



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	12-28-15
STREET ADDRESS	1130 Vaughan Lane		
CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE	Gladwyne, PA 19035		
TELEPHONE NUMBER	(610) 896-7485	FAX	610-642-5406
E-MAIL	bkalisch@bdavid.org , jnewman@bdavid.org , rmauceri@bdavid.org	WEBSITE	www.bdavid.org
URJ DISTRICT	PA	DATE POSITION IS AVAILABLE	7/1/15
POSITION TITLE	Director of Education or Rabbi/Educator	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

X 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
Job description contained in answers provided. (See below.)

Duties and Responsibilities of the Educator or Rabbi/Educator (Beginning with the Most Important):

1. Partner with Rabbi Kalisch, our lay leadership, faculty, and other staff in developing, implementing, evaluating, and adapting a vision for educational transformation at Beth David. We have begun this visioning process, but we will look to our new Rabbi-Educator for inspiration and guidance when s/he joins our team. While we expect that this work will begin with a focus on the elementary school years, over time, we hope that our Rabbi-Educator will play a leading role in helping us innovate around young family engagement, b'nai mitzvah, and teen engagement as well.
2. Build relationships with and among children, parents, and teens. Provide pastoral/emotional support for all age groups, and help identify and develop leadership for our parent committee, youth group, and other groups within the congregation. Teach in various settings, including teens and parents.
3. Oversee our Religious School, including assessing and updating curriculum, maintaining school records and overseeing effective school communication with support from an administrative assistant, and providing supervision and professional development to our faculty.
4. Oversee youth engagement and supervise our youth director. We hope that a strong connection to Camp Harlam and/or Harlam Day Camp, which is located only 15 minutes away from Beth David, will be an important piece of our Rabbi/Educator's youth engagement work.
5. Partner with Rabbi Kalisch and the cantor to oversee the b'nai mitzvah program.
6. [For a rabbi:] Lead worship and preach at services for families, children, and the main congregation, throughout the year and on the High Holy Days.
7. [For a rabbi:] Officiate at lifecycle rituals and provide pastoral care, both during the year as an outgrowth of the relationships with families, and as coverage for the entire congregation as backup to Rabbi Kalisch.

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	Congregational units-346	88 Family Units	142	31
FIVE YEARS AGO	382	124	175	26
FUTURE DEMOGRAPHIC PROJECTIONS ARE		"Gladwyne is part of Lower Merion, one of the best school districts in the state, and one of the most desirable suburbs of Philadelphia. Our public schools are approximately 40% Jewish, so our demographics are strong. In addition, Beth David draws members from local private schools, the suburbs farther west, and Center City."		

NUMBER OF STUDENTS ENROLLED BY GRADE

PreK	K	1	2	3	4	5	6	7	8	9	10	11	12
	4	10	12	11	19	21	14	25	15	7	5	Student Assistants-7	Student Assistants-2
OTHER (specify):													

DAY CARE	no	PARENTS' DAY OUT	Mom program meets in building twice a week	EARLY CHILDHOOD	Programming monthly
OTHER (specify):					

HEBREW BEGINS IN GRADE	K	AND CONTINUES THROUGH GRADE	7	CONFIRMATION BEGINS IN GRADE	10
ADULT PROGRAMMING	Y	JEWISH PARENTING PROGRAMMING	Several during year		
CAMPS (URJ REGIONAL AND CONGREGATIONAL)		Harlam Day Camp and Overnight supported			

II. DAYS AND TIMES OF CLASSES

RELIGIOUS SCHOOL-Judaica and Hebrew	HEBREW SCHOOL	CONFIRMATION	POST-CONFIRMATION
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<p>Grades K-6 9:30-12:30 25 Sunday 5 Shabbatot with a special family Community Shabat and school experience added in. Same hours, concluding with lunch</p> <p>This is a spiraled curriculum, including both Hebrew, Judaica, Mussar, art, library, and special activities. New students are simply welcomed into the classroom and with ease of access supported by friends, community and faculty .</p> <p>9:30-12:30 with faculty and madrichim and professional staff . At the end of each session, we gather for closing music, prayer and community building.</p>	<p>Tuesday 4-6pm for Grades 3-6 The Same faculty teach both days, so there is continuity for the students.</p> <p>Tuesday evening “Upper School” Grades 7-10 attend from 7-9 with community dinner and class, ending with weekly closing songs prayers and spirit led by the Cantor and Rabbi to send them on into their week.</p>	<p>Tuesday evening 7-9 and L'Taken to DC</p>	<p>Not currently</p>
<p>WEEKDAY EARLY CHILDHOOD</p>	<p>DAY CARE</p>	<p>PARENTING/FAMILY PROGRAMMING</p>	<p>PARENTS' DAY OUT</p>
<p>n</p>	<p>n</p>		
<p>CAMP(CONGREGATION ONLY)</p>	<p>Retreats for congregants in the past</p>		
<p>OTHER (specify)</p>	<p>This year, a second mid-week option is held at the Shipley School on Wednesday from 4-6 as a test drive to gather data. A revered teacher and the Temple Educator split the students and teach Hebrew, while the students return to their mini-chevruta for Judaica. Thus far, data has been positive. These students have attended the whole school classes on Saturday and Sunday.</p>		

