

# Shared Outcomes Survey

Preliminary Results  
December 2020

## Outline

- 1 What did we explore?
- 2 When was the survey fielded?
- 3 Who responded?
- 4 What did we find?

# What did we explore?

Conceptual Framework

## Conceptual Framework **Ten Shared Outcomes**

1. Gain sophisticated and increased knowledge
2. Gain skills or tools to better own practice
3. Feel (re)inspired about own profession
4. Gain knowledge of own leadership capacities
5. Develop a personal vision for Jewish educational leadership
6. Become an agent of change in own profession
7. Develop a community of practice
8. Experience personal Jewish growth
9. Change institutional cultures
10. Adopt a stance for inquiry



# When was the survey fielded?

## Survey Distribution Details

### Fielding the Survey



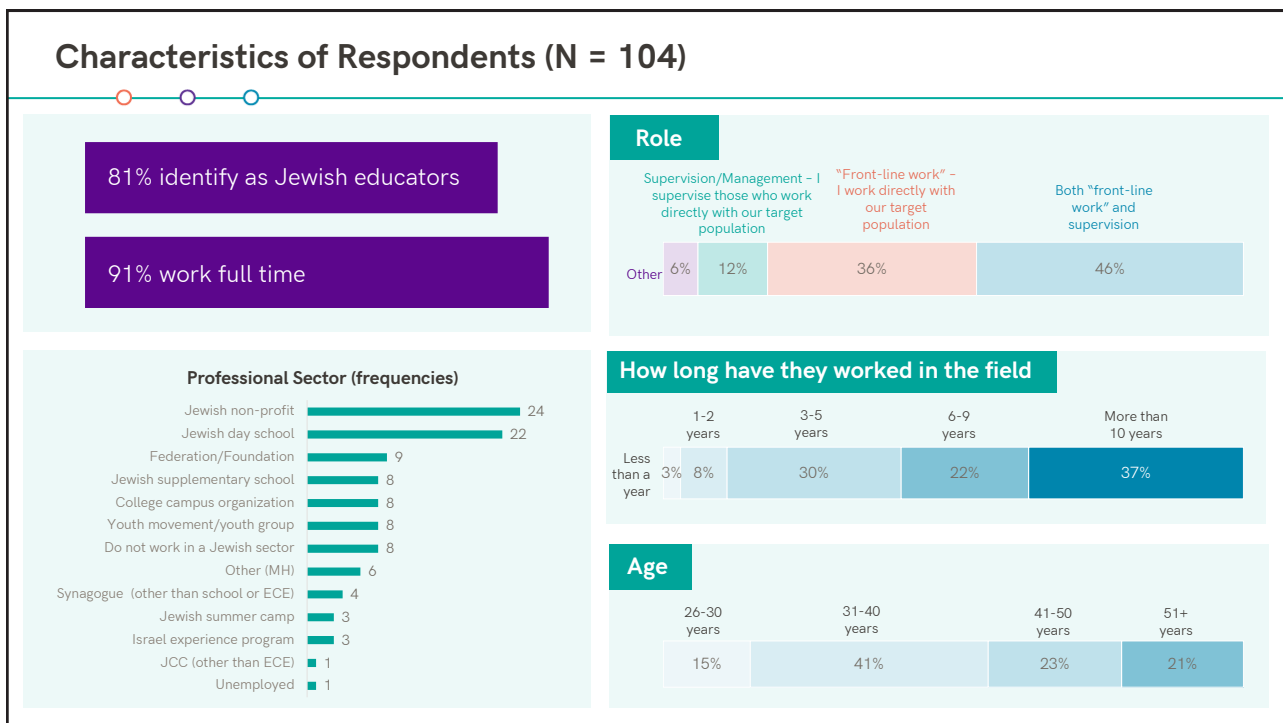
- Ongoing fielding of S.O.S. started in January 2020
- So far, the survey was fielded to 171 participants of 10 programs:

