



# Keeping an Eye on PTI



## MENTORSHIP AT ITS BEST INAUGURAL COHORT OF THE COJDS PRINCIPAL MENTORSHIP PROGRAM

As the school year begins to wind down, many educators use the opportunity to take stock and reflect upon the goals that they had set for themselves in September. The inaugural cohort of the CoJDS Principal Mentorship Program can proudly attest to the fact that the 2017/2018 school year has been one in which they took concrete measures to assure that the growth that they attained this year was replete with success for both the mentees and mentors themselves.

Mrs. Temima Feldman, Principal of Torah Academy for Girls in Far Rockaway and member of the CoJDS General Studies Principal Council, oversees the Principal Mentorship Program that began in September. A crucial component of the program is the meticulous work that went into pairing the mentees with appropriate mentors in order

CONTINUED ON PAGE 2

THE MAURICE RALPH JULIS  
PRINCIPAL TRAINING INSTITUTE

PAGE 5

CLASSROOM 360°: RETHINKING THE  
CLASSROOM FROM EVERY ANGLE

PAGE 6-8

to assure that the relationship will reach its fullest potential. The beginning of the year was spent developing an action plan for each mentee principal with measurable target goals. This crucial starting point helped the mentees identify their needs, reflect, and self assess. The program consists of bi-weekly phone calls where the principal pairs discuss topics ranging from school culture and climate to curriculum mapping and academic rigor. These conversations are followed up in a practical manner during the site visit portion of the program. It is here that a mentee can see his or her mentor's leadership in action and a mentor is given the opportunity to visit a mentee's school, familiarize themselves with the mentee's school community, and provide feedback in real time. Collective experiences were reflected upon during a webinar given by Mrs. Feldman on leadership and effectively managing your school team. Due to success of the first webinar, the program will be capped off with a second webinar to

further explore leadership topics.

These various components of the Principal Mentorship Program have resulted in a unique relationship that the principal cohort formed with their mentors. For this reason, personalized advice and trouble shooting of specific problems as they arose were only a phone call away. The positive feedback has been enormous. Principals who often provide a listening ear for the multitudes of people who they supervise daily were happy to have someone to talk to who could lend them an ear. Mrs. Feldman, a veteran educator, was able to supervise the process and in turn was the listening ear for the mentors themselves. As Mrs. Feldman astutely observed, the process of giving back is an ongoing one. "It was truly gratifying to see the growth of our mentees through the guidance and care of outstanding mentors. We look forward to our mentees one day becoming mentors and giving back to the Jewish community." ♦

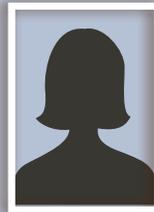
## MENTORS



Rabbi Daniel Alter



Debbie Finkelstein



Mindy Lidsky



Rabbi David Saltzman



Rabbi Kalman Baumann



Miriam Gettinger



Rabbi Asher Sabo



Rabbi Levi Solomon

*“Through our visits and conversations, we have formed meaningful relationships which opened the avenues for deep reflection regarding our schools and leadership styles.”*

# FROM OUR MENTORS AND MENTEES

"I have found the Principal Mentoring Program to be the perfect follow up to the PTI program from which I graduated last year. Whether we were focused on developing a particular area in which I needed to grow or I was simply rehashing recent events looking to unload a mental burden, my mentor was so patient, insightful and giving of his time. Thank you to Rabbi Glass, Mrs. Feldman, and the entire CoJDS team for creating this wonderful opportunity for myself and my fellow PTI graduates!"

**Rabbi Yisroel Weiner**

*Principal, Phoenix Hebrew Academy*

"I only joined the program midway through the year. Since I have joined, the program has been very helpful. It is invaluable to be able to speak to someone who can draw on their wealth of experience involved in school leadership. We have talked through some common issues that go on in the school and we have brainstormed ideas in creating a new, innovative Judaic Studies curriculum for next year. I am very grateful to be a part of this program."

**Rabbi Dovid Lieberman**

*Judaic Studies Curriculum Coordinator, South Peninsula Hebrew Day School*

"There is no substitute for experience! Being able to address newer principal concerns intuitive to the mentors whether in curriculum mapping, scheduling, hiring, differentiation enrichment or handling difficult parent scenarios provides a comfortable colleague sounding board. The mentoring program is simultaneously nachas and a chinuch imperative for both today and tomorrow's student demographic."

