

Themes, Values and Challenges: Findings from the Group Level Understanding Process • MTEI Cohort 7

<p align="center">Theme (from all charts)</p>	<p align="center">Values (most from chart 20*, and group discussion)</p>	<p align="center">Challenges (mostly from charts, 22, 26, 33, 34, 35**)</p>
<p>Relationships</p> <ul style="list-style-type: none"> • The web of relationships that we inhabit is complex – relationships with parents, teachers, students, rabbis, lay leadership. • The health of these relationships has everything to do with our success. • Relationships are key motivators 	<ul style="list-style-type: none"> • Mutuality • Reciprocity • Honoring everyone’s voice in relationship • Flexibility – open to change • Collaboration • Shared vision • Inclusion • Community • Respect/Kavod • Kindness 	<ul style="list-style-type: none"> • Lack of relationship leads to isolation, stress, and feeling overwhelmed. • Lots of barriers to shared vision • Lack of shared vision leads to isolation
<p>Conflict/Communication</p> <ul style="list-style-type: none"> • The issue of conflict/adversarial relationships is often hidden or unspoken. • Open communication is important and sometimes fraught. • Successful conversations have “content” at their core, reflecting a strong i/thou/It relationship. • Difficult /uncomfortable conversations are often characterized by “telling” language. 	<ul style="list-style-type: none"> • Acknowledging the conflict • Working on solving conflict • Open communication • Honesty • Collegiality • Listening • Support • Creating common ground 	<ul style="list-style-type: none"> • <u>Student challenges:</u> <ul style="list-style-type: none"> ○ explaining why they are not meeting standards ○ religious school vs. sports • <u>Parent challenges:</u> <ul style="list-style-type: none"> ○ NOT about content. ○ children’s social conflict ○ attendance ○ religious school vs sports ○ critique of hiring/firing decisions • <u>Teacher challenges:</u> <ul style="list-style-type: none"> ○ Giving negative feedback ○ Disrespectful interchanges (toward principal) • <u>Rabbi Challenges</u> <ul style="list-style-type: none"> ○ stepping on my toes ○ not supporting me and the school ○ respecting my pedagogical expertise

* One value that guides my work at my institution is...

** The thing that keeps me up at night...The hardest conversation this year I’ve had with my Rabbi... The most challenging issue that parents have raised is... The biggest barrier to progress at my institution is... The hardest conversation I had with a teacher this year was....

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<p>Purposes of PD</p> <ul style="list-style-type: none"> • The question of buy-in is central and complicated. • We ask ourselves about the purposes and whose interests does it serve? • We have teachers with varied needs, experiences, and talents. 	<ul style="list-style-type: none"> • Openness • Keeping the standards high/rigor • The children MATTER and have BIG ideas • Creativity • Honoring everyone's voice in relationship • Shared vision • Sharing teaching innovations • Community • Collaboration 	<ul style="list-style-type: none"> • How do we figure out different teachers' needs? • How do we address the different needs on our faculties? Professional teachers and lay teachers have different needs. • Having enough time and enough money • How to build in follow-up, time for reflective, practice?
<p>Time/Money (aka Power/Politics)</p> <ul style="list-style-type: none"> • How do we find the resources to achieve the vision that we have for our schools/institutions? • The lack of time was in almost every category. 	<ul style="list-style-type: none"> • If I don't do it, who will? • Keeping the standards high/rigor • Community • Establishing boundaries 	<ul style="list-style-type: none"> • <u>Personal/professional challenges:</u> <ul style="list-style-type: none"> ○ <i>Time:</i> overworked, overwhelmed, too much to do in limited time, work/family balance; not enough time to do things well ○ <i>Money:</i> fundraising/marketing is stressful, am I being compensated fairly? • <u>Student challenges:</u> <ul style="list-style-type: none"> ○ Time: competing interests (sports etc) • <u>Teacher challenges:</u> <ul style="list-style-type: none"> ○ Time: teacher availability for PD ○ Money: need better pay for best teachers, need paid PD, need more full time teachers • <u>Institutional Challenges:</u> <ul style="list-style-type: none"> ○ Money: ○ Day school affordability/sustainability ○ Improve buildings; sustainability ○ Fund more innovation

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<p>Jewish content/texts</p> <ul style="list-style-type: none">• This was most overtly discussed in the poster about technology• This was the key in successful conversations.• This was the subtext of ALL the charts	<ul style="list-style-type: none">• Jewish identity• Positive Jewish experience/love for Judaism• Jewish Life• Jewish life is worth guaranteeing• Sharing teaching innovations• Keeping the standards high/rigor• The children MATTER and have BIG ideas	<ul style="list-style-type: none">• Content vs skill• Negative vs. positive associations• Intimidation vs. excitement• Need for more resources - books, technology to support Jewish learning• Challenge of getting teachers/students to internalize Jewish content
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What's Missing? What's new since June?