

Richmond Waldorf School Parent Association: Meeting Minutes

Wednesday, March 2, 2022

6:10pm-8:10pm

[Audio](#)

“To truly know the world, look deeply within your own being. To truly know yourself, look deeply into the world.” -Rudolf Steiner

Technical Difficulties

Team activity: one word that describes a quality you bring to our community
enthusiastic, curiosity, humorous, helpful, optimistic, bookish, present, dedicated, determined, bold

This activity was done with the BOT and Faculty College, as a start to the conversation/approach around healing. It was facilitated by Panorama, and Marianne really enjoyed it.

Moderator Update:

It has been a long month of on-boarding, learning and meetings!

We have our Mission, Vision, Values statements, but after what happened in December we need a concrete way to say who we are and who we are not and to express our guiding principles: how we will act, how we will treat one another, etc. All PA reps discussed and are aligned with the following Guiding Principles:

We seek to nurture an inclusive parent community where everyone feels heard, respected, connected, and valued.

To accomplish this, all members of the RWS Parents Association agree to uphold the following tenants:

WE ARE	WE ARE NOT
HONEST Our interactions with peers, faculty and staff are grounded in transparency. We do not make decisions in vacuums.	AUTOCRATIC We consider the thoughts and actions of our community when making collective decisions
INCLUSIVE We appreciate individual differences and treat all with respect and dignity	EXCLUSIVE We do not omit RWS parents from our monthly meetings or any PA activity – all are welcome

<p>CURIOUS</p> <p>We ask questions, learn as we go, and make decisions based on feedback we solicit from our community members</p>	<p>(100%) REPRESENTATIVE OF THE WHOLE</p> <p>We strive to be conduits for our classes and only succeed when parents volunteer their time & make their voices heard</p>
<p>RESPONSIBLE</p> <p>We hold each other accountable for our work & follow our bylaws when making fiduciary or programmatic decisions that impact the RWS community</p>	<p>REACTIVE</p> <p>We do not respond to important issues without consulting with our peers to fully understand the circumstances at play</p>
<p>FLEXIBLE</p> <p>We make efforts to continually improve how we engage with one another and recognize when changes are needed</p>	<p>EMPLOYEES/STAFF</p> <p>We volunteer our time and while funds exist to support our programmatic efforts, our time is given freely</p>
<p>COOPERATIVE</p> <p>We recognize that consensus can be hard, yet we always strive to achieve it in all that we do</p>	<p>CYNICAL</p> <p>We do not criticize or take righteous stances – we are open to thoughtful exploration and respectful discussions</p>

Faculty Update: excited PA is doing May Faire, faculty doing a study on conflict, learning how to handle conflict resolution, upcoming field trips & plays. Faculty college would like to know what information parents are interested in knowing - issued a call to the PA reps for topics their parents would like to hear about.

Budget and Focus

Want to put together another budget vote, so that we don't have send it out to the community every time we want to spend \$1000

3 trends we identified via submissions

- Need for PA project management / planning support**

Stakeholders raised the desire for the PA's involvement in planning & support at the start of the school year, as well as prioritization of our project work
- COVID policies are top of mind**

Parent and teacher submissions centered around rescinding mask rules and following the science and/or other area independent schools

3. **Parents needs more education on what the PA does - or we need to reshape how the PA works**

We received tent requests, covid policy advocacy requests, and other administrative policy inquiries

Requests for PA Funding

What should we do with our funds for the remainder of the 2022 school year?

Let's build/produce some stuff!	Outfit the school - inside & out	Let's buy some stuff!
<ul style="list-style-type: none"> • 3rd grade building project for EC • Contract professional to record all RWS orchestra performances + plays, quality A/V library • Brick making with Sensei Markham • Chair rushing with Professor Markham 	<ul style="list-style-type: none"> • Give each PA class rep a budget to use to procure teacher wish list items from "All About Me" form • Beautify the front of the school in some way - bring back the ribbon tree 	<ul style="list-style-type: none"> • Enhanced air filtration for every classroom i.e. Corsi/Rosenthal box • Musical instruments & private lessons for grades students • EC playground musical instruments • New tent for Dogwood class

Instruments: No cello instructor, no dedicated music room

Ramps: Marianne is researching with an Occupational Therapist, and handicap ramp builder, because we want a sustainable solution for the ramps, the PA has already dedicated money to this effort and it hasn't been completed as part of Committee work. Should this be something the school should pay for and we need to ensure we don't disrupt or delay accreditation.