Program	Number of Participants	Number of Respondents	Response Rate
The Jewish Education Project: Gen Now Fellowship	20	13	65%
Makom: 4HQ at Moishe House Cohort 1	27	10	37%
M2: Immersive Experiences - Facilitating for Meaning	23	11	48%
M2: Architecture Cohort	15	9	60%
M2: Relational Engagement Circle Cohort 1	18	15	83%
M2: Narrative Cohort	13	8	62%
Ayeka: Soulful PD Program Cohort 1	14	9	64%
SVARA: Talmud Teacher Fellowship	8	6	75%
YBC: Teacher Seminar Cohort 1	14	10	71%
iCenter: Academic Certificate Program in Israel Education	19	13	68%
<b>Total</b>	<b>171</b>	<b>104</b>	<b>61%</b>

\*Data collection is ongoing and will conclude spring 2022

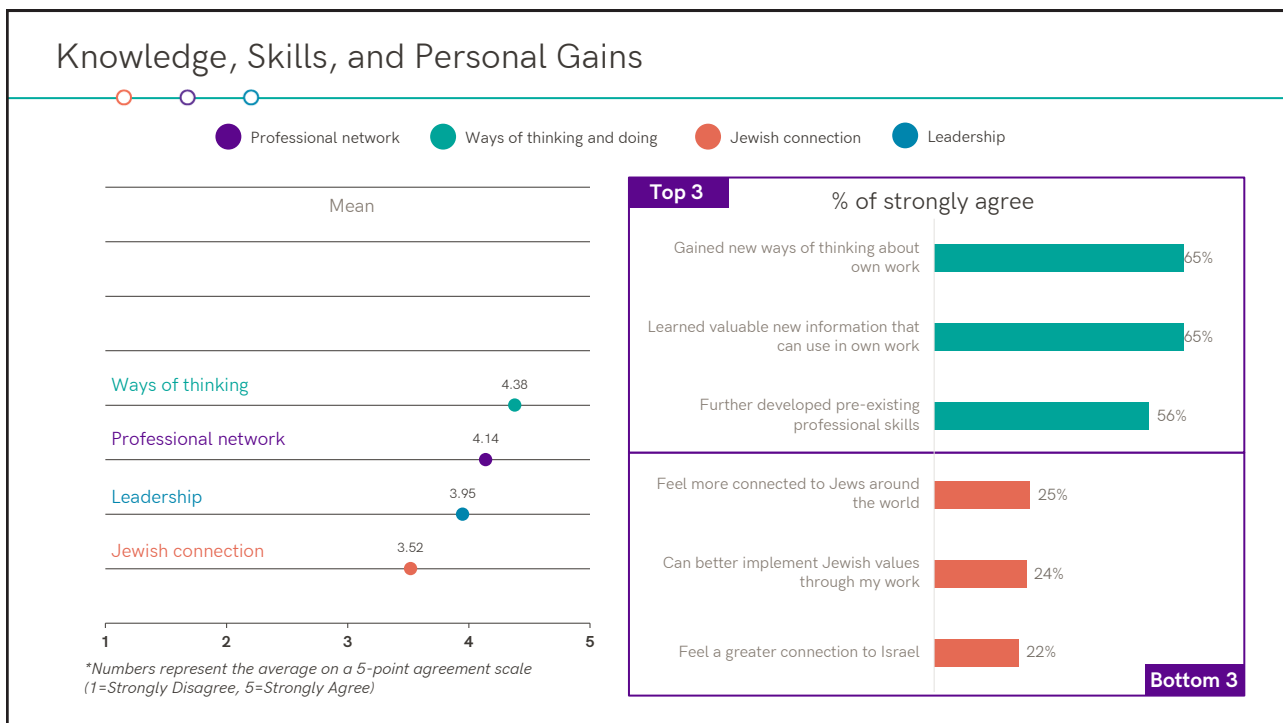
# Who responded?

