

Changing Wisdoms with Reform Judaism

Session I

Beginning and Exploring Interpretation with Praxomics and Rabbinical Rubrics

This is being recorded?

Do you have the notes I sent out?

Interruptions are encouraged!

A three-part course taught quarterly by
David K. Dirlam, Ph.D. at Temple Adas
Shalom, Havre de Grace, MD. 2023

Where are we going today?

Beginning: Why changing wisdoms?

Exploring: How wisdoms change

Part 1. New ideas from *praxomics* (the measure of human practices)

Part 2. New ideas from Reform Rabbis' *developmental rubrics*

Sustaining: Upcoming changing wisdoms opportunities

The Changing Wisdoms Facilitation Project (use it, so we don't lose it)

Sessions II and III (what we will do in the other quarterly sessions)

Beginning

Why Changing Wisdoms?

Understand History and Personal Experience

Overcome Simple Ideas About Human Practices

Use Praxomics to Tame Complexity without Simplifying

Get Rich Evidence From Experts

Use a Microscope for Our Tradition Like No Other

Knowing How Wisdoms Change is Fun, Functional, and Fascinating

Understand History and Personal Experience

- Our bodies and environments seemed incomprehensibly complex until we discovered cells and elements.
- To many, our history and personal experience still seem so.
- *Praxomics* measures human practices using *modes of practice* as a unit analogous to cells or elements
- It opens possibilities for understanding that we can barely imagine without them.

Overcome Simple Ideas About Human Practices

- Stages, eras, and generations
- Rating scales
- Talent and practice makes perfect

Use Praxomics to Tame Complexity Without Simplifying

- A deck of cards

May have 13 ranks in each of 4 suits to create over 2 billion hands.

- A field of expertise

May have 13 *dimensions*, each with 4 *modes of practice* to create over 2 billion *wisdoms*.

- Today

We will identify praxomics, dimensions, modes of practice, and wisdoms.

Get Rich Evidence From Experts

- *Developmental interviews*

From 2009-2013 I conducted of all the Rabbinical faculty of our Reform seminary, Hebrew Union College - Jewish Institute of Religion.

- Collaboration

Together we used principles of praxomics to describe the development of their expertise.

- Results

They gave 12 dimensions of four modes of practice each. We added one that they use for admissions but don't teach: Gender & Sexuality.

Use A Microscope For Our Tradition Like No Other

- We called it “*Developmental Rubrics for Rabbinics*”
- It is a Table of Wisdoms
 - It lays the changing wisdoms of Reform Judaism on the table.
- Our Temple’s Torah Portion Previews
 - Since July 2022 snippets of wisdoms have been included.

Knowing How Wisdoms Change is Fun, Functional, and Fascinating

Fun

Watch people do anything and learn what they cared enough to accomplish.

Functional

Someone's actions surprise you (either positively or negatively) and praxomics will instantly give you ideas of its developmental significance to them and you.

Fascinating

It helps literature and science take on new meanings and value.

Beginning Changing Wisdoms Concepts

- *Beginning*
- *Praxomics*
- *Mode of practice*
- *Dimension*
- *Wisdom*
- *Developmental interview*
- *Developmental rubrics for rabbinics*

Interpret this from Vayak'heil [he assembled] Exodus 35

20 So the whole community of the Israelites left Moses' presence. 21 And everyone who excelled in ability and everyone whose spirit was moved came, bringing to יהוה an offering for the work of the Tent of Meeting and for all its service and for the sacral vestments....

30 And Moses said to the Israelites: See, יהוה has singled out by name Bezalel, son of Uri son of Hur, of the tribe of Judah, 31 endowing him with a divine spirit of skill, ability, and knowledge in every kind of craft, 32 and inspiring him to make designs for work in gold, silver, and copper, 33 to cut stones for setting and to carve wood—to work in every kind of designer's craft— 34 and to give directions.

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Discussion of Excerpt

We Need a New Mode of Practice

What just happened?

