



# Kulanu Personal Goals & Feedback

*Adapted from R. Deborah Sacks Mintz resource for Hadar's Sha"tz Community Groups*

## Setting A Goal

This personal goal-setting framework can be used for *tefillah* leadership growth. Think about something that you wish to learn or improve and write it down as an achievable goal for yourself. Suggested growth areas include, but are not limited to:

### Technical Skills:

- Knowledge of and effective use of *nusah*
- Facility with and precise execution of text

### Musical and Artistic Joy:

- Use of melody, song, and *nusah* to imbue a sense of *hiddur mitzvah*
- Communal leadership skills
- Interplay between melody and text

### Humility, Confidence, and *Kavanah*:

- Combatting imposter syndrome and tempering ego
- Intuiting communal needs and cultivating effective strategies for response
- Balancing authority and vulnerability
- Navigating an evolving relationship with God, spirituality, and theology

Although you can keep your goals to yourself, it might be a missed opportunity if you don't share them with your Kulanu community of practice. Your friends within Kulanu can help you through encouragement, supportive accountability to achieve your goals, and helpful feedback that identifies progress and provides pointers on how to continue with your growth. If you are open to it, consider the Peer Feedback Protocol as part of your process.



## Peer Feedback Protocol

This presentation format can be used to get feedback on any prayer leadership skills being worked on individually, as outlined in the Goal Setting Rubric. These should be assigned in advance so folks can adequately prepare to learn from their peers.

Depending on the session, the roles may include:

- 1-2 presenters
- 1 facilitator, who serves as both time-keeper and reminder of which step the group is in each in the protocol process
- Peers, giving feedback when not presenting

Following is a suggested “protocol” that can be implemented:

1. Allocate approximately 10-35 minutes per presentation.
2. Breakout into small pre-assigned groups consisting of 1-2 presenters, 1 facilitator, and peers.
3. **Presenter** spends 2-4 minutes sharing the goal(s) they are working on, and something that they want feedback on regarding that stated goal.
4. **Peers** enter the presenter’s name, section presented, and goals into the peer feedback form below.
5. **Presenter** shares 5-10 minutes maximum of material. **Facilitator** cuts off presenter at 10 minute point latest.
6. **Peers** spend a few minutes filling out form.
7. **Facilitator** asks everyone to return to presence at the 5 minute point.
8. **Peers** spend remaining time taking turns giving feedback based on form. Do not simply read off everything you filled out—take turns sharing salient points from your feedback, and allow it to be an organic group conversation. **Facilitator** ends the conversation at the designated time.
9. Repeat for **presenter 2 if applicable**.
10. Feedback forms are emailed or given directly to the presenter.



## Peer Feedback Form

Presenter's Name:

Your Name:

Section of Davening:

Presenter's Personal Goal:

### **FEEDBACK:**

1. What did the presenter do well, regarding their stated goals?
2. What could the presenter have done better, regarding their stated goals?
3. Additional strengths not related to stated goals:
4. Additional critiques not related to stated goals:
5. I felt connected to/compelled by the presenter's *davening* when/because...
6. I felt disconnected from the presenter's *davening* when/because...