

PRIZMAH AT A GLANCE

WINTER 2017



PRIZMAH

Center for Jewish Day Schools

Dear Colleague,

Welcome to the beginning of an exciting new chapter for Jewish day schools!

Prizmah: Center for Jewish Day Schools is transforming the North American Jewish day school landscape to achieve the vision of a thriving, passionate, engaged, and committed Jewish community—nurtured by Jewish day schools, for generations to come.

Prizmah aims to increase each school's access to resources that address its most pressing needs. By tailoring services to meet each school's distinctive challenges, Prizmah is building a community where all schools benefit from being part of a powerful day school network.

Prizmah's work has the potential to benefit nearly 100,000 students in approximately 400 Jewish day schools.

As we embark on this extraordinary venture, one thing is for certain: The key to Prizmah's success is in *your* hands. It is *your* involvement, *your* ideas, *your* contributions, and *your* creative engagement that will position Prizmah to achieve and exceed our far-reaching aims.

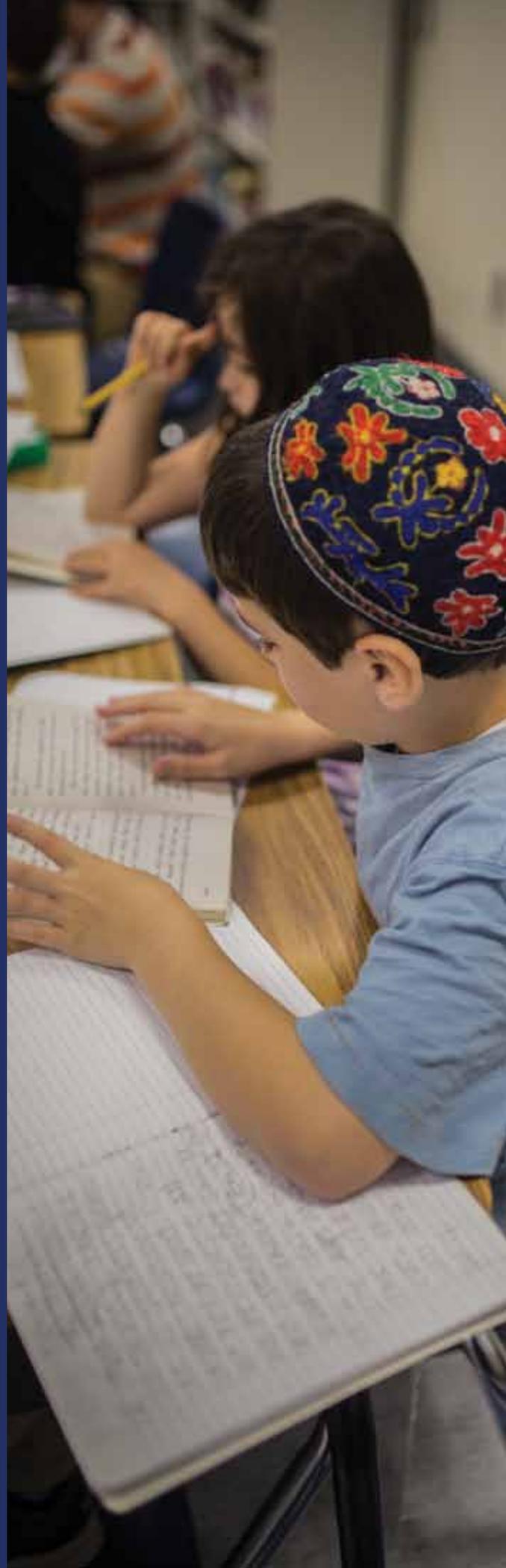
Together—across our rich, prismatic spectrum of Jewish affiliations, ideologies, geographic areas, school characteristics, professional responsibilities, and areas of interest—we are poised to create a future in which Jewish day schools are first-rate destinations of choice for a wide variety of Jewish students and families—fostering a lifelong passion for learning, preparing students to succeed in life, and connecting these students to Judaism's texts and traditions.

With your active participation in Prizmah's ever-growing network of members, allies, and supporters, this far-reaching vision is within our grasp. We look forward to working with you!

Paul Bernstein

Chief Executive Officer

P.S. After you've explored this overview of Prizmah's portfolio of programs and services, visit our website for more information on the many ways to engage with Prizmah.