## Characteristics of Survey Respondents



# What did we find?

## Shared Outcomes Findings



## In what ways have you grown Jewishly? (Open-ended responses)

### Jewish Practice (n=19)

*I have new tools to learn Jewish texts and have reinvested in the frame of learning as spiritual practice, in my own life.*

### Knowledge/Understanding (n=13)

*I have a broader understanding of Jewish literature and communities around the world, as well as the dynamic works and histories still being discovered.*

### Jewish Connection... (n=10)

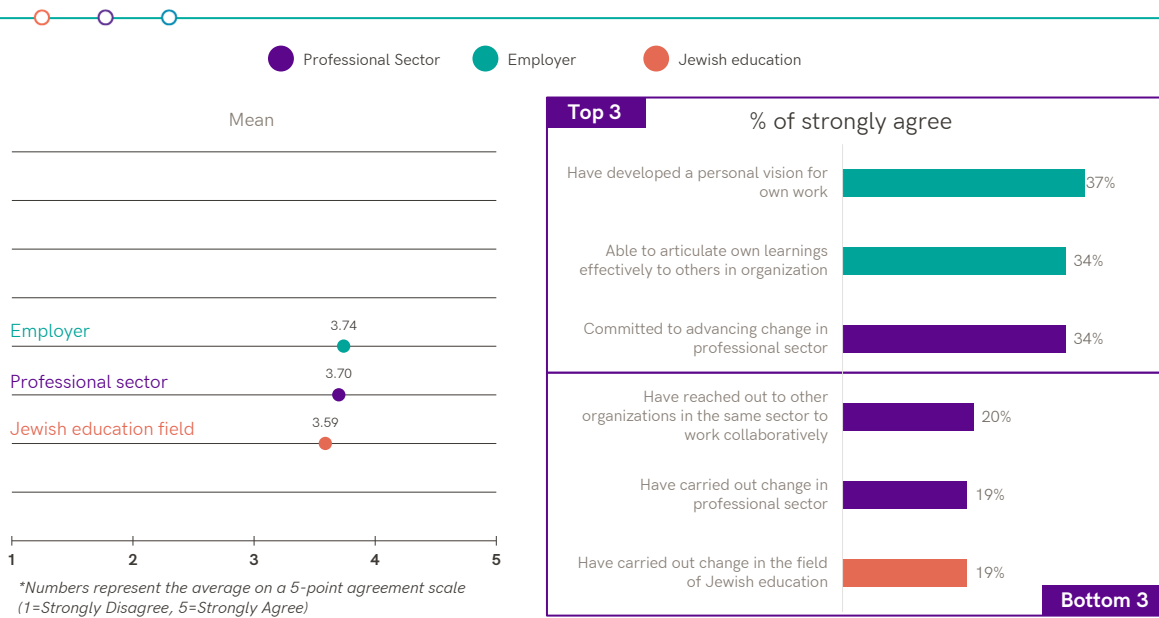
*Feel more connected to Israel and Jews in Israel of various backgrounds.*

