



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 Emanuel of Tempe	DATE OF APPLICATION	Feb. 7, 2018
STREET ADDRESS	5801 S. Rural Rd		
CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE	Tempe, Arizona 85283		
TELEPHONE NUMBER	480-838-1414	FAX	
E-MAIL	rabbidean@emanueloftempe.org	WEBSITE	https://emanueloftempe.org
URJ DISTRICT	South West	DATE POSITION IS AVAILABLE	June 1, 2018
POSITION TITLE	Director of Congregational Learning	FULL or PART-TIME	Full Time



Temple Emanuel is a friendly, thriving, full-service synagogue located in Tempe, Arizona, located in the Phoenix Metropolitan area. In addition to a preschool and religious school, we offer a full slate of programming for adults, including many opportunities for learning and *g'milut chasadim*. Our *havurot* are active. Services, in a variety of styles and including some 30 b'nei mitzvah each year, take place on each erev Shabbat and Shabbat morning, and at all festivals. Ours is a vibrant Jewish community!

Our 225-student religious school is the heart of our community. We're proud of the robust learning that goes on there, and we seek always to improve. Our curriculum, recently re-envisioned, focuses on experience, values, connection, and depth. Music and art are everywhere. Our Madrich and Family Education programs are thriving.

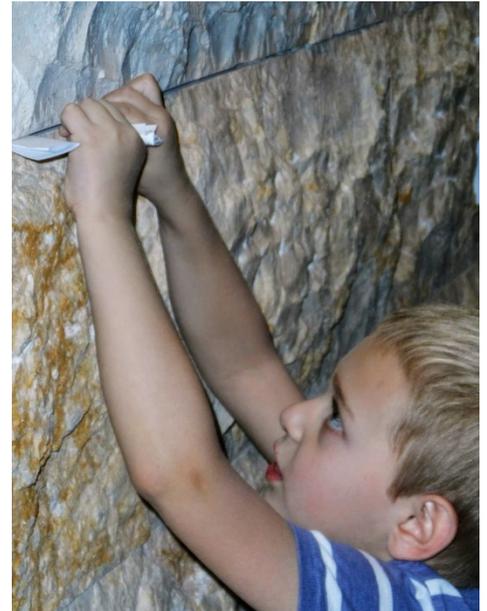
We seek to infuse quality Jewish learning in everything we do.

We value warmth, intelligence, creativity, and collaboration.

Temple Emanuel's new Educator will:

- Develop and oversee our religious school's programs and goals
- Cultivate an environment that promotes innovation, cooperation, critical thinking, problem solving, and effective communication among and between the Educator, students, staff, clergy, parents, and lay leadership
- Enhance religious school curriculum, as needed and within the vision
- Supervise and train teachers
- Cultivate students and families
- Manage and expand our Madrich Program
- Administrate religious school functions (student registration, teacher assignment, budget creation and management, behavioral/disciplinary issues, etc.)
- Teach and direct our "Discovering Judaism" adult learning program
- Teach and direct our Biennial Adult Bar/Bat Mitzvah program
- Craft additional adult learning opportunities, working with the clergy team
- Plan "Family Camp" (our Shabbaton for all ages)
- Run High Holy Day Program for Young People
- Supervise Youth Worker ("TETY" Director)
- Promote and market our school
- Work with the Director of the Yad b'Yad Early Childhood Center to integrate young families into the fabric of the community

The Educator is a member of the Senior Staff of Temple Emanuel. As such, he/she will sit on the Board of Trustees. He or she will report to the Senior Rabbi. Temple Emanuel's staff and lay leadership pride themselves on collaboration.



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	429	168	246	32
FIVE YEARS AGO	Uncertain	219	332	40
FUTURE DEMOGRAPHIC PROJECTIONS ARE expected to remain the same.				

NUMBER OF STUDENTS ENROLLED BY GRADE

PreK	K	1	2	3	4	5	6	7	8	9	10	11	12
3	9	17	22	20	25	27	30	26	15	17	13		
OTHER (specify):													

DAY CARE	None	PARENTS' DAY OUT	None	EARLY CHILDHOOD	On Site – See Below
OTHER (specify):	Yad b'Yad Early Childhood Center is a separate LLC, owned by a synagogue member and integrated into congregational life.				



