



ASSOCIATED
HEBREW SCHOOLS
בית ספר קהילתי

IMPACT REPORT 2024



INSPIRING STUDENTS WITH THE STRENGTH OF TRADITION AND THE POWER OF INNOVATION.

1

Message From the Head of School



Jewish education has always been the greatest priority for our Jewish communities. Whether in the home or in a formal school setting, throughout the generations, educating our children is of the utmost importance. For over one hundred years, Associated has exemplified this as a community school, opening our doors to a diverse population of Jewish children.

Our commitment to Jewish education remains unwavering. To continue to deliver what we offer – a truly excellent and meaningful Jewish educational experience – to our entire community, we rely on the support of many, from our dedicated teachers, to our committed parents, to our generous donors. Our goal is to continue to deliver our vibrant and enriching Jewish education for many generations to come.

With events in Israel and their cascading impact throughout the world and into our community, it has been evident that this year, more than ever, the space that we provide for students to revel in their Jewish pride is of paramount importance.

With that as a backdrop and a mirror to our mission statement, we are delighted to present this impact report. It is a glimpse into what we are accomplishing here at AHS and how we are ensuring the sustainability of our school.

Every day, we inspire our students with the strength of tradition and the power of innovation. Thank you for being our partners in this deeply meaningful work.

A handwritten signature in black ink, appearing to read 'Lee-Ron Kaye'.

Dr. Lee-Ron Kaye
Head of School

2 Everyday Heroes - Associated in the Community

We are first and foremost a community school, and every day, our students are forging community connections and putting values into action. This year, in light of everything going on, the focus on Israel gained a heightened level of priority for these connections.

We accepted **22 Israeli children** - joining our packed population of **1123 enrolled students** - on a temporary basis at the start of the war, without requiring any tuition payment from them, and offered supports to these children through our CDL (Centre for Diverse Learning).

Our Danilack Middle School students, under the leadership of Student Council, have taken the initiative with a variety of fundraisers this year to support those most in need in Israel. In addition, all of our branches have solicited donations to support families in need in our communities, from Chanukah Toy Drives to Pesach Food Drives.

Tzedakah remains a core value both in and out of the classroom. In addition to these extracurricular initiatives, our Grade 4 students continue to benefit from participating in Project Give Back, in which they research, present to their classmates, and gather support for a cause of their choice. Our Grade 8 students this year partnered with Shine The Light On, growing their literacy and design skills while designing and selling a clothing collection to raise funds for a charitable cause of their choice.

Our Elementary students visited seniors' residences to share their youthful cheer and bring holiday greetings to residents at various times throughout the year. Furthermore, we welcomed our elderly neighbours from 2 Neptune to have "Soup in the Sukkah" with our students at Posluns, who prepared the soup themselves as part of their learning around hachnasat orchim, the value of welcoming guests.

We have also practiced hachnasat orchim through a series of events this year that welcomed grandparents and "grandpals" into the school in order to connect with the students, share stories, and engage on an intergenerational level in grade-wide programming.



3 The Immersive Jewish Community Experience

At Associated, we experience Jewish life in four "frequencies" (daily, weekly, monthly, and yearly): from day-to-day fostering of Jewish values and expressing gratitude through daily Brachot and Tefillah, to our weekly Kabbalat Shabbat and Havdalah festivities that help our students learn to celebrate and anticipate Shabbat, to monthly Rosh Chodesh celebrations where the whole school comes together, and finally to activities for each yearly holiday to make the day meaningful and exciting for students.

Jewish learning is a part of everything we do, inside the classroom and out. Our students learn to appreciate the world that Hashem created through exploring nature and the environment, and, in turn, we invite parents and families to join us and enjoy the spirit of learning within our walls whenever possible.

We have periodic grandparent / grandpal days, where grandparents share in intergenerational learning and connection-building with their grandchildren. Our Grade 6 girls and Grade 7 boys participate in YAHALOM - AHS's Bar/Bat Mitzvah learning program, named for the acronym "Yeladim V'Horim Lomdim" ("Children and Parents Learning Together"). Parents join their children for a unique series of activities that focuses on a range of Jewish topics, and culminates in the Chagigat Keshet, a celebration of connection and of reaching this significant milestone as a Bar or Bat Mitzvah.

