	Y
LIBRARY	Y	MUSIC ROOM	Y
SOCIAL HALL / AUDITORIUM	Y	Y	Y
SANCTUARY / SOCIAL HALL COMBINATION	Y	TEACHER RESOURCE CENTER	
		EDUCATOR'S OFFICE	Y
		COMPUTER ROOM	
		STUDENT LEARNING CENTER	
OTHER (SPECIFY)			
IS THE EARLY CHILDHOOD FACILITY SHARED WITH RELIGIOUS SCHOOL ? N/A			

AGE of BUILDINGS:	SANCTUARY	1984	SCHOOL	OFFICE AREA	2011
-------------------	-----------	------	--------	-------------	------

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	1943	and became a member of the URJ (UAHC) in
The Shabbat prayer book used is	Mishkan T'filah	
The High Holy Day <i>machzor</i> used is	Mishkan HaNefesh	

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

תורה / Torah: To open our community's minds to the wisdom and the questions of our tradition, provide a Jewish context for our people's tradition of intellectual curiosity, build community through learning, and perhaps most of all, educate and inspire our children.

עבודה / Avodah: To bring alive Judaism's spiritual tradition through inspiring worship of varied forms, and joyful celebration of chagim and simchas that bring our members closer to each other, to their Jewish heritage, and to their own best selves.

גמילות חסדים / Gemilut Chasadim: To build a warm, inclusive community that treats each other with respect and generosity, and works together to build a fairer, kinder, cleaner, and more peaceful world.

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

We hope that our values and strengths are apparent the minute you walk into the door!

בצלם אלהים / A Focus on Relationships: Beth David is one of the smaller congregations in our area, and our members join us because they want to be part of a synagogue where relationships matter, where synagogue is personal, and where the staff and leadership have time to get to know individual members. The smaller size of our Religious School means that our educator and clergy get to know each family and child individually. The first bulletin board in the Religious School hallway is filled with photos of our students. If you came on the High Holy Days, you might have noticed that one of our High Holy Day Torah covers was handmade using fabric from members' wedding dresses, and when we pivoted to outdoor services on our back patio this past year, it was the gardeners in our congregation who figured out how to decorate the area with flowers.

ת/יקון עולם / A Legacy of Social Action: Beth David has a proud history of social justice work, from advocating for Civil Rights to advocating for Soviet Jewry, and we continue that work today. As you drive in the parking lot, you'll see a Black Lives Matter banner that we, together with several churches in our area, hung up as a response to vandalism at a nearby church. On the front door of our building, and on our office doors, you'll see stickers identifying Beth David as a LGBTQ+ Safe Zone. We are proud to be founders and leaders of RAC-PA, the Religious Action Center of Reform Judaism's new statewide social justice initiative in Pennsylvania, so on your way in the door, you'll probably see a stack of flyers with information about our voting rights campaign. You will often see a collection box in the hallway for donating food or warm weather clothing, which might be for one of our longstanding partnerships with local organizations, or it might be part of a student's mitzvah project for an organization they have researched and chosen to support. One of our bathrooms includes a shower because we transform our Religious School wing into a homeless shelter for single parent families several weeks each year. The signs in our hallways include braille.

לדור ודור / Continuity and Change: If you visit during Religious School, you'll see that the hallways are busy with our madrichim, teens who are serving as assistant teachers, holding the hand of a kindergartener as they walk down the hallway. If you look at our wall of Confirmation photos, you might notice that our Confirmation teacher of many years also appears in one earlier photo as a student – she is a lifetime member of Beth David, and not our only one! But the two most recent Confirmation photos are different from others - one is a Zoom screenshot, and the next one is outdoors, both reflecting the choices that we empowered our teens to make about what Confirmation should look like during the

pandemic. We know that making way for the next generation has always meant making changes. For example, our current building was built in 1986 when we realized that the future of our community was in suburban Lower Merion, not in the urban neighborhood where we had built our first building 70 years ago - but our building includes stained glass windows, art, and furniture from our original sanctuary alongside newer elements.

What are the strengths of your educational program?

Our small size makes it possible to develop deep relationships over time with students and their families, and to find ways to personalize learning for students when they have special needs or circumstances. Our faculty includes several beloved teachers who have been at Beth David for a decade or even several decades, as well as newer faculty who have brought new strengths to the program. Our art teacher and the art program she leads is a highlight for many of our students, as are other electives like gardening, film that our teachers have offered. Our students learn Hebrew well, and those 7th graders who want to are typically able to lead most of their b-mitzvah service and chant up to 7 aliyot of Torah. Overall, we hear from parents that even when they have to drag their kids out of bed on a Sunday morning, their kids are almost always excited at pickup about everything they learned and did during Religious School. Finally, while we are proud of these strengths, we are also aware of the ways in which we are not meeting the full needs of families today, and we are eager to think about how we can do better. We are excited to partner with our new educator to think creatively about the future of how we engage youth and families, and we are committed to providing the support to implement change successfully.

