

ב"ה

menachem
EDUCATION FOUNDATION

**WOMEN'S CHABAD SCHOOL
LEADERSHIP PROGRAM**

Envisioning and Achieving Excellence in Your School

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Excellence in Chinuch begins with excellent school leadership. Menachem Education Foundation is excited to announce a revitalized School Leadership Program for *mechanchos* beginning after Pesach of 5778. The yearlong program is geared towards supporting *mechanochos* in school leadership positions by offering high quality training and individualized support as they work to improve their schools. In keeping with the *horaos* of the Rebbe,* this professional development program will build on the successes of Lubavitch schools and help them achieve their unique goals.

The program combines action, reflection, and observation, with both experiential and academic study. In addition to a rigorous leadership curriculum, participants will have opportunities to reflect on what it means to be *menahelos* in Chabad schools today and compare best practices with other school leaders in practical ways. **This program is for you if you are a current or aspiring leader--whether principal, assistant principal, instructional leader, or preparing for any of those roles--in a school committed to the ideals of Chabad Chinuch.**

*...מה שכותב אודות מספר שעות הלימוד בהנ"ל [קורסין למורים], לכאורה צריך עיון, מאין יקחו זמן פנוי כ"כ, כיון שכאו"א מהם עסוק, ובודאי למותר ולהגיש עוד הפעם אשר כל הנ"ל אינו ממעט כלל בהנחיצות הכי גדולה שישתלמו מורי אנ"ש ככל האפשרי וככל המוקדם, ואין השקו"ט אלא בהאופן שאפשר להגשים הדבר בהקדם ועל צד היותר טוב...

...Regarding the amount of study hours for the above [advanced courses for educators], that seemingly, it requires consideration—where will they find so much free time, when each of them is so occupied?

It is certainly needless to emphasize again that the above does not **at all** diminish the **greatest** necessity, that Chabad educators engage in professional development, as much as possible, and as soon as possible. The question is only how to realize it, soon, and in the best manner.

אגרות קודש חלק י"ב, ע' נו

Program Overview

- In-Person Training Sessions (three training sessions over the course of 12 months, two of them during the school year and one during the summer)
- Individual Coaching (options for either monthly or biweekly coaching)
- Opportunities for networking and structured collaboration with experienced *mechanchos*
- Visits to high performing schools
- Training led by Rabbi Yossi Rosenblum as well as star *mechanchos* from around the country

PROGRAM DETAILS

1. Leadership Summits

Each summit provides the opportunity for in-person rigorous professional development, visits to high-performing schools in another city, and group networking and *farbrengen*.

Three two-day summits will take place:

- Monday & Tuesday, 1-2 Iyar 5778/April 16-17, 2018 - Pittsburgh, PA
- Summer - Crown Heights (adjacent to *Kinnus Mechanchei Chabad*)
- November/December - Los Angeles, CA

Professional development will be co-facilitated by Rabbi Yossi Rosenblum, as well as leading *mechanchos* in each city.

2. Personal Coaching

Individualized coaching with another experienced, trained principal is the key to integrating the program's gains into a principal's school and practice. Coaching will help the principal identify a key area of school

improvement or personal goal for the course of the program, and help the principal track and troubleshoot progress throughout the year. There will be two tiers of coaching to choose from:

- Monthly coaching - recommended for more seasoned principals who are utilizing the coaching as a means to anchor their training into actionable goals.
- Bi-weekly (twice a month) coaching - recommended for newer principals who are prepared to commit to reflecting on and improving their practice on a regular basis. (Will have an additional cost - see below.)

All coaches will be Chabad women leading *mosdos* from within our community, and have either experienced or are familiar with the CSLP training curriculum. Coaches will also receive MEF training and guidance in the best tools and strategies for actualizing a "coachee"'s potential. Principals will be matched to their coaches based on school type and other factors.

3. Networking and Peer Support

"תשועה ברוב עצה"

A benefit of the CSLP is the forming of a network of principals working together and building relationships with one another, so that when you need help or support you have to whom to turn. For this reason, many aspects of the program will allow for structured networking to take place.

In addition to whole group networking, principals of similar school types and demographics will be matched in a "principal peer group". Additional networking opportunities will allow for principals to address challenges unique to their school type.

Finally, you will be joined to an online network of past program alumni - forming a group of Chabad women principals from throughout North America - at the conclusion of the program.

School Visits

In between each leadership summit, principals will be visiting a local school to observe and learn best practices, encouraging networking within your specific educational community and adding to your toolbox of best practices to implement in your school.

Webinars

At least 2 webinars will take place between each leadership summit to build on and extend the training throughout the year. Possible content may include:

- Further development of topics covered in leadership summit.
- Whole group or peer group networking.
- Panels or facilitated discussions on school operations or other topics as per principal interest.
- Sharing of best practices and other learning from local school visits.