THE POWER OF MEMBERSHIP

Joining Prizmah connects your school to a vibrant network of Jewish day schools working together to make day school education the first choice for Jewish families. Regardless of size, location, or ideology, every Jewish day school will find a supportive home in the Prizmah community—with robust services that position schools at the forefront of educational excellence.

SCHOOL ADVOCATES AND AFFINITY GROUPS

Prizmah members receive personalized customer service, advice, and support through one-to-one contact with one of Prizmah's School Advocates. Our School Advocates are skilled day school professionals and lay leaders with expertise in different ideologies, school types, and issue areas.

As your primary point-of-contact with Prizmah, your School Advocate will work with you to identify your needs, connect you with the right mix of Prizmah and other resources to address those needs, and offer ongoing support.

School Advocates also facilitate Prizmah's affinity groups, ensuring that within each school's ideology or identity—PARDES, RAVSAK, Schechter, or Yeshiva Day School—affinity group members can access:

- **a Prizmah staff member who deeply understands your religious affiliation or role within multiple ideologies/affiliations.**
- **a community of peers who share your school's religious affiliation, practices, or identity.**
- **a safe space to candidly discuss the complex issues affecting your type of school.**

Whether or not your school was a member of a particular legacy organization, you are welcome to request membership in the affinity group(s) that most closely align with your school's philosophy and practice.

Being a part of Prizmah means...

- **Connection** to likeminded peers—a community for learning, solving problems, experimenting, and growing together.
- **Access** to premier programs, knowledge, and tools that strengthen your school's pedagogical, institutional, and financial viability.
- **Resources** that address your school's top priorities and most pressing needs.
- **Strength** in numbers—by joining together, learning together, and lifting our voices together, we will amplify the profile of Jewish day schools within the communal agenda and beyond, create new funding opportunities for our field, and strengthen our influence.

ADDITIONAL NETWORKING OPPORTUNITIES

Each Prizmah Reshet (Hebrew for network) centers on a particular topic of interest or job responsibility. With support from the Prizmah team, the members of each Reshet design dynamic and creative networked learning opportunities using various digital communication and in-person contact points to forge meaningful connections across geographically diverse communities. Joining a Reshet opens the door to the wisdom, expertise, and support of Jewish day school colleagues from across North America.

Reshet topics include schools in small communities, innovation, alternative tuition models, development, admission, board leadership, Head of School, YOU Lead, Generations, and many more. Visit our website for details.

HAYIDION

HaYidion is our quarterly magazine for and about the Jewish day school community. This keystone publication has undergone a "refresh," with many new features, including:

- **Innovation Alley**, a column that spotlights a radically innovative school and reflects on lessons for the wider field.
- **Commentary**, featuring diverse responses by day school leaders to a notable quotation related to the issue's theme, inspired by the Jewish textual tradition.
- **The Advice Booth**, in which a Prizmah staffer answers salient questions regarding day school practice.
- **Book reviews and recommended reading.**

SCHOOL SERVICES

Prizmah offers dozens of programs and services with proven track records of success. Our portfolio is designed to address the key issues facing Jewish day schools today—and to meet the distinctive needs of every school, regardless of size, location, ideology, or other points of distinction.



FUNDRAISING & GOVERNANCE

BOARD GOVERNANCE 101

Designed for schools with a developing board of directors, this service begins with a governance survey of your school's board. We then provide a full-day workshop onsite at your school to establish norms and a shared understanding of the board members' responsibilities.

COACHING: BOARD PRESIDENTS, BOARD CHAIRS, & LAY LEADERS

This yearlong coaching program is designed to engage board presidents, development committee chairs, Heads of School, and development directors in a process that builds an energized, effective fundraising team.

GOVERNANCE & FUNDRAISING ACADEMY

This 18-month program is designed for Jewish day schools seeking to build a culture of philanthropy to attain short- and long-term financial sustainability.

NEW DEVELOPMENT DIRECTOR TRAINING

This two-day orientation training helps new development directors start off on the right foot, ensuring good results and improving retention in this key leadership position.

STRATEGIC PLANNING THAT WORKS

Heads of School and board leaders seeking to increase the viability of their school's operations, finances, and governance systems will gain valuable insight by working with Prizmah's skilled consultants. We use proprietary tools, techniques, and accelerated pacing to guide your board in developing a three-year strategic plan that includes a financial plan.