III. PROFESSIONAL STAFF

<p>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.</p>			
	<p>NAME</p>	<p>FULL or PART-TIME</p>	<p>YEARS SERVED</p>
<p>SENIOR RABBI</p>	<p>Beth Kalisch</p>	<p>F</p>	<p>3</p>
<p>ASSOCIATE RABBI</p>			
<p>ASSISTANT RABBI</p>			
<p>CANTOR</p>	<p>Jessi Roemer and Joel Kutner – Interim Soloists</p>	<p>P</p>	<p>1</p>

CANTOR EMERITA	Lilia Kazansky		Retired in June 2015 after 31 years as our cantor
EDUCATOR	Susan Levey	F	24
ASSISTANT EDUCATOR			
ADMINISTRATOR	Jill Cooper	F	8
PROGRAM DIRECTOR			
YOUTH WORKER	Michael Perice	P	1
EARLY CHILDHOOD EDUCATOR			

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.

We are in the first year of our new Professional Mutual Ongoing Review Process. This involves creating annual shared goals between the professionals and lay leaders and meeting a couple of times throughout the year to see how well the goals are being accomplished. The Rabbi/Educator review process will involve meeting with the Rabbi and President to create the goals and then meeting 2 or 3 times throughout the year to assess (mutual and ongoing) how those goals are being met and what support is needed to accomplish them.

SECRETARIES/ADMINISTRATIVE ASSISTANTS		FULL or PART-TIME	YEARS SERVED
TO EDUCATOR(S)			In transition - formerly one half-time assistant
TO RABBI(S)	Dena Marchiony	P	
TO CANTOR(S)			
TO ADMINSTRATOR	Ned Kripke	F	4

NUMBER OF TEACHERS		SPECIALISTS	
COORDINATORS / DEPARTMENT HEADS		ART	1
PRIMARY (K-1-2)	3- 1 acts as lead/mentor	COMPUTER	1
INTERMEDIATE (3-4)	3 1 acts as lead/mentor	DANCE/DRAMA	Incorporated into schedule by faculty
UPPER (5-6)	2 and Hebrew specialist	MUSIC	2
BAR / BAT MITZVAH (end 6th, 7th, few 8th)	4 including Educator	HEBREW	Pull- out specialist
HIGH SCHOOL / POST B'NAI MITZVAH	5	LEARNING CENTER	y
ARE THERE ANY FULL-TIME TEACHERS ?	n	LIBRARIAN	Y (one of the faculty is a librarian as well)
CUSTODIAL STAFF (specify full or part-time)	1 full and 1 part-time		

IV. FACILITIES

SANCTUARY		NUMBER OF CLASSROOMS	16 (including music and art rooms)
CHAPEL		ART ROOM	Dedicated

LIBRARY	Dedicated plus a reading room	MUSIC ROOM	Dedicated
SOCIAL HALL / AUDITORIUM		YOUTH LOUNGE	Dedicated
SANCTUARY / SOCIAL HALL COMBINATION	Main sanctuary with a beautiful atrium behind leading to a patio	TEACHER RESOURCE CENTER	Dedicated
		EDUCATOR'S OFFICE	Dedicated
		COMPUTER ROOM	n
		STUDENT LEARNING CENTER	In reading room

OTHER (SPECIFY)	
IS THE EARLY CHILDHOOD FACILITY SHARED WITH RELIGIOUS SCHOOL ?	No

AGE of BUILDINGS:	SANCTUARY	1985	SCHOOL	2011	OFFICE AREA	2011
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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.

V. CONGREGATIONAL IDENTITY

The Congregation / Institution was founded in	1945	and became a member of the URJ (UAHC) in	1945
The Shabbat prayer book used is	Mishkan T'filah		
The High Holy Day machzor used is	Gates of Repentance until this year – we have purchased Mishkan HaNefesh for future use		

Has the Religious School received ARJE Accreditation ?

n

If yes, in what year ?

