



# PRIZMAH

Center for Jewish Day Schools

## JEWISH PHILANTHROPIC VALUES

Read the values below and select the 2 that inform your giving.

### TIKKUN OLAM: REPAIRING THE WORLD

I want to create a more just world

We are here to make a difference, to mend the fractures of the world, a day at a time, an act at a time, for as long as it takes to make it a place of justice and compassion where the lonely are not alone, the poor not without help; where the cry of the vulnerable is heeded and those who are wronged are heard. - Rabbi Jonathan Sacks

### GEMILUT CHASIDIM: COMPASSION

I give because I care about others

Anyone who gives tzedakah to a poor person with a scowl and causes him to be embarrassed, even if he gave him a thousand zuz [coins], has destroyed and lost any merit thereby. Rather, one should give cheerfully, with happiness [to do so] and empathy for his plight, as it is said (in Job 30:25), "Did I not weep for the unfortunate? Did I not grieve for the needy?"  
- Mishneh Torah, Gifts to the Poor, 10:4

### TZEDAKAH: RIGHTEOUS GIVING

Jewish tradition requires I give

[Fortune] is a wheel that revolves in the world, and in the end he or his children or his children's children might [have to] accept charity. Let no man think: "Why should I diminish my wealth by giving it to the poor?" For he should know that the money is not his, but rather [it was given to him as] a trust, with which to do the will of the One Who entrusted the funds to him.  
- Kitzur Shulchan Arukh 34:1

### AREYVUT: RESPONSIBILITY

I have an obligation to others

We read in the Haggadah that "in every generation, we are commanded to see ourselves as one leaving Egypt." This is because slavery wears a different cloak in different generations, and we have to see ourselves, see it for ourselves, and understand it in order to help those who are currently stuck in its grasp. - Rav Tiferet Berenbaum

## PHILANTHROPIC IMPACT

Place yourself on each of the following spectra based on the impact you want your giving to have in the context of this giving circle.

**SUPPORTING A SPECIFIC  
GROUP/POPULATION**

**SUPPORTING THE ENTIRE  
SCHOOL COMMUNITY**

1 2 3 4 5 6 7 8 9 10

**SUPPORTING MY  
SCHOOL'S NEEDS**

**SUPPORTING THE DAY  
SCHOOL ECOSYSTEM**

1 2 3 4 5 6 7 8 9 10

**ADDRESSING IMMEDIATE  
NEEDS**

**WORKING TOWARDS LONG  
TERM CHANGE**

1 2 3 4 5 6 7 8 9 10

## **Initiative B:**

# **RACE AND SCHOOL CULTURE**

Since the summer of 2020, there has been an international reckoning with racism. Educational leaders are grappling with how to have meaningful and appropriate discussions to facilitate building cultures of equity and belonging both internally and within our broader communities. While serving the field in this way, Prizmah is deeply committed to investing in our own organizational growth in this area.

### **Goals**

- Create deep, meaningful, and quality expressions of commitment to this work that grow out of the mission, vision, and values of each school
- Improve schools' intentional approaches to create cultures of belonging
- Understand tools and approaches that can be specifically tailored to each school's culture and community
- Increase belonging for Jews of color and their families in day school/yeshiva communities

### **Format**

- Cultures of Belonging Project Director joining the Prizmah team
- Race and School Culture Reshet - a peer-to-peer professional development community for sharing resources, asking questions, and celebrating successes
- 4 Collaborative Groups - a Prizmah Collaborative is a working group of Jewish day school leaders from multiple schools around North America working on specific goal-oriented next steps:
  - Teaching bias in an elementary school classroom
  - Developing a professional development plan around race and school culture
  - Addressing aspects of race and school culture work unique to Orthodox communities
  - Engaging stakeholders in race and school culture work
- A curated list of prestigious consultants is available to every school in the field and Prizmah pays for the first 4 hours of consultation
- Intentional curation of resources housed in Prizmah's Knowledge Center