**Miriam Gettinger**

*Principal, Hasten Hebrew Academy*

"I am so grateful for the opportunity Consortium has provided to be mentored by Mrs. Mindy Lidsky. As a first year principal, it was imperative to have someone to turn to for advice and guidance. Mrs. Lidsky has tremendous experience and wisdom and I greatly appreciate her professionalism."

**Raizel Nissim**

*Principal, Yeshiva Sha'arei Zion*

"The program has offered us the opportunity to partner with and learn from other administrators around the country, whom I would not have met otherwise. Through our visits and conversations, we have formed meaningful relationships which opened the avenues for deep reflection regarding our schools and leadership styles. Throughout the year, as the nature of the particular challenges presented in the schools changed, our goals evolved, we tweaked strategies, we tried new techniques and our growth as administrators and as a mentor/mentee team ascended to new heights."

**Rabbi David Saltzman**

*Principal, Maimonides Elementary School*

## FROM OUR MENTORS AND MENTEES CONT.

"The process of mentoring and being mentored has great value merely through the process of giving thought and analysis to vexing challenges. Just speaking out a problem frequently will help the mentee see the beginnings of an approach to a solution. Furthermore, as it says in Mishlei (12:25):

"דאגה בלב איש שיחנה" There is a need and benefit in talking out with another, that which weighs heavily on one's heart. There are many things that keep a principal awake at night and having a forum with which to share is invaluable.

For the mentor, there is great satisfaction in drawing upon past experiences and taking solace from the ability to help another principal avoid some of the difficulties a similar situation may have caused the mentor years ago.

The formal nature - set times, written journal - ensure a dependable source of advice, guidance and commiseration for the mentee. When the interactions focus on a particular skill, it is of great value in that the mentee can put it into practice immediately, and come back for further suggestions and adjustment as necessary. The on-site visit requirement ensures the strengthening of the relationship and fosters greater understanding of the context in which both the mentor and mentee operate.

In conclusion, this high level collegial collaboration is an enhancement to both mentor and mentee's personal and professional fulfillment.

The program is another feather in the cap of CoJDS's contributions to the Yeshiva/Day Schools. Thank you for the opportunity."

**Rabbi Kalman Baumann, Principal, Toras Emes**

"While every school has its own culture, idiosyncrasies, and ecosystem, there are so many commonalities between all types of schools. The opportunity for us to share our experience and wisdom while at the same time learning from our mentees and their ideas translates into a stronger Jewish day school field overall."

**Rabbi Daniel Alter, Principal, Moriah School**

**Planning your professional development for the 2018-19 school year?  
Do you need a speaker for your school?**

**Want to host a regional professional development program?**

**Partner with the Consortium of Jewish Day Schools to meet your school's professional development needs. Let our team customize solutions for your school and community.**

For more information please contact Dr. Eli Shapiro, Director of Educational Initiatives, at [eshapiro@cojds.org](mailto:eshapiro@cojds.org)



**To schedule a Professional Development program for your teachers using the L'havin U'lehaskil curriculum, please contact the office at [info@cojds.org](mailto:info@cojds.org) or call 516.368.3333.**



The Maurice Ralph Julis Principal Training Institute has become a household name in excellence with its reputation for giving current and aspiring school leaders the tools that they need to help their individual schools succeed. CoJDS is looking for nominees for a current PTI cohort which will be forming during the summer and continue through the 2018-2019 school year. Applicants should be currently working in a school setting and looking to grow into a position of leadership. There are select spots for newly appointed administrators. The yearlong program will be divided into trimesters. Each

trimester will include engaging classes, fieldwork, and a culminating project related to the overarching goal of the trimesters. Participants will have an opportunity to explore topics such as school culture and climate, guiding and driving curricular goals and learning outcomes, and building the school community. There will be special opportunities to meet with seasoned administrators both within and outside of the school setting. Highlights include a much anticipated winter retreat and local regional conferences. For more information please contact: [tfeldman@cojds.org](mailto:tfeldman@cojds.org). ♦

אגודת מוסדות לחינוך יומי  
CONSORTIUM of  
JEWISH DAY SCHOOLS

# LEARN THE ART AND SCIENCE OF SCHOOL LEADERSHIP

**Are you a teacher looking to grow into a position of leadership or a newly-appointed administrator looking to gain insights into best practices?**

