



# National Association of Temple Educators

AN AFFILIATE OF THE UNION FOR REFORM JUDAISM

אגודת הממחנכים ליהדות רפורמית

633 Third Avenue ♦ New York, NY 10017-6778

## EDUCATOR SEARCH APPLICATION

**RETURN ORIGINAL TO:  
(Preferably by E-mail)**

Rabbi Stan Schickler, RJE  
National Association of Temple Educators  
633 Third Avenue  
New York, NY 10017-6778  
212-452-6510 [sschickler@natenet.org](mailto:sschickler@natenet.org)

<b>CONGREGATION/INSTITUTION</b>	KAM Isaiah Israel Congregation	<b>DATE OF APPLICATION</b>	March 3, 2015
<b>STREET ADDRESS</b>	1100 E. Hyde Park Blvd.		
<b>CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE</b>	Chicago, IL 60615		
<b>TELEPHONE NUMBER</b>	773-924-1234	<b>FAX</b>	773-924-1238
<b>E-MAIL</b>	kamii@kamii.org	<b>WEBSITE</b>	www.kamii.org
<b>URJ DISTRICT</b>	Central	<b>DATE POSITION IS AVAILABLE</b>	07/01/2015
<b>POSITION TITLE</b>	Director of Shoresh (religious school)	<b>FULL or PART-TIME</b>	Part 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	288	45	59	6
FIVE YEARS AGO	384	60	94	7
<b>FUTURE DEMOGRAPHIC PROJECTIONS ARE</b> Between new clergy and the introduction of Shoresh, we have had almost a 15% growth in the families in the school this year, and we expect that trend to continue.				

### NUMBER OF STUDENTS ENROLLED BY GRADE

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

DAY CARE	Pre-Shoresh care Friday 2pm-4pm	PARENTS' DAY OUT	see below	EARLY CHILDHOOD
<b>OTHER (specify):</b> Second Saturday evening program for Jewish affiliated parents (members and others) to gather informally for adult and child fun, community building, and relaxation. Babysitters are provided as is an activity for parents who would like to do a project with their children.				

<b>HEBREW BEGINS IN GRADE</b> 3	<b>AND CONTINUES THROUGH GRADE</b> 6	<b>CONFIRMATION BEGINS IN GRADE</b> 10
<b>ADULT PROGRAMMING</b>	<b>JEWISH PARENTING PROGRAMMING</b>	
<b>CAMPS (URJ REGIONAL AND CONGREGATIONAL)</b> URJ OSRUI		

## II. DAYS AND TIMES OF CLASSES

RELIGIOUS SCHOOL	HEBREW SCHOOL	CONFIRMATION	POST-CONFIRMATION
Friday 4-6:30 (prek-6), Saturday (7-10), Sunday am possible. The date and time of the 7th-10th grade programming is currently being considered.	Weekday Hebrew is done remotely through Google Hangouts, with one-on-one tutoring done by teachers.	Currently Sundays (but possibility of a change to Saturday morning)	
<b>WEEKDAY EARLY CHILDHOOD</b>	<b>DAY CARE</b>	<b>PARENTING/FAMILY PROGRAMMING</b>	<b>PARENTS' DAY OUT</b>
	Saturday morning during services and adult programming	Tot Shabbat, once per month, Saturday mornings	
<b>CAMP(CONGREGATION ONLY)</b>			
<b>OTHER (specify)</b>			

## 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	Frederick Reeves	Full	1.75
ASSOCIATE RABBI			
ASSISTANT RABBI			
CANTOR	David Berger	Full	.75
EDUCATOR			
ASSISTANT EDUCATOR			
ADMINISTRATOR/ EXECUTIVE DIRECTOR	Joseph Slade	Full	.75
PROGRAM DIRECTOR			
YOUTH WORKER			

<b>EARLY CHILDHOOD EDUCATOR</b>			
<b>ADMINISTRATIVE STAFF</b>	Gina Tarullo	Full	.5
<b>BOOKKEEPER</b>	Rebecca Bean	Full	1.5
<b>BUILDING ENGINEER</b>	Roger Drobinage	Full	25

**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.**

KAM Isaiah Israel will review employee's performance at least annually. Reviews will take place with the Educator's immediate supervisor and the Personnel Practices Committee.

New employees will receive an initial review after six months of employment, and may be reviewed more frequently.

Performance reviews will become part of the employee's personnel file. Employees will be given the opportunity to submit written comments regarding their review, which will also be placed in their file.

