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Survey of Jewish Educational Directors and Survey of Jewish Educators: State of Washington. Questionnaires and survey commentary, 1995.

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GAMOS\$ type seaurv.wr

From: EUNICE::"74104.3335@compuserve.com" 3-APR-1995 11:18:40.92
To: Adam Gamoran <gamoran>
CC: Ellen Goldring <goldrieb@ctrvax.vanderbilt.edu>
Subj: Comments on Seattle Educators Survey

April 2, 1995

Adam & Ellen,

Here are my comments on the Seattle Survey. I use the concepts of "community add-ons" and "anchor items", the meanings of which derive from our discussions on how to use the Module with other communities (and collect the data for a national databank). While (as you said) what we discussed may not come to pass, I needed some framework in which to assess the Seattle Survey.

PLEASE do NOT pass this on (as is) to Julie and Roberta. It's not written in a style that would be received well.

Q#1 - Reasons for Entering

- We scratched this question, so I would consider it a community add-on.

Q#2 - Career

- Agree with Adam's comments - should be as it was.

Q#3 - Satisfaction

- Should be a four point Likert scale, to be comparable to our Question #20.
- "Unimportant" is not a middle value of a Satisfaction scale, it asks a separate question.
- We had added two items to the satisfaction Question (#20) that do not appear on Seattle - "Job security/tenure" and "Opportunities for career advancement".

Q#4 - Teacher Involvement

- We scratched this question, so I would consider it a community add-on.

Q#5 - Experience

- Several items are left out of each category (i.e., Supervisor and Specialist in Supplementary and Day Schools, Specialist and Division Head in Camps).
- Two categories are added: Private Tutoring & Bureau of Jewish Education. We cover private tutoring in Q#25, though we don't ask about years. THE BJE MAY BE A GOOD ADDITION TO OUR SURVEY.
- The reason for the reduction in items may be limited space on the page.

Q#6 - General Education

- Fine as is, except that coding will probably be a headache considering that they may have taught in several grades and many subjects over the years.
- DO WE CARE TO DISTINGUISH BETWEEN PRIVATE AND PUBLIC SCHOOLS FOR GENERAL EDUCATION EXPERIENCE?

Q#7 - Years in Current Setting

- Should be changed as we did in Q#4, to "working in your CURRENT

school(s)", moved to the Settings section, and asked for each position/school.

Q#8 - Years in Community
- Fine

Q#9 - Years in Jewish Education
- Fine
- WE SHOULD ADD "including this year" TO THE END OF OUR Q#6.

Q#10 - State Teaching Certificate
- Fine - community add-on. Though our Q#52 should cover this (but not necessarily as thoroughly).

Q#11 - Workshops
- This should provide us with the same info as Q#30 and Q#31.
(Note: Our Q#29 on required workshops and Q#32 on helpfulness of workshops is missing.)
- BUT, there should be at least 10 spaces, since 10% of the educators in the 3 lead communities indicated that they had taken 10 workshops
- Concern about completion: Will they remember the topics that they took over the last two years, especially if they took them at conferences like CAJE? If they don't remember what it was about will they just choose NOT to indicate it?
- Concern about analysis: What constitutes Jewish or pedagogical content? If they spend 5 minutes out of an hour on pedagogy does that count?
TYPO: According to the instructions, the fourth box on the top should read "Pedagogical [teaching] content?".

Q#12 - College or University Courses
- We scratched this one - community add-on.
- Same concerns as with Seattle Q#11.

Q#13 - Working on Degree/Certificate
- We ask about degree in Q#51. BUT Seattle's version may be too specific. What about degrees in education OR Jewish studies?
- On certification, we don't ask - community add-on.
- TYPO: Item "d" should read "A certificate in general education".

Q#14 - Maintain State Certification
- Community add-on.
- Suggestion: Should read "courses or workshops", assuming the state certification allows for approved workshops.

Q#15 - Good Workshops
-SUGGEST ADDING THIS TO OUR SURVEY. WHILE OUR Q#33 ADDRESSES THIS ISSUE, IT IS FROM A DIFFERENT PERSPECTIVE.
- Concern with completeness of the question: the items are not exclusive of each other (e.g., d, f and j, etc.), and many possible items are missing (e.g., the timing and the place of the workshop, the excitement or skills of the instructor, creating materials I can leave with, etc.).

Q#16- Informal Study
- Similar to our Q#34. Coupled with Seattle Q#12, it should yield the similar information. (Only missing a private Hebrew study group.)

Q#17 - Hebrew Proficiency

- Obviously, I like the four items.
- The four point Likert Scale and the descriptions we used are probably better. (What does "proficient" mean to an educator?)

Q#18 - Skills Desired

- A few items are missing from the Seattle that we had in the Educators Survey or added to it for principals (i.e., Child Development, Educational Leadership, School Administration, Staff Development, and the 2nd half of Curriculum and Program Development). Seattle added a couple of items (i.e., Working with Supervisor, Helping special needs kids).
- IF any questions should NOT be considered as "anchor items", I think this one (and the next) should not be an anchor item. Thus, the differences between Seattle and ours should be fine.

Q#19 - Knowledge Desired

- Slight changes - item "e" now includes Midrash; we added in "Jewish Thought", and a couple of items are worded differently.
- DITTO my suggestion for Q#18: IF any questions should NOT be considered as "anchor items", I think this one should not be an anchor item. Thus, the differences between Seattle and ours should be fine.

Q#20 - Teaching Skills Desired

- Interesting distinction, but will teachers make a distinction between this and Q#19?
- Regardless of what we asked in our Q#33 (encouragements to take more workshops), have we not been under the assumption that the Jewish content areas in which teachers want to increase their knowledge are those areas that will help them in their teaching? Should we re-examine this assumption or does it not really matter (if we assume this NOT to be an anchor item)?
- Not an anchor item? Community add-on?

Q#21 - # of positions

- Needs to be changed to "In how many Jewish SCHOOLS...". (This change would be in line with our survey and the following questions on the Seattle survey.)

Q#22 - Suitable Wage

- Fine.

Q#23 - Nature of Position

- Change from "school(s)" to "position(s)"!
- Combines our Qs #3, #10, and #12. Also adds a part on "Weeks/Year".
- The "Title" part may be problematic, if it doesn't provide the "role" info we request on Q#10.
- VERY IMPORTANT: There are NO instructions about having the first position be the one with the greatest amount of hours! As you will note below, they only ask the setting questions for the "FIRST POSITION"!

Q#24 - Tutor privately

- Fine, we ask it as part of Q#25.

Q#25 - Position Affiliation

- Do "positions" have affiliations? Otherwise, same as our Q#7.

- Q#26 - Type of Setting
- Different wording, but same as our Q#9.
- Q#27 - Subjects
- Judaica is not separated into "in English" and "in Hebrew".
- Doesn't include "Integrated kindergarten/pre-school curriculum".
- Q#28 - Curriculum
- Community add-on (good question).
- Q#29 - Like to Work Full-time
- The instructions are contradicted by the inclusion of item "c".
We avoided this by asking two separate questions.
- We changed this question to deal with "working more hours".
- Q#30- How found position
- Left out "national professional association" and changed "graduate school placement" to "through college placement or professor". However, less than half a percent had selected these items in the three lead communities.
- HOWEVER, they ONLY ask about the FIRST position, and this may NOT be the one in which they work the MOST HOURS!
- Q#31 - Help and Support
- Missing several items, most notably "Teacher resource center" and "Central agency staff".
- DITTO: only ask about 1st position (not necessarily the one with more hours).
- Q#32 - Decision to work at particular school
- Missing several items, all of which we had added.
- To be in line with previous questions, it should read "in your first position", not "in your first school or program".
- DITTO: only ask about 1st position (not necessarily the one with more hours).
- Q#33 - Encourage to Full-time
- Out of order, should be near their Q#29.
- Seattle survey drops "More Resources at Work", and keeps all the other items which we deleted.
- We changed this question to deal with "working more hours".
- Q#34 - Benefits
- Seattle survey drops "Disability benefits", and adds "Employer contribution to a dental plan" and "Maternity or paternity leave".
- We probably need to decide which ITEMS in this Question are ANCHOR ITEMS.
- Concern with completion and analysis: Seattle survey doesn't refer to any particular position. What if a teacher receives it in one position and not another? If they want teachers to answer for the sum total (that is, if they receive it at any school), this needs to be indicated.
- We added the category of "Not Available", so as to avoid confusing missing responses with not being available.
- Q#35- Jewish?
- We had decided to take out the "Convert" item, as it is not in line with Jewish values to ask that.
- Q#36 - Personal Affiliation

- We had replaced "Secular" with "Unaffiliated".