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?

1. We have an active, worldly, intellectual, resourceful, and menschlich core group of congregants who love Beth David, and have a strong commitment to Beth David's future growth.
2. Our beautiful new synagogue building, renovated through a successful capital campaign, provides a wonderful opportunity for growth. It is located in a beautiful wooded setting in one of the best school districts in the state, and a flourishing suburban Jewish community, all less than 20 minutes away from all the cultural resources of Philadelphia
3. We are ready for change and poised for a bright future. The congregation has been energized by Rabbi Kalisch.

What are the strengths of your educational program?

1. We are a warm, intimate community that children love. Our youngest children enjoy being in the building, and a high number of our teenagers stay on to serve as madrichim. Our focus is on relationships: every student is known and appreciated as an individual. Several of our teachers fulfill multiple roles in the synagogue in a way that strengthens these relationships: our 7th graders are delighted when they find out that their favorite 3rd grade teacher will be their teacher again; our 4th graders love eating Shabbat meals with the congregation when their teacher is the caterer; a few of our confirmation students know that their teacher also taught their parents. Our educator knows every child in the school, and our rabbi gets to know each bar/bat mitzvah student individually.
2. We do an excellent job teaching Hebrew reading and preparing our students to lead prayers and read Torah when they become bar/bat mitzvah. Many b'nai mitzvah chant 21 verses of Torah, and almost all of them are able to lead long Hebrew prayers like the Ashrei, the Yotzeir, and V'ha'eir Eineinu. As we begin reenvisioning our education and b'nai mitzvah programs, we need to reassess whether such a strong focus on Hebrew is still a priority, but our students are very proud of what they have learned.
3. Our beautiful new school wing is less than four years old, accommodating and spacious. We have enough room in our building and parking lot to bring several different groups into the building at the same time, and a variety of small and large spaces within the building where they can meet. We are located in a beautiful woodsy area, and connected to a beautiful trail network in our backyard that we are learning to take better advantage of. We are also located in the most desirable school district and the heart of the Jewish community in the Philadelphia area, all only 20 minutes away from downtown Philadelphia.

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

1. Creative and strategic
2. Collaborative and warm
3. Passionate and hardworking

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

1. Helping to envision and implement educational transformation in partnership with lay leadership and Rabbi Kalisch
2. Overseeing the existing educational programming, including our Religious School, teen engagement, and some b'nai mitzvah preparation
3. Building relationships with children, teens, and parents

The three most important things an Educator needs to know about our congregation:

1. Beth David is a strong congregation at an exciting moment of transition, and we are willing and eager to do the work it will take to adapt to a changing Reform Jewish landscape. Rabbi Kalisch has generated tremendous positive energy in her first few years at Beth David, and she is eager for our new Educator or Rabbi/Educator to be her partner in this sacred endeavor. Susan Levey, our outgoing educator is very beloved, but she is also very committed to ensuring a smooth transition after her retirement, and the congregation is also excited to embrace new educational leadership.

2. We are looking for an Educator or Rabbi/Educator who works collaboratively. Because Beth David is also in placement for a new Cantor this year following our longtime Cantor's retirement, we will be conducting this search with careful attention to building a strong and collaborative new senior staff team. While the Educator or Rabbi/Educator's main portfolio will be education, and family and youth engagement, we hope our Educator or Rabbi/Educator will also collaborate in other areas of the congregation based on his/her strengths and passions. Similarly, Rabbi Kalisch is very committed to supporting and collaborating with the Educator or Rabbi/Educator on his/her work with families and teens.

3. We are ready to dream big and work hard together. Our educational program is strong in many ways, but we are aware that we need major transformation if we are to meet the needs of our interfaith families, busy parents, over-programmed kids, and stressed teens. We know that we need more family education, more integration of informal education, more experimentation, more community, and more Shabbat. Beyond that, we are excited to build a new vision together.

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

1. Educational change, led by our new Educator or Rabbi/Educator in partnership with our Rabbi and our lay leaders.
2. Worship change, led by our new Cantor in partnership with our Rabbi and lay leaders.
3. Integrating our two new Senior Staff members and engaging in deep change process while also staying true to our roots and maintaining continuity with the past.

VI. INCUMBENT EDUCATOR

Has the current educator been informed that the congregation / institution is in placement ?	Yes - she is retiring
On what date will the current educator relinquish his/her position ?	July 1, 2016 if we find the right candidate this year. Otherwise, flexible as late as July 1, 2017.