Course Topics

The program's course of study builds principals' knowledge and sharpens their skills. Examples of topics of learning focus on the following four roles within school leadership:

Role Model

- Instilling values in our students and creating a culture of *ruchnius* and joyful learning
- Articulating an inspiring school vision and goals
- Identifying and nurturing leadership in others
- Building school community around shared goals

Educator

- Setting systems of clear expectations
- Evaluating instructional practice
- *Ehov es HaBakores*: Communicating feedback effectively and performance follow-up

Communicator

- *Dibbuk Chaveirim*: Building relationships and a professional community
- Collaborating with other principals and the school management team

Administrator

- *Hatzlacha B'Zman*: Time/project/task management
- Setting clear objectives and coherent plans for complex projects
- Managing resources to complete projects
- Navigating the school community and strengthening situational problem solving
- Meeting agenda development and facilitation

RESPONSIBILITIES OF THE PARTICIPANT & HOST SCHOOL

1. By joining this program, principals commit to:
 - Six days of in person training, consisting of three two-day summits over the course of one year.
 - Monthly or bi-weekly one-on-one coaching (up to 10 or 20 sessions throughout the year).
 - At least four webinars (two webinars between each leadership summit).
 - Two local school visits (one visit between each leadership summit).
 - Being a proactive participant in a vibrant network of like-minded Chabad principals.

2. The program cost is \$5,000 per person. MEF offers an automatic subsidy bringing the cost of the program down to \$2,500 per person (with built-in monthly coaching), or \$2,800 (for bi-weekly coaching). *Additional limited scholarships are available for schools with less than 100 students or schools that are sending more than one school leader to the program.*



LEADERSHIP PROGRAM SCHEDULE

<i>Key Event</i>	<i>Dates</i>
Principal and aspiring leader applications due to MEF	8 Adar 5778 / Feb. 23, 2018
Leadership Summit 1	1-2 Iyar 5778 / April 16-17, 2018, in Pittsburgh
Leadership Summit 2	Two days in the summer, TBD, in Crown Heights
Leadership Summit 3	Two days next winter, TBD, in Los Angeles
Webinar series	At least four webinars of 90 minutes each
Local school visits	Twice, once between each leadership summit
10 or 20 coaching sessions	Ongoing throughout the school year

REFERENCES AND TESTIMONIALS

Eleven Mechanchos who graduated previous cohorts of the Chabad School Leadership Program lead in schools throughout North America. Feel free to contact these program alumni to hear more about their experience. Further references are available

Mrs. Shana Teichtel, principal of Bais Rivkah High School, Crown Heights: “A principal has to realize that there is no such thing as status quo. This program gave me the tools to think about and begin to drive positive change.”

✉ sst405@gmail.com

☎ 347-316-2255

Mrs. Chaya Rosenbluh, principal of Cheder Chabad of Monsey: “I realized that from all of the things on my plate, the one most important thing is to be in the classroom observing the teachers, and that’s something I now spend more time on.”

✉ crosenbluh@chedermonsey.org

☎ 917-755-429

Mrs. Nami Friedman, assistant principal at Yeshiva Schools, Pittsburgh: “I gained so much from the protocols and systems that we learned and practiced, which I now put into place with my teachers.”

✉ Nfriedman@yeshivaschools.com

☎ 412-596-5722

PROGRAM FACULTY

Rabbi Yossi Rosenblum *Lead Facilitator of Leadership Program*

A widely esteemed educational consultant and principal of blue-ribbon winning Yeshiva Schools of Pittsburgh, Rabbi Rosenblum acts as a senior advisor of MEF’s educational initiatives. By directing past cohorts of the Chabad School Leadership Program and individually coaching new and aspiring principals, Rabbi Rosenblum has facilitated lasting improvement in Chabad schools around the world.

Rabbi Zalman Shneur *MEF Executive Director*

A tireless activist on behalf of Jewish learning and professional education, Rabbi Shneur founded the Menachem Education Foundation in an effort to bring professionalized systems to advance Chabad education. He is widely recognized for his solutions-oriented approach to challenges and his passionate advocacy for students.

Mrs. Chanah Rose *MEF Educational Director*

Mrs. Chanah Rose has spent over a decade devoted to raising the bar of education through quality instruction and curriculum, as teacher, curriculum director, and currently Educational Director of MEF. She supports teachers and schools through professional development and programming, as well as individualized guidance and support.

Mrs. Lea New-Minkowitz *Curriculum Specialist*

Mrs. Lea Minkowitz is a teacher with experience in elementary through adult classrooms, and has completed extensive training in education and leadership, including a dual MA from NYU and a Wexner Graduate Fellowship. Curriculum specialist for the Chabad School Leadership Program since 2012, Mrs. Minkowitz currently teaches high school in Toronto.

Mrs. Zeldy Friedman *Administrator*

Mrs. Zeldy Friedman is a passionate educator as well as multi-talented administrator with experience getting quality Chinuch programming off the ground. Mrs. Friedman was a Madricha at Mayanot Institute and co-founder of Batsheva Learning Center for women. She graduated with the first cohort of MEF’s Teacher Induction Program for women, and teaches high school part-time in Crown Heights.

For more information, please contact Mrs. Chanah Rose, Program Director, at 845-304-9233 or c.rose@mymef.org.