

## ARJE EDUCATOR SEARCH APPLICATION

*This application is intended to supplement your job posting to help ARJE educators understand how your job is in line with the values of ARJE and the Reform Movement and represents best practices in the field.*

### THE BASICS

Name of your Organization: Westchester Reform Temple  
Date of Application Submission: 6/1/23

City/State: Scarsdale, New York

### VISION FOR JEWISH EDUCATION

*Please answer the following questions about the vision your institution has for Jewish education so that the applicant has a strong sense of who you are as an institution and what you value.*

1. What is the vision and mission of the educational program at your institution?

The Jewish Learning Lab's mission is to kindle a lifelong love of Jewish learning and living in children and youth in the WRT community. In achieving this mission, the JLL aspires to:

- Support the development of a strong Jewish identity, strengthened with Hebrew language, rooted in Jewish tradition, nurtured by the study of Judaism, and guided by Jewish values.
- Create enduring and joyful Jewish memories, bringing Torah to life and inspiring Jewish dreams.
- Celebrate both the richness of our traditions and the limitless possibilities of innovation, preparing us to engage with the unique blessings and challenges of being Jewish in the 21st century.
- Foster the development of an inclusive and caring community, one that reflects the diversity of Jewish life today and is empowered to serve those in need.

2. What values are most important to your educational program?

At the Jewish Learning Lab, we value collaboration, experimentation, and fun. We strive to include every learner and we invest in the social and emotional well-being of our students while creating a safe environment in which they can explore their developing sense of Jewish identity.

3. Project 2-3 years in the future—what does the education program look like at your institution?

In 2-3 years, we will have a vibrant and exciting education program that engages families and integrates Jewish living and learning in the lives of congregants. We will have a strong teaching team who have been provided the support and skills they need to succeed.

#### ABOUT THE INSTITUTION

*Please fill out the following as thoroughly as possible:*

- A brief description of your organization including your affiliation with the Reform movement and the population you serve:

Westchester Reform Temple is a vibrant, caring, and welcoming community – a *Kehillah Kedoshah* – that connects through Judaism to cultivate joy and meaning at every stage of life. We join together to support and lift each other spiritually, emotionally, and intellectually; carry Jewish tradition forward proudly; and impact the world positively.

We accomplish this mission through:

- **Prayer and Celebration:** providing musical and other inspiring spiritual expression, including for Shabbat, holidays, lifecycle events, and other times of happiness and sorrow;
- **Learning and Exploration:** offering engaging, lifelong Jewish study and experiences; and
- **Community and Global Action:** promoting justice, repairing the world, and supporting the Jewish people and the State of Israel.

Among the 1,000+ WRT member households today, you will find the embodiment of Reform Jewish diversity in America. The enduring values that guide all we do include community and connection, caring, respect, and inclusion, Judaism in our daily lives, and the pursuit of excellence and innovation.

- Describe the workplace environment/culture:

The JLL is a collaborative team that values each member's unique contributions. Each individual feels a sense of responsibility to the mission and goals of the organization, and each person works hard to achieve their individual and collective goals. As a team we are flexible and committed to excellence and also willing to take risks and fail forward.

- How does your organization support professional development and ARJE membership? *Note: It is the standard in the ARJE to commit to paying employees ARJE membership and annual gathering costs. These should not be lumped into a sum for employee discretion.*

We create on-site professional development opportunities throughout the year and facilitate our staff's participation in outside opportunities as well. All full time members of the team are supported with ARJE membership.

## EMPLOYMENT BENEFITS

*Share the full benefits package in addition to the salary listed on the job description and how you support your employees. These benefits help candidates assess the workplace environment and overall financial compensation.*

Healthcare Benefits Include:

- Medical: (What percentage and who is covered): 95% of the Employee's premium is paid by WRT. A much smaller portion of premium for dependents is paid by WRT, in accordance with a chart that we can share upon request.
- Mental Health (What percentage and who is covered): Included in Medical plan
- Dental (What percentage and who is covered): Offered via AFLAC, optional, 100% of premium is paid by Employee.
- Vision (What percentage and who is covered): Offered via AFLAC, optional, 100% of premium is paid by Employee.

Care for Employees:

- Vacation time/PTO (*Number of days*): 10 paid vacation days
- Paid family leave and sick time (*How long*): 10 paid sick/personal days
- Short and long term disability: 100% premium paid by WRT

- Retirement benefits (what percentage is contributed by employer): For the Assistant Director level position, there is no contribution made by WRT. The Employee can defer income into the plan if they wish.  
*It is the standard in the ARJE to offer 15% pension to the RPB and disability insurance.*
- Life insurance: Small benefit included in Long Term Disability plan
- Free or discounted membership or tuition: Tuition discounts for pre-school and religious school programs are subject to negotiation.

Other benefits or information to share with candidates about how you support your employees:

#### COMMITMENTS TO SAFE, RESPECTFUL, AND EQUITABLE WORKPLACE ENVIRONMENT

*The ARJE is committed to Safe, Respectful, and Equitable work environments and promoting those organizations that share the same values. Resources for this work can be found on our website and are hyperlinked below.*

##### ❖ **Non Discrimination and Anti-Bias Work:**

Our search committee and/or professional involved has participated in these training(s) or used these resources to ensure a process that works against discrimination and bias: Yes.  
(Resources can be found through the [Reform Pay Equity Initiative](#) )

##### ❖ **Healthy and Safe Workplace Training:**

- Our organization ensures a healthy and safe work environment for employees by requiring employees and/or lay leaders to participate in these trainings:

Yes. We participate in anti-harassment trainings yearly and all supervisors complete an additional training on the subject.

- Are you a member of the [Safety, Respect, and Equity Network](#)?

Not yet.

- Do you have an [ethics code](#)?

Not yet.

##### ❖ **Child abuse prevention:**

- Our organization ensures the safety of children and prevention of child abuse by requiring these trainings and background checks for employees and/or volunteers:

Yes. All employees complete anti-harassment training and are background checked.



- Are you a part of the [Aleinu campaign](#), worked with the [Center for Hope](#) or other local agencies to develop a blueprint and policies around child safety?

Not yet.