Q#37 - Synagogue Member
- Fine.

Q#38 - Teach in Synagogue
- Should not have a Question number (as done in the next two).

Q#39 - Been to Israel
- Added "How many times?"

Q#40 - Been to Israel for over 3 months
- Should be part of Q#39.
- Wording has been changed from "live" to "resided". What if you wandered from place to place for three months or more?

Q#41- Camp
- Fine.

Q#42 - Before 13
- Fine. To note: changed wording on item "b" and added "pre-school".

Q#43 - After 13
- Fine. To note: separate items for "Day school" and "yeshiva".

Q#44 - Age
- Fine

Q#45- Country of Birth
- Fine

Q#46 - Marital Status
- Fine

Q#47 - Spouse
- Fine

Q#48 - Earnings from Jewish Education
- Needs to be changed to "in Jewish schools" or "in each position" (and have two rows).

Q#49 - Family Income
- Seattle's goes lower to "Below \$15,000". WE MAY WANT TO CONSIDER DOING THE SAME.

Q#50 - Importance of Income from Jewish Education
- Needs to be changed to "from your work in Jewish schools", as we did.

Q#51 - Highest Level of Education
- Fine.

Q#52 - Rabbinical Smichah?
- Fine

Q#53 - What degrees
- Fine, except it will have the same coding difficulties as on our original survey.

Q#54 - Courses

- Fine, except will probably have the same high level of missing responses (69% or more). The problem is distinguishing between those who don't answer the question because they didn't take any courses in that area and those who simply don't answer.

Q#55 - Professional License

- Fine, but wording changes to eliminate "certification". Also, doesn't include our additions about from where?

Q#56 - Interested in Certification

- Fine, but the word "certification" is back and "license" is not used.

Q#57 - Future Plans

- As with our original survey, many of these items overlap. Though the additional items make it even more problematic. For example, the relationship of a, b, and c are unclear; d and e overlap; l overlaps with d, f, g, and h; and k overlaps with almost all of them.

The following questions are missing from the Seattle survey (Q#s are from our survey) -

- Number of students in each school (Q#8)
- All setting questions that ask for information on the second school (except for role/title, hours, grade level, subjects, affiliation, and type of setting) (Q#s 13 through 17)
- Are you a full-time Jewish educator (Q#21)
- Prefer to work more hours in one or several schools (Q#23)
- Work in informal settings (Q#25) - this is a totally new question on our survey
- Required workshops (Q#29)
- Helpfulness of workshops (Q#32)
- Encouragements to professional training (Q#33) - this is a totally new question on our survey
- Adequacy of professional training opportunities (Q#38)
- Religious Observance (Q#42)
- Synagogue Attendance (Q#43)
- Youth Group (Q#48) - this is a totally new question on our survey
- Yeshiva after 18 (Q#49) - this is a totally new question on our survey
- Currently Enrolled in Degree Program (Q#51) - this is a totally new question on our survey
- Sex (Q#54)
- Positions outside of Jewish education (Q#60) - this is a totally new question on our survey

In summary, the MOST significant (though not the only important) differences between our survey and the Seattle survey in the forming of questions are (Q#'s are Seattle's)

- Q#2 - changes to options on Career?
- on Q#30, 31, 32, and 34 - these setting questions do not ask about a second setting, and Q#23 does NOT ask them to have the first setting be where they teach the most hours.
- Q#34 on benefits, "disability benefits" is replaced with "maternity or paternity leave".
- Q#57 on Future Plans contains too much overlap among the items

In summary, the most significant omissions of whole questions are (Q#'s are ours)

- Required workshops (Q#29)
- Religious Observance (Q#42)
- Synagogue Attendance (Q#43)
- Sex (Q#54)

Of course, these judgements depend on what we consider the "anchor items" to be.

In summary, based on the Seattle survey, I suggest we consider the following:

1. Add the BJE item to our Q#26 on experience (if the space is available - if not, we may want to consider combining other items).
2. Do we want to distinguish between private and public schools in regards to experience in general education (Q#27)?
3. Add "including this year" to the end of Q#6 on years in Jewish education.
4. Add Seattle question on qualities of good workshops (their Q#15) to our survey. Perhaps, replace our question #32 (on workshop helpfulness) with this question.
5. On Total Family Income (Q#58), extend the range downward so that the lowest is "Below \$15,000".

I didn't get to Seattle's Educational Leaders survey, yet.
Bill

From: EUNICE::"74104.3335@compuserve.com" 3-APR-1995 11:45:00.30
To: Adam Gamoran <gamoran>
CC: Ellen Goldring <goldrieb@ctrvax.vanderbilt.edu>
Subj: Seattle's Educ. Directors Survey

April 3, 1995

Adam & Ellen,

Here are my comments on Seattle's EDUCATIONAL DIRECTORS survey. I only went through this BRIEFLY, focusing on those questions which are in addition to the ones included in the educators survey. Thus, most of my

comments on Seattle's' educators survey applies to this one as well.

1. Our questions #3 & #4 have been collapsed into Seattle's Q#4. Many of the items have been eliminated (especially in regard to lay leaders). In their place are two items on educational directors interactions with colleagues outside their school. Also, the term "teachers" is used instead of "staff members / teachers".

2. Seattle Q#33 (enhancing overall effectiveness) adds the item "additional professional development opportunities".

3. Seattle Q#36 (time spent on...) adds the item "working with school committees and boards".

It ALSO changes the question to a three point Likert scale and (slightly) the nature of the question by asking about "too much time, etc", as opposed to "Satisfied, etc.". The judgement as to what the "right amount" of time is may be different from being "satisfied/unsatisfied" with either having to spend that much time or only having that little amount of time to spend on the activity in question.

4. Our Questions #5 (on regard for Jewish education), #13 (reasons for professional development), #18 (assessment of opportunities for teacher professional growth), and #26 (on Rabbi's or supervisor's involvement) are omitted.

Again, most comments made on Seattle's educator survey apply here. For instance, questions on required # of workshops, religious observance, synagogue attendance and sex are omitted.

Bill

From: EUNICE::"74104.3335@compuserve.com" 3-APR-1995 11:18:41.77
To: Adam Gamoran <gamoran>
CC: Ellen Goldring <goldrieb@ctrvax.vanderbilt.edu>
Subj: On Seattle

Adam & Ellen,

The following (or preceding?) e-mail are my comments on the Seattle survey. I went question by question, and thus in detail. At the very end, I list what I consider to be the most significant differences between our survey and the Seattle survey. My main consideration was the comparability of data to what we already have from the three lead communities (not additional data/questions that we added to our survey).

Also, at the very end, are a summary of my suggestions for revisions to the CIJE survey - the only one I feel strongly about is adding the words "including this year" to the end of Q#6.

