



# A Leadership–Driven Approach

## The Kriah Institute

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TRANSFORMING KRIAH EDUCATION:  
EMPOWERING, EFFICIENT, AND CUSTOM-TAILORED

### Key Players & Roles

The success of this initiative relies on a structured, yet flexible, leadership empowerment model. Initially, I will take an active role in guiding the process, providing direct support and oversight. However, the ultimate goal is to equip school-based leaders with the tools and insights necessary to manage the Kriah program independently. Over time, school educators and leaders will take on increasing responsibility, ensuring sustainability and adaptability.

#### Key players include:

- **Kriah Institute Lead (My Role Initially)** – Providing initial training, mentorship, and oversight.
- **School-Based Leadership (Principals, Literacy Coordinators, Hebrew Department Heads)** – Developing program vision, managing implementation, and supporting educators.
- **Educators (Teachers, Kriah Specialists, Support Staff)** – Implementing instructional strategies and refining best practices in the classroom.
- **Students** – Beneficiaries of the program, engaged in structured and tiered Kriah learning.
- **Stakeholders (Administrators, Parents, Community Members)** – Supporting program goals and ensuring alignment with broader educational objectives.

Our model follows an empowering Gradual Release of Responsibility, where school leaders progressively take ownership. We will remain flexible in response to changes in staffing, school needs, and other shifts, ensuring continuity and adaptability.

## Preparation & Knowledge Acquisition

To ensure that school leaders and educators gain a deep understanding of Hebrew literacy, I will take the lead in facilitating professional learning experiences while gradually empowering others to acquire this knowledge. This will be accomplished through a variety of professional development methods, including:

- **Webinars & Workshops:** Engaging sessions on best practices, Torah-based methodologies, and curriculum design.
- **Literature & Research:** Providing access to key studies, books, and resources on Hebrew literacy.
- **Data Collection & Analysis:** Supporting educators in utilizing assessment tools and performance data to refine instruction.
- **Peer Collaboration & Networking:** Encouraging ongoing dialogue among educators to share insights and refine strategies.

## Implementation Timeline & Flexibility

Some components of the program can be implemented immediately, such as establishing a mission, training educators, and selecting materials. Other aspects, including professional development, coaching, and program evaluation, will be ongoing to ensure sustained growth and adaptation.

We have successfully implemented this flexible approach in various schools. For example, one partner school gradually integrated our framework by training literacy coordinators first, allowing them to mentor teachers over time. Another school leveraged existing staff talent, strategically placing individuals in key roles and optimizing resources. These real-world examples demonstrate the program's adaptability and long-term sustainability in diverse school environments.

## DOMAINS, OBJECTIVES & RESPONSIBILITIES

### Domain 1: Developing a School Mission & Philosophy for Hebrew Literacy

We collaborate to establish a mission and philosophy for Hebrew literacy, integrating personal beliefs, community values, stakeholder input, current research, and Torah principles. This includes:

1. Identifying core values and defining the school's purpose for Hebrew literacy instruction.
2. Crafting a concise philosophy and mission statement that outlines essential skills, balances traditional and modern approaches, and defines Hebrew's role in Jewish identity.
3. Cultivating a school culture where these principles guide instructional decisions and nurture a vibrant learning environment.

### Domain 2: Understanding the Big Picture of Hebrew Literacy

1. **Background Knowledge:** Understanding the science of Hebrew literacy and best teaching practices.
2. **Torah Knowledge:** Incorporating the Mesorah—traditional Kriah and Hebrew linguistics methodologies.
3. **Practical Application:** Aligning best practices with implementation in the classroom.

### Domain 3: Curriculum Mapping Support

Kriah leaders receive guidance in:

1. Selecting learning pathways and student progression milestones.
2. Curriculum mapping, developing scope and sequence, and aligning learning objectives.
3. Designing tiered interventions through differentiated instruction.
4. Strategically allocating instructional time and resources.

## Domain 4: Purchasing and Setting Up Materials

School leaders will be supported in:

1. Assessing material and professional development needs in alignment with the school's framework.
2. Selecting budget-friendly options, balancing essential, comprehensive, and targeted resources.

## Domain 5: Educator Orientation

1. Providing an overview of program structure, materials, and resources.
2. Ensuring educators are familiar with:
  - Unit goals, objectives, and structure.
  - Instructional formats and the gradual release of responsibility model.
  - Assessment and evaluation tools.

## Domain 6: Identifying Educators' Learning Needs

To support professional growth, we will:

1. Assess educators' strengths, needs, and interests through self-assessments, observations, and student progress evaluations.
2. Identify areas for development and establish SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals.
3. Prioritize learning needs based on their impact on teaching and student learning outcomes.

## Domain 7: Addressing Educators' Learning Needs

### Kriah Institute for Educators – Blended Learning Model

Designed to enhance Hebrew reading instruction and improve student outcomes, this professional development initiative combines online training modules, personalized coaching, and collaborative peer support to empower educators. With a focus on building background knowledge, aligning curricula to meet diverse student needs, and effective practice, this program provides educators with the tools and expertise needed to excel in Hebrew literacy instruction.

## Domain 8: Evaluating Program Effectiveness

To ensure continuous improvement, we will:

1. **Collect Data** – Gather insights on program implementation, educator needs, and student progress.
2. **Analyze Needs** – Identify strengths, weaknesses, and areas requiring additional support.
3. **Provide Targeted Support** – Equip educators with the necessary tools and knowledge to lead the program effectively.

## LET'S BUILD YOUR SCHOOL'S KRIAH SUCCESS TOGETHER!

We are passionate about helping schools cultivate a thriving and sustainable Hebrew literacy program. Let's work together to create a customized approach that meets your school's unique needs.

To explore how we can collaborate, schedule a consultation, or ask any questions, contact Nechamy Segal at [nechamy@hebrewscouts.com](mailto:nechamy@hebrewscouts.com).

We look forward to empowering your educators and students for long-term success!

