



Strategic Plan
2009 -2014

(Approved by Trustees Council February 2009)

Mission

The Washington Waldorf School cultivates each student's capacity to think clearly, feel compassionately, and act purposefully in the world.

We are committed to the educational movement inspired by the pioneering work of Rudolf Steiner and advanced by Waldorf teachers worldwide.

Our Values

Healthy Development of Children and Adolescents

We respect the unique developmental stages of the human being and are committed to a vibrant pedagogy that actively cultivates our students' innate abilities to learn and grow.

A Balanced, Dynamic Curriculum

We offer a vigorous and integrated program that presents the panorama of human history, literature, foreign language, science, technology, mathematics, movement, art and music in an accessible, imaginative and inspiring way.

Meaningful Teacher -Student Relationships

We consciously foster strong and supportive relationships between our teachers and our students, throughout the students' years at the school.

Exceptional Teaching

We engage dynamic and skilled teachers who are committed to the art of Waldorf teaching and support pedagogical excellence through ongoing study, research and professional development.

A Diverse and Inclusive Community

We celebrate our common humanity and strive to work harmoniously with one another in an inclusive, supportive, and diverse community. To that end, we cultivate generosity of spirit, kindness and civility among students, parents, teachers and staff.

Respect for Nature

We provide an education that fosters wonder and reverence for nature that leads to a deep respect for and stewardship of the earth and our environment.

Moral Discernment

We cultivate a capacity for moral discernment that inspires personal initiative, social responsibility and an active involvement in the world.

An Active Spiritual Life

We offer an education and seasonal festival life that nurtures the spirit of our students so they may grow to be free and purposeful adults.

Leading Commitments

Our Students...

Washington Waldorf School will expand enrollment and attract and retain a diverse group of students with a variety of interests, talents and perspectives who demonstrate an ability to thrive and be energized in the Waldorf educational environment.

Objectives:

To commit to admissions processes that help to ensure a student body capable of engaging fully in the Waldorf curriculum

To increase diversity in our student body and celebrate the rich ethnic, cultural, racial and socio-economic diversity as reflected in Washington DC area

To increase the total student body by 10% by increasing retention and new enrollment and by positively affecting the inquiry to enrollment rate

Our Program...

Washington Waldorf School will continue to deepen, expand and enhance our programs to form a more vibrant and dynamic education that fully meets the developmental needs of our students.

Objectives:

To review the high school curriculum and establish program priorities that ensure a creative, vigorous, balanced and progressive learning environment.

To launch an innovative outdoor education program aimed at developing life and leadership skills and engaging respectfully with the natural world.

To better support our students in their learning and development by strengthening our supplemental resource program and assessment tools

To establish a review schedule of all curriculum practices, methods and standards to ensure appropriate skill development

To continue to strengthen our College Counseling program in order to assist student's in their ability to make discriminating choices in finding and applying to colleges and, ultimately to gain admission to the institution that best suits their ambitions, interests and abilities

To increase foreign language proficiency and cultural exposure by committing to an active high school foreign exchange program and by identifying more clearly the overarching goals of the foreign language program (grades 1-12)

To support and improve the well-being of our students by developing a health and safety program for the middle school grades

To broaden and enliven our educational program by identifying areas in the curriculum in which diversity can be better represented in a living and genuine

Our Faculty...

Washington Waldorf School will engage, support and retain a diverse group of highly qualified, dedicated and dynamic faculty members.

Objectives:

To continue to support and retain faculty members by committing to a plan for improvement of salaries and overall compensation

To increase the number of Waldorf Teachers in our community by supporting the work of NOVA Institute as an AWSNA affiliated teacher-training center

To create an active learning environment for teachers through ongoing study, research and professional development

To ensure excellence in teaching by clearly defining expectations and by further developing our mentoring and evaluation program

To increase diversity in the faculty through active recruitment, curriculum development and outreach

To renew our work environment through collaboration, personal connection and positive communication

Our Community...

Washington Waldorf School will foster meaningful relationships within our school community and participate as active and engaged members of the wider community and the wider world.

Objectives:

To revitalize the social fabric of the school with student programs that effect social inclusion and mutual respect

To instill values of service and social responsibility by formalizing and expanding community service and student outreach programs

To renew our festival life in a way that welcomes and respects families of all spiritual backgrounds

To establish personal contact and positive interaction with our neighbors through the creation of a neighborhood relations plan

To increase parent and alumni involvement and participation by fostering connectivity with one another and with the Washington Waldorf School

Our Home...

Washington Waldorf School will establish a stable long-term home that supports program growth and provides a healthy, beautiful and aesthetic learning environment.

Objectives:

To establish a long-term home by securing an extended lease or purchase of our current facility or an alternate location that is suitable to our community needs and desires

To generate architectural designs aimed at enhancing our learning environment and accommodating program and enrollment growth

To create healthier, more sustainable surroundings and development programs that have a meaningful affect on our environment and our well-being

Our Message...

Washington Waldorf School will create a professional, well-coordinated and effective marketing, public relations and outreach strategy with a strong, clear and consistent message.

Objectives:

To complete a comprehensive communications and outreach plan that reaches and engages key constituents

To complete and utilize the new Washington Waldorf School logo, core messaging and product identity package

To create clear, professional and effectual marketing materials and advertisements with an aim toward increasing inquiry rates and visibility

To enhance and upgrade the website to fully reflect Washington Waldorf School's core messages and identity

To support opportunities that help to make Waldorf Education more broadly understood by our parent community and the greater community

Our Resources...

Washington Waldorf School will strengthen our resources and assure long-term fiscal health in order to fulfill our mission, achieve our commitments and secure our future growth and sustainability.

Objectives:

To continue positive annual gift growth, working toward 100% support by the Trustees Council, faculty and parents

To effectively launch a capital campaign in support of facility expansion and enhancement or the purchase of a long term home

To successfully enhance donor cultivation and stewardship, as well as foundation support to the school

To reassess and reduce individual class fundraising in order to create a more holistic, focused and lucrative fundraising approach