Budget for \$3000 for the Gala Faculty & Staff Tickets

Supplies for chair caning - Supplies and Timeframe - Pete

Money to each class for the teachers - how do we legally give the funds - Michele

3rd Grade building project for the EC - how much is requested - Marianne

A/V Library - Marianne to get a quote

Landscaping follow-up - Erica & Heather

Advancement Update - Rachel Davis

About a year and half ago \$3000 Grant for violins that went directly to the program -

Grants an incredible resource to get some of the funds for our projects, anyone can write a grant for the school and Matt Leighty is a Grant Writer

Brittany Sneden - EC Playyard - husband interested in doing work on the EC Area

Virtual Friends and Family Day - Friday, March 25, 8:30am - walk through the school, each class does a quick offering

Gala & Silent Auction invites will go out the week after Spring Break - Paperless Post - purchase tickets, 1st raffle ticket, and sponsorship options
Need some parent volunteers to stop in to the Advancement & Marketing Office to hand write notes on behalf of the PA for staff to go with their invitation/tickets
Reach out to [Rachel Davis](#) with any ideas & questions

Should the PA assemble a Mocktail Basket to complement the BOT Garden-Inspired Bar Basket - as an auction item or include it in the BOT kit? More work required on this as Advancement Office only wants to offer one raffle item, not two raffle items.

PA Events

March Muffin Madness (Wednesday, March 15 at 8:00am) PA is supplying coffee and some muffins.

Bake or buy muffins to share! Full Fat, Nut Free, Vegan, Gluten Free, Mini - All Muffins Welcome!

May Faire (Saturday, May 7 at 10:00am) - Marianne met with Roberto Trostli and is going to ask for time at the Faculty meeting after Spring Break to discuss with the rest of the Faculty
Cake Walk, Jump Rope, and Tye Dye already have volunteers!

Marianne is confirming exact budget from the School

Marketing will supply signage, marketing campaigns, and apply for ABC license in the event that we serve alcohol like Holiday Faire.

Looking into sheep, farmers market, puppet shows for EC, circus artists, live music, and want to enlist local RVA people who are connected to our community.

Indoor/Outdoor aspects regarding Covid and the community - Marianne awaiting response from Nancy on this point.

How widely we promote this event will depend on how many parents volunteer their time to help execute this community festival.

[Join the May Faire Committee!!](#)

Director of Education Update (news from Nancy Cross):

2022-23 Budget Process has begun there is a new business manager BOT approves new budget in late May

Only received 3 inquiries about parent concerns rescinding indoor masking, medical review and advice, Richmond County and City, CDC guidelines, other independent schools,

During Spring Break there will be some outdoor improvements: front landscaping and drop off fencing/pergola

New and Re-enrollment is very good. School is in a great position.

8th Graders finding out where they are being accepted to for High School!

BOT Meeting Recap from PA Moderator

Bethany Craig, a former RWS Faculty, Board member, and head of PA who is now working at the Charlottesville Waldorf School reported on their experience going through a similar

governance reform process with Panorama. Charlottesville is in year 3 of their transformation. Tensions were so high there were fist fights and restraining orders on parents - related to the breakdown of their school community as a result of poor financial management and the erosion of trust between the realms. The school decided to implement a lot of governance changes to reshape how they work as a community. They combined classes (i.e. 1+2 grades together in a class, 3+4 grades together in a class) and made other changes to ensure a financially and pedagogically sound future. Bethany says it is the best decision they made. They are now financially viable, enrollment is growing, no more stakeholder fighting, satisfied faculty members, and an effective BOT that operates far above the level of administration. As part of this process, they did have to part ways with some people who were not aligned with the changes in governance structure and school administration. Read the reports from the committees. No votes on the table during the BOT Meeting. Met with the new business manager who has a good outlook and brings a new level of professional financial support to the school. A lot of reflection, the day of the Russian invasion.

Please send Covid questions and concerns to Nancy Cross and LaToya Good, PA can facilitate on parents behalf, but we do not make those decisions.

Upcoming Events/Dates:

Wednesday, March 16: 4th Grade Field Trip

PA Care for a Coffee Gathering, 8:00am

Friday, March 18: 3rd Grade Play 8:30am

Spring Soccer Registration Deadline

Wednesday, March 23: 3rd Grade Play 8:30 am, 5:30 pm

Thursday, March 24: BOT Meeting 5:30pm

Friday, March 25: Virtual Friends & Family Day, 8:30, Noon Dismissal - No Aftercare

Saturday, March 26: Car Wash to fund the Middle School Dance, 10am

Friday, April 1: No School, Parent Teacher Conferences

Monday, April 4: No School, Parent Teacher Conferences

Tuesday, April 5: Parents Association Meeting, 6:30pm

Saturday, April 9: Outdoor Clean Up Day

In Attendance:

Mary-Catherine Berry, 2nd	Heather Maury, Dogwood	Rachel Davis
Sara Thomas, 3rd	Ben Hayward, 1st	
Melissa Smallfield, 4th	Pete Markham, Oak	
Sommer Humphries, 8th	Marci Jackson, 5th	
Susannah Meyer, Faculty	Karin Burke	

Respectfully, Erica Childress