Each grade in our Bet Hayaed and Elementary division has its own celebration of Jewish learning. Our Nursery students act out the story of Esther at Purim time with animation and enthusiasm; our JK students show off their Pesach learning with a heartwarming and interactive model Seder; and our SK students cap off the year (and their Bet Hayaed career) with a play that spans what they have learned in Parsha, as well as Hebrew vocabulary, songs, and more. In Grade 1, our students share their accomplishments in navigating Tefillah with pride at their Siddur Ceremony; Grade 2 students tie together their learning on the creation of the world and on the

special prayers for Shabbat with a Kabbalat Shabbat ceremony; Grade 3 students bookend what they began the previous year with an inspiring Havdalah service; Grade 4 combines Torah and holiday learning in an impressive Pesach production; and our Grade 5 students culminate their Elementary career with the Tekes Siyum. We are delighted to have our families join us for these milestones so they can derive great Nachat from their children.

Likewise, in Middle School, the four frequencies of Jewish life and learning are complemented with special grade-specific opportunities for immersive Jewish experiences. Our Grade 6 students bond and get to know one another better at an inspiring Melaveh Malka evening; at our Grade 7 Shabbaton, students enhance those connections while experiencing Shabbat together; and our Grade 8 students cement their lifelong ties with each other and with their AHS learning on their grad trip, which incorporates opportunities for Jewish and cultural learning as well as other exciting activities.



Jewish community life at AHS does not end at graduation; many of our alumni in high school return as Madrichim to help lead and inspire at the Grade 7 Shabbaton, and we continually stay in touch with our alumni as they move through life, whether to share good news, come together at alumni reunions, or invite them back as speakers for our series of Jewish Lunch & Learns for staff.

This year, we took this a step further, hosting our 50-year Virtual Reunion for AHS alumni of '73 and '74 in December 2023. This successful event was followed in February by the in-person "Always Associated - Alumni on Campus" reunion for alumni of '15-'19. We welcomed back about 100 alumni who are currently studying at 15 different universities, in a wide range of disciplines.

Our Community of Excellence

At Associated, we pride ourselves on our exceptional educational experience rooted in academic rigour and innovative teaching methodologies. Our curriculum is meticulously crafted to foster intellectual curiosity, critical thinking, and a lifelong love for learning among our students.



Our commitment to educational excellence begins with our faculty, who continuously seek out and implement best practices to enhance student learning outcomes. Through ongoing collaboration, professional learning communities, Lunch and Learns, and professional development programs, our educators stay abreast of the latest research and pedagogical approaches, ensuring that their teaching remains dynamic, relevant, and effective.

In addition to leveraging internal talent, we partner and collaborate with industry professionals to provide our faculty members with access to a wealth of resources and insights that enrich their practice and inspire innovation in the classroom.

In our system-wide professional development days, we facilitated cross-branch moderated marking sessions to ensure alignment, develop teacher capacity, and engender professional curiosity. We also provide our teachers with professional development in critical curricular areas, as well as training that orients them towards pedagogical frameworks such as Project-based learning, Maker-Mindset, and STREAM (Science, Technology, Religion, Engineering, Art, and Math) learning. These methodologies not only deepen subject mastery but also instill in students the timeless and transferable skills crucial for success in an ever-evolving world.

Project-Based Learning (PBL):

Project Based Learning (PBL) is a teaching method in which students use a multi-disciplinary and collaborative approach to find solutions to real-world challenges. For example, our Grade 5 students created a



Our Community of Excellence

Shark Tank-inspired entrepreneurial pitch. PBL empowers students by giving them voice and choice in their learning, and provides many opportunities to develop timeless and transferable skills, including the skills to critically reflect upon and assess their own progress. AHS has spent over 2 years providing our faculty with training in this area, and each grade team has incorporated at least one PBL unit into their program. In addition to the Grade 5 project above, highlights include cultivating a community garden in Nursery, a mock job fair in Grade 1, a Tiny House model in Grade 3, and a charity fundraiser in Grade 7.