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

1. Collaborative
2. Warm and compassionate
3. Creative and visionary

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

1. Relationship-building: Build trust and understanding with our community
2. Innovation: Helping us envision and manage educational change
3. Community Building: Creating relationships among our kids and families, and helping make every child and family feel included

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

We have great people in our community. (Seriously!, says the rabbi). Interesting people, for sure - many who are worldly, intellectual, and successful - but more importantly, kind people, people who want to make this world a better place, and people who are trying their best to focus on what matters most in life. We need you to help us teach our children and help make Judaism come alive, and we are committed to partnering with you and supporting you on the journey.

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

1. Educational change, led by our new Education Director in partnership with our Rabbi and our lay leaders.
2. Recently launched capital campaign to create an endowment
3. Exploring new membership models to make participation in Jewish life more accessible to more people

VI. INCUMBENT EDUCATOR

Has the current educator been informed that the congregation / institution is in placement ?	Yes – it was his decision to leave because he is moving to be closer
--	--

	to family and will be leading the Jewish camp he grew up at.
On what date will the current educator relinquish his/her position ?	June 15, 2022

VII. COMMUNITY ATTRACTIONS

General population of location	Total Jewish population
JEWISH INSTITUTIONS IN AREA	
JCC	yes
Federation	yes
Jewish Family Service	yes
Central Jewish Education Agency	
Jewish Day School (which grades) ?	yes
Other	
Majority of members' children attend public school, private school, or Jewish day school ?	Majority attend public school, some attend private school. There is a pluralistic Jewish
Colleges, universities and music conservatories in the area include	<div> University of Pennsylvania Bryn Mawr College Haverford College Drexel University Gratz College And more...! </div> <div> Temple University The Curtis Institute The University of the Arts Villanova University Reconstructionist Rabbinical College </div>
What cultural opportunities are available (e.g., symphony, opera, museum, theatre, sports, etc.) ?	Natl. Museum of American Jewish History The Philadelphia. Orchestra The Philadelphia Museum of Art The Barnes Institute The Franklin Institute Rodin Museum Please Touch Museum The National Constitution Center Kimmel Center for the Performing Arts And about 40 more!

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	\$75,000 - \$100,000
Percentage of pension (RPB) in addition to salary (15% recommended)	15%
Length of original contract (two years recommended)	2-3 years

STANDARD BENEFITS FOR THE EDUCATOR, IN ADDITION TO SALARY							
Medical-Hospitalization	Y	Moving Allowance	Y	Books & Periodicals	Y	Sabbatical	N
Major Medical Insurance	Y	Professional Dues	Y	Congregational Membership	Y	Cell Phone	N
Dental Insurance	Y	ARJE Conference	Y	Religious School Tuition	Y	Laptop Computer	Y
Long Term Disability Insurance	Y	URJ Biennial	N	Early Childhood Tuition	N	Israel Trips	N
		Regional URJ Gathering					
Other (please specify)	Some benefits are covered in part by the congregation and partially by the employee.						

Social Security is required by Federal Law

Is this position being listed with any other professional placement service ?	
If "YES" please indicate which one and the title by which it is being listed	

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	
Signature	

CHAIRPERSON OF THE EDUCATOR SEARCH COMMITTEE

NAME	Ashlee Goodman and Karen Wilson	POSITION	Co-Chairs
STREET ADDRESS			
CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE			
TELEPHONE NUMBER		FAX	
E-MAIL	ash@bengoodmancreative.com , kkwilson5@gmail.com		
Resumes of applicants should be sent to the following persons e-mail address(es) (please include more than one e-mail address):			
ash@bengoodmancreative.com , kkwilson5@gmail.com , bkalisch@bdavid.org			

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



BETH DAVID

REFORM CONGREGATION

Seek. Learn. Do.

**Director of Education
(Full Time)
Gladwyne, PA**

Beth David Reform Congregation, nestled in the woodlands of historic Gladwyne just a few miles outside Center City Philadelphia, is a diverse, intimate, and joyful congregation of 300 member families. We are seekers. We are learners. We are doers. At Beth David, we are impelled by our tradition to build connection, support our communities, and do our part to help heal the world. Our synagogue is the aggregation of our stories—a 75-year history that entwines our diverse individual pasts with a shared future.