Bill

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From: EUNICE::"GOLDRIEB@ctrvax.Vanderbilt.Edu" 3-APR-1995 22:52:14.11

To: gamoran

CC: 74104.3335@compuserve.com

Subj: my comments on Seattle Questionnaires:additions and emphases to Bill's

Comments on Seattle Questionnaire:

After looking at the Seattle Questionnaire, I basically felt it is just a different questionnaire with different emphases than ours.

My general comments is that their questionnaire is very difficult to answer, and will be even more difficult to code and use. If these questionnaires are going to be used again then we really need to worry about compatibility.

First, I'm going to focus on a few things they did that we should incorporate:

I
n their directions, when appropriate, asking for number of years they say, "including this year". I think that is a good idea and helps clarify and put everyone in the same mindset. We should incorporate this in all questions where appropriate.

On our question 26, for Preschool, we should add Jewish Preschool, also do we want to add the category Bureau of Jewish Education, as they did?

We don't ask if the educators are currently working on a certificate (their question 13, see our q. 51).

We don't ask
their question 14, which I also think is good, I would incorporate both of these.

We don't ask what they like about workshops or courses (their quest. in 15), although I do not think it is crucial and worth the added length, I'm not sure how useful this would be for change. We could ask Gail and Barry if they like this question, or our question about helpfulness of workshops.

Something to think about, they added q. 20, which is teaching skills in the content areas? I'm not
sure this level of detail is
crucial and will really be different from their Q. 19.

Added to list of benefits: dental and maternity/paternity leave?
I'm not sure how important they are.

Do we want to ask how many times the educator has been to Israel?
(their q. 39)

Other feedback on their questions: (I will try not to repeat what Bill said so just highlight the issues that I would emphasize:)

I worry about the length, for example, Q. 3 is a very long list, we cut many of the se.

Q. 4 I would advise against a 5 point scale, too many people tend to be "neutral".

Q. 8 We changed the wording a bit for clarity, working in Jewish Education in this community...

Q 10 A typo, word "check" is missing. Again, I'm not sure this level of detail is important (unless there is some specific reason the community wants it).

11-12 I feel pretty strongly that these questions are extremely difficult to answer, extremely difficult to code and analyze. The stem is too ambiguous to know what "relevant to your work" would mean, so someone may have a shorter or longer list depending on interpretation, in addition, what is a course, compared to a workshop, how many credits is a course? etc.

16 I do not like this question, or should I say, it isn't worth the added space (it is like motherhood and apple pie).

26. I'm not sure of the terms 2-4 day RELIGIOUS school, some denominations never use that terms, I would delete.

27. They do not have our addition of integrated pre-or k

31. They may want to expand this list

34. I strongly suggest they include a specific response, "Not Available" so they know how to code missing versus not available

53. I like our framework for asking respondents for degrees/majors.

54. Again, I question the usefulness of this type of information, what is a course? 1 credit, no credit, it seems they also have covered this previously.

57. This is also very difficult to respond to, there are overlapping responses and distinctions are very vague.

I worry more about questions we include that they do not:
Especially: required workshops,
emphases on our survey of second schools (benefits, etc),
our q. 25- work in informal education,
our q. 38-adequacy of in-service,
our q. 49-attending Yeshiva,
our q. 60-other employment activities

Seattle Ed. Leaders Survey Additional Comments to Bill's:

If they are keeping q. 13, they should include, "A degree in school administration/leadership/supervision," and "A certificate in administration/supervision".

Similarly, missing reference to administration/leadership in their Q. 57.



SURVEY OF JEWISH EDUCATIONAL DIRECTORS: State of Washington

I. ATTITUDES

This group of questions asks you to share your perceptions on Jewish education and your role as a Jewish educational director or principal.

1. People choose to become Jewish educators for many reasons. From the following, please check the **three** most important reasons you chose to become a Jewish educator.

Check *three* of the following

- | | |
|--|--------------------------|
| a. I was good at teaching others | <input type="checkbox"/> |
| b. I felt comfortable in Jewish settings | <input type="checkbox"/> |
| c. It is important to serve the Jewish community | <input type="checkbox"/> |
| d. I enjoyed working with young children | <input type="checkbox"/> |
| e. I was qualified for this work | <input type="checkbox"/> |
| f. The money I could make | <input type="checkbox"/> |
| g. The professional benefits I could receive | <input type="checkbox"/> |
| h. The colleagues I would work with | <input type="checkbox"/> |
| i. The hours I could work | <input type="checkbox"/> |
| j. The intellectual stimulation I could get | <input type="checkbox"/> |
| k. I was good at administration | <input type="checkbox"/> |
| l. I was inspired by another Jewish educator | <input type="checkbox"/> |
| m. The spiritual growth I could experience | <input type="checkbox"/> |

2. I think of my work as an educational director as a: [Please check **one**]

- | | |
|--------------------------|-----------------------|
| <input type="checkbox"/> | a. Career |
| <input type="checkbox"/> | b. Job |
| <input type="checkbox"/> | c. Volunteer activity |

☐

3. The following items deal with various aspects of involvement in Jewish education. Please indicate how **satisfied** you are with **each** item.

Check one response for <i>each</i> item	Satisfied	Unimportant	Dissatisfied
a. Support I receive from my supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Support I receive from my colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Being a part of the Jewish community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Opportunity to excel at something I do well	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Working with dedicated teachers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Salary I receive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Benefits available to me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Opportunity to grow intellectually	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Opportunity to grow spiritually	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Respect I receive as an educator	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Number of hours I work each week	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Enthusiasm of youth for Judaism	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Working with parents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Working with school committees, boards	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Other [specify]: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. The following items refer to **involvement** of yourself and others in **your school**. Please indicate to what extent you **agree** with each of the following statements.

CHECK ONE RESPONSE FOR EACH ITEM	AGREE STRONGLY	AGREE	NEUTRAL	DISAGREE	DISAGREE STRONGLY
a. Teachers <i>should</i> participate in defining school goals and priorities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Teachers <i>do</i> participate in defining school goals and priorities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Teachers <i>should</i> participate in curriculum planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Teachers <i>do</i> participate in curriculum planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Lay leaders <i>should</i> participate in defining school goals and objectives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Lay leaders <i>do</i> participate in defining school goals and objectives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Educational directors <i>should</i> interact with colleagues outside their school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Educational directors <i>do</i> interact with colleagues outside their school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

PLEASE GO ON TO NEXT PAGE.

II. EXPERIENCE

5. For each of the following Jewish settings, indicate the total **number of years** you served in each. If you have *not* served in a position, you may leave the box blank.

SETTING	POSITION	NUMBER OF YEARS
Supplementary Schools	Aide	
	Teacher	
	Principal	
	Other:	
Day Schools	Aide	
	Teacher	
	Principal	
	Other:	
Jewish Day or Residential Camps	Counselor	
	Unit Leader	
	Director	
	Other:	
Jewish Preschools	Aide or Asst. Teacher	
	Teacher	
	Principal or director	
	Other:	
Jewish Community Centers	Group Leader or Teacher	
	Program Director	
	Department Head	
	Director	
	Other:	
Youth Work	Group Advisor	
	Youth Director	
	Other:	
Private Tutoring	Hebrew	
	Bar/Bat Mitzvah	
	Other:	
Bureau of Jewish Education	Director	
	Staff or Consultant	
Adult Education	Teacher	
	Program Director	
	Other:	

6. Have you ever worked in a **public** or **non-Jewish private** school? [Please check one]

a. Public school

Yes

No

b. Private or parochial school

Yes

No

If yes,

Public School

**Private/Parochial
School**

c. How many years as a teacher?

d. How many years as an administrator?

7. How many years have you been employed in your **CURRENT** setting, including this year?

years in my current setting.

8. How many years have you been working in **THIS JEWISH COMMUNITY**, including this year?

years in my current community

9. What is the **TOTAL** number of years you have worked in the field of Jewish education, including this year?

total years in Jewish education

10. Do you hold a **state teaching** or **administrative certificate**? Please check all that apply.

a. Yes, I hold a teaching certificate in Washington.