STREAM Education and Maker-Mindset:

Our STREAM approach to education incorporates project-based learning and the Maker-Mindset that encourages students to approach challenges with curiosity and creativity while seeing experimentation and failure as necessary ingredients to learning. STREAM empowers students to develop skills such as communication, collaboration, time management, problem-solving, creativity, and self-evaluation, all of which are transferable to any context. STEAM education, which is skill-based and incorporates all its multiple disciplines, has been part of the AHS educational landscape for years. The term "STREAM" learning was coined by our Head of School, Dr. Lee-Ron Kaye and it is our springboard for students to engage with traditional Jewish concepts. STREAM education also enables us to strengthen students' Jewish identities and inspire them to lead meaningful Jewish lives. The STREAM approach is now the cornerstone of our program at Associated. Some highlights include students using augmented and virtual reality to recreate scenes from the Torah, 3D modelling to design and print dreidels, and oil workshops in connection with Chanukah.

Much of the STREAM approach is put into action in our Makerspace, which provides students with the tools and resources to tinker, prototype, iterate and innovate. Whether designing, experimenting, or crafting multimedia presentations, students are encouraged to embrace failure as an opportunity for growth and to approach challenges with ingenuity and resourcefulness.

We have made even further strides to enhance our curriculum program and increase our offerings, and for the first time in the 2023-2024 year, we offered a "Reach Ahead" high school credit to Grade 8 students. We are proud to say that Associated is the only Ministry-inspected (Elementary) Jewish Day School in Toronto.

At Associated, we are committed to empowering the next generation of leaders, innovators, and changemakers. Our excellence in education and holistic approach to learning prepares students not only for academic success but also for a lifetime of meaningful contribution and fulfillment.

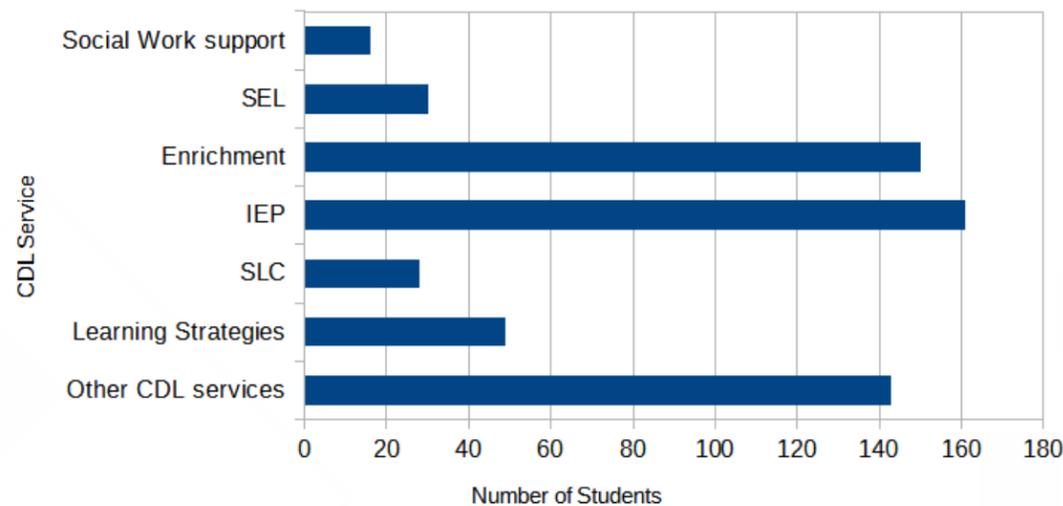
5 Our Community of Learners

As a community school, we emphasize and appreciate diversity at AHS – diversity in backgrounds, opinions, ways of thinking, and learning. This celebration of diversity allows all our students to excel, reaching their personal best both academically and in their social-emotional competence.

Through our Centre for Diverse Learning (CDL), we accommodate our students' diverse learning profiles, and invest in the professional development for teachers that will guide them in supporting all their students' learning.

In 2023/24, AHS spent approximately **1.43 million dollars** on the **CDL's services, programming, and staffing**. With these funds, our CDL serviced over **160 students with IEPs** (Individual Education Plans), **150 Enrichment students**, and **8 SLC (Structured Learning Class) and Learning Strategies classes**, as well as servicing **English Language Learners**, providing **social work, reading, and social-emotional learning (SEL) supports** to students who need them, and offering **resources and support** as needed to **all the staff and students** in the school.

Students serviced by CDL, 2023/24



This year, we also offered a series of optional lunch-and-learns for staff, presented by AHS alumni, that touched on a wide range of Jewish and other topics, uniting our staff and alumni as part of our learning community, with speakers including **Rabbi Dr. Martin Lockshin '64, Rabbi Jay Kelman '75, Dr. Seymour Epstein '60, and Dr. Daniel Held '96**.

