



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 Kol Ami Emanu-El	DATE OF APPLICATION	March 24 2016
STREET ADDRESS	8200 Peters Road		
CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE	Plantation FL 33324		
TELEPHONE NUMBER	954472 1988	FAX	954 472 4439
E-MAIL	dsweinger@gmail.com	WEBSITE	www.tkae.org
URJ DISTRICT	S.E.	DATE POSITION IS AVAILABLE	June 1 2016
POSITION TITLE	Religious School Director	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

Religious School Director Job Description

Temple Kol Ami Emanu-El, a URJ affiliated Reform congregation in Plantation, Florida, is seeking a Religious School Director. Our congregation has approximately 250 religious school students and 700 families within the congregation. We are passionate about providing a quality Jewish education for our children and families and are seeking a dynamic educator with a passion for Judaism, who is creative, energetic, and will work diligently to promote the vision of our congregation.

We are looking for a dynamic and creative professional Jewish educator who can take our current Religious School program to the next level, by mobilizing and guiding our core of dedicated teachers, parents, and volunteers to create meaningful Jewish experiences for our children. Working in close partnership with our senior staff, together we will shape a vision of Jewish education for our community.

We currently run: (1) a Sunday morning Religious School program (K-6); (2) Geshar, an innovative, modern Hebrew and Judaic program offered on weekday afternoons that explores the experience and knowledge that incorporates all aspect of Jewish life; (3) OMGJK (Our Meaningful Growth), a new program for seventh and eighth graders combing Judaic education, social action, youth group activities, and travel; (4) YELL! (Youth, Engagement, Leadership & Learning), a unique and exclusive program four our teens in grades 9-12 created, developed, and led by our Rabbi (Howard Needleman) and Cantor (Mark Goldman). (5) Family programming during the course of the year: Yom Limud: Sunday morning of intergenerational learning. (6) High Holidays: Collaborate in the creation and implementation of a High Holiday Parallel Youth service for Rosh Hashanah and Yom Kippur mornings.

Our ideal candidate will lead our school into the future with warmth, love and humor. Our new educator will have the opportunity to select (or create) and implement a new curriculum for K-6 that inspires and engages our children and families. Together with our Rabbi and Cantor, the educator will be encouraged to create more opportunities for family education, teacher development, and intergenerational experiences with the congregation while instilling positive and lasting Jewish memories. We are open to exploring new models of youth and family education.

Responsibilities include (but not limited to):

- Plan and implement engaging programming, in alignment with curricular guidelines and expectations.
- Recruit/Hire, and foster Development of faculty/staff for TKAE programs. (supervise, train, evaluate, support, negotiate salary, and, if need be, fire teachers and teacher assistants.) – I would delete the rest
- Coordinate and manage (all) take out) communication between school families/faculty/staff/ congregational partners. Leave out res...parents, to ensure the parents are informed and material is sent in a timely manner.
- _evaluate and plan for addressing special needs education within the TKAE program.
- Oversea and administer staff salaries

Manage budget.

- Serve as a liaison between the Religious School, families, and Temple Kol Ami Emanu-El.
- Serve as Senior Staff at Temple Kol Ami Emanu-El.
- *Preferred: An ability to converse in Hebrew and/or Spanish

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	717		250	35
FIVE YEARS AGO	700		300	35
FUTURE DEMOGRAPHIC PROJECTIONS ARE		Stable to Growing		

NUMBER OF STUDENTS ENROLLED BY GRADE

PreK	K	1	2	3	4	5	6	7	8	9	10	11	12
	16	5	15	16	22	26	33	29	15	5	6	6	7
OTHER (specify): 50 additional kids grades k-5 in Gesher after school program - described in application													

WE HAVE AN EC WITH 200 CHILDREN AND PROJECT GROWTH

HEBREW BEGINS IN GRADE	1st	AND CONTINUES THROUGH GRADE	12	CONFIRMATION BEGINS IN GRADE	7
ADULT PROGRAMMING	Yes	JEWISH PARENTING PROGRAMMING		Yes	
CAMPS (URJ REGIONAL AND CONGREGATIONAL)		Summer Camp 110			

II. DAYS AND TIMES OF CLASSES

RELIGIOUS SCHOOL	HEBREW SCHOOL	CONFIRMATION	POST-CONFIRMATION
	Sun 9-12. Mon-Thursday 2.30-4. Friday 2.30-3.30	Various evenings and weekends	Same as Confirmation
WEEKDAY CHILDHOOD	EARLY 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	Howard Needleman	Full	3
ASSOCIATE RABBI			
ASSISTANT RABBI			
CANTOR	Mark Goldman	Full	21
EDUCATOR			
ASSISTANT EDUCATOR			

ADMINISTRATOR	Dvir Weiss	Full	10
PROGRAM DIRECTOR			
YOUTH WORKER	Josh Simon	Full	3
EARLY CHILDHOOD EDUCATOR	Stacey Katz	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.

