

## **Spring Garden Waldorf School**

### **Joint Faculty Board meeting minutes**

**August 22, 2024**

Attendance: Brenda Leighton, Ken Ambler, Jeff Scott, Stephanie Bailey, Amy Hecky, Dan Kavouras, Rocky Lewis, Julie Marchetta, Kelli Wright, Dionne LaRue, Kyle Strnad, Marie Paul, Michael Gannon, Suzie Reich, Darrin Griggy

Sarah Shorten, Edward Grimes, Kate Miller, Alyssa Humes, Paige Ballew, Erin May, Andrea Haberny, Diane Miskinis, Adam Shoemaker, Caty Pertersilge, Olga Lyuksyutova, Julie Gannon, Sarah Miller

Absent: Bridget Ambrisco, Gabrielle Aryeetey, Matt Slater

Meeting called to order at 5:03 PM with the reading of the Opening Verse

#### **Old business**

None.

#### **New Business**

Discussion concerning updates and edits to the 2025 to 2030 Spring Garden Waldorf School Strategic Plan. Session facilitated by Toby Ann Weber, Nonprofit Management Consultant.

The existing Strategic Plan came from the Accreditation process. It contains the most critical priorities, goals and objectives.

The Operations plan comes from the Strategic plan. The operations plan will be a spreadsheet that lists who, when and what to do. This will be new...we currently do not break up the Strategic Plan from the Operations Plan.

There will also be a periodic check of goals to make sure they are relevant or if new goals need to be added.

The Joint Board/Faculty members broke into several groups to discuss the following questions concerning the draft of the 2025-2030 Strategic plan that had been distributed prior to our meeting:

- Is there anything in the Plan that pleases you?
- Is there anything in the plan that you don't understand?
- Is there anything that you think may be particularly challenging to achieve?
- Is there anything significant that you think is missing?

Each group discussed the four questions, made notes on poster paper, and reported out to the entire Board/Faculty. Toby Weber collected their thoughts and concerns and will send a summary report to the Board. The Board will then look at the plan and see if the plan needs changed or to have items added or removed.

The next exercise concerned our core values as listed in the Strategic Plan. The core values that we share as SGWS allow us to speak with one voice. The goal of the exercise is to narrow down the 12 bullet points for the organization to a short piece that helps us communicate with others that we meet.

The SGWS core values are:

- We provide an education based on Waldorf philosophy.
- We value educating the whole child.
- We recognize each child is an individual.
- We offer a developmentally appropriate curriculum.
- We value the natural world and nurture our students' connection with the earth.
- We seek, welcome, and respect diversity in our school.
- We value community and strive for quality human relationships and respectful interactions.
- We operate in a fiscally responsible manner to be good stewards of the resources with which we have been entrusted.
- We strive to educate the greater community about the principles of Waldorf education.
- We value a diverse curriculum that develops creativity, compassion, teamwork, social skills, and critical thinking skills.
- We believe in the importance of healthy life habits: warm clothing, adequate sleep, whole foods, and play.
- We believe in honoring childhood by encouraging creative play and engagement in the world and limiting exposure to all forms of media.

After reviewing the core values, members were broken into groups and tasked with the goal of distilling our larger list down to a few phrases to help us tell the Spring Garden story to others. Questions to consider were:

- What words/values stand out to you as the essence of Waldorf education and/or the Spring Garden community?
- What differentiates SGWS from other schools?
- What words/values do you think would resonate with parents looking for a unique educational experience or a special education for their child?

Each group discussed the questions, made notes on poster paper, and reported out to the entire Board/Faculty. Toby Weber collected their thoughts and concerns and will send a summary report to the Board.

Meeting adjourned at 6:55 PM with reading of the Closing Verse.

Ken Ambler  
(he/him)  
Board Secretary

**Next Board Meeting: September Board meeting at SGWS, September 16, 2024, at 6:30 pm.**