We were thrilled to introduce the Irene Arkin Poetry Prize this year, encouraging student literacy through celebrating the art of poetry in National Poetry Month and beyond.

AHS students continue to shine in academic, extracurricular and co-curricular pursuits. Last year, one of our students represented Canada in the "My Family Story" Jewish History initiative in Israel. Our students rank amongst the highest in the country in the Caribou and Gauss math contests, and we were pleased to bring an ever-increasing contingent – 16 students this year – to the Chidon HaTanach (Bible Contest) Nationals.

6 Shaping the Future of Jewish Education

Sources of fundraising income, 2022-23



We are so grateful to our committed and generous donors for their support which is integral to AHS's sustained ability to fulfil our mission in instilling Jewish values and Jewish pride, inspiring love of Israel and love of learning, and strengthening Jewish families by providing rich, meaningful, and authentic Jewish education.

Tuition Subvention

From 2020-2023 AHS has received generous funding and donations to subsidize tuition at an average of **\$2.4M per year** from **the UJA, the Koschitzky Grant**, and the fundraising efforts of the Development Department. The Koschitzky Grant and the UJA cover an average of **60%**; donations from our community cover the remaining **40%**.

Of the **872 students enrolled in Grades 1-8** in 2023/24, close to **40%** were on **further subsidized tuition**, subsidized by the **Generations Trust scholarship** and the **UJA Day School Scholarship** and **supplemented by our community donations**.

The remainder of our donations cover enhancements to the school's spaces and programming, including grade-wide celebrations, STREAM programming and equipment, staff PD, Israel engagement activities, modernized classrooms, and more.