What do we think about what happened?

What do you need?

What new mode of practice do we need?

How should we make the new mode happen?

How about a plan?

Do we need to rehearse it?

How should I help?

Where and with whom can we use what we learn?

Exploring How Wisdoms Change

Part 1

New Principles from Praxomics

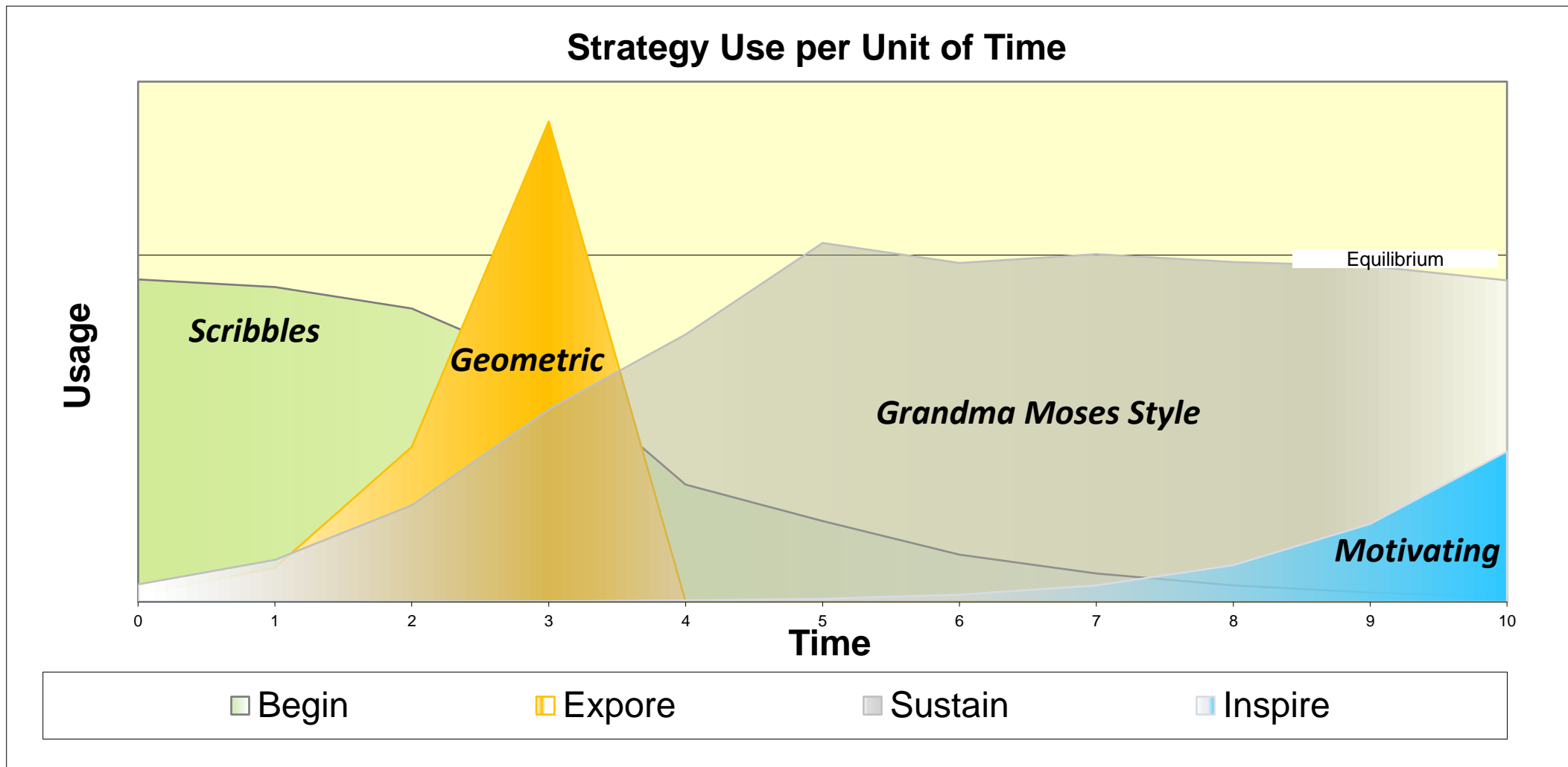
Modes of practice principle and the *types of learning* principle