Annual Evaluation Includes: Self evaluation. Evaluation from the committee with input from senior staff and others. Meetings and goal setting with chair of the evaluation committee.

SECRETARIES/ADMINISTRATIVE ASSISTANTS		FULL or PART-TIME	YEARS SERVED
TO EDUCATOR(S)	Three full time administrative support team members for clergy and senior staff. Early Childhood have an additional and separate support staff.		
TO RABBI(S)			
TO CANTOR(S)			
TO ADMINSTRATOR			

NUMBER OF TEACHERS		SPECIALISTS	
COORDINATORS / DEPARTMENT HEADS	12 Total	ART	Yes
PRIMARY		COMPUTER	
INTERMEDIATE		DANCE	
UPPER		DRAMA	
BAR / BAT MITZVAH		HEBREW	Yes
HIGH SCHOOL / POST B'NAI MITZVAH		LEARNING CENTER	
ARE THERE ANY FULL-TIME TEACHERS ?	No	LIBRARIAN	
CUSTODIAL STAFF (specify full or part-time)	4 full time		

IV. FACILITIES

SANCTUARY	Yes	NUMBER OF CLASSROOMS	10
CHAPEL	Yes	ART ROOM	Yes
LIBRARY	No	MUSIC ROOM	Yes
SOCIAL HALL / AUDITORIUM	Yes	YOUTH LOUNGE	Yes
SANCTUARY / SOCIAL HALL COMBINATION		TEACHER RESOURCE CENTER	Yes
		EDUCATOR'S OFFICE	Yes
		COMPUTER ROOM	
		STUDENT LEARNING CENTER	

**OTHER
(SPECIFY)**

Swimming pool, basket ball courts, meditation garden.

**IS THE EARLY CHILDHOOD FACILITY SHARED WITH
RELIGIOUS SCHOOL ?**

No

**AGE of
BUILDINGS:**

SANCTUARY 30

SCHOOL 30

OFFICE AREA 30

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 1978 and became a member of the URJ (UAHC) 1978 in

The Shabbat prayer book used is Mishkan Tefilla

The High Holy Day machzor used is Gates of Prayer

Has the Religious School received ARJE Accreditation No If yes, in what year ?

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

Engaging our membership

Fostering relationships

Cutting edge of Jewish life

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

Lay leader and staff collaboration

Magnificent Campus

Leading and largest synagogue in Broward county

What are the strengths of your educational program?

Communal and family feel

Ability to make changes quickly-adaptability

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

Knowledge of latest educational trends, tools, and vehicles available in the Reform community

Team player willing to go above and beyond

Fun loving, friendly, and outgoing

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

Understanding our culture

Building on the success of our program with an eye for innovation and reimagining

Getting to know our families

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

We strive to be at the forefront and leaders of our community. Innovation, bold thinking, coupled with thoughtful process and consensus are important to us

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

A potential surge in membership

Establishing meaningful relationships with our entire congregation

Reaching out to the unaffiliated

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 ?	May 31 2016

VII. COMMUNITY ATTRACTIONS

General population of location	S.FI is home to over 700,000 members of our community	Total Jewish population	
JEWISH INSTITUTIONS IN AREA			
JCC	Yes		
Federation	Yes		
Jewish Family Service	Yes		
Central Jewish Education Agency	Yes		
Jewish Day School (which grades) ?	Yes and High School		
Other	For a comprehensive listing of Jewish organizations, institutions, communities etc please visit www.floridajewish.com		
Majority of members' children attend	Private school		
public school, private school, or Jewish day school ?			
Colleges, universities and music conservatories in the area include	Broward Community College FIU UM		
What cultural opportunities are available (e.g., symphony, opera, museum, theatre, sports, etc.) ?	Plethora of museums, musical, cultural offerings. Please see the following for a comprehensive listing http://www.broward.org/Arts/CulturalOrganizations/Pages/Default.aspx		

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 \$60,000-\$75,000

Package

Percentage of pension (RPB) in addition to salary (15% recommended)

Length of original contract (two years recommended) Two years

STANDARD BENEFITS FOR THE EDUCATOR, IN ADDITION TO SALARY

Medical-Hospitalization	Yes	Moving Allowance		Books & Periodicals	Yes	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 ?	Yes
If "YES" please indicate which one and the title by which it is being listed	Jewishjobs.com

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	Dan Weinger VP Education
Signature	Dan Weiner

CHAIRPERSON OF THE EDUCATOR SEARCH COMMITTEE

NAME	Dan Weinger	POSITION	VP Education
STREET ADDRESS	Temple Kol Ami Emanu-El		
CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE	Plantation FL		
TELEPHONE NUMBER	954 806 2235	FAX	
E-MAIL	dsweinger@gmail.com		
Resumes of applicants should be sent to the following persons e-mail address(es) (please include more than one e-mail address):			
<u>dsweinger@gmail.com, dweiss@tkae.org</u>			

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