HEBREW BEGINS IN GRADE	1	AND CONTINUES THROUGH GRADE	6	CONFIRMATION BEGINS IN GRADE	7
ADULT PROGRAMMING	Plenty!			JEWISH PARENTING PROGRAMMING	None
CAMPS (URJ REGIONAL AND CONGREGATIONAL)		Sleep Away: Camp Stein, Camp Newman Day Camp: Camp Destination, JCC			

II. DAYS AND TIMES OF CLASSES

RELIGIOUS SCHOOL	HEBREW SCHOOL	CONFIRMATION	POST-CONFIRMATION
Sunday, 9-11 or 10:30 – 12:30	Tuesday 5:15 -6:45PM or Wednesday 4:30 – 6:15	Wednesday 6:30 – 8 PM	None at present
WEEKDAY EARLY CHILDHOOD	DAY CARE	PARENTING/FAMILY PROGRAMMING	PARENTS' DAY OUT
		Sunday Mornings	
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	Dean Shapiro	Full	6
ASSOCIATE RABBI			
ASSISTANT RABBI/EDUCATOR	Jason Bonder	Full	3
CANTORIAL SOLOIST	Emily Kaye	Full	5
EDUCATOR			
ASSISTANT EDUCATOR			
ADMINISTRATOR	Rebecca Weinstein	Full	4
FINANCE DIRECTOR	Jocelyn Richards	Full	4
PROGRAM DIRECTOR			
YOUTH WORKER	Cara Gelbart	Part	1

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 "360" review assessment conducted by the professional staff.



SECRETARIES/ADMINISTRATIVE ASSISTANTS		FULL or PART-TIME	YEARS SERVED
TO EDUCATOR(S)	1	Part time	
TO RABBI(S)	1/2	Full time	
TO CANTOR(S)			
TO ADMINSTRATOR	1/2	Full time	

NUMBER OF TEACHERS		SPECIALISTS	
COORDINATORS / DEPARTMENT HEADS	1	ART	
PRIMARY	14	COMPUTER	
INTERMEDIATE (13	DANCE	
UPPER	6	FAMILY EDUCATION	1
BAR / BAT MITZVAH	Rabbi/Soloist	HEBREW	1
HIGH SCHOOL / POST B'NAI MITZVAH		LEARNING CENTER	1
ARE THERE ANY FULL-TIME TEACHERS ?	No	LIBRARIAN	
CUSTODIAL STAFF (specify full or part-time)	3 Part time		

IV. FACILITIES



SANCTUARY	X	NUMBER OF CLASSROOMS	8 + Multi-Purpose Rooms
CHAPEL		ART ROOM	
LIBRARY	X	MUSIC ROOM	
SOCIAL HALL / AUDITORIUM	X	YOUTH LOUNGE	X
SANCTUARY / SOCIAL HALL COMBINATION		TEACHER RESOURCE CENTER	
		EDUCATOR'S OFFICE	X
		COMPUTER ROOM	
		STUDENT LEARNING CENTER	
OTHER (SPECIFY)	Multi-Purpose room		
IS THE EARLY CHILDHOOD FACILITY SHARED WITH RELIGIOUS SCHOOL ?	Yes		

AGE of BUILDINGS:	SANCTUARY	25 yrs	SCHOOL	10 yrs	OFFICE AREA	10 yrs
-------------------	-----------	--------	--------	--------	-------------	--------

V. CONGREGATIONAL IDENTITY

The Congregation / Institution was founded in	1976	and became a member of the URJ (UAHC) in	
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?	No	If yes, in what year ?	

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

We strive to enhance our members' spiritual journey, provide a community within which to raise a family and educate our children, and create an environment within which to live meaningful lives as Jews in Arizona.

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

- Welcoming, comfortable, and inclusive community
- Dynamic, dedicated leadership
- Strong commitment to our Religious School



What are the strengths of your educational program?