☐

b. Yes, I hold a teaching certificate in another state.

☐

c. Yes, I hold a teaching certificate in another country.

☐

d. Yes, I hold an administrator's certificate in Washington.

☐

e. Yes, I hold an administrator's certificate in another state.

☐

f. Yes, I hold an administrator's certificate in another country.

☐

g. No, I do not hold a state teaching certificate.

☐

h. No, I do not hold a state administrator's certificate.

☐

III. PROFESSIONAL DEVELOPMENT

11. In the space below, please list **WORKSHOPS** you attended during the past two years. Indicate number of contact hours for each. Also, indicate with a check if each contained *Jewish content* and/or *leadership [administrative] content*. Finally, indicate with a check if you *received money* [stipend, tuition, bonus, salary increment, etc.] to attend from your federation, central agency, school, or congregation.

Topic of workshop or continuing education activity	Number of contact hours?	Jewish content?	Leadership content?	Receive money?
a.	_____ [# of hours]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b.	_____ [# of hours]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c.	_____ [# of hours]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d.	_____ [# of hours]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e.	_____ [# of hours]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f.	_____ [# of hours]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g.	_____ [# of hours]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you have attended more than nine workshops in the past two years, please list the additional ones on the back of this page.

12. In the space below, please list all college or university **COURSES** you have taken in the past *two years* that are relevant to your work as a Jewish educator. Indicate with a check if the course contained *Jewish content* and/or *leadership [administrative] content*. If the course contained neither, do not list it. Indicate with a check if you *earned credit* toward a degree or continuing education units and if you *received money* [tuition, bonus, salary increase, etc.] from your federation, central agency, school, or congregation to attend.

Name of Course	Jewish content	Leadership content	Earned credit	Received money
a.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you have taken more than seven courses in the past two years, please list the additional ones on the back of this page.

13. If you are currently working on a degree or certificate in the following categories, please **check** appropriate box.

- ☐ a. A **degree** in Jewish education
- ☐ b. A **certificate** in Jewish education
- ☐ c. A **degree** in Jewish studies
- ☐ d. A **degree** in general education

14. How proficient are you in **HEBREW**? Check one for each category.

	Speaking	Read and understand	Read to pronounce [decoding]	Writing
Very proficient	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Somewhat proficient	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Not proficient	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

15. We are interested in what you think makes for a **GOOD WORKSHOP** or **COURSE**. When you take a workshop or course, what are the three most important things to you? Please check only *three choices*.

- a. I have an opportunity to be with other Jewish educators. ☐
- b. I meet new people with whom I can talk about Jewish education. ☐
- c. I increase my knowledge about Jewish content. ☐
- d. I learn new ways to think about what happens in my school. ☐
- e. I learn how to work with teachers better. ☐
- f. I learn about how to manage my school better. ☐
- g. I learn how to relate to parents better. ☐
- h. I learn politically effectiveness as an educational director. ☐
- i. I learn how to organize my professional life better. ☐
- j. I learn things I can use immediately in my school. ☐
- k. Other: _____ ☐

16. For the following statements, please **check** those that apply to you. If you did none of the following during the past **twelve [12] months**, skip to the next item.

- a. I participated in a course sponsored by a congregation, JCC, or kollel. ☐
- b. I read one or more books about Judaism. ☐
- c. I regularly read one or more journals about Judaism or Jewish education. ☐
- d. I studied Hebrew on my own. ☐
- e. I met regularly with others to discuss Torah or educational issues. ☐
- f. I attended three or more lectures with a Jewish and/or educational focus. ☐

17. Do you take courses to maintain **state certification**? ☐ Yes ☐ No

18. We are interested in what skills you would like to develop further. From the list below, **check** the **three skills** you are most interested in strengthening. *Please check only three items.*

<input type="checkbox"/>	School management	<input type="checkbox"/>	Working with supervisor[s]
<input type="checkbox"/>	Lesson planning	<input type="checkbox"/>	Working with teachers
<input type="checkbox"/>	Curriculum development	<input type="checkbox"/>	Helping others teach well
<input type="checkbox"/>	Creating materials	<input type="checkbox"/>	Working with parents
<input type="checkbox"/>	Communicating effectively	<input type="checkbox"/>	Helping special needs kids

19. We are interested in the areas in which you would like to increase your knowledge. **Check** the **three areas** you most wish to strengthen.

<input type="checkbox"/>	a. Hebrew Language
<input type="checkbox"/>	b. Jewish customs and ceremonies
<input type="checkbox"/>	c. Israel and Zionism
<input type="checkbox"/>	d. Jewish history
<input type="checkbox"/>	e. Bible and Midrash
<input type="checkbox"/>	f. Synagogue skills and the Siddur
<input type="checkbox"/>	g. Halachah, Talmud, Codes, Responsa
<input type="checkbox"/>	h. Other, specify _____

20. Overall, how adequate are the opportunities for your **professional growth** in your community?

<input type="checkbox"/>	a. Very adequate
<input type="checkbox"/>	b. Somewhat adequate
<input type="checkbox"/>	c. Somewhat inadequate
<input type="checkbox"/>	d. Very inadequate

IV. SETTINGS

The items in this section ask you questions about your work in Jewish educational settings. Many Jewish educators work in more than one position in the same school or congregation; others work in more than one position in different schools. For this survey, a **POSITION** refers to the work you do under a **SINGLE CONTRACT**. If you do different kinds of work as part of a single contract, consider it a single position.

21. In how many **Jewish educational positions** do you work, **not** including private tutoring?

22. If you work in more than one position, do you do so primarily to earn a **SUITABLE WAGE**? Please **check** one.

☐ Yes☐ No

23. For each **position** you hold, indicate its title, how many **hours per week** you work in it, and how many **weeks per year** you work.

	TITLE	HOURS PER WEEK	WEEKS PER YEAR
1:			
2:			
3:			
4:			

24. Do you **tutor** students **privately**?

☐ Yes☐ No

25. What is the **ORIENTATION** of the school or agency where you hold an educational leadership position? Please **check** the appropriate response.

☐

a. Reform

☐

b. Conservative

☐

c. Traditional

☐

d. Orthodox

☐

e. Reconstructionist

☐

f. Community

☐

g. Other

26. Which of the following **best** describes in what type of **SCHOOL** or **PROGRAM** you work? Please indicate type for each position you hold.

Type of school or program	First position	Second position	Third position	Fourth position
a. Day school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. One day/week school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. 2-4 day religious school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Preschool	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Adult education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Tutoring	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

27. Which of the following best describes your leadership role? Please check **one** appropriate response for each **administrative** position.

Leadership Role	First school	Second school	Third school
a. Head of day school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Department chair at day school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Preschool Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Principal of supplementary school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Special education director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Central agency director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Central agency administrator	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Director of adult ed. program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

28. Please check the statement that **best describes** the **curriculum** in your first school.

- ☐ a. Teachers are given general topics to cover.
- ☐ b. Teachers are given topics and specific books to cover.
- ☐ c. Teachers are given goals for their classes.
- ☐ d. Teachers are given goals and objectives for their classes.
- ☐ e. My school has a comprehensive, written curriculum for **some** grade levels.
- ☐ e. My school has a comprehensive, written curriculum for **all** grade levels.

29. If you are presently working **part-time** and had the opportunity to work **full-time**, would you be willing to do so? Please **check** response that best reflects your opinion.

- ☐ a. Yes, I would like to work full-time in Jewish education.
- ☐ b. No, I prefer to work part-time in Jewish education.
- ☐ c. I am already employed full-time in Jewish education.

30. How did you find your **current position**? If you are working in more than one position, indicate how you secured the position you have listed above as your first.