## JOIN THE MAURICE RALPH JULIS PRINCIPAL TRAINING INSTITUTE

**Consortium of Jewish Day Schools is currently accepting nominees for the 2018-2019 school year.**

**WHEN:** July 2018 - June 2019 | **WHERE:** Kickoff at the CoJDS Annual Think Tank



**WEBINARS**



**WINTER RETREAT**



**CONFERENCES**

**Topics include:**

 Establishing and Maintaining School Culture and Climate

 Learning Outcomes: Achieving Success at Every Level

 Guiding and Driving Curricular Goals Effectively

 Building Your School Community by Engaging Parents, Board and Local Government

 MAURICE RALPH JULIS משה רפאל  
PRINCIPAL TRAINING INSTITUTE



On April 29, 2018, over 70 educators from ten states descended upon Las Vegas for a day of educational strategy and growth. While the city is known more for its trade shows and entertainment than its Jewish day school enrichment, attendees of the CoJDS West Coast regional conference were treated to a beautiful, enlightening and instructive day of ideas and strategies for enhancing the classroom environment in Jewish day schools. With educators traveling from Seattle, Phoenix, Portland, Los Angeles, Denver, and New York, the conference was a melting pot of creativity and potential that moved each and every attendee to recommend a CoJDS conference to a friend, according to a post-conference survey.

The conference, titled “Classroom 360°: Rethinking the Classroom from Every Angle,” focused on what administrators and teachers can do to improve their effectiveness in managing a classroom. The conference focused primarily on specific elements of classroom management: classroom culture, the physical environment as a complement to the instructional, and meeting the needs of diverse learners. Dr. Norman Goldwasser, noted psychologist and speaker from Miami Beach, Florida, led the keynote session titled, “Using Positive Psychology

to Create a Safe Learning Environment,” sprinkling his lecture with lessons from Jewish text and thought. Dr. Goldwasser brought his expertise and three decades of experience in clinical psychology to discuss issues such as bullying, self-esteem, and maximizing a child’s potential within the framework of positive psychology.

The morning continued with three concurrent sessions. Shelly Kalb, from Geared to Learn of Las Vegas, revisited the popular topic of differentiated instruction with practical ideas of how to put theory into practical use in classroom scenarios. CoJDS was proud to partner with Project Yachad of the OU and Rabbi Ahron Rosenthal, who presented on how to move from traditional teaching models to facilitated learning models. Both of these presentations focused on instructional strategies for the classroom and how they impact overall classroom management. Becky Udman, Preschool Director at Torah Day School of Dallas, offered a three part session specifically geared towards Early Childhood educators, titled “Love and Logic and Conscious Discipline”, building a deeper understanding of the idea that culture and climate play a huge role in student behavior.

***“...the conference was a melting pot of creativity and potential that moved each and every attendee to recommend a CoJDS conference to a friend”***

Lunch provided educators a chance to network with others in similar roles or positions. One of the greatest advantages CoJDS sees in regional conferences is bringing together educators under one roof to interact and share ideas from different schools. Rabbi Levi Solomon, Principal of Emek Hebrew Academy of Los Angeles and CoJDS West Coast Regional Director, chaired a session where the educators from various schools who are teaching the L'havin U'lehaskil curriculum shared strategies on how to best use the program to meet the needs of all children. The ideas that flowed from the lively discussion and open communication were invaluable towards continual improvement of the Chumash program throughout the West Coast region. Attendees at the session included: Rabbi Ari Bleeman of Phoenix Hebrew Academy, Rivka Gross of Denver Academy of Torah, Miriam Kalter of Maayan Torah Day School of Portland, Rabbi Michael Paris of Yeshiva Day School of Las Vegas, and Rabbi Yehoshua Segall of Desert Torah Academy of Las Vegas.

In addition, Temima Feldman, General Studies Principal of Torah Academy of Girls, led an ideas session for General Studies principals. Rabbi Hillel Adler, of CoJDS, led a conversation about driving retention and recruitment,

and Mrs. Robin Pence, Tech Professional Development Coordinator at the Adelson campus in Las Vegas, led a discussion about STEM and technology in the classroom.

The afternoon began with a presentation by Mrs. Britney Friedman, General Studies Principal at Yeshiva Day School of Las Vegas and a member of the CoJDS Principals' Council, on the physical classroom environment as the "third teacher" and its impact on student achievement. In keeping with theme of rethinking student needs from every angle, Leah Kitainik, a pediatric occupational therapist from Las Vegas, discussed the importance of understanding sensory processing of children in order to maximize a student's experience in the classroom. Dr. Leslie Murdock, Educational Specialist at Jewish Family Service in Las Vegas, ended the day with strategies on how to make real and lasting changes in behaviors of students with and without disabilities.