VII. COMMUNITY ATTRACTIONS

General population of location	812,376	Total Jewish population	64,500
JEWISH INSTITUTIONS IN AREA	National Museum of American Jewish History; Jewish Genealogical Society of Greater Philadelphia; Jewish Community Relations Council (JCRC), AJC Philadelphia; Anti-Defamation League; Jewish Dialogue Council; Jewish Social Policy Network, The Shalom Center and many others		
JCC	Kaiserman JCC		
Federation	JRC of the Jewish Federation of Greater Philadelphia		
Jewish Family Service	Jewish Family and Children's Services of Greater Philadelphia		
Central Jewish Education Agency	Jewish Learning Venture (formerly Central Agency for Jewish Education)		
Jewish Day School (which grades) ?	Jack Barrack Hebrew Academy (6-12) Perelman Jewish Day School (K-5)		

Other	
Majority of members' children attend public school, private school, or Jewish day school ?	About 60% public, 40% private. Our students attend a number of different public and private schools. While most of our students have a few friends from their secular schools at Beth David, there is rarely a plurality in any class from a specific school. This makes community-building an important priority, but many families love that Beth David can be a bit like camp in offering a social space for their children that is separate from their daily school experience.
Colleges, universities and music conservatories in the area include	University of Pennsylvania; Haverford College; Bryn Mawr College; Swarthmore College; Drexel University; Temple University; University of the Arts; Gratz College; Villanova University; Rosemont College; St. Joseph's University; many others too.
What cultural opportunities are available (e.g., symphony, opera, museum, theatre, sports, etc.) ?	Curtis Institute of Music; Academy of Vocal Arts; Philadelphia Orchestra; Philadelphia Opera; Pennsylvania Ballet; Kimmel Center; Annenberg Center; Academy of Music; Mann Theatre; Broad Street Theaters; Bryn Mawr Film Institute; Philadelphia Jewish Film Festival; Israeli Film Festival of Philadelphia; Sports: Philadelphia Eagles (football); Philadelphia Phillies (baseball); Philadelphia Flyers (hockey); Philadelphia 76ers (basketball); plus lots of college teams

IX. REMUNERATION

INDICATE EITHER A SPECIFIC FIGURE OR A SPECIFIC RANGE. The "Proposed Salary" section should read, for example, "the salary range is \$ 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	\$ 70,000 - \$ 90,00
Percentage of pension (RPB) in addition to salary (15% recommended)	10-15%
Length of original contract (two years recommended)	Two years

STANDARD BENEFITS FOR THE EDUCATOR, IN ADDITION TO SALARY							
Medical-Hospitalization	Yes	Moving Allowance	Yes	Books & Periodicals	Yes	Sabbatical	No
Major Medical Insurance	Yes	Professional Dues	Yes	Congregational Membership	Yes	Cell Phone	No
Dental Insurance	No	ARJE Conference	Yes	Religious School Tuition	Yes	Laptop Computer	No
Long Term Disability Insurance	Yes	URJ Biennial	Yes	Early Childhood Tuition	No	Israel Trips	No
		Regional URJ Gathering					
Other (please specify)							

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	CCAR – Rabbi/Educator

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 GUIDELINE FOR EDUCATOR CONGREGATIONAL RELATIONSHIPS ("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	Jason G Newman. Co-chair of educator search committee
Signature	

CHAIRPERSON OF THE EDUCATOR SEARCH COMMITTEE

NAME	Rachel Mauceri and Jason Newman	POSITION	Co-Chairs
STREET ADDRESS	Beth David Reform Congregation / 1130 Vaughan Lane		
CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE	Gladwyne, PA 19035		
TELEPHONE NUMBER	(610) 896-7485	FAX	610-642-5406
E-MAIL	rmauceri@bdavid.org ; jnewman@bdavid.org		
Resumes of applicants should be sent to the following persons e-mail address(es) (please include more than one e-mail address):			
Rachel Mauceri			rmauceri@bdavid.org
Jason Newman			jnewman@bdavid.org

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

CONGREGATION'S MISSION STATEMENT

Our mission, which incorporates our core values described above, is to foster an intimate, caring and vibrant community for Reform Jewish worship, learning and personal growth. Our aim is to have active participation by all our members and to be an inclusive congregation. Beth David and its Religious School offer a wide range of spiritual and educational programs. We are dedicated to Torah, social action, tikkun olam (repairing the world), tzedakah (charity), the Jewish people and the State of Israel. Our mission is to inspire a life-long commitment to Judaism and provide a place to celebrate our Jewish lives together, l'dor v'dor - from generation to generation.