Please check the choice that *best* applies to you.

- ☐ a. Central agency for Jewish education
- ☐ b. Through a friend or mentor
- ☐ c. Recruited by the school
- ☐ d. Newspaper advertisement
- ☐ e. Through college or university placement center
- ☐ f. National professional association
- ☐ g. I personally contacted the school or program.
- ☐ h. Other: _____

31. To what extent do you receive **help** and **support** from the following in your **first** position?

	OFTEN	SOMETIMES	NEVER	N/A
a. Supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Teachers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. University faculty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Rabbi	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Other principals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Central agency staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

32. Please indicate the factors that **affected your decision** to work in your first school. Check all that apply.

☐ a. Hours and days available for work

☐ b. Salary

☐ c. Location of school

☐ d. Friends who teach there

☐ e. Reputation of school and students

☐ f. Located in my synagogue

☐ g. Religious orientation

33. Please indicate which **two** of the following would most enhance your **overall effectiveness** as an educational leader.

☐ a. Additional staff or clerical assistance

☐ b. Additional funding for programs

☐ c. Additional funding for resources

☐ d. Additional professional staff

☐ e. Consulting assistance

☐ f. Additional professional development opportunities

☐ g. Other: _____
Please specify

34. If you are currently working **part-time**, which of the following factors would encourage you to work **full-time**? Please rank only the **three most important** factors by writing 1, 2, or 3 next to your choice.

- ☐ a. Salary
- ☐ b. Benefits
- ☐ c. Job security, tenure
- ☐ d. Career development, advancement
- ☐ e. More job opportunities
- ☐ f. Having a greater background in Judaica
- ☐ g. Having a greater background in Hebrew
- ☐ h. Having a greater educational background
- ☐ i. Working with colleagues on a regular basis
- ☐ j. A change in my family's status, e.g., children grown.
- ☐ k. Availability of training opportunities
- ☐ l. Other: _____

35. Of the following **benefits**, which are **available** to you and which do you **receive**? Check all that apply.

	Available	Receive
a. Free or reduced tuition for your children at your school	<input type="checkbox"/>	<input type="checkbox"/>
b. Free or reduced tuition for yourself at college or university	<input type="checkbox"/>	<input type="checkbox"/>
c. Free or reduced membership at your synagogue	<input type="checkbox"/>	<input type="checkbox"/>
d. Synagogue privileges such as High Holiday tickets	<input type="checkbox"/>	<input type="checkbox"/>
e. Childcare on the premises	<input type="checkbox"/>	<input type="checkbox"/>
f. Money to attend conferences and/or continuing education	<input type="checkbox"/>	<input type="checkbox"/>
g. Sabbatical leave [full or partial compensation]	<input type="checkbox"/>	<input type="checkbox"/>
h. Employer contribution to health plan	<input type="checkbox"/>	<input type="checkbox"/>
i. Employer contribution to dental plan	<input type="checkbox"/>	<input type="checkbox"/>
j. Maternity or paternity leave	<input type="checkbox"/>	<input type="checkbox"/>
k. Pension benefits	<input type="checkbox"/>	<input type="checkbox"/>
j. Other: _____	<input type="checkbox"/>	<input type="checkbox"/>

36. Please indicate whether you feel you spend too much, the right amount, or not enough time on each of the following activities:

	Too much time	Right amount	Too little time
a. Curriculum and program development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Public relations, marketing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Parent relations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Teacher and staff supervision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Staff professional development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Recruitment of new teachers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Overall school management and budget	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Fundraising and resource development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Working with school committees and boards	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

PLEASE GO ON TO NEXT PAGE.

V. BACKGROUND AND PREPARATION

37. Check the statement that best describes you:

- ☐ a. I am Jewish
- ☐ b. I am an adult convert to Judaism
- ☐ c. I am presently studying to convert
- ☐ d. I am not Jewish

38. At the present time, which of the following best describes you?

- ☐ a. Orthodox
- ☐ b. Traditional
- ☐ c. Conservative
- ☐ d. Reform
- ☐ e. Reconstructionist
- ☐ f. Secular
- ☐ g. Other: _____

39. Are you currently a member of a synagogue? ☐ Yes ☐ No
If yes,

40. Are you an educator in the synagogue where you are a member? ☐ Yes ☐ No

41. Have you ever been to Israel? ☐ Yes ☐ No
If yes,
How many times?

42. Have you ever resided in Israel for three months or more? ☐ Yes ☐ No

43. Before age 18, did you attend a Jewish camp with mainly Jewish programming? ☐ Yes ☐ No
If yes,
How many summers?

44. What kind of **formal Jewish education** did you receive **before you reached age thirteen**? Please check *all* that apply.

- ☐ a. One-day per week school
- ☐ b. Midweek congregational school or Talmud Torah
- ☐ c. Day school
- ☐ d. Preschool
- ☐ e. School in Israel
- ☐ f. None
- ☐ g. Other: _____
Please specify

45. What kind of **formal Jewish education** did you receive during high school? Please check *all* that apply.

- ☐ a. One-day per week school or confirmation class
- ☐ b. Mid-week congregational school/high school
- ☐ c. Day school
- ☐ d. Yeshiva
- ☐ e. School in Israel
- ☐ f. None
- ☐ g. Other: _____
Please specify

46. What is your **age**? Please check the response that fits you.

- | | | | |
|--------------------------|------------|--------------------------|---------|
| <input type="checkbox"/> | 25 or less | <input type="checkbox"/> | 46 - 50 |
| <input type="checkbox"/> | 26 - 30 | <input type="checkbox"/> | 51 - 55 |
| <input type="checkbox"/> | 31 - 35 | <input type="checkbox"/> | 56 - 60 |
| <input type="checkbox"/> | 36 - 45 | <input type="checkbox"/> | over 60 |

47. Where were you **born**?

☐

a. USA

☐

b. Canada

☐

c. Israel

☐

d. Other: _____
[Please specify country]

48. What is your **marital status**?

☐

a. Single, never married

☐

b. Married

☐

c. Separated

☐

d. Divorced

☐

e. Widowed

49. If you are married, is your **spouse** Jewish?

☐ Yes

☐ No

50. What are your **annual earnings** from your work as a **Jewish educator**?

☐

a. Less than \$5,000

☐

b. \$5,000 - \$9,999

☐

c. \$10,000 - \$14,999

☐

d. \$15,000 - \$19,999

☐

e. \$20,000 - \$24,999

☐

f. \$25,000 - \$29,999

☐

g. \$30,000 - \$39,999

☐

h. \$40,000 - \$49,999

☐

i. \$40,000 - \$49,999

☐

j. \$50,000 - \$59,999

☐

j. \$60,000 - \$69,999

☐

j. Over \$70,000

51. What is your **total family income**?

- ☐ Below \$15,000
- ☐ \$15,000 - \$29,999
- ☐ \$30,000 - \$44,999
- ☐ \$45,000 - \$59,999
- ☐ \$60,000 - \$74,999
- ☐ \$75,000 - \$89,999
- ☐ Over \$90,000

52. How **important** to your household is the **income** you receive from Jewish education? Please check one.

- ☐ a. It is the main source of income
- ☐ b. It is an important source of **additional** income
- ☐ c. It is insignificant

53. What is the **highest level of education** that you have completed? Please check one.

- ☐ a. Some high school
- ☐ b. High school graduate
- ☐ c. Some college
- ☐ d. Certificate from one- or two-year teacher training institute
- ☐ e. Associate degree [community college]
- ☐ f. College graduate [BA, BS, etc.]
- ☐ g. Masters degree [MA, MS, etc.]
- ☐ h. Doctoral degree [EdD, PhD, etc.]