As our new Director of Education, you will have a unique opportunity to envision the future direction of our religious school. We recently launched a three-year capital campaign, in conjunction with an ongoing strategic planning process, that will reimagine our youth and family programs and ensure the financial health and vibrancy of the synagogue. It's an exciting time to join Beth David and assume this pivotal role. Your vision, creativity, and leadership will be critical in developing a progressive learning curriculum that inspires our youth, embodies our values, ensures an inclusive learning environment, and grows our Jewish community.

We are seeking someone who:

- Has a vision for implementing innovative ideas to make Jewish traditions, texts, and values come alive for young people and families in a contemporary world.
- Builds and nurtures relationships with students, parents, and faculty with warmth, caring, and *menschlekeit*.
- Thrives in a collaborative work environment with multiple stakeholder groups, such as students, parents, clergy, staff, and board members.
- Has experience in progressive, informal, and/or experiential education.
- Is passionate about creating and modeling an inclusive learning environment and safe space for diverse student populations, including gender identity, sexual orientation, ethnicity, physical ability, religious background, and learning differences.

Goals for our Religious School:

1. Re-imagine our current Religious School model, assessing our current program and shifting to a model that better meets the needs of today's families, potentially including ideas like more experiential opportunities, project-based learning, and service learning.
2. Expand outreach efforts and expand our programming beyond Religious School to create multiple doorways into Jewish life for families.
3. Create robust teen programs to retain students beyond b-mitzvah.

Job Responsibilities:

Leading Innovation

- Build connections with students, parents, faculty, and other stakeholders to understand the needs of today's families, and the strengths and weaknesses of our current Religious School
- Research innovative models of Jewish supplemental education and family engagement, and evaluate how different models might fit our community's needs and identity
- Partner with clergy and lay leadership team to create a vision for the next era of our community's Religious School that will make Jewish life accessible, inspiring, and transformative for the next generation
- Create and manage a multi-year strategy to implement the new vision, including a process of experimentation, reflection, and evaluation as we refine the model
- Participate in local and national organizations to enhance professional development and support ongoing innovation

Religious School Oversight

- Evaluate, develop, update, and deliver curriculum
- Oversee all aspects of hiring, training, supporting, and supervising of teachers and other educational personnel
- Determine what is needed to provide the most inclusive and safe learning environment for all students, with special consideration for those with additional needs in addition to establishing an atmosphere of acceptance and respect for all staff, students, and congregants
- Create metrics that will enable the ability to track progress against religious school goals to drive measurable outcomes
- Partner with clergy to facilitate their teaching in the Religious School, teen programming, and family education
- Teach electives, special programs, or classes as time allows, and coordinate school assemblies and special programs
- Be an active and visible participant in congregational events, especially programs involving families and children

- Correspond and meet with prospective families to introduce them to the Religious School and the congregation

Communications

- Provide regular communications about school activities, school policies, and student progress to students and parents; promote educational programs to congregants through existing email newsletters
- Maintain open communication with the Board of Trustees, and congregation committees
- Communicate congregation policies and policy changes to educational staff.
- Promote programming to the wider community to reach unaffiliated families and potential members

Administration

- Create class assignments for religious school students and staff; coordinate scheduling of educational programs in alignment with congregation calendar
- Acquire appropriate learning materials for religious school
- Prepare annual school budget in consultation within the financial limits set by the Board of Trustees and assume fiscal responsibility for the religious school and other educational program budgets as assigned
- Update health and safety protocols in partnership with executive director and lay leadership, and oversee the implementation of these protocols
- Carry out standard administrative functions according to current congregation policies and practices, including maintaining religious school records

Qualifications:

- Three years of experience preferred in related leadership/teaching experience in Jewish, informal, or progressive education settings, as well as demonstrated knowledge of Reform Judaism and Jewish life and culture
- Proven track record of developing and implementing curriculum
- Ability to develop metrics and track progress against religious school goals to drive measurable outcomes
- Experience in a leadership role, preferably within a nonprofit organization or educational program
- Experience implementing diversity, equity and inclusion training in an educational environment
- Strong communication skills and ability to foster relationships with students, parents, Board members, and the clergy and lay leadership a must

- Detail-oriented and comfortable with technology; experience using Google Docs and ShulCloud appreciated

COMPENSATION AND BENEFITS:

- Base compensation: \$75,000 - \$100,000
- Percentage of pension in addition to salary: 15%
- Medical and dental insurance
- Paid vacation
- Additional benefits including funds for professional development

To apply, please submit a cover letter and resume to:

Rabbi Beth Kalisch at bkalisch@bdavid.org