Customized Services

FACULTY COMPENSATION REVIEW AND SALARY BROADBANDING

Working closely with your school leadership, we'll conduct a comprehensive review of your faculty compensation practices and help you develop a mission-aligned faculty compensation philosophy that facilitates your school's ability to attract the best teachers and plan future annual budgets.

FACULTY ATTRITION STUDY AND EXIT INTERVIEWS

Faculty attrition is a normal and expected reality in any healthy school, and it can offer a valuable learning experience. We'll help you conduct confidential exit interviews with departing faculty to learn about their experiences at your school and aggregate what we've learned into a report that your school can use in evaluating its practices and programs, and making adjustments where appropriate.



LEADERSHIP SEARCH & PLACEMENT

SMART SEARCH LEADERSHIP PLACEMENT

Serving more than 450 schools and over 3,800 job seekers on our online job board, Prizmah is the go-to resource for day schools seeking to identify and hire top-notch leaders. We provide step-by-step guidance, tools, and expertise to help you to fill your core leadership positions with exceptional candidates.

PROFESSIONAL LEADERSHIP

HEAD OF SCHOOLS EXCELLENCE PROJECT (HOSPEP)

HOSPEP's blend of intensive mentoring and coaching equips incoming and less seasoned Heads of Schools to become strong leaders, thereby supporting new generation of Jewish day school leaders in meeting the extraordinary challenges inherent in their position.

YOU LEAD

YOU Lead is an eight-month leadership development program that blends online and in-person learning to advance your leadership practice. Separate cohorts for senior, mid-level, and entry-level leaders connect you with other leaders confronting similar challenges.

Customized Services

A TASTE OF COACHING: BOOSTER COACHING

Coaching has become the single most effective tool for leaders across industries to thrive in their positions. This brief coaching experience for day school leaders at any level provides a sense of how coaching can impact your practice for the better.

COACHING: LEADERS AT ALL LEVELS

This 10-month series of weekly coaching sessions helps Heads of Schools, senior leadership teams, and administrators resolve their most pressing issues and strengthen every aspect of their leadership.

IMMUNITY TO CHANGE WORKSHOP

Managing change proactively in ways that foster authentic buy-in throughout your school community is essential to a successful change process. This workshop and 50-minute follow-up call will provide a solid launch pad for schools who want to see progress in their change efforts.



RECRUITMENT & RETENTION

ATIDENU

Atinenu provides an intensive immersion in the best practices for creating and implementing a recruitment and retention strategy geared for your school, your community, and the local market in which your school operates and competes for students.

ENHANCING RECRUITING EFFORTS USING WEB & SOCIAL MEDIA

This program shares best practices from the Jewish day school and independent school fields in deploying the web and social media to enhance student recruitment and retention.

NEW ADMISSION DIRECTOR TRAINING

This two-day, in-depth orientation on best practices in student recruitment and retention is primarily geared for admission directors who have been in their position for two years or less.

RECRUITMENT & RETENTION PROCESSES AUDIT

Our fine-tuned auditing process provides the tools to assess more than 80 key factors in seven core areas of recruitment and retention performance. The audit is followed by a tailored 12-month road map to help your school achieve its recruitment and retention aims.

Customized Services

COMPREHENSIVE STRATEGIES FOR INCREASING ENROLLMENT

The most effective way to boost student population is to increase enrollment in your school's entry grades and foster high rates of retention. This consultation helps guide your school in building its capacity for growth.

RECRUITMENT & RETENTION AMBASSADOR TRAINING

Word-of-mouth marketing is a key driver of enrollment and retention. This training and consulting program provides field-derived strategies for designing a vibrant ambassadorship program, including ambassador selection and training.

MULTI-AGE CLASSROOM FEASIBILITY STUDY

Together with your school leadership, we will review and analyze your enrollment and demographic data to better understand what options your school has for improving efficiencies and cost savings. After reviewing our findings and providing you with recommendations, we can help your school implement the strategies you've opted to pursue.





TEACHING & LEARNING: PROFESSIONAL DEVELOPMENT

COACHING: TEACHERS AT ALL LEVELS

Teacher coaching is the fastest way to see tangible improvements in the classroom—and a great way to improve faculty retention. Prizmah's customized teacher coaching services are designed to improve performance, confidence, and skill among teachers at every level of experience.

