

FOCUS: Teacher Recruitment Siyum Agenda

Welcome

- Introduce Cyd Weissman, Project Director, The RE-IMAGINE Project of New York
- Review the purpose of the meeting
 - Hear about what you have learned and plan to do
 - Get friendly feedback on your plans
 - Learn about how to sustain the impact of your work

Connection – Return to The Objectives of *FOCUS: Teacher Recruitment*

- One person from each congregation should introduce the participants from that congregation
- What was the original challenge that brought you into *FOCUS: Teacher Recruitment*?

Core Discussion #1: Your Plans

- Each congregation will present its Teacher Recruitment plan

Core Discussion #2: Sharing Your Accomplishments and Challenges

- You will break into pairs and each pair will sit with pairs from other congregations
- The handout will lead you through a Critical Friends discussion about your plans

Text Study: Lo Alecha

What can we learn from this text about continuing the work of *FOCUS: Teacher Recruitment*?

Core Discussion #3: What's Next?

Cyd Weissman will talk about your place in the ECE family of congregations

Evaluation

Evaluation is a critical part of ECE's reflective process. Please take a few minutes to fill out our post-project evaluation

Reflections

- Thinking back over the past 6 months, some of the outcomes of the project are concrete plans for teacher recruitment, some are about a different way to work together collaboratively to advance children's education in your congregation. What have you learned about how a group can work together?

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FOCUS: Teacher Recruitment, a project of the Experiment in Congregational Education (ECE), sponsored by UJA-Federation of New York
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Core Discussion #2: Sharing your Stories, Accomplishments and Challenges

The goal of this exercise is to receive the collective wisdom of the group by gathering ideas, feedback, and strategies from each person in a very short period of time. (Adapted from the Adobe Protocol)

Think about an innovation or implementation challenge you are facing. You may also think about an accomplishment for which you are trying to determine next steps.

- Each person takes a few minutes to write down a challenge or accomplishment.
- Assign a timekeeper for your group. **Observe** the time limits for each step.

Step 1: One person at a time volunteers to share their challenge, taking **up to two minutes** to do so. **(2 minutes)**

Step 2: Group members ask questions for clarification only. **(2 minutes)**

Step 3: Each group member, in turn, responds **ONCE** with **ONE** suggestion, idea or thought about the issue. During this time, the recipient takes notes but does not defend, rebut or criticize the remarks. **(1 minute per person)**

Step 4: Once all have given their feedback, the recipient gives a **1 minute** response. **(1 minute)**

My Challenge:

Wisdom from the Group:

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Blessing Before Study

בְּרוּךְ אַתָּה יי אֱלֹהֵינוּ מֶלֶךְ הָעוֹלָם
אֲשֶׁר קִדְּשָׁנוּ בְּמִצְוֹתָיו וְצִוָּנוּ
לְעִסוּק בְּדִבְרֵי תוֹרָה.

*Baruch atah Adonai, Eloheinu Melech haolam
asher kid'shanu b'mitzvotav v'tzivanu la'asok b'divrei Torah*

Praised are You Adonai, Ruler of the universe,
Who sanctifies us with mitzvot and commands us
to engage in the study of Torah.

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Text Study: Lo Alecha

After saying the blessing before study, read the following text and discuss the questions below in small groups.

ih'rlj ic v"t©t tO±u 'rln±dk vftk§N©v Whkg tO 'r¥nlt v²h"v
tUv
/v²BαN'in k¥yCv§k

Rabbi Tarfon says: He would say, "It is not up to you to finish the work, yet you are not free to

1. In the context of *Pirke Avot* (Sayings of the Fathers), a collection of rabbinic "pearls of wisdom," the "work" Rabbi Tarfon is addressing is the study of Torah. What other kinds of work can you think of that are never finished and are in need of regular attention?
2. What rewards and challenges does this kind of work present? How do you measure success in this kind of work when it can never be finished?
3. Your team started work in *Focus: Teacher Recruitment* that could become part of how your congregation regularly thinks and acts. Reflect for a moment on 1) the job of teacher recruitment, 2) the questions and concerns you "parked" in your parking lot and 3) the nature of your conversations together. What can *you* do to assure that what you learned and the progress you made in these three areas continues?

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FOCUS: Teacher Recruitment Post-Project Evaluation

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1. I am confident that going forward the primary responsibility for recruiting teachers belongs to our educator/principal
1-strongly agree 2-agree 3-disagree 4-strongly disagree 5-don't know
 2. I am confident that going forward there will be a group of lay people who are always on the look out for teachers for our education programs
1-strongly agree 2-agree 3-disagree 4-strongly disagree 5-don't know
 3. I am confident that going forward other synagogue professionals (other than the educator/principal) will share the responsibility for finding teachers for our education programs
1-strongly agree 2-agree 3-disagree 4-strongly disagree 5-don't know
 4. I am confident that going forward our congregation will have a well thought out process for finding the right teachers
1-strongly agree 2-agree 3-disagree 4-strongly disagree 5-don't know
 5. I am confident that going forward we will have identified teacher candidates in ways that other congregations have not thought about
1-strongly agree 2-agree 3-disagree 4-strongly disagree 5-don't know
 6. We have articulated the kind of teachers we are looking for
1-strongly agree 2-agree 3-disagree 4-strongly disagree 5-don't know
 7. I am confident that going forward the teachers we hire will know what the goals are for our education programs
1-strongly agree 2-agree 3-disagree 4-strongly disagree 5-don't know

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8. I am confident that going forward the teachers we hire will help us to achieve the goals we have for our education programs
1-strongly agree 2-agree 3-disagree 4-strongly disagree 5-don't know
9. I am confident that going forward There will be a significant group of lay people who understand the goals of our education programs
1-strongly agree 2-agree 3-disagree 4-strongly disagree 5-don't know
10. I believe that we should start every synagogue business meeting with some way of connecting to each other and the work at hand rather than diving right in
1-strongly agree 2-agree 3-disagree 4-strongly disagree 5-don't know
11. I believe that every synagogue meeting should include some text study
1-strongly agree 2-agree 3-disagree 4-strongly disagree 5-don't know
12. I believe that every synagogue meeting should end with some way of reflecting on the discussions we've had
1-strongly agree 2-agree 3-disagree 4-strongly disagree 5-don't know
13. By participating in *FOCUS: Teacher Recruitment* I have learned about tools that I can use to make synagogue meetings more inclusive
1-strongly agree 2-agree 3-disagree 4-strongly disagree 5-don't know
14. By participating in *FOCUS: Teacher Recruitment* I have gained a better understanding of the goals of children's education at our congregation
1-strongly agree 2-agree 3-disagree 4-strongly disagree 5-don't know
15. If there is a possibility of a fourth cohort of congregations to participate in The RE-IMAGINE Project, do you think that your congregation would have serious interest in participating?
1-Yes 2-No 3-Don't know enough yet

Please write any other comments or questions about the project here:

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Congregation: _____

Name (optional)

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