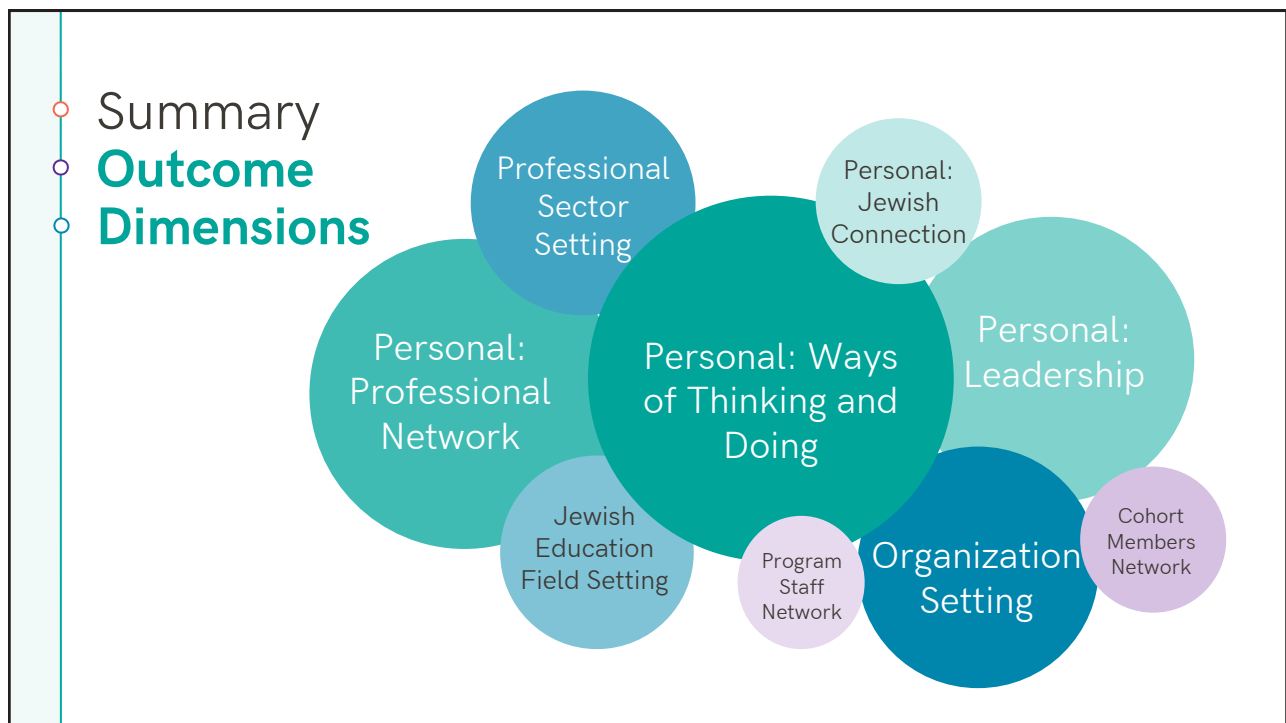
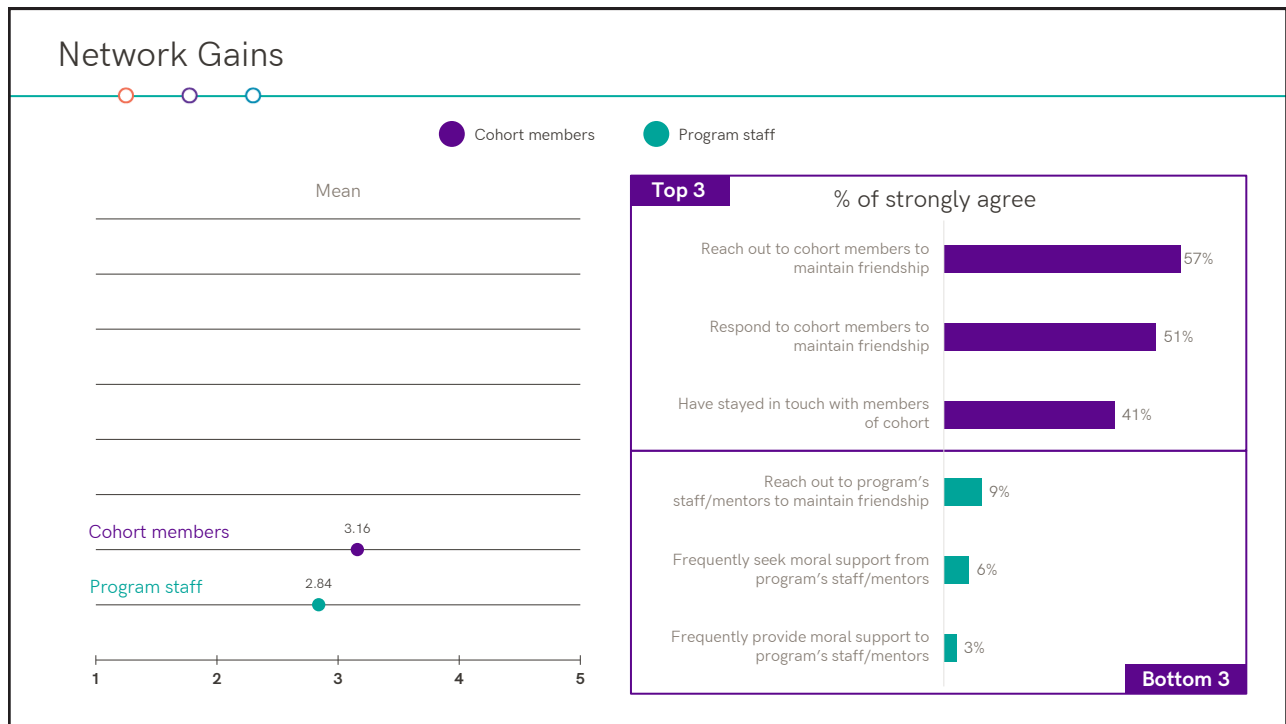
### Jewish Educator Network (n=9)