CUSTOMIZED PROFESSIONAL DEVELOPMENT

Prizmah's customized professional development services are designed for teachers at all levels of experience who wish to learn state-of-the-art tools and techniques for pushing their skills to the next level.

EDJEWCON

EdJEWCon is yearlong program designed to develop connected educators who are fluent in 21st century skills and platforms. The programs includes a four-day boot camp to build foundational skills, followed by monthly meetings to support teachers in implementing connected learning practices.

JEWISH EDUCATORS' INSTITUTE

This yearlong program provides teachers in grades 3 through 12 with the time and space to study Jewish text in a joyful setting with colleagues and experts. The institute offers a rare opportunity for teachers to reflect on how they approach pedagogy within a group of educators who are passionate about deeply engaging their students.

PROFESSIONAL DEVELOPMENT FOR SCHOOLS IN SMALL COMMUNITIES

Schools with 150 students or fewer will benefit enormously from our interactive, monthly online series on issues of importance to small schools (e.g., fundraising on a dime, creating a strong social media presence, developing an integrated curriculum, and strengthening the early childhood pipeline).

PROFESSIONAL LEARNING COMMUNITY: DESIGN & IMPLEMENTATION

This program is for day school teachers and administrators who wish to create an active and effective Professional Learning Community in their school. PLCs raise teacher morale, improve students' learning outcomes, and build a schoolwide culture in which everyone is engaged in learning together.

TEACHER INDUCTION INVESTMENT PROGRAM

Prizmah's Teacher Induction Investment Program brings together faculty at every level to improve teaching and learning while ensuring that new hires acculturate to the school and receive every opportunity to succeed.

TEACHER ROUNDS

Teacher rounds build a more supportive, collaborative faculty culture through a structured process of ongoing learning. This program is the ideal solution for teachers who seek an objective perspective on their practice and rich opportunities to learn from their peers.

SCHOOL ASSESSMENT

Customized Services

ACCREDITATION

An objective assessment provides data that ensures a well-informed strategy and planning process. We offer three different levels of accreditation, based on your school's needs. Our blend of outsider objectivity and insider knowledge—delivered in a thorough, user-friendly evaluation report—helps you attain a clearer vision of your school's current performance and how best to achieve its future aims.

LEADERSHIP STRUCTURE ROLES & RESPONSIBILITIES

All schools rely on having a leadership team that collaborates effectively and efficiently. We'll help you achieve that essential goal by clearly defining the roles and responsibilities of each key administrator and making recommendations for improving instructional leadership.



TEACHING & LEARNING: STUDENT PROGRAMS

THE HEBREW BADGING PROJECT

Middle school students earn digital badges by completing creative projects in which they engage in Hebrew conversation, reading, and writing in the physical classroom and within an online community of peers. The project includes teacher training on classroom implementation.

JEWISH COURT OF ALL TIME

This project takes some of history's greatest thinkers off the shelves and into the lives of middle school students by giving them the chance to debate a current hot topic through the lens of key historical figures such as RAMBAM, Albert Einstein, and Emma Goldman.

MOOT BEIT DIN

Moot Beit Din gives high school students a firsthand look at the inner workings of the Jewish legal system and helps them hone their critical thinking skills by applying the ancient wisdom of halakhah (Jewish law) to some of the most significant ethical issues of our time.

AND MORE

JOB BOARD

Prizmah's online job board, JEDJobs, serves more than 450 schools and over 3,800 job seekers—an unparalleled resource for job seekers and employers throughout the Jewish day school field. Whether you're a school seeking to hire the best possible person for a position at any level—or a job seeker searching for the ideal position to match your skills, Prizmah's job board is your go-to destination.

BLOGS

Prizmah will be launching a series of thought-provoking, resource-rich blogs to keep you ahead of the curve on the top issues facing your school. Prizmah's in-house experts and external thought leaders from across the day school world will be contributing writers. To learn more about how to become a contributor, email us at hello@prizmah.org.

CONVENINGS

Prizmah recognizes the value of bringing people together across areas of interest, localities, school type, professional title, or other points of interest and commonalities. We offer diverse opportunities to convene in person and virtually, through conferences, donor convenings, Reshet groups, and affinity groups.



Want to become a Prizmah member or learn more about our diverse portfolio of services, programs, and learning opportunities? Visit our website at Prizmah.org and find out what Prizmah can do for your school!

Contact Prizmah by calling 646-975-2800 or email us at: hello@prizmah.org



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