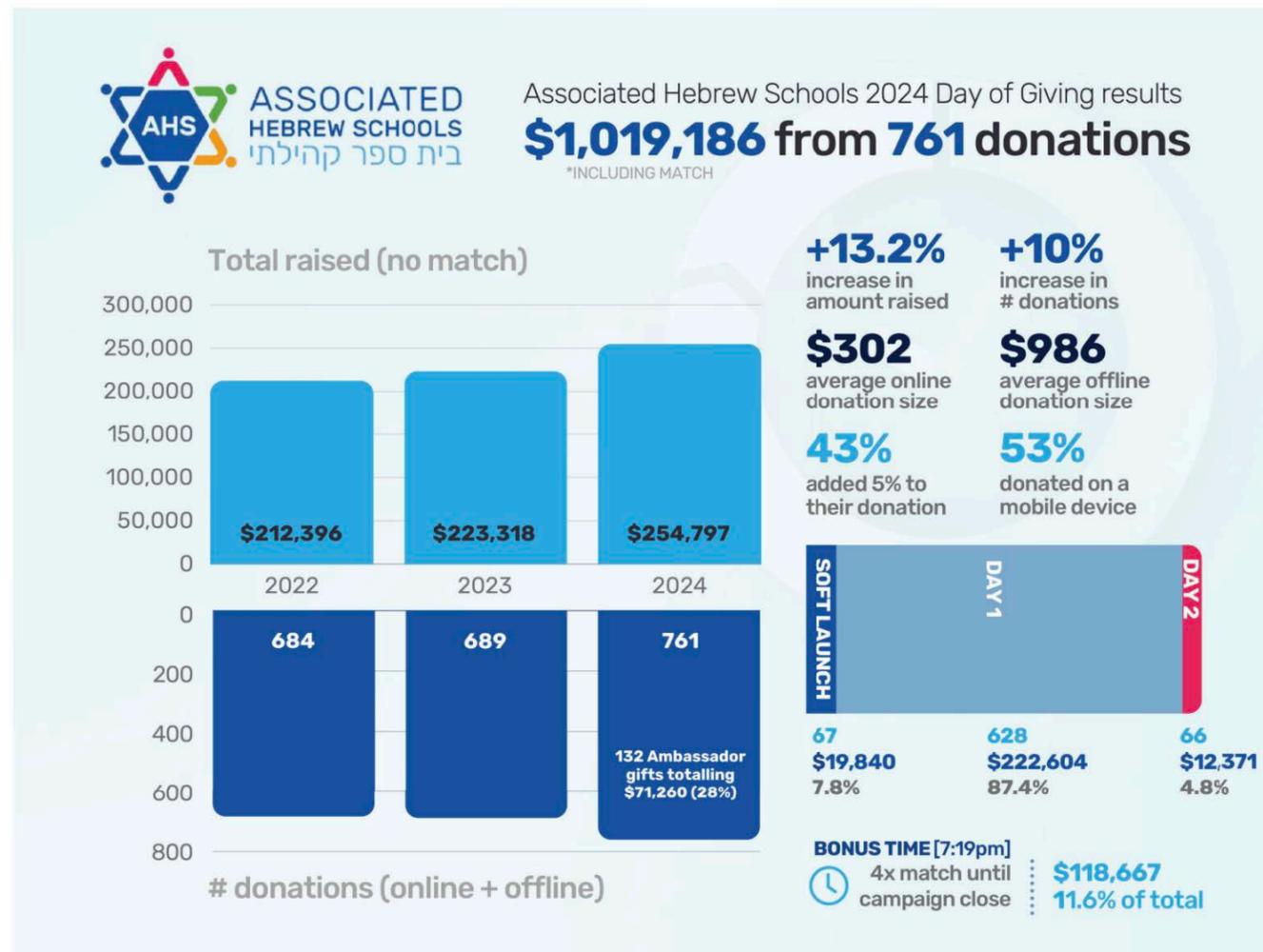
Day of Giving 2024

In March of 2024, Associated again participated in the Day of Giving campaign. This 24-hour online fundraising event provides the opportunity for a wide swath of community members to support Associated and have their donations amplified by matching donors. This year, those donors allowed every gift to be matched 4:1 and have quadruple the impact. We were fortunate to raise \$1,019,042. Beyond its financial impact, the Day of Giving allowed us to unite a community of donors and volunteers, including alumni, students, families, staff, faculty and friends, past and present, in a common cause.

Major Gifts

A new appeal was created in 2021, originally envisioned to raise funds from donor recognition opportunities at the newly renovated Hurwich Education Centre and expanded to include many spaces at Posluns, Kamin and Danilack that had

Shaping the Future of Jewish Education



been renovated and not yet designated by a donor. The Major Gifts appeal allows donors to attach their names to spaces with a purpose that resonates with them and that they feel connected to. To date, 13 donors have agreed to gifts of over \$7,200/year for five years. As a result, many areas of the school have been renovated and an annual income stream of nearly \$175,000 has been secured for the next five years, totalling close to \$1,000,000. Because there are a limited number of physical spaces to be renovated, donors can also support enhancements to curriculum and programming. This comprehensive appeal includes Growing Spaces, Enhancement Funds and Educational Programmes. A classroom renovation program has grown out of this initiative, offering donors the opportunity to attach their names to newly renovated classrooms in the Middle School,

with one classroom reonovated to date. Beyond just defraying the costs of physical or programmatic enhancements, funds raised through the Major Gifts and Classroom campaigns are used for ongoing operating expenses and tuition subsidies.

Day of Learning

In 2022, a new appeal was created to provide donors with the opportunity to recognize life cycle events by sponsoring a Day of Learning (DOL) or Week of Learning at Associated. The minimum required gift is \$250 and donors can celebrate a birth, wedding, birthday or other special event, or acknowledge a Yahrzeit. Since its inception, 79 donors have contributed over \$95,000. DOLs are acknowledged in morning announcements, displayed on the monitors around the school and sent in the morning to nearly 6,000 email addresses.

Shaping the Future of Jewish Education

Partnership

For many years, generous donors have been attracted to fund specific events at the grade and branch level. In 2022, this was formalized into the Partnership Opportunities program, providing recognition for donors from \$720 and up. Donors are encouraged to work together to celebrate our students on a school activity or event. Partnerships are acknowledged in our event invitations, programmes and branch newsletters as well as in the audiovisual presentations. Since July 2022, this appeal has raised approximately \$120,000 from 48 donors

the incoming students. Examples have included technology, health and safety programs, playground installations, security, and enhanced programming. The Grade 8 GRAD-itude program has raised nearly \$240,000 from 510 donors since 2016. The Grade 5 Project has raised nearly \$65,000 from 379 donors in just the past three years.

