

It takes a community to support a school.

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THE HEBREW DAY SCHOOL OF ANN ARBOR *Annual Report 2007-08*

FROM THE HEAD OF SCHOOL

Dear Friends,

The academic year 2007-2008 was an award-winning year. The awards represented teacher and student achievement as well as administrative success. Jennifer Rosenberg, our co-gan teacher, received the Grinspoon-Steinhardt Award for Excellence in Jewish Education. Fourth grader Eva Rosenfeld won a national writing contest sponsored by Scholastic's language arts magazine. Her story was chosen from among 7000 entries. HDS received three marketing awards from PEJE (Partners for Excellence in Jewish Education) in the categories of technology, student recruitment, and community communication. We were the smallest school to win multiple awards.

HDS made great strides in planning for our long-term viability. With a grant from the W.K. Kellogg Foundation, we conducted an institutional assessment and developed a strategic plan. Initiatives identified in the plan impact staffing, board structure and the school's fundraising. We have already rewritten our bylaws, reconstituted the Board to focus on policy and long-term vision, and hired a vice principal to be responsible for instruction and the professional development of teachers. A major gift from

Corliss Rosenberg (grandparent of Lily '12 and Charlotte Rosenberg '15) enabled us to move quickly on these initiatives. The grant was matched (.50 cents on the dollar) by PEJE and the Jewish Funders Network.

The financial picture was solid. We passed our first formal financial audit. We received continued and new funding from the Benard L. Maas Foundation for extra Hebrew assistance and our music program. Private funding continued for staffing a part-time position for recruitment, marketing and development.

Students took full advantage of Ann Arbor as a community science lab. They visited Cobblestone Farms, U of M's Natural History Museum, Detroit Science Center, Matthaei Botanical Gardens, Hudson Mills Bird Sanctuary, Mallet Creek Library, maple syrup farm, Toledo Zoo, Healthy Hearts 101 at St. Joseph Mercy Health System, and the Planetarium. They also attended an Ann Arbor Symphony Orchestra Youth Concert supported by the Benard L. Maas Foundation.

Students hatched and raised chicks; visited a Dexter elementary school to meet pen-pals; engaged with visitors who brought unusual birds, demo rocket ships, and samples of dinosaur fossils. They participated in two dance movement workshops, and welcomed guests from Nahalal, our partnership region in Israel.

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07-08 STATISTICS

Enrollment: 92
Average class size: 15
 16% of students are on financial assistance

Affiliation of Students

- Conservative – 44%
- Reform – 22%
- Orthodox – 14%
- Unaffiliated American – 9%
- Unaffiliated Israeli – 8%
- Reconstructionist/Renewal – 3%

QUESTIONS? CONTACT US:

Hebrew Day School of Ann Arbor
 2937 Birch Hollow Drive
 Ann Arbor, MI 48108
 www.hdsaa.org or info@hdsaa.org
 (734) 971-4633



FROM THE HEAD OF SCHOOL

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General studies teachers revised categories on the report cards to align more accurately with our academic standards. We worked with Georgea Langer, Professor Emeritus from EMU School of Education, on peer coaching, teacher evaluation, and classroom management.

On the Judaic and Hebrew language front, we launched Tal Am curriculum for 4th grade, and hired Ilan Rosenberg, University of Michigan Hebrew language instructor, to help us clarify and document our grade level Hebrew language goals. We initiated a new language program for our advanced Hebrew speakers, made possible by a grant from the Anna and David Dunietz Family Foundation.

Teachers attended conferences on Math Education, Education and Technology, Peer Coaching, Classroom Management, Phonics and Spelling, Differentiated Instruction, and Jewish Education (CAJE). Through the support of the Covenant Foundation, veteran teacher Aron Kaufman joined a national group of teachers studying for certification in formally assessing Hebrew language oral proficiency.

