

EVALUATION PROCESS

The evaluation process used this year with Cantor Michael and Rabbi Jordana is the same process that was used one year ago in evaluating Rabbi Lisa and Rabbi Jordana. The process is also being implemented with our preschool director; an abbreviated process is used with our support staff. It is as follows:

As soon as possible after High Holy Days, the professional support team (PST) meets with each of the professional staff to work on goals for the coming year. As Cantor Michael and Rabbi Jordana's supervisor, Rabbi Lisa participates in these meetings. The Board also has input on goals.

PST, chaired by the VP of Governance, Reanne Singer, also includes Diana Troik, Berta Steele, and Patty Thompson. Members of PST are selected by the Board with input from the professional staff. PST meets with respective staff during the year as need arises to offer support as staff interfaces the congregation and meets the demands of their respective jobs. Topics can be brought to the attention of PST by congregants or by professional staff. Rabbi Lisa is present for the majority of these meetings.

A human resources committee (HR) was created in 2013-2014 to help coordinate the evaluation process of Rabbi Jordana and Rabbi Lisa who were approaching contract renewals. HR members are invited by the Board with input from professional staff. HR worked on creating protocols which have continued to be used this year in evaluating Rabbi Jordana and Cantor Michael. The current HR committee is chaired by Jan Koch and includes Jerry Feingold, Alan Daniels, Dorothy Elchiness, and Alan Kirschbaum.

- HR gathered information about satisfaction/dissatisfaction through a phone survey of a random selection of congregants (representative sampling); the sampling this year was 50 congregants regarding Cantor Michael.
- Last year a similar survey was completed on Rabbi Jordana. Earlier this year information was obtained via a Torah School parent survey.
- Input was gathered from colleagues, support staff, and in Rabbi Jordana's case, teaching staff as well.
- As supervisor for both Cantor Michael and Rabbi Jordana, Rabbi Lisa completed performance evaluations on both.
- Both Cantor Michael and Rabbi Jordana completed self-evaluations.
- After considering the above information in addition to meeting with professional staff over the year, PST formulated recommendations for the Board on both Cantor Michael and Rabbi Jordana.
- The Board heard input from Rabbi Lisa, Cantor Michael, Rabbi Jordana, representatives of PST, and representatives of HR. In addition to considering all of the above information, the Board looked at Temple finances, assessed the current needs of the congregation and what we anticipate the needs to be in the coming years and then considered whether our professional staff could meet those needs.