In true Las Vegas form, the venue of the event provided a luxuriant and relaxing atmosphere. The Koroghli family graciously hosted the event on the grounds of their lavish home, surrounded by breathtaking views of the Nevada scenery. The welcoming environment enhanced the learning and facilitated the sharing of ideas. ♦

The West Coast conference was capped with visits on Monday to the local Las Vegas schools, who opened their doors to our members. We recognize the excellence of the schools visited:

**Adelson Educational Campus**

**Solomon Schechter Day School of Las Vegas**

**Desert Torah Academy**

**Yeshiva Day School of Las Vegas**

We thank **Mrs. Brittny Friedman** of Yeshiva Day School of Las Vegas for all her efforts in coordinating the CoJDS regional conference in Las Vegas.

*One attendee summed up the day best by saying, "I appreciate the high quality of the content, the professionalism of the presenters, and the varied choice of topics. The out-of-town feeling made it easy to connect and the venue was quite incredible." The exuberance to bring what was learned at the CoJDS West Coast conference to practice in the classrooms was palpable from many participants. What was learned in Vegas will not stay in Vegas!*



"I had the good fortune of not only attending the CoJDS Regional Conference in Las Vegas recently, but of bringing along two members of my staff as well. During the 4.5 hour drive back to Phoenix, we had the chance to reflect on our experience with one another. Not only did my rabbeim enjoy and learn practical tips from the courses offered, but they perhaps were even more excited by the ability to network and discuss real-life everyday issues with mechanchim just like them from other schools and communities. We were all refreshed and re-energized from the great experience. Thank you Rabbi Glass and the entire CoJDS team!"

**Rabbi Yisroel Weiner, Phoenix Hebrew Academy**





## JUDAIC STUDIES DISTANCE LEARNING INITIATIVE

CoJDS is pleased to announce a new initiative in distance learning for Judaic studies.

The objectives of this program are to:

- Provide schools a level of expertise and experience in teaching not easily accessible in smaller communities
- Connect students in small classes with students from other communities
- Engage “technology native” students in a format in which they are more comfortable
- Reduce staffing expenses
- Provide top quality educational materials at a reduced or nominal cost
- Enable schools to market themselves as cutting edge by using technology to partake in a global classroom

For the 2018-19 school year, we will be offering a class in Chumash based primarily on our widely popular L’havin U’lehaskil curriculum which has earned international acclaim and is being used in over 150 schools across the globe.

A master teacher will teach the class and an EdTech specialist will help schools with technical issues to ensure smooth connectivity and cost effectiveness.

There are a few spots available for a grant to receive the class at a significantly reduced rate.

Price: \$2,000 (for the 2018-19 school year) per school for the first 10 schools that sign up.

**The “pilot” class will receive:**

- Free computer assessments with detailed data reports
- Free posters
- Free song CDs
- Free flashcards
- Free magnetic cards
- Free smartboard DVDs
- Discounts on student workbooks

### New York Office

810 Seventh Avenue, 28th floor, New York, NY 10019  
www.cojds.org

### Cedarhurst Office

395 Pearsall Avenue, Cedarhurst, NY 11516  
516.368.3333

**MONDAY, JULY 16, 2018**

COJDS presents a full day  
**CERTIFICATE PROGRAM** in  
Responsibility-Centered Discipline (RCD) for Administrators with



**“Systems must be created that can be realistically implemented and sustained”**

**Larry Thomson, M.Ed., Supportive Discipline Innovator**  
*Creator of “Responsibility-Centered Discipline”*

**Larry Thomson**

*Creator of “Responsibility-Centered Discipline”*

**CREATE A CULTURE OF CALM IN YOUR SCHOOL**

Learn to guide your faculty to respond to disruptive and spiraling situations and inculcate a sense of behavioral responsibility amongst your student body.

**THE RCD METHOD WILL:**

- Enhance school climate
- Improve classroom management
- Reduce disruptive behaviors
- Increase core competencies

**Think Responsibility.**

**Principal Think Tank V**

**July 16-18, 2018**

**Cedarhurst, NY**

*Price is \$149 and includes admission to the rest of the Think Tank Conference*

Working with difficult, demanding, and disruptive students is not a new challenge for educators. However, there are current concerns being voiced regarding the changing nature and intensity of the behaviors of these students. Some educators are reporting increases in selfish, manipulative and hostile behaviors while others are noticing more students who are overly anxious and/or difficult to engage. Even well-seasoned, award-winning master educators can sometimes have their “feathers ruffled” by certain students in certain situations.