## Stakeholders & Partners

- JFNA - Rabbi Isaiah Rothstein
- JEP - [Judith Talesnick](#)
- UJA-Federation NY - Chavie Kahn
- 47 schools and growing
- Facing History and Ourselves
- BetterLesson
- Khazbar Consulting

## **Initiative C:**

# **ORTHODOX WOMEN IN LEADERSHIP**

At Prizmah, we know with certainty that communities benefit from female role models who amplify the existing diversity of voices and range of leadership styles. Within Prizmah's network of 305 schools, 43% of the non-Orthodox schools are headed by women, though only 16% of 133 Orthodox day schools employ female heads of school. Similarly, 75% of current principal positions in Orthodox schools are held by men. In public schools, the trend is reversed - there, 56% of principals are women. Our early research uncovers a range of factors that prevent Orthodox women from stepping into leadership roles, many of which require short and long-term interventions.

This two-year pilot program will immediately create the networks, partnerships, and resources necessary to support Orthodox women who currently serve as heads of school and rising leaders, while simultaneously collecting the necessary data to foster long-term cultural change. Through cohort-based leadership programs, coaching, compensation and onboarding research, and strong organizational partnerships, we will establish a program of work that Prizmah will be honored to lead into the future.

### **Goals**

- Work together with 15 partner organizations to impact the broader Jewish day school/yeshiva field in this area
- More women will be better equipped to negotiate equitable compensation packages
- More women will be accepting, and remain in, senior leadership positions
- Women will perceive themselves as agents of change by supporting other women in developing their leadership capacity and new roles within the school
- More women will be integrated into visible speaking and role model positions in graduate school programs and other training programs
- Day school leaders will expand their perspective on who is qualified or a "good fit" for a leadership position in their schools. They will begin to recruit and cultivate early-stage career women into day school leadership roles thereby strengthening the pipeline of Jewish day school leadership
- Professional and lay leadership will see senior leadership of women in Orthodox schools as normal, commonplace, and accepted such that the gender disparity in senior leadership roles will shrink

## **Format**

There are 4 distinct, yet deeply interconnected areas of work within the Orthodox Women in Leadership portfolio including two target audiences and two research agendas.

- Programmatic target audiences: heads of school (32 in year one) and rising leaders (39 in year one)
- Research agendas are focused on: compensation packages and the cultures & conditions that impact Orthodox women taking/staying in their leadership roles

## **Stakeholders & Partners**

YU's Azrieli Graduate School of Jewish Education and Administration, the OU Women's initiative, Leading Edge, JOFA along with 20 additional organizations.

## **Initiative E:**

# **UNPACKED FOR EDUCATORS**

This innovative partnership between Prizmah and Open Door media brings together over 75 schools from across the world to learn, collaborate, and plan Israel education that is effective, honest, and engaging. The members of this new cohort have expressed deep appreciation for the top-quality resources, speakers, and opportunities to network and collaborate.

Funding would enable even more schools to participate and gain from this top-quality, easy-to-apply program with continuously updated resources, curriculum, programs, and more.

Through the Unpacked for Educators Collaborative, a community of schools will connect for professional development, networking, and expert support. During the year-long partnership program, educators will engage with the Unpacked for Educators leadership staff, the Prizmah team of educators, and each other through engaging and content-rich monthly webinars, curated educational materials, and facilitated collaboration to advance your school's educational goals on Israel education.

Unpacked for Educators believes in the power of media and experiential learning to make classrooms come alive. We supply teachers with the tools that they need to help enhance their students' learning by sharing our library of premium video products, feature films, podcasts, articles, programming, and resources.

### **Program description**

Tailored Educational Experience:

- 10 professional development webinars with top leaders in the field of Israel engagement
- Access to all of Unpacked for Educators premium educational content including:
  - Curricular outlines
  - Experiential learning activities
  - Full-length feature films
  - Three coaching calls with our education staff to help you implement learnings

- Student ambassador program