54. Do you have rabbinical smichah?

☐ Yes

☐ No

55. What higher education **degrees** do you hold? Please list each degree and your major[s] in that degree.

Degree	Major
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

56. How many **college** [undergraduate and graduate] **courses** have you taken in each of the following? If you do not remember the exact number, please estimate.

SUBJECT	NUMBER OF COURSES
a. Judaica or Jewish studies	_____
b. Hebrew language	_____
c. Jewish communal service	_____
d. Jewish education	_____
e. School administration	_____
e. General education	_____

57. Do you hold a **professional license** or certification in:

a. Teaching in Jewish Education	<input type="checkbox"/> Yes	<input type="checkbox"/> No
b. Teaching in General Education	<input type="checkbox"/> Yes	<input type="checkbox"/> No
c. Other: _____	<input type="checkbox"/> Yes	<input type="checkbox"/> No

58. If a course of study leading to a **certificate in Jewish education administration** were offered, would you be interested?

<input type="checkbox"/> Yes	<input type="checkbox"/> No
------------------------------	-----------------------------

59. Which of the following **best** describes your **career plans** over the next two years?
Please check *one* response.

- ☐ I plan to continue what I am doing.
- ☐ I plan to continue what I am doing but increase my hours.
- ☐ I plan to continue what I am doing but increase my responsibilities.
- ☐ I plan to return to teaching.
- ☐ I plan to become an administrator in an additional school.
- ☐ I plan to become an administrator in a different school.
- ☐ I plan to secure a position in Jewish education, but not in a school.
- ☐ I plan to explore positions similar to the one I now hold.
- ☐ I plan to move to another community to advance my career.
- ☐ I plan to seek a position outside Jewish education.
- ☐ I plan not to work.
- ☐ I plan to retire.
- ☐ Other, please specify: _____

THANK YOU VERY MUCH FOR COMPLETING THIS SURVEY!

SURVEY OF JEWISH EDUCATORS: State of Washington

I. ATTITUDES

This group of questions asks you to share your perceptions on Jewish education and your role as a Jewish educator.

1. People choose to become Jewish educators for many reasons. From the following, please check the **three** most important reasons you chose to become a Jewish educator.

Check **three** of the following

- | | |
|--|--------------------------|
| a. I was good at teaching others | <input type="checkbox"/> |
| b. I felt comfortable in Jewish settings | <input type="checkbox"/> |
| c. It is important to serve the Jewish community | <input type="checkbox"/> |
| d. I enjoyed working with young children | <input type="checkbox"/> |
| e. I was qualified for this work | <input type="checkbox"/> |
| f. The money I could make | <input type="checkbox"/> |
| g. The professional benefits I could receive | <input type="checkbox"/> |
| h. The colleagues I would work with | <input type="checkbox"/> |
| i. The hours I could work | <input type="checkbox"/> |
| j. The intellectual stimulation I could get | <input type="checkbox"/> |
| k. The spiritual growth I could experience | <input type="checkbox"/> |
| l. I was inspired by another Jewish educator | <input type="checkbox"/> |

2. I think of my work in Jewish education as a: [Please check **one**]

- | | |
|--------------------------|-----------------------|
| <input type="checkbox"/> | a. Career |
| <input type="checkbox"/> | b. Job |
| <input type="checkbox"/> | c. Volunteer activity |



3. The following items deal with various aspects of involvement in Jewish education. Please indicate how **satisfied** you are with **each** item.

Check one response for <i>each</i> item	Satisfied	Unimportant	Dissatisfied
a. Support I receive from my supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Support I receive from my colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Being a part of the Jewish community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Opportunity to excel at something I do well	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Working with young people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Salary I receive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Benefits available to me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Opportunity to grow intellectually	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Opportunity to grow spiritually	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Respect I receive as an educator	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Number of hours I work each week	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Enthusiasm of youth for Judaism	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Interaction with parents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Interaction with committees/boards	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. The following items refer to **teacher involvement** in **your school**. Please indicate to what extent you **agree** with each of the following statements.

Check one response for <i>each</i> item	Agree strongly	Agree	Neutral	Disagree	Disagree strongly
a. Teachers <i>should</i> participate in defining goals and priorities at my school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Teachers <i>do</i> participate in defining goals and priorities at my school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Teachers <i>should</i> participate in curriculum planning at my school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Teachers <i>do</i> participate in curriculum planning at my school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Teachers <i>should</i> interact with colleagues within my school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Teachers <i>do</i> interact regularly with colleagues within my school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

II. EXPERIENCE

5. For each of the following **Jewish** settings, indicate the total **number of years** [including this year] you served in each. If you have *not* served in a position, you may leave the box blank.

Setting	Position	Number of Years
Supplementary Schools	Aide	
	Teacher	
	Principal	
	Other:	
Day Schools	Aide	
	Teacher	
	Principal	
	Other:	
Jewish Day or Residential Camps	Counselor	
	Unit Leader	
	Director	
	Other:	
Jewish Preschools	Aide or Asst. Teacher	
	Teacher	
	Principal or director	
	Other:	
Jewish Community Centers	Group Leader or Teacher	
	Program Director	
	Department Head	
	Director	
	Other:	
Youth Work	Group Advisor	
	Youth Director	
	Other:	
Private Tutoring	Hebrew	
	Bar/Bat Mitzvah	
	Other:	
Bureau of Jewish Education	Director	
	Staff or Consultant	
Adult Education	Teacher	
	Program Director	
	Other:	

6. Have you ever taught in **public** or **non-Jewish private schools**? [Please check appropriate response]

a. Public School ☐ Yes ☐ No

b. Private or parochial school ☐ Yes ☐ No

If yes,

	Public School	Private or Parochial School
c. How many years?	<input type="text"/>	<input type="text"/>
d. What grade levels?	<input type="text"/>	<input type="text"/>
e. What subjects?	<input type="text"/>	<input type="text"/>

7. How many years have you been employed in your **CURRENT** setting, including this year?

years in my current setting.

8. How many years have you been working in **THIS JEWISH COMMUNITY**, including this year?

years in this Jewish community.

9. What is the **TOTAL** number of years you have worked in the field of Jewish education, including this year?

total years in Jewish education.

10. Do you hold a **state teaching certificate**? Please all that apply.

a. Yes, I hold a teaching certificate in Washington. ☐

b. Yes, I hold a teaching certificate in another state. ☐

c. Yes, I hold a teaching certificate in another country. ☐

d. No, I do not hold a state teaching certificate. ☐

PLEASE GO ON TO THE NEXT PAGE.

III. PROFESSIONAL DEVELOPMENT

11. In the space below, please list **WORKSHOPS** you attended during the past two years. Indicate whether or not each contained Jewish and/or pedagogical [teaching] content. If it contained either or both, check the appropriate box[es]. Indicate the number of contact hours you spent at the workshop and whether you received money [stipend, tuition, bonus, salary increment, etc.] to attend from your federation, central agency, school, or congregation.

Topic of workshop or continuing education activity	Number of contact hours?	Jewish content?	Pedagogy [teaching] content?	Receive money?
a.	<u> </u> [# of hours]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b.	<u> </u> [# of hours]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c.	<u> </u> [# of hours]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d.	<u> </u> [# of hours]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e.	<u> </u> [# of hours]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f.	<u> </u> [# of hours]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g.	<u> </u> [# of hours]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h.	<u> </u> [# of hours]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i.	<u> </u> [# of hours]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you have attended more than nine workshops in the past two years, please list the additional ones on the back of this page.

12. In the space below, please list all college or university **COURSES** you have taken in the past two years that are *relevant to your work* as a Jewish educator. If the course contained Jewish content, pedagogical [teaching] content, you earned credit toward a degree or continuing education units, or you received money [tuition, bonus, salary increase, etc.] from your federation, central agency, school, or congregation to attend, please **check** appropriate box.

Name of Course	Jewish content?	Pedagogy [teaching] content?	Earned credit?	Received money?
a.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you have taken more than nine courses in the past two years, please list the additional ones on the back of this page.