Our Religious School is strong and vibrant. Kids enjoy it and form lasting relationships with peers and teachers. Since Temple Emanuel draws from a large geographical region and Jewish families feel isolated, these social connections are especially meaningful. Most teachers are parents; a sizeable minority of these are professional educators. Some are college or graduate students at Arizona State University. Each semester, about 30 post-Bar Mitzvah students participate as Madrichim. That program enhances our school immeasurably and offers older kids a meaningful way to learn about leadership and stay deeply connected with our Jewish community.

There is much that Temple Emanuel's religious school does well. It is colorful, musical, and fun. Parents and students alike give it high marks. Our recently revamped Hebrew and 7-10th Grade Jewish Studies curriculum is divided into five units: The Library of Jewish Literature, God, Israel, Jewish Movements, and Tikkun Olam. Students re-visit each of these units in 7th, 8th, and 9th grades, thinking ever more deeply. Electives allow middle and high school students to explore areas of special interest, such as Hebrew language, guitar playing, and writing. We want to continue to innovate and improve.

On Sundays, students focus on Hebrew with *HaSiddur Sheli*/הסידור שלי. We have recently implemented system-wide Hebrew standards. Parents can learn Hebrew alongside their young children – a wonderful program! Our successful family education program brings parents and children in each grade together for at least one session each year. A Learning Lab assists students with special needs. The entire school comes together for our musical tfilah.





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

We seek a high-energy educator who will bring new ideas and the ability to make them happen, who's a *mensch* and connects with all people (especially children), and who has a warm, appealing presence in the community. He or she should have a strong passion and vision for quality Jewish education.



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

- Maintain and enhance the educational experience of our religious school
- Cultivate an environment that promotes innovation, cooperation, critical thinking, problem solving, and effective communication among and between the Educator, students, staff, clergy, parents, and lay leadership
- Expand adult learning opportunities

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

Temple Emanuel of Tempe is an active Jewish community sustained by life-long relationships, excellent educational opportunities, and spirited fellowship. The education of our children is of utmost importance.

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

Temple Emanuel is a full-service synagogue, and we balance our budget each year. Without substantial cash reserves, however, we are always careful about how we spend our money. Our focus over the coming years will be to reduce revenue volatility and continue to develop steady sources of income.



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, 2018



VII. COMMUNITY ATTRACTIONS

General population of location	4.5M (Phoenix metro area)	Total Jewish population	90,000
JEWISH INSTITUTIONS IN AREA			
JCC	East Valley JCC, Valley of the Sun JCC		
Federation	Jewish Federation of Greater Phoenix		
Jewish Family Service	Jewish Family and Children Services		
Central Jewish Education Agency	Bureau of Jewish Education		
Jewish Day School (which grades) ?	Pardes Jewish Day School, Desert Jewish Academy		
Other	ASU Hillel, Valley Beit Midrash, Jewish Community Foundation, Jewish Free Loan, Jewish Film Festival of Greater Phoenix, Board of Rabbis of Greater Phoenix, Jewish News, Stein Family Community Mikvah, AIPAC, Jewish Studies Department at Arizona State University, LimmudAZ		
Majority of members' children attend public school, private school, or Jewish day school ?	Public schools		
Colleges, universities and music conservatories in the area include	Arizona State University, Tempe , Arizona University of Arizona, Tucson, Arizona Maricopa County Community Colleges, campuses throughout Phoenix metro area		
What cultural opportunities are available (e.g., symphony, opera, museum, theatre, sports, etc.) ?	Phoenix has lots of great restaurants, and a local arts/theatre scene. Examples include: Various classical music ensembles incl. Phoenix Symphony Arizona Opera Company Jazz in Arizona Phoenix Little Theater Herberger Theater Phoenix Art Museum Heard Museum (Native American Art) Desert Botanical Garden Numerous outdoor activities – hiking, biking, camping, boating, skiing, etc Major league and college sports		