Make a drawing and identify the development of its practices

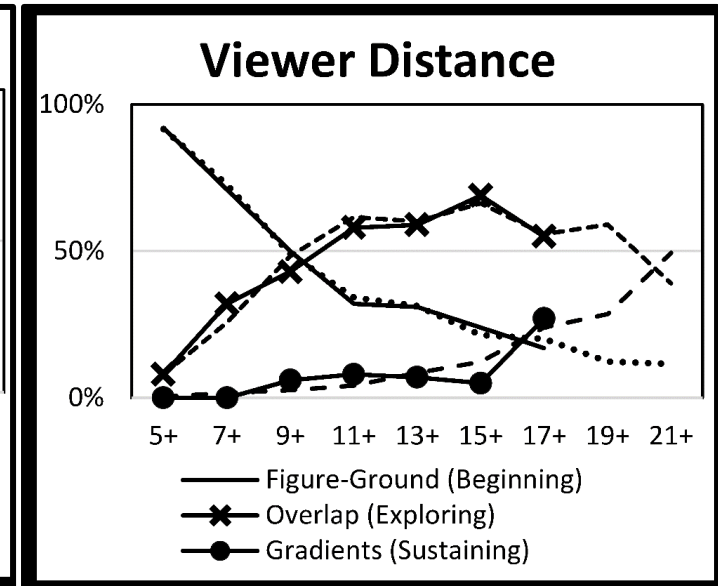
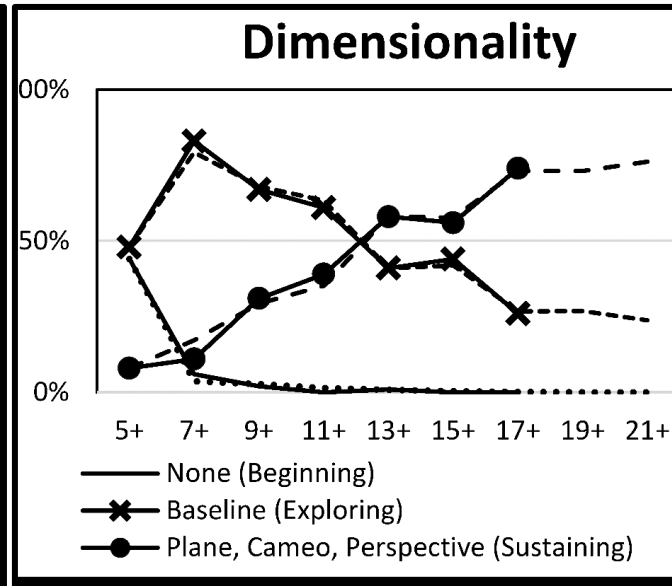
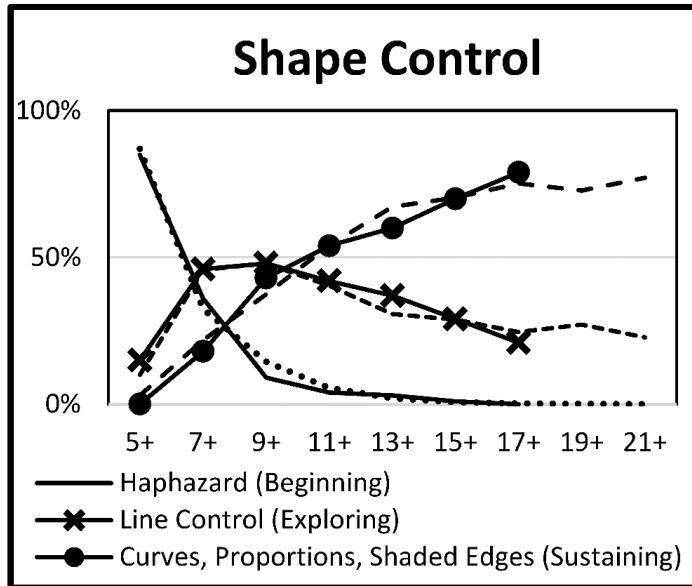
Interpret Vayak'heil using praxomics principles