Responsibility-Centered Discipline is designed to assist all educators with identifying and addressing these and other issues that affect the academic and behavioral progress of the students with whom they work. This power-packed Professional Development will provide you with up-to-date insights and strategies for reaching and helping those young people who seem to evoke the strongest feelings of frustration, hurt, and sometimes discouragement in professional educators.

## MONDAY, JULY 16

Responsibility-Centered Discipline Certificate Program

**Larry Thomson**, M.Ed., *Supportive Discipline Innovator, Creator of "Responsibility-Centered Discipline"*

### Special L'havin Training

## MONDAY EVENING

**HaRav Shalom Kamenetsky**, *Rosh Yeshiva, Talmudical Yeshiva of Philadelphia*

KEYNOTE ADDRESS: **Dr. David Pelcovitz**, *Straus Chair in Psychology and Education, Azrieli Graduate School of Jewish Education and Administration*

*Networking Dinner*

#### FEATURING COJDS PROGRAMS:

*Administrative Training*

*L'havin U'Lehaskil*

*Foundations*

*Marketing and Recruitment*

*General Studies Principals Council*

*Morah's Place Preschool Resource Website*

*Job Placement and Support*

*Small Communities Council*

*Judaic Studies Standardized Achievement Test (JSAT)*

*Speakers Bureau*

*Judaic Distance Learning*

*Tefilla Curriculum*

## TUESDAY, JULY 17

**Avrohom S. Moller**, *Superintendent, Associated Talmud Torahs of Chicago*

**Miriam Gettinger**, *Principal, Hasten Hebrew Academy*

**Dr. Jeffrey Lichtman**, *International Director, Yachad*

**Temima Feldman**, *General Studies Principal, Torah Academy for Girls and more...*

#### SPECIAL BUSINESS TRACK:

**Richard Hagler**, *Executive Director, HALB CHAIRMAN*

**Rabbi Glen Black**, *CEO of NCSY Canada and Torah High*

**Alan Steinberg**, *Past Director of Development & Vice President, Yeshiva Har Torah*

**Lev R. Stark**, *Executive Director, Yavneh Hebrew Academy*

### Preparing the Agenda for 5779

*Dinner*

KEYNOTE ADDRESS: **Gilles Gade**, *President and CEO, Cross River Bank*

## WEDNESDAY, JULY 18

#### NATIONAL PRE-SCHOOL DIRECTORS CONFERENCE:

**Becky Udman**, *Pre-School Director, Torah Day School of Dallas*

**Elana Fertig**, *Early Childhood Director, Yeshiva of South Shore*

#### SMALL COMMUNITIES COUNCIL CONFERENCE:

Network and collaborate with school leaders in small communities on topics such as:

*Marketing • Budgeting • Recruitment and Retention*

*Centralizing Business Office Expenses • Collaborative Educational Programs*

*Distance Learning • Unified Grant Writing • Hiring Judaic Staff*

*Break down the silos to create unified solutions for common challenges*



The Consortium of Jewish Day Schools (CoJDS) is dedicated to the empowerment, development, and improvement of Jewish day schools across North America promoting best practices and using traditional Torah values as our guide. Established in 2002 as a collaborative union among day school principals, CoJDS today encompasses educators from many schools across the U.S. and Canada, providing a powerful forum for continuous collaboration towards the realization of mutual goals, training programs and events.

CoJDS provides financial incentives and subsidies, and an amalgam of formal and informal endeavors which together empower day school administrators towards the achievement of excellence in their roles of educational leadership.

The Consortium works in partnership with schools to formulate and apply an individualized support system tailored to each institution's distinctive character.

CoJDS has developed a variety of approaches for the assessment, evaluation, and definition of a day school's particular needs, as well as the resources necessary to facilitate and fulfill those objectives.

**New York Office**

810 Seventh Avenue, 28th floor  
New York, NY 10019  
212.259.0372

**Cedarhurst Office**

395 Pearsall Avenue  
Cedarhurst, NY 11516  
516.368.3333

[www.cojds.org](http://www.cojds.org)