Performance reviews are occasions for promoting the continued personal and professional growth of employees. They give the supervisor and the employee the opportunity to discuss and assess the employee's performance in relation to his or her job.

SECRETARIES/ADMINISTRATIVE ASSISTANTS		FULL or PART-TIME	YEARS SERVED
TO EDUCATOR(S)	Gina Tarullo/Rebecca Bean	Full	.5/1.5
TO RABBI(S)	Gina Tarullo/Rebecca Bean	Full	.5/1.5
TO CANTOR(S)	Gina Tarullo/Rebecca Bean	Full	.5/1.5
TO ADMINSTRATOR	Gina Tarullo/Rebecca Bean	Full	.5/1.5

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

#### IV. FACILITIES

SANCTUARY	Historic landmark, 1300 seats	NUMBER OF CLASSROOMS	12
CHAPEL	Yes	ART ROOM	
LIBRARY	Yes	MUSIC ROOM	
SOCIAL HALL / AUDITORIUM	Yes	YOUTH LOUNGE	Yes
SANCTUARY / SOCIAL HALL COMBINATION	Yes	TEACHER RESOURCE CENTER	Yes
		EDUCATOR'S OFFICE	Yes
		COMPUTER ROOM	
		STUDENT LEARNING CENTER	
OTHER (SPECIFY)	Playground and working urban farm		
IS THE EARLY CHILDHOOD FACILITY SHARED WITH RELIGIOUS SCHOOL ?			no

AGE of BUILDINGS:	SANCTUARY	1923	SCHOOL	1948	OFFICE AREA	1973
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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.  
 N/A

#### V. CONGREGATIONAL IDENTITY

The Congregation / Institution was founded in	1847	and became a member of the URJ (UAHC) in	1873
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 NATE Accreditation ?	No	If yes, in what year ?	

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

Our goals are to help our members use Judaism to create meaning in their lives; to define, design, and implement a progressive model of Jewish community for the 21st century; and to increase membership and with it, the energy and spirit of our community.

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

Our new education director will have the opportunity to work together with a group of professional staff who are not only highly intellectual, talented, spiritually inspiring, and in a word, fun, but who also have created a working environment that is collegial, cooperative, respectful of new ideas, and welcoming in every respect.

KAM Isaiah Israel, the oldest Jewish congregation west of Ohio (founded 1847), is an innovative congregation whose members value intellectual discourse, social justice, and cultural engagement. We are an urban congregation located near a world class university with an award-winning, nationally recognized social justice program highlighted by, but certainly not limited to, an urban farm that has grown and donated over 17,000 pounds of organic produce to feed those in need.

We have an inspiring landmark sanctuary built in 1923, and a rich musical tradition that dates back to our long-time musical director and composer, Max Janowski.

**What are the strengths of your educational program?**

KAMII has instituted a vanguard program that seeks to engage children through interactive learning on Jewish time. Rather than teach children the theoretical practice of Judaism, our children engage in Jewish practice and learn by doing in an inspiring, fun, child-centric environment.

Although non-traditional and project-based, our program revolves around a rigorous curriculum rich in Torah study, Hebrew, Jewish traditions, values, ritual, and community life.

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

Our educator will have a passion for and the ability to engage children and families in Jewish education and community life; the confidence to take risks in the shaping of a new and unconventional program; and a strong depth and breadth of Jewish knowledge.

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

The first priority of our educator must be to create an environment that makes children curious about, interested in, motivated towards, and engaged in skillful Jewish learning and practice.

Our educator must also create a rigorous curriculum that allows children to develop their own Jewish identity, a deep and broad knowledge of Torah, Jewish traditions, values, ritual, and community life, and develops the necessary competency in Hebrew and prayer to become a leader of the congregation beginning with B'nai Mitzvah and continuing for a lifetime.

Finally, as with all of our professional staff, our educator's priority must be to build a robust community of learners by recruiting new families to the program and retaining the current families through an engaging and rich curriculum.

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

We value innovation and intellect. We are not afraid to take chances to create a cutting edge program that will nurture thoughtful, skilled, knowledgeable, engaged young Jews. We are also a community that values high-level discourse and knowledge. Although our program is unconventional, it does not lack in rigor. The educator we hire must be an innovator while meeting the intellectual needs of our community. Finally (and admittedly pushing the limit of the “single most important thing”), our congregation is a leader in progressive social justice—a value reflected throughout our educational curriculum.

