



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 Dor Dorim	DATE OF APPLICATION	05/24/2022
STREET ADDRESS	2360 Glades Circle		
CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE	Weston, FL, 33327		
TELEPHONE NUMBER	954-389-1232	FAX	954-389-4670
E-MAIL	brookemandel@gmail.com	WEBSITE	dordorim.org
URJ DISTRICT	South	DATE POSITION IS AVAILABLE	05/24/2022
POSITION TITLE	Religious School Director	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

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	280 households	56	70	12
FIVE YEARS AGO	503 households	145	162	31
FUTURE DEMOGRAPHIC PROJECTIONS ARE	280 family units, 60 family units in religious school, 92 in religious school, 7 B'nai Mitzvah			

NUMBER OF STUDENTS ENROLLED BY GRADE

PreK	K	1	2	3	4	5	6	7	8	9	10	11	12
N/A	1	7	7	4	6	2	7	8	8	7	4	6	3
OTHER (specify):													

DAY CARE	200	PARENTS' DAY OUT	EARLY CHILDHOOD	200
OTHER (specify):				

HEBREW BEGINS IN GRADE	Kindergarten	AND CONTINUES THROUGH GRADE	12th	CONFIRMATION BEGINS IN GRADE	10th
ADULT PROGRAMMING	Torah study offered 2x weekly, other programs offered throughout year			JEWISH PARENTING PROGRAMMING	not currently, in the past
CAMPS (URJ REGIONAL AND CONGREGATIONAL)	URJ Camp- Camp Coleman, 6 points creative points academy, 6 points science/technology academy, 6 points sports academy				

II. DAYS AND TIMES OF CLASSES

RELIGIOUS SCHOOL	HEBREW SCHOOL	CONFIRMATION	POST-CONFIRMATION
Sundays 9:00am-12:00pm Wednesdays 5:00pm-7:00pm	Sundays 9:00am-12:00pm Wednesdays 5:00pm-7:00pm	Confirmation students study on Sundays from 11:00am-12:00pm with the Rabbi and assist in the Religious School on Sundays from 9:00am-11:00am.	11th and 12th graders meet once a month with Rabbi on a Wednesday night from 6:00pm-7:00pm.
WEEKDAY EARLY CHILDHOOD	DAY CARE	PARENTING/FAMILY PROGRAMMING	PARENTS' DAY OUT
The Early Childhood Center is NAEYC accredited and offered for children 3 months through Kindergarten.	School offered 7:30am-6:00pm	Programming is offered daily. Several enrichment classes and mommy and me classes offered to the students. Families are invited to attend shabbat every Friday. Tot shabbats are offered regularly.	Parent night out programming is offered throughout the year. Babysitting is also provided for several temple events.
CAMP (CONGREGATION ONLY)			
Travel camp and non travel camp is offered for 3 months through 5th grade.			
OTHER (specify) The ECC PTO and Religious School PTO organizes events and activities for the students throughout the year.			

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 Bloch	Full	2
ASSOCIATE RABBI			
ASSISTANT RABBI			

CANTOR	Robin Koota (cantorial soloist)	part time	2
EDUCATOR	Jamie Mafdali	Full	10
ASSISTANT EDUCATOR	Judy Frye (preschool)	Full	2
ADMINISTRATOR	Marc Weinstock	Part Time	1
PROGRAM DIRECTOR			
YOUTH WORKER	Jamie Mafdali	Full	10
EARLY CHILDHOOD EDUCATOR	Sheila Woldenberg	Full	20

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.

The review process is ongoing and informal.

SECRETARIES/ADMINISTRATIVE ASSISTANTS	FULL or PART-TIME	YEARS SERVED
TO EDUCATOR(S)		
TO RABBI(S) Faye Kotler	Full	12
TO CANTOR(S)		
TO ADMINSTRATOR		

NUMBER OF TEACHERS		SPECIALISTS	
COORDINATORS / DEPARTMENT HEADS	1	ART	
PRIMARY	3	COMPUTER	
INTERMEDIATE		DANCE	music specialist
UPPER	2	DRAMA	
BAR / BAT MITZVAH	5	HEBREW	
HIGH SCHOOL / POST B'NAI MITZVAH	2	LEARNING CENTER	
ARE THERE ANY FULL-TIME TEACHERS ?	No	LIBRARIAN	
CUSTODIAL STAFF (specify full or part-time)	2 full time		

IV. FACILITIES

SANCTUARY		NUMBER OF CLASSROOMS	16
CHAPEL	yes	ART ROOM	
LIBRARY	yes	MUSIC ROOM	
SOCIAL HALL / AUDITORIUM		YOUTH LOUNGE	yes
SANCTUARY / SOCIAL HALL COMBINATION	yes	TEACHER RESOURCE CENTER	
		EDUCATOR'S OFFICE	yes
		COMPUTER ROOM	yes
		STUDENT LEARNING CENTER	
OTHER (SPECIFY)			
IS THE EARLY CHILDHOOD FACILITY SHARED WITH RELIGIOUS SCHOOL ?		Yes	

AGE of BUILDINGS:	SANCTUARY	19 years	SCHOOL	24 years	OFFICE AREA	24 years
-------------------	-----------	----------	--------	----------	-------------	----------

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	1996	and became a member of the URJ (UAHC) in	1998
The Shabbat prayer book used is	Mishkan T'filah		
The High Holy Day <i>machzor</i> used is	Mishkan Hanefesh		
Has the Religious School received ARJE Accreditation ?	not currently	If yes, in what year ?	was in the past but not currently

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

1. To teach the principles of Judaism and traditions that come along with it, so it is there for the next generation to come (L Dor V Dor).
2. To continue to learn the Jewish needs of the community and increase involvement. Temple Dor Dorim aims to serve as a second home for Jewish people in and around Weston.
3. To teach congregants from a young age that it is important to be involved in the Jewish community.