Take 3 minutes to draw a picture of anything you choose

Typical Changes in 4 Modes of Practice (drawing development)



Competition parameters make modes of practice in different dimensions grow at different rates



Characteristics of the four modes of practice

	Modes of Practice				
		Begin (Scribbles)	Explore (Geometric)	Sustain (Grandma Moses)	Inspire (Motivating)
Competition Parameters	Social Prevalence	Very common	Unlikely	Rare	Extremely rare
	Growth	No growth	Very Rapid	Moderate	Moderate
	Competitive Strength	None	Very little	Moderate	Great
	Depletion	Rejection	Evil	Boredom	None

How many people used each?

	Modes of Practice				
		Begin (Scribbles)	Explore (Geometric)	Sustain (Grandma Moses)	Inspire (Motivating)
Dimensions	Shape Control	Haphazard	Lines	Curves	Proportions, shaded edges
	Viewer Distance	Figure-ground	Overlap	Gradients	Eye movement control
	Dimensions	None	Baselines	Plane or cameo	True perspective

Two Types of Learning

I. Iterative Learning

Improve the speed and accuracy of performing any of practice through deliberate repetition.

II. Transformative Learning

*Acquire a new, more complex of practice through four **DEEP** commitments.*

Dilemmas initiate change.

Examination identifies a new.

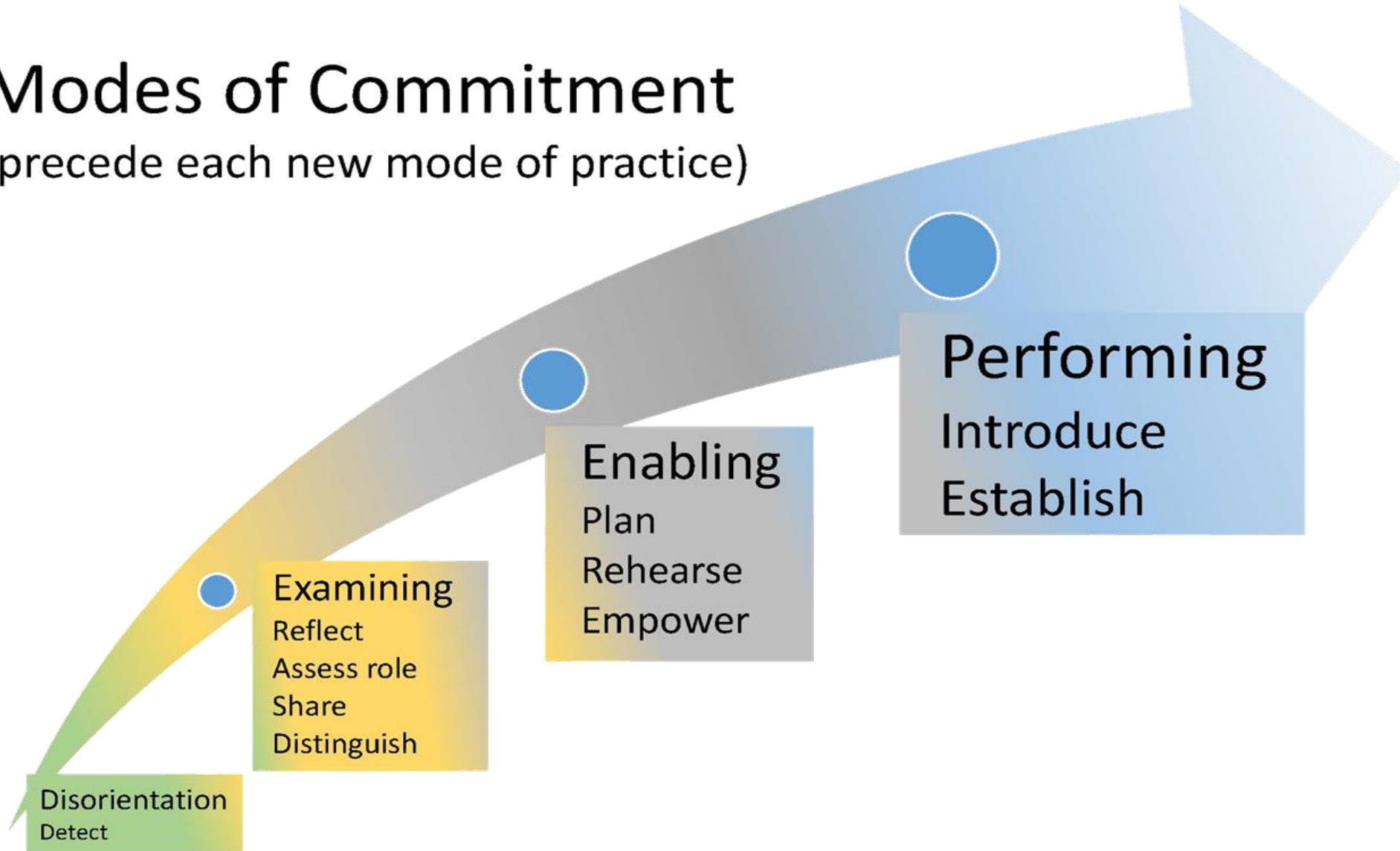
Enabling it requires collaboration.