13. If you are currently working on a **degree** or **certificate** in the following categories, please **check** all appropriate boxes.

- ☐ a. A **degree** in Jewish education
- ☐ b. A **certificate** in Jewish education
- ☐ c. A **degree** in Jewish studies
- ☐ d. A **degree** in general education

14. Do you take courses to **maintain** state certification?

☐ Yes

☐ No

15. We are interested in what you think makes for a **good workshop or course**. When you take a workshop or course, what are the **three** most important things to you? Please check only *three choices*.

- ☐ a. I have an opportunity to be with other Jewish educators.
- ☐ b. I meet new people with whom I can talk about Jewish education.
- ☐ c. I increase my knowledge about Jewish content.
- ☐ d. I learn new ways to think about what happens in my classroom.
- ☐ e. I learn how to teach Jewish content.
- ☐ f. I learn about how to manage my classroom better.
- ☐ g. I learn how to relate to parents better.
- ☐ h. I learn how to be more politically effective as an educator.
- ☐ i. I learn how to organize my professional life better.
- ☐ j. I learn things I can immediately use in my classroom.
- ☐ k. Other: _____

16. For the following statements, please **check** those that apply to you. If you did none of the following during the past **twelve [12] months**, skip to the next item.

- ☐ a. I participated in a course sponsored by a congregation, JCC, or kollel.
- ☐ b. I read one or more books about Judaism.
- ☐ c. I regularly read one or more journals about Judaism or Jewish education.
- ☐ d. I studied Hebrew on my own.
- ☐ e. I met regularly with others to discuss Torah or educational issues.
- ☐ f. I attended three or more lectures with a Jewish and/or educational focus.

17. How proficient are you in **Hebrew**? Check one for each category.

	Speaking	Read and understand	Read to pronounce [decoding]	Writing
Very proficient	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Somewhat proficient	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Not proficient	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

18. We are interested in what skills you would like to develop further. From the list below, **check the three skills** you are most interested in strengthening. *Please check only three items.*

<input type="checkbox"/>	Classroom management	<input type="checkbox"/>	Working with supervisor[s]
<input type="checkbox"/>	Lesson planning	<input type="checkbox"/>	Motivating children to learn
<input type="checkbox"/>	Curriculum development	<input type="checkbox"/>	Teaching strategies
<input type="checkbox"/>	Creating materials	<input type="checkbox"/>	Working with parents
<input type="checkbox"/>	Communicating effectively	<input type="checkbox"/>	Helping special needs kids

19. We are interested in the areas in which you would like to **increase your knowledge**. **Check the three areas** you most wish to strengthen.

<input type="checkbox"/>	a. Hebrew Language
<input type="checkbox"/>	b. Jewish customs and ceremonies
<input type="checkbox"/>	c. Israel and Zionism
<input type="checkbox"/>	d. Jewish history
<input type="checkbox"/>	e. Bible and Midrash
<input type="checkbox"/>	f. Synagogue skills and the Siddur
<input type="checkbox"/>	g. Halachah, Talmud, Codes, Responsa
<input type="checkbox"/>	h. Other, specify _____

20. We are interested in the areas in which you would like to **increase your teaching skills**. **Check the three areas** you would most like to teach more effectively.

<input type="checkbox"/>	a. Hebrew Language
<input type="checkbox"/>	b. Jewish customs and ceremonies
<input type="checkbox"/>	c. Israel and Zionism
<input type="checkbox"/>	d. Jewish history
<input type="checkbox"/>	e. Bible and Midrash
<input type="checkbox"/>	f. Synagogue skills and the Siddur
<input type="checkbox"/>	g. Halachah, Talmud, Codes, and Responsa
<input type="checkbox"/>	h. Other, specify _____

IV. SETTINGS

The items in this section ask you questions about your work in Jewish educational settings. Many Jewish educators work in more than one position in the same school or congregation; others work in more than one position in different schools. For this survey, a **POSITION** refers to the work you do under a **SINGLE CONTRACT**. If you do different kinds of work as part of a single contract, consider it a single position.

21. In how many Jewish educational positions do you work, **not** including private tutoring?

22. If you teach in more than one position, do you do so primarily to earn a **suitable wage**? Please **check** one.

23. For each **position** you hold, indicate its **title**, the **grade level** of the students you work with, how many **hours per week** and **weeks per year** you work.

	TITLE	GRADE LEVEL[S]	HOURS/WEEK	WEEKS/YEAR
1:				
2:				
3:				
4:				

24. Do you **tutor** students **privately**?

25. What is the **orientation** of each **position** in which you work?

Orientation	First position	Second position	Third position	Fourth position
Reform	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Conservative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Traditional	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Orthodox	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reconstructionist	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Unaffiliated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

26. What best describes the type of **school** or **program** in which you work? Please indicate type for each position you hold.

Type of school or program	First position	Second position	Third position	Fourth position
a. Day school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. One day/week school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. 2-4 day religious school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Preschool	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Adult education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

27. What **subjects** do you primarily teach this year? Please indicate subjects for each position you hold.

Subject	First program	Second program	Third program	Fourth program
a. Hebrew language	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Judaica	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Bar/Bat Mitzvah prep.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Secular subjects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

28. Please check the statement that **best describes** the **curriculum** you teach in your first position.

- ☐ a. I am given general topics to cover.
- ☐ b. I am given topics and books to cover.
- ☐ c. I am given goals for my class.
- ☐ d. I am given goals and objectives for my class.
- ☐ e. I have a written curriculum for my grade level
- ☐ f. My school has a comprehensive, written curriculum for all grade levels.

29. If you are presently working part-time and had the opportunity to work full-time, would you be willing to do so? Please **check** response that best reflects your opinion.

- ☐ a. Yes, I would like to work full-time in Jewish education.
- ☐ b. No, I prefer to work part-time in Jewish education.
- ☐ c. I am already employed full-time in Jewish education.

30. How did you find your **current position**? If you are working in more than one position, indicate how you secured the position you have listed above as your first.

Please check the choice that *best* applies to you.

- ☐ a. Central agency for Jewish education
- ☐ b. Through a friend or mentor
- ☐ c. Recruited by the school
- ☐ d. Newspaper advertisement
- ☐ e. Through college placement center or professor
- ☐ f. I personally contacted the school.
- ☐ g. Other: _____

31. To what extent do you receive **help** and **support** this year from the following in your **first** position?

	Often	Sometimes	Never	N/A
a. Principal or supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Other teachers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. University faculty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Rabbi	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Central agency staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

32. Please indicate whether or not each of the following factors **affected your decision** to work in your first school or program.

	Yes	No
a. Hours and days available for teaching	<input type="checkbox"/>	<input type="checkbox"/>
b. Salary	<input type="checkbox"/>	<input type="checkbox"/>
c. Location of school	<input type="checkbox"/>	<input type="checkbox"/>
d. Friends who teach there	<input type="checkbox"/>	<input type="checkbox"/>
e. Reputation of school and students	<input type="checkbox"/>	<input type="checkbox"/>
f. Located in my synagogue	<input type="checkbox"/>	<input type="checkbox"/>
g. Religious orientation	<input type="checkbox"/>	<input type="checkbox"/>

33. If you are currently working part-time, which of the following factors would encourage you to work full-time? Please rank only the **three most important** factors by writing 1, 2, or 3 next to your choice.