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

Like many reform congregations, we welcome the challenge of increasing our membership, meeting the needs of a changing Jewish demographic, and, although we are anticipating our third consecutive year of a budgetary surplus, we still seek to boost the overall financial health of the congregation.

## 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 ?	February 27, 2015

## VII. COMMUNITY ATTRACTIONS

General population of location	Total Jewish population
<b>JEWISH INSTITUTIONS IN AREA</b>	Akiba-Schechter Day School, Jewish Community Center, Jewish Enrichment Center, Newberger Hillel at the University of Chicago, Chicago Center for Jewish Studies at the University of Chicago, JU Chicago at the University of Chicago, Chabad Jewish Center at the University of Chicago, Congregation Rodfei Zedek
JCC	yes
Federation	yes
Jewish Family Service	yes
Central Jewish Education Agency	no
Jewish Day School (which grades) ?	Akiba-Schechter Day School, parent toddler class-8th grade
Other	
Majority of members’ children attend public school, private school, or Jewish day school ?	Approximately 50% attend the University of Chicago Laboratory Schools. The other half come from other private and public schools around the Chicago area.
Colleges, universities and music conservatories in the area include	In Hyde Park: The University of Chicago, Chicago Theological Seminary, McCormick Theological Seminary, Lutheran School of Theology, Catholic Theological Union In nearby Chicago neighborhoods: University of Illinois at Chicago, DePaul University, Loyola University, Illinois Institute of Technology, The Art Institute of Chicago, Northwestern University (Evanston, Il) (and many other smaller schools)
What cultural opportunities are available (e.g., symphony, opera, museum, theatre, sports, etc.) ?	Chicago offers some of the nation’s best cultural opportunities – too many to list here. Highlights include a world class symphony, opera, art museums, National Medal and Tony Award-winning theaters, professional football, baseball (2), basketball (men’s and women’s), hockey, soccer, and 23 minor league and semi-pro teams, 26 miles of Lakefront paths, beaches, and myriad art, music and film festivals. The local Hyde Park community is home to the Museum of Science and Industry, the Smart Art Museum, Hyde Park Art Center, the Oriental Institute, the DuSable Museum of African American History, and too many bookstores to count. It may also soon be home to the Barak Obama Presidential Library.

## 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 NATE's placement listings. It is also highly recommended that you not list remuneration as a "package."**

<b>PROPOSED SALARY or SALARY RANGE</b>	Maximum \$25,000
<b>Percentage of pension (RPB) in addition to salary (15% recommended)</b>	10%
<b>Length of original contract (two years recommended)</b>	2

STANDARD BENEFITS FOR THE EDUCATOR, IN ADDITION TO SALARY						
Medical-Hospitalization		Moving Allowance		Books & Periodicals		Sabbatical
Major Medical Insurance	x	Professional Dues	x	Congregational Membership	x	Cell Phone
Dental Insurance		NATE Conference	x	Religious School Tuition	x	Laptop Computer
Long Term Disability Insurance	x	URJ Biennial		Early Childhood Tuition		Israel Trips
		Regional URJ Gathering	x			
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; Director of Shoresh

In making this request to the NATE 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 NATE 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	<b>NOTIFY THE NATE PLACEMENT OFFICE OF THE NAME OF THE EDUCATOR-DESIGNATE WHEN THE SEARCH IS FINALIZED.</b>

<b>Name of person completing this form and position in congregation / institution</b>	Lauren Raphael, Educator Search Committee Chair & Joseph Slade, Executive Director
<b>Signature</b>	/s/ Lauren B. Raphael

## CHAIRPERSON OF THE EDUCATOR SEARCH COMMITTEE

<b>NAME</b>	Lauren Raphael	<b>POSITION</b>	Chair of Educator Search Committee
<b>STREET ADDRESS</b>	C/O KAM Isaiah Israel, 1100 E Hyde Park Blvd		
<b>CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE</b>	Chicago, IL 60615		
<b>TELEPHONE NUMBER</b>	773-924-1234	<b>FAX</b>	773-924-1238
<b>E-MAIL</b>	educatorsearch@kamii.org		
<b>Resumes of applicants should be sent to the following persons e-mail address(es) (please include more than one e-mail address):</b>			
<a href="mailto:educatorsearch@kamii.org">educatorsearch@kamii.org</a> , <a href="mailto:lbraphael@me.com">lbraphael@me.com</a>			

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

**KAM Isaiah Israel**  
**Director of Education, job description**

KAM Isaiah Israel is an innovative congregation whose members value intellectual discourse, social justice, and cultural engagement, among many other attributes. We are an urban congregation located near a world class university with an award-winning, nationally recognized social justice program highlighted by an urban farm that has grown and donated over 17,000 pounds of organic produce to feed those in need.