Performing it happens in communities of practice.

Transformative Learning

Modes of Commitment

(precede each new mode of practice)



Interpreting Vayak'heil with Praxomics

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Discussion using modes of practice and types of learning

Exploring How Wisdoms Change

Part 2

Developmental dimensions from the Reform Rabbis

Discuss new ideas from the dimension of Interpret Texts

Three more dimensions from the Reform rabbis

Discuss how to choose dimensions

A dimension from the 2013 Developmental Rubrics for Reform Rabbis

Dimension	Beginning	Exploring	Sustaining	Inspiring
Interpret Texts	<i>Literal</i> Read at face value	<i>Preconceived</i> Seek data to fit preconceptions	<i>Purposeful analysis</i> Read for inspiration and to identify important ideas	<i>Combining frames</i> Combine lenses, connect texts, expand boundaries, reframe, and apply to new contexts

Interpreting Vayak'heil after Rabbinical Rubrics Dimension

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Discussion

How many of our ideas used each?

Dimension	Beginning	Exploring	Sustaining	Inspiring
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Which ideas used each?				

Three more dimensions

Discuss how to choose a dimension

	Begin	Explore	Sustain	Inspire
Understand Contexts	<p><i>Decontextualized</i> Disconnected from knowledge of the past.</p>	<p><i>Influential surroundings</i> Read and describe influential surroundings in space and time, ± a few centuries.</p>	<p><i>Cultural climate</i> Describe the writer's culture including time, place, community, ideology, economic situation, liturgy, and use of Jewish texts.</p>	<p><i>Intertwined histories</i> Connect multiple concepts through the ages simultaneously.</p>
Organize	<p><i>Join</i> Try to join a community.</p>	<p><i>Conceptualize</i> Identify key concepts of institutional systems, processes, organizational behavior.</p>	<p><i>Effect change</i> Effect change using leadership, vision and organizational best practices.</p>	<p><i>Build community</i> Gradually impart to congregations a vision of building community by drawing people into meaningful Jewish life.</p>
Cultivate Jewish Identity	<p><i>Parochial</i> Accept those like them. Uncomfortable with people changing in ways that challenge themselves.</p>	<p><i>Presupposing</i> Recognize others' humanity but try to make them more like themselves.</p>	<p><i>Facilitating</i> Listen attentively to others' spiritual, emotional and intellectual needs. Stitch together Jewish social relations.</p>	<p><i>Regenerating</i> Contribute to others' transformations with empathy, authenticity and sensitivity to group and community dynamics.</p>

