

MATANEL FOUNDATION

ACTIVITY REPORT

Program: *Aleka- Manatel fellows*
Year: 2021

Please present your activity report according to the following lines. The whole rapport will not exceed 2 or 3 pages (as word document).

Name of the Program: Aleka Matanel Fellows

Year of activity: 2021

Name of the report's writer: Oreet Schreiber

Function of the report's writer: Coordinator

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Number of active participants in the program: 16

Estimated number of impacted participants: 1000 (including students, teachers etc)

Give the actually state of the program (where the program stands at the date of the activity report, no more than ten lines):

The goal of the Aleka- Matanel fellowship project is to train teachers with a Master's degree for leadership and management roles in education. 19 teachers were accepted to the program. 3 left over the course of the program. The program included 10 meetings (once a month) and 2 tours: one at Yamin Ord Youth Village, and the other at the Ministry of Education. Over the course of the meetings the fellows received a lot of professional tools and theoretical knowledge on the subjects of leadership, vision, and educational initiative. They also met with inspirational figures. During the tour of the Yamin Ord Youth Village the participants discussed the complicated issue of self-identity (Ethiopian) among educators, alongside their sense of vocation. During the tour of the Ministry of Education they discussed the organizational structure of the Ministry and met with the head of the Religious Education Administration, Mrs. Shosh Nagar, as well as with the National Educational Regulator for Secondary Education, Mr. Boaz Columbus. They discussed educational issues relevant to the Ethiopian community.

In addition to the professional process the fellows underwent, emphasis was placed on personal processes. Therefore two elements were added over the course of the program: 1) A "Personal Biography"- each fellow was required to speak about themselves for an hour in half- and talk about challenges in the field of education, their educational initiative and dreams for the future. 2) Over the course of the program the fellows were mentored by the coordinators. They received help writing

their educational initiatives, preparing for job interviews, support and someone to listen to all the issues that may come up in the field of education.

The main achievements during the last year of activity (main achievements, number of events, number of participants, etc.):

The 16 educators finishing the program underwent personal and group processes. Everyone wanted to move forward from whatever personal frameworks they were in. Some of them started that process this year. As follows: two of our fellows were school counselors who applied for positions as regional counselors; two teachers applied to the Mandel Leadership program; one teacher applied to The Avney Rosha Institute; a teacher who is suited for a management role and understands that she can do it; a teacher received tenure from the Ministry of Education, etc. It should be noted that everyone's sense of vocation and the importance of being in key roles in order to influence the next generation was reinforced.

The evaluation (methodology, results, comparisons with the precedent year, conclusions for the future...):

Evaluation methodologies: feedback (at the beginning, middle and end) and personal and group discussions.

Provisional guide lines for the advancement of the program in the next year:

Firstly, it should be noted that this year was not routine (Corona, and war), which was damaging to the ability of the program to reach its potential- both personally and in terms of the group.

The future program will place an emphasis on personal mentoring for the fellows. The mentors will serve as a professional address for interim and management roles in education.

Below are quotes from four participants in the program and some pictures:

Ziva D

This year I participated in a program that was focused on personal empowerment, both personal and professional. My desire to enact change within my profession always beats in my heart, and this year I was lucky enough to participate in the program, which gave me a lot of support to continue to strive, empower and become more professional so I can reach the point or peak I am striving for.

Over the course of the program, I happily met amazing people, the leaders of the project who believe in us and do everything in order to make us ready to continue in our vocations in high spirits, and with pride in our abilities.

We were lucky enough to meet inspirational people in significant roles who gave us the faith to continue to work, and reinforced in us how much society, the nation and the community need us, because we do very meaningful work.

Thank God I am in this program.

Hadar A

I am grateful and happy that I participated in the Aleka Leadership program. It was really beneficial to me to be among the amazing educators who want to make a change and lead future generations. The group really empowered me and gives me strength and tools to set goals and to continue on my professional journey. It taught me how to think about initiative and to get out of my comfort zone.

I feel that I am going through a meaningful process in my professional development and am receiving personal attention. I believe it is very important for this group to continue next year as well.

Thank you for this wonderful gift.

Asher T

The most significant thing that I received from the program was new, high-quality friends in the field of education and from my community. This really strengthens me and gives me a unique sense of pride, stronger than I have ever gotten from any other groups. The personal stories brought us together even more. They helped us identify one with the other and showed us the strength that every single participant has.

Without this group I would not have been lucky enough to get to know this group in such an intense way. We have a lot in common. I know that I will keep in touch with most of the group.

The course has given me the motivation to advance in the world of education. I became exposed to professionals in senior roles. I received a lot of inspiration from the staff and the program participants and from key people who we met.

I got to know different schools, teaching methods and diverse world views that gave me the opportunity to re-evaluate things.

I learned how to clarify my vision and goals and reevaluate my journey. My self confidence rose because of this. I strengthened my relationships with my colleagues. One of the most significant things I experienced during the program is that it strengthened my personal identity and my sense of roots, especially thanks to the personal stories of the group members.

Tefera D

I want to express my great thanks and appreciation towards those who contributed and made it possible for this educational leadership program to exist.

But first I want to introduce myself.

My name is Tefera Desta. I am married to Yaeli, and a father to Oded, who is a soldier in the IDF, and to Uzi, Tehila and Navah- my amazing children. I live in Afula. I was born and raised in Ethiopia, where I lived until I was 16.

Despite the gap in all areas of life between the country I came from and Israel, thanks to great investment, effort, help and guidance on the part of good people like you, I closed the gaps and am living happily. Today I am in a place where I can help the integration of my community into Israeli society.

The educational leadership program believes in my ability and empowers me and my colleagues to become educational leaders. It provides us with the tools to fulfill our goals.

I will note that despite the distance from Afula to Tel Aviv, I make sure not to miss any meetings.

I believe in change and that integration into Israeli society can happen only through education.

I again want to say thank you for making it possible for me and my unique colleagues who are committed to our communities to acquire leadership skills.

This is an opportunity to sincerely thank the whole staff that has built and led the programs that were right for us, especially Tikvah who was available to us at all times- who empowered us and cared and didn't let anyone give up.

תמונות