Our education program follows this innovative path. Last year the congregation did away with its traditional Sunday School program in favor of a non-traditional, child-centered, Shabbat-based program. That program, still in its infancy, needs a maverick leader who can continue to build and implement a program that seeks to accomplish serious Jewish learning and study through non-traditional means. The ideally suited candidate is someone who can think outside the box, is not afraid to set lofty goals, but knows how to implement grand plans incrementally and practically. Our director must be willing to take risks, fail, and re-design. This is an opportunity for an educator to make a mark in a new, innovative model of religious education that we hope will become a model for other congregations.

**The current program**

*Shoresh: Jewish Roots for Life* is a learner-centered approach to education in which students learn by participating rather than passively observing. For this reason, our program now runs on Jewish time, rather than the traditional Sunday programming, using authentic experiences to enable our students and parents to develop their own Jewish identity, a deep and broad knowledge of Torah, Jewish traditions, values, ritual, and community life. The name we have chosen reflects our commitment to establishing Jewish educational roots that will last a lifetime, but also particularly resonates with our congregation which has chosen to be repairers of and contributors to this world by planting actual food-bearing roots to bring nourishment to the community around us.

Our experiential program in pre-kindergarten through second grade is inspired by the Reggio-Emilio principles of providing an enriching environment to support children as they guide their own curriculum. The program focuses on learning through doing, experiencing, touching and participating.

Beginning in third grade and running through sixth grade, we provide a project-based learning program, where students approach Torah, values, history, and ritual through real-life experiences. For example, rather than studying about the theoretical practice of Shabbat on a Sunday morning, our Friday afternoon program culminates in our weekly family Shabbat service where parents and children come together to study, pray, and learn together as a community. Children in first through sixth grades also choose one elective per trimester where they can explore Jewish learning through a medium that sparks their particular interest, for example, through Jewish games, art, music, cooking, drama, or gardening, to name just a few examples.

Children in third through sixth grades also study Hebrew both in our Friday afternoon program and in our innovative one-on-one "Ivrit at Home" remote tutoring program.

To transition our post B'nai Mitzvah students to adult Jewish learning, and in keeping with our Shabbat based program, we have created a learning environment for our older students on Saturday mornings. In addition to participating in the Shabbat morning service, the students have

their own time together with an educator to explore topics, again in an interactive and participatory manner.

### **Job requirements:**

The director of education is responsible for programming and administration of Shoresh, Hebrew instruction, and holiday educational programming, including supervising faculty, staff and volunteer madrichim.

#### *Duties include:*

- Creating an environment where students and parents feel welcomed and involved in the Shoresh community and the larger congregational community;
- continuously evaluating the effectiveness of the program and making changes as necessary;
- preparing and leading retreats and shabbatons with the rabbi and cantor;
- coordinating and organizing fundraisers with the help of the education committee;
- coordinating Bat and Bar Mitzvah preparation with the rabbi and cantor;
- developing and maintaining a dynamic curriculum that engages children, sparks an interest in Judaism, provides a wide breadth and depth of Jewish knowledge, and leads children to a lifetime of Jewish learning;
- working with parents and teachers to create educational plans for children who need additional support in the classroom;
- overseeing, planning, and developing 4-6 programs for the youth group each year;
- participating in training and educational opportunities for religious school leaders and educators;
- attending monthly congregational dinners;
- preparing an annual budget, overseeing billing and collection of tuition, approving expenditures, and keeping financial records;
- preparing the Shoresh calendar, scheduling classes, assigning classroom space, ordering books and supplies;
- conducting regular faculty meetings and faculty performance reviews;
- maintaining regular communication with families, including articles for the synagogue bulletin and a monthly newsletter for Shoresh families;
- seeking funding opportunities and writing grant proposals when relevant;
- attending all Shoresh committee meetings, and, as requested, meetings of the Executive Committee and Board of Directors;

- overseeing school safety policies, procedures, and licensing standards;
- promoting interaction with the larger Chicagoland and Hyde Park Jewish communities and with religious organizations of all faiths in our community.

**Education/Experience desired:**

- Master's degree in education, Jewish education, childhood development, or other relevant subject preferred;
- teaching experience and/or experience in camping, particularly in Jewish camps;
- Hebrew knowledge preferred.