Exploring Changing Wisdoms Principles and Rabbinical Modes and Dimension of Practice

Modes of practice

- *Beginning*
- *Exploring*
- *Sustaining*
- *Inspiring*

Parameters

- *Prevalence*
- *Growth*
- *Competitive strength*
- *Depletion*

Types of learning

- *Iterative*
- *Transformative*
 - *Disorienting*
 - *Examining*
 - *Enabling*
 - *Performing*

Interpret text

- *Literal*
- *Preconceived*
- *Purposeful analysis*
- *Combining frames*

Three other dimension

- *Understand contexts*
- *Organize*
- *Cultivate Jewish Identity*

What is happening to your thinking about personal and historical development?

How is your understanding of people and history changing?

Using modes of practice as a unit creates understanding that we can barely imagine without them.

What is happening to the simple-minded errors our culture teaches?

Stages, eras, generations, rating scales, talent, practice makes perfect.

Can you tame some complexity in your experience?

Thirteen dimensions each with four modes of practice creates more than 2 billion wisdoms.

Can you get the richer evidence from experts you care about?

We saw 4 of the 13 dimensions of rabbinical practice. Experts usually give at least 5 dimensions in an hour.

Does the microscope for our tradition make a difference for you?

Since July 2022 snippets from their work have found a place in the second paragraph of our Temple's Torah Portion Previews. How could you use them?

Session I. PowerPoint presentation

Email ddirlam@changingwisdoms.com if you would like a pdf of this presentation sent to you.

Sustaining
Upcoming changing wisdoms
opportunities

The Changing Wisdoms Facilitation Project
Session II and III

How should we use it, so we don't lose it?

Changing Wisdoms Facilitation Project

Goal: Frequently use Changing Wisdoms Ideas to suggest Innovations for advancing the purpose and offerings of Temple Adas Shalom

- Our purpose is to build a strong and vibrant Jewish Community, providing for the spiritual well-being of our members today, and the foundation for the Jewish community in this region in the future.
- We offer a friendly and relaxed environment for all Jewish and interfaith families. The wide range of programs and activities provide many opportunities to add meaning to our lives and share pleasant experiences with friends and neighbors of the Jewish community.

Project Structure

- When: Beginning March 14 and Ending October 10, weekly at noon Tuesday.
- Who: Group members are anyone who attended Session I and wants to participate (if others want to join but missed the session, I will repeat it for them).
- What: Tuesday Noon 45-minute Zoom meetings and any-time email about synagogue development ideas. David Dirlam or any other group members who want will send out a starter message. Responses from (all hopefully) group members either in the Zoom session or at their leisure on email.

Follow-ups by David Dirlam edited by group

- Monthly email summarizing ideas, responses, and potential action items.
- Summary provided for discussion in Session III on October 15.
- Summary recommendations sent to TAS Board by October 29.

Next Sessions

Session II. Sustaining Jewish Wisdoms, Sunday, June 25, 12:30 PM

Introduce thirteen dimensions of Developmental Rubrics for Reform Judaism

Review

- Praxomics Principles
- July Monthly Summary of the Changing Wisdoms Facilitation Project

Discuss excerpts from

- *American Jewish Thought Since 1934*
- *Genesis Ideology: Essays on the Uses and Meanings of Stories*

Session III. Inspiring Jewish Wisdoms, Sunday, October 15, 12:30 PM

Review

- Praxomics Principles
- Developmental Rubrics for Reform Judaism
- Changing Wisdoms Facilitation Project

Discuss of applications to synagogue and family life