*I made great professional connections that I am still using two years later*



## Gains Within Settings - Workplace, Sector, and Jewish Education Field

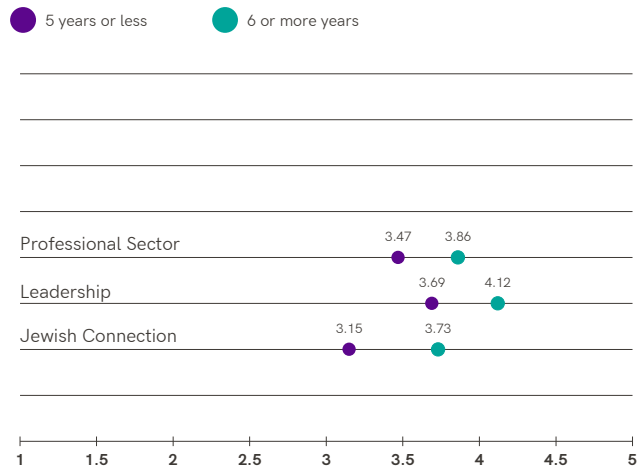




### More Experienced Professionals Gain More

**Those who are more experienced have higher ratings on three dimensions:**

- Leadership (personal gains)
- Professional Sector (gains within settings)
- Jewish Connection (personal gains)



*There were no difference in any of the outcomes dimension in relation to respondent role (supervisors vs. front liners) or type of program (content-focused or process-focused programs).*

### Sharing Learnings with Colleagues

**As a result of participating, which of the following learning areas (if any) have you shared with your professional colleagues? (Select all that apply)**



## Professional Motivations Fuel Program Outcomes

When analyzing people's motivation for participating in program (as revealed through the participant audit) we found there are two central, not mutually exclusive, motivations:

**professional self-efficacy** and **holistic professional growth**.

The more people are motivated by **professional self efficacy** the more they report growing in terms of :

- Ways of thinking and growing
- Leadership skills
- Contextual gains related to professional sector, current organization, and the education field in general

The more people are motivated by **holistic professional growth** the more they report growing in terms of:

- Developing community of practice with program staff
- Leadership skills
- Contextual gains related to professional sector, current organization, and the education field in general

Both motivations are associated with coming out of programs with a greater capacity for leadership, in a variety of contexts. That capacity is informed by enhanced technical strengths in one instance, and more relational strengths in the other.



## Intensity of Prior Jewish Experiences is Inversely Related to Jewish Outcomes

The less intense a participant's Jewish background before starting the program, the greater the Jewish gains associated with being in the program:

- Greater Jewish connection
- Higher contextual gains related to professional sector, and the Jewish education field in general (they feel more comfortable in the Jewish field)
- Greater leadership skills (they feel more ready to think of themselves as Jewish leaders)
- More likely to develop a community of practice with other cohort members (they have gained a professional Jewish community)

*Programs serve a remedial role for those with less intense Jewish backgrounds.*