Bequests

For decades, AHS has relied on planned giving and bequests, both large and small, in order to supplement fundraising. In the past 28 years alone, over 129 bequests added nearly \$7 million to our fundraising income. We have just launched our AtidCHAI deferred giving program (more information below), allowing donors to create a lasting legacy for generations to come. Donors are encouraged to make a planned gift to AHS, whether through an insurance policy, bequest, or a donor-advised-fund. AtidChai gifts allow donors to give at a significantly higher level than their annual gift, while benefiting from tax savings. Talk to your financial advisor about how you can support Associated while reaping tax-saving and other benefits.

Graduation Gifts and Grade 5 Legacy Projects

The GRAD-itude program enables parents or grandparents to make a gift in honour of a graduate and be recognized in the graduation programme. In addition, donations can now be made in honour of Grade 5 students moving up to Middle School. The GRAD-itude and Grade 5 Legacy programs honour the milestone of completing Elementary school or graduating from AHS. It also pays forward so that the graduating class enhances something for



Shaping the Future of Jewish Education



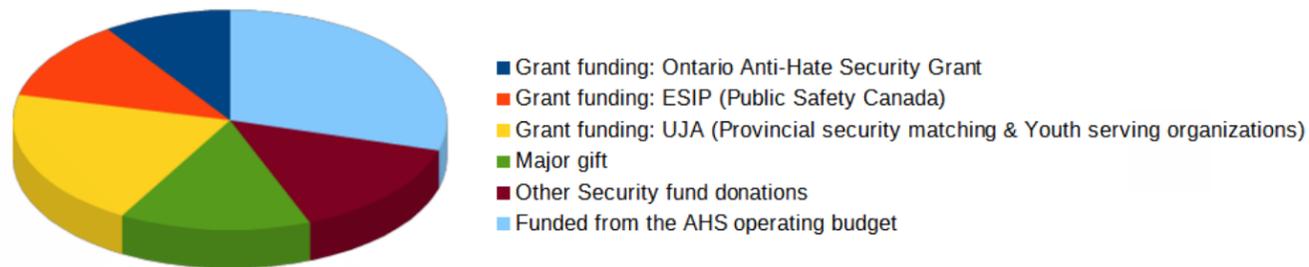
Ensuring the Safety and Security of Our Community

Providing a safe and secure learning environment for our children has always been a top priority. For many years, we have had a security guard at each campus. Last August, we also began having **yearly security audits** conducted by **Toronto Police Services**. We were pleased to hear affirmation from TPS that we are already employing best practices regarding security, and have taken steps to implement their recommendations.

In the wake of October 7, we increased our security in order to best meet the needs of our community, including hiring paid off-duty police officers for several months, and upping our private security to having **two guards at each campus**. In the 2023-24 academic year, AHS spent a total of **\$209,818.97 on security**, including **\$127,985.78 on unanticipated security** costs over and above the single security guard at each campus that we had prior to October.

We are grateful to the grants we received from the **Ontario Anti-Hate Security and Prevention Grant**, the Public Safety Canada Expanded Security Infrastructure Grant, and the **UJA Federation**, which have covered a small portion of these costs, as well as to donations from our community toward the **AHS Security Fund**. The remainder of the costs have come out of **AHS's operating budget**.

Sources of funding for security costs, 2023-24



7 AtidCHAI - Our Guarantors of the Future

This year, we received a total of \$907,666.66 from five bequests (as of June 2024). We are grateful for this generous recognition from beloved departed members of our community, and we know that funds from bequests are one-time gifts that we cannot plan for or rely on in future years. In order to grow our school's sustainability and offer a framework for our friends and supporters to plan for acknowledging AHS in their wills, we have created the AtidCHAI initiative, to build a living future for Jewish education at Associated.

אסוסיאייטיד: עתיד חיי * Jewish Education - חינוך יהודי *

Are you passionate about securing a vibrant and enriching future for Jewish education for generations to come?

Join us in shaping the future of Jewish education through **Associated's Atid CHAI** initiative. Together, we can create a lasting legacy that will empower future generations with the knowledge, values, and traditions that have been with us for thousands of years.



More information about this initiative will be forthcoming.

To explore the ways you can leave a lasting impact through a deferred gift to Associated, contact us today! [416.494.7666 x 200](tel:416.494.7666) or oshulman@ahschools.com



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