<input type="checkbox"/>	a. Salary
<input type="checkbox"/>	b. Benefits
<input type="checkbox"/>	c. Job security, tenure
<input type="checkbox"/>	d. Career development, advancement
<input type="checkbox"/>	e. More job opportunities
<input type="checkbox"/>	f. Having a greater background in Judaica
<input type="checkbox"/>	g. Having a greater background in Hebrew
<input type="checkbox"/>	h. Having a greater educational background
<input type="checkbox"/>	i. Working with colleagues on a regular basis
<input type="checkbox"/>	j. A change in my family's status, e.g., children grown.
<input type="checkbox"/>	k. Availability of training opportunities
<input type="checkbox"/>	l. Other: _____

34. Of the following **benefits**, which are **available** to you and which do you **receive**? Check all that apply.

	Available	Receive
a. Free or reduced tuition for your children at your school	<input type="checkbox"/>	<input type="checkbox"/>
b. Free or reduced tuition for yourself at college or university	<input type="checkbox"/>	<input type="checkbox"/>
c. Free or reduced membership at your synagogue	<input type="checkbox"/>	<input type="checkbox"/>
d. Synagogue privileges such as High Holiday tickets	<input type="checkbox"/>	<input type="checkbox"/>
e. Childcare on the premises	<input type="checkbox"/>	<input type="checkbox"/>
f. Money to attend conferences and/or continuing education	<input type="checkbox"/>	<input type="checkbox"/>
g. Sabbatical leave [full or partial compensation]	<input type="checkbox"/>	<input type="checkbox"/>
h. Employer contribution to health plan	<input type="checkbox"/>	<input type="checkbox"/>
i. Employer contribution to a dental plan	<input type="checkbox"/>	<input type="checkbox"/>
j. Maternity or paternity leave	<input type="checkbox"/>	<input type="checkbox"/>
k. Pension benefits	<input type="checkbox"/>	<input type="checkbox"/>
l. Other: _____	<input type="checkbox"/>	<input type="checkbox"/>

PLEASE GO ON TO THE NEXT PAGE.

V. BACKGROUND AND PREPARATION

35. Check the statement that best describes you:

- ☐ a. I am Jewish
- ☐ b. I am an adult convert to Judaism
- ☐ c. I am presently studying to convert
- ☐ d. I am not Jewish

36. At the present time, which of the following best describes you?

- ☐ a. Orthodox
- ☐ b. Traditional
- ☐ c. Conservative
- ☐ d. Reform
- ☐ e. Reconstructionist
- ☐ f. Secular
- ☐ g. Other: _____

37. Are you currently a member of a synagogue? ☐ Yes ☐ No

If yes,

38. Are you an educator in the synagogue where you are a member? ☐ Yes ☐ No

39. Have you ever been to Israel? ☐ Yes ☐ No

If yes,

How many times?

40. Have you ever resided in Israel for three months or more? ☐ Yes ☐ No

41. Before age 18, did you attend a Jewish camp with mainly Jewish programming? ☐ Yes ☐ No

If yes,

How many summers?

42. What kind of **formal Jewish education** did you receive **before you reached age thirteen**? Please check *all* that apply.

<input type="checkbox"/>	a. One-day per week school
<input type="checkbox"/>	b. Midweek congregational school or Talmud Torah
<input type="checkbox"/>	c. Day school
<input type="checkbox"/>	d. Preschool
<input type="checkbox"/>	e. School in Israel
<input type="checkbox"/>	f. None
<input type="checkbox"/>	g. Other: _____
	Please specify

43. What kind of **formal Jewish education** did you receive during high school? Please check *all* that apply.

<input type="checkbox"/>	a. One-day per week school or confirmation class
<input type="checkbox"/>	b. Mid-week congregational school/high school
<input type="checkbox"/>	c. Day school
<input type="checkbox"/>	d. Yeshiva
<input type="checkbox"/>	e. School in Israel
<input type="checkbox"/>	f. None
<input type="checkbox"/>	g. Other: _____
	Please specify

44. What is your **age**? Please check the response that fits you.

<input type="checkbox"/>	25 or less	<input type="checkbox"/>	46 - 50
<input type="checkbox"/>	26 - 30	<input type="checkbox"/>	51 - 55
<input type="checkbox"/>	31 - 35	<input type="checkbox"/>	56 - 60
<input type="checkbox"/>	36 - 45	<input type="checkbox"/>	over 60

45. Where were you **born**?

- ☐ a. USA
- ☐ b. Canada
- ☐ c. Israel
- ☐ d. Other: _____
[Please specify country]

46. What is your **marital status**?

- ☐ a. Single, never married
- ☐ b. Married
- ☐ c. Separated
- ☐ d. Divorced
- ☐ e. Widowed

47. If you are married, is your **spouse** Jewish?

☐ Yes

☐ No

48. What are your **annual earnings** from your work as a **Jewish educator**?

- ☐ a. Less than \$1,000
- ☐ b. \$1,000 - \$4,999
- ☐ c. \$5,000 - \$9,999
- ☐ d. \$10,000 - \$14,999
- ☐ e. \$15,000 - \$19,000
- ☐ f. \$20,000 - \$24,999
- ☐ g. \$25,000 - \$29,999
- ☐ h. \$30,000 - \$39,999
- ☐ i. \$40,000 - \$49,999
- ☐ j. Over \$50,000

49. What is your **total family income**?

- ☐ a. Below \$15,000
- ☐ b. \$15,000 - \$29,999
- ☐ c. \$30,000 - \$44,999
- ☐ d. \$45,000 - \$59,999
- ☐ e. \$60,000 - \$74,999
- ☐ f. \$75,000 - \$89,999
- ☐ g. Over \$90,000

50. How **important** to your household is the **income** you receive from Jewish education? Please check one.

- ☐ a. It is the main source of income
- ☐ b. It is an important source of **additional** income
- ☐ c. It is insignificant

51. What is the **highest level of education** that you have completed? Please check **one**.

- ☐ a. Some high school
- ☐ b. High school graduate
- ☐ c. Some college
- ☐ d. Certificate from one- or two-year teacher training institute
- ☐ e. Associate degree [community college]
- ☐ f. College graduate [BA, BS, etc.]
- ☐ g. Some graduate courses
- ☐ h. Masters degree [MA, MS, etc.]
- ☐ i. Doctoral degree [EdD, PhD, etc.]

52. Do you have rabbinical smichah?

☐ Yes

☐ No

53. What higher education **degrees** do you hold? Please list each degree and your major[s] in that degree.

Degree	Major
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

54. How many **college** [undergraduate and graduate] **courses** have you taken in each of the following? If you do not remember the exact number, please estimate.

Subject	Number of Courses
a. Judaica or Jewish studies	_____
b. Hebrew language	_____
c. Jewish communal service	_____
d. Jewish education	_____
e. General education	_____

55. Do you hold a **professional license** or certification in:

	Yes	No
a. Teaching in Jewish Education	<input type="checkbox"/>	<input type="checkbox"/>
b. Teaching in General Education	<input type="checkbox"/>	<input type="checkbox"/>
c. Other: _____	<input type="checkbox"/>	<input type="checkbox"/>

56. If a course of study leading to a **certificate** in **Jewish education** were offered, would you be interested?

☐ Yes

☐ No

57. Which of the following **best** describes your **career plans** over the next two years?
Please check *one* response.

- ☐ a. I plan to continue what I am doing.
- ☐ b. I plan to continue what I am doing but increase my teaching hours.
- ☐ c. I plan to continue what I am doing but increase my responsibilities.
- ☐ d. I plan to teach in a different school.
- ☐ e. I plan to teach in an additional school or program.
- ☐ f. I plan to secure a position as an administrator in a Jewish school.
- ☐ g. I plan to secure a position in Jewish education, but not in a school.
- ☐ h. I plan to seek a position outside Jewish education.
- ☐ i. I plan not to work.
- ☐ j. I plan to retire.
- ☐ k. I plan to explore positions similar to the one I now hold.
- ☐ l. I plan to move to another community to advance my teaching career.
- ☐ m. Other, please specify: _____

THANK YOU VERY MUCH FOR COMPLETING THIS SURVEY!