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

Temple Dor Dorim is inclusive and welcoming. The congregation is made up of a dynamic population who is dedicated to the well-being of the temple. Temple Dor Dorim is fortunate to have an active congregation which includes multi-generational families. Our congregation is fortunate to have many founding member families which continue to remain active in Temple engagements. The Early Childhood Center (ECC) is one of the best preschools in the area and attracts many young families from surrounding cities to the school. The ECC families become involved in temple activities/ functions from the start and ultimately serve as a gateway toward new family memberships. The parents of our young students enjoy being active in temple/ school activities which constantly stimulate our congregation.

What are the strengths of your educational program?

The students are provided with different educational experiences each week which include classroom activities and opportunities to work with Clergy and staff who are enthusiastic and welcoming. This provides a joyful environment which fosters deep connections amongst the students. The students are mentored by teenage students/volunteers who assist in the classrooms each week.

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

Temple Dor Dorim seeks an Educator who passionately engages our students about Jewish learning and life. We hope that our educator will be nurturing and welcoming to all. We are also looking for someone with a strong drive and who will take initiative as a team player.

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

The top priorities of the Religious School Director will be to engage and build relationships with the students and families, develop dynamic curriculum which will include programs and holiday activities, and to promote awareness of the religious school which includes working with the ECC to increase the transition rate.

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

Temple Dor Dorim is a synagogue that is thriving and alive. The members of the community are very connected and care deeply about their children's Jewish education and are supportive in various ways of our youth.

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

1. Jewish families are choosing to become unaffiliated rather than joining temples.
2. Families who leave after their children become B'nai Mitzvah
3. Changing demographics

VI. INCUMBENT EDUCATOR

Has the current educator been informed that the congregation / institution is in placement ?	yes
On what date will the current educator relinquish his/her position ?	As soon as the new Religious School Director begins

VII. COMMUNITY ATTRACTIONS

General population of location	71,500 people in Weston	Total Jewish population	unknown
JEWISH INSTITUTIONS IN AREA			
JCC	yes, it is located 15 minutes away		
Federation	yes, Jewish Federation of Broward County		
Jewish Family Service	yes, Goodman Jewish Family Services of Broward County		

Central Jewish Education Agency	it merged with the Federation. It is the Orloff Department of Jewish Education and Engagement.
Jewish Day School (which grades) ?	Posnack Hebrew Day School- Kindergarten through 12th grade
Other	
Majority of members' children attend public school, private school, or Jewish day school ?	A majority of the members attend public schools in the area. Weston is known for its A schools.
Colleges, universities and music conservatories in the area include	Several colleges in the area.
What cultural opportunities are available (e.g., symphony, opera, museum, theatre, sports, etc.) ?	There are two large cities close by (Ft Lauderdale and Miami) that have music venues, sports teams, museums, etc.

VIII. REMUNERATION

<p>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."</p>	
PROPOSED SALARY or SALARY RANGE	\$70,000-\$90,000
Percentage of pension (RPB) in addition to salary (15% recommended)	negotiable
Length of original contract (two years recommended)	two years

STANDARD BENEFITS FOR THE EDUCATOR, IN ADDITION TO SALARY						
Medical-Hospitalization		Moving Allowance		Books & Periodicals		Sabbatical
Major Medical Insurance	yes	Professional Dues	yes	Congregational Membership	yes	Cell Phone
Dental Insurance		ARJE Conference	yes	Religious School Tuition	yes	Laptop Computer
Long Term Disability Insurance		URJ Biennial	yes	Early Childhood Tuition	yes	Israel Trips
		Regional URJ Gathering				
Other (please specify)						

Social Security is required by Federal Law

Is this position being listed with any other professional placement service ?	No
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	Brooke Alweiss, Board Member, Religious School Director Search Committee Chair
Signature	<i>Brooke Alweiss</i>

CHAIRPERSON OF THE EDUCATOR SEARCH COMMITTEE

NAME	Brooke Alweiss	POSITION	Temple Dor Dorim Religious School Director Search Committee Chair
STREET ADDRESS	16832 SW 5th Way		
CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE	Weston, Florida/ 33326		
TELEPHONE NUMBER	954-789-9517	FAX	N/A
E-MAIL	brookemandel@gmail.com ; tamarasmalvin@gmail.com		
Resumes of applicants should be sent to the following persons e-mail address(es) (please include more than one e-mail address):			

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

Temple Dor Dorim shall foster the tenets and purposes of Reform Judaism with responsibility to community, the Jewish people and the state of Israel. The Temple shall provide a house of worship for teaching, congregating, studying of Torah and perpetuation of the Jewish religion, its heritage and values– Throughout the Generations.