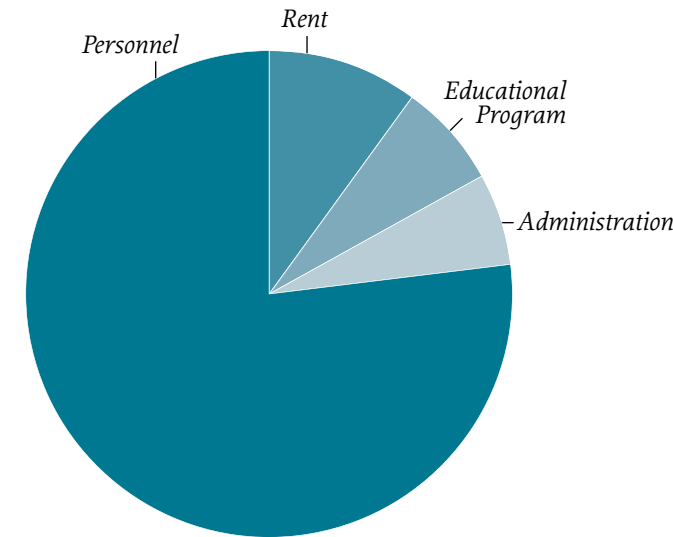
Value education and community service continued to be an integral part of our student experience. With support from the Rita Poretsky Foundation, our upper grade children visited Glacier Hills senior adults on Purim. They raised money to support the Humane Society and to tend the Shelly Volk Memorial Garden. Fifth graders received three Ann Arbor Community Youth Foundation grants to buy car seats for the homeless shelter, items for Ronald McDonald House, and to attend a fire safety session. Through Rosh Chodesh celebrations, monthly themes, and our Giborei Hachodesh Jewish Hero program, students talked about such values as freedom to make choices, power of speech, appreciation, chain of tradition, and peace. They heard stories about historical figures whose lives exemplify these values, such as Sandy Koufax, Chanah Senesh, Joseph Telushkin, Martin Luther King, Jr., Martin Buber, and Itzhak Rabin.

Every year we treasure the legacy given to us by our parents and grandparents. This year we held the second annual Grandparents' and Grandfriends' day, and published a booklet of grandparent stories told last year.

At HDS, the children are nurtured on many levels. They are experiencing the joy of the world around them and the joy of discovering themselves – on a daily basis. I thank you all for another year of wonderful achievements.

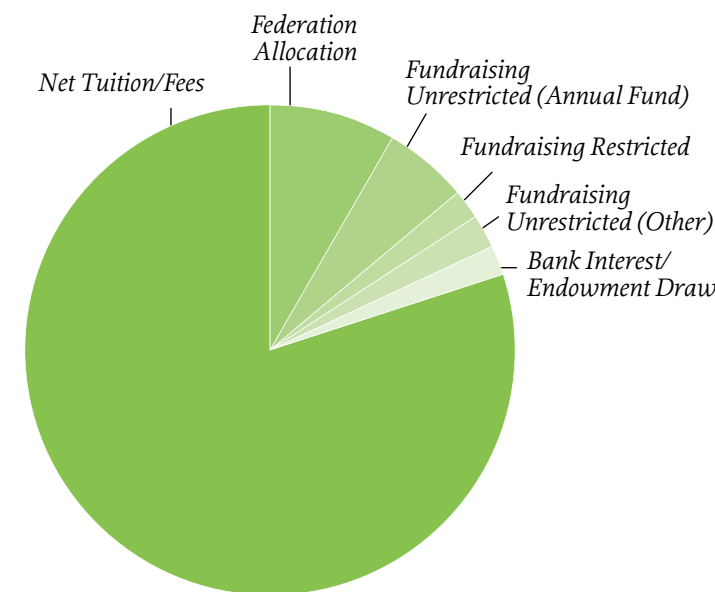
Dina

EXPENSES 07-08



Personnel (includes admin)	\$911,059.93
Rent	\$119,976.15
Educational Program	\$85,701.61
Administration	\$73,088.44
Total	\$1,189,826.00

INCOME 07-08



Net Tuition/Fees	\$941,766.43
Federation Allocation	\$104,860.00
Fundraising	
Unrestricted (Annual Fund)	\$105,109.03
Restricted	\$57,968.62
Unrestricted (Other)	\$31,624.40
Bank Interest/Endowment Draw	\$26,203.84
Total	\$1,267,532.32



STRATEGIC PLAN HIGHLIGHTS 2008-2013

- Restructure the HDS Board by:
 - determining annually the tasks for the Board to accomplish
 - creating committees designed to accomplish those tasks
 - recruiting Board members with the requisite skills
 - involving non-Board members to help with Board work
 - removing operations-level responsibilities from the Board
- Revise bylaws as required to restructure the Board.
- Develop systematic approach to fundraising.
- Keep salaries of teachers and staff competitive with relevant benchmarks, consistent with the school's financial resources.
- Hire a Director of Instruction dedicated to overseeing the school's curriculum and instructional staff.
- Provide ongoing professional development of faculty and administrators.
- Budget for curriculum and instruction-related enhancements.
- Engage in strategic planning on a four-year cycle, including planning for the school's facility needs, student recruitment and retention, and technology.
- Assumptions: Due to inflation and other cost increases beyond the school's control, the cost to HDS of maintaining the current level of service will rise 4% per year.
- HDS will enhance its offerings during the strategic plan period; this will require additional expenditures.
- HDS will need to increase its revenues to cover its costs; this will require increases in tuition and substantial community support.