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-\$85,000			
Percentage of pension (RPB) in addition to salary (15% recommended)				10%, increasing over time			
Length of original contract (two years recommended)				Two years			
STANDARD BENEFITS FOR THE EDUCATOR, IN ADDITION TO SALARY							
Medical-Hospitalization	X	Moving Allowance	X	Books & Periodicals	X	Sabbatical	
Major Medical Insurance	X	Professional Dues	X	Congregational Membership	X	Cell Phone	X
Dental Insurance	X	ARJE Conference	X	Religious School Tuition	X	Laptop Computer	
Long Term Disability Insurance	X	URJ Biennial		Early Childhood Tuition	X	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	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 <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	Dean Shapiro, Senior Rabbi, Temple Emanuel of Tempe
Signature	<i>Dean Shapiro</i>

CHAIRPERSON OF THE EDUCATOR SEARCH COMMITTEE

NAME	Jay Scherotter	POSITION	Chairperson
STREET ADDRESS	c/o Temple Emanuel of Tempe		
CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE	5801 S. Rural Road, Tempe AZ 85283		
TELEPHONE NUMBER	(480) 838-3281	FAX	
E-MAIL	jscherotter@gmail.com		
Resumes of applicants should be sent to the following persons e-mail address(es) (please include more than one e-mail address):			
jscherotter@gmail.com ; jocelyn@emanueloftempe.org			



Our Religious School Mission Statement:

חֲנֹךְ לַנֶּעַר עַל־פִּי דְרָכָו גַם כִּי־יִזְקֵן לֹא־יִסוּר מִמֶּנָּה

“Educate a child in a path that is appropriate for them; they will not swerve from it even in old age.”

Proverbs 22:6

Our mission at Temple Emanuel’s Religious School is to teach our students and families core Jewish values through the experiences of living a Jewish life. As Reform Jews that honor tradition, we introduce children to the Hebrew language and Jewish liturgy to foster a deep connection with God, Torah, and Israel.

Students will have a meaningful understanding of our stories, history, ethics, and traditions so that they can develop and take pride in their unique Jewish identities. We will teach our students to be lifelong learners who will contribute to our society in meaningful ways.

Our Congregational Vision Statement:

Temple Emanuel – Connecting Our Jewish Community

We aspire to be an enduring force for good,
connecting the diverse Jewish community across the Southeast Valley,
partnering with communities beyond our own,
and supporting the State of Israel.

We will serve as a support system to the Jewish community,
to be woven deeply through the fabric of people’s lives.

We will guide our community on their lifelong journey
to experience, understand, and bring meaning
to our history, values, traditions, and the wisdom of Torah.

We will feed the spiritual needs of mind, heart, and soul.
Together, we will create a vibrant and positive Jewish future.

Our Congregational Mission Statement:

Temple Emanuel – Connecting Our Jewish Community

We are a welcoming oasis for all who embrace Jewish values and want to nourish their lives with wisdom, justice, and lovingkindness. We are connecting our Jewish community and building a better world together.

Since our founding in 1976, Temple Emanuel of Tempe has been committed to building and sustaining a vibrant and inclusive Reform Jewish community by:

- ❖ Connecting and welcoming Jews and members of Jewish families of all backgrounds, including age, abilities, sexual and gender orientation, and levels of observance. We embrace interfaith families and all who wish to participate in Jewish life.
- ❖ Connecting individuals and families to God, and to Jewish values, culture, heritage, and lifecycle events.
- ❖ Connecting Jews through study and the Hebrew language to the wisdom of Torah and our traditions as ways to advance our Jewish lives.
- ❖ Connecting ourselves to the richness and depth of Jewish spiritual and ritual experience.
- ❖ Connecting our children through positive educational and social experiences, enabling them to discover their own unique version of Jewish life and contribute to society in meaningful ways.
- ❖ Connecting adults of all ages to the Temple Emanuel community by providing creative and innovative learning, worship, music, and social experiences.
- ❖ Connecting to the larger community and world around us by pursuing social action and working for social justice.
- ❖ Connecting to Israel by encouraging an active and respectful dialogue as part of our commitment to the people, land, and State of Israel.

We pride ourselves on being a warm, comfortable home, always here to provide social and spiritual well-being for all who walk through our doors.