

Tuesday, April 5, 2022

6:05pm-7:50pm

[Audio](#) [Video](#)

*“We will not find the inner strength to evolve to a higher level if we do not inwardly develop this profound feeling that there is something higher than ourselves.” - Rudolf Steiner*

Opening Activity: What are you grateful for? PA reps shared their gratitude as a group.

**Moderator Update:**

Last month we spent a lot of time discussing the budget and we are still waiting on a few items to plug into the budget. Michele is working to get access to physical locations since staff changes. We are waiting on a professional AV support quote for a library of content.

Will send out 1 budget with the rest of proposed spending for the year

Paying for Gala Tickets for Faculty/Staff.

Waiting on the construction budget for the 3rd grade project for EC.

Hope to get a budget for vote by mid-April.

*BOT Meeting*

Exciting things are happening, moves are being made. Had a listening session with consultant regarding the Director of Education, and they were interested in what parents have to say.

Governance work is continuing.

I hope to have a new member of the BOT [at the next meeting] to deliver the findings from the Panorama study.

*Care for a Coffee*

Wednesday seems like a great day, thanks to everyone for joining and for bringing muffins!

Proposed another coffee event Wednesday, April 20. Proposed relocating to inside the fence on the blacktop area so as to not distract 3rd grade.

*Funds spent*

Acorn Class had a Saturday gathering, which PA supported monetarily. PA also supports the RWS book club, and are happy to support other class activities if PA reps can identify the need and come up with a plan.

**Brooke Carroll Acies Strategies**

**Search Consultant for RWS Director of Education**

The search process begins with gathering data by meeting with multiple groups/individuals with the search committee, evaluating characteristics of the ideal candidate to prioritize those characteristics and use them to guide us to make the decisions in interview questions.

The interview process - we hope to bring up to 3 candidates to campus for a visit in November.

This will be an opportunity for parents to meet the candidate, and multiple interviews, including The Faculty College interview, and to make a decision in December [2022].

Acies/The Search Committee will put together an advisory group to include a group of parents, faculty, and staff who will meet with the finalists and interview them. Not sure how that group will be formed as that is TBD, but wants the community to be a part of the process: your input now is one of the ways to be a part of the process.

*Question:* Who ultimately decides who will be hired?

*Answer:* It is the BOT's responsibility to hire the Director of Administration.

*Question:* Why is it taking until December to make a decision?

*Answer:* Because we are going through a very specific process that will get us the greatest pool of candidates. We will post the opening in mid-May. Over the next month we will be gathering info and the committee will be coming up with characteristics of the ideal candidate. We want to give enough time for candidates to apply, so that will be over the summer, then we will have three rounds of interviews throughout the Summer and Fall. This is a typical timeframe for independent schools (mid May to mid October), and we will start the interviewing process once we get a strong pool of candidates.

*Question:* How many other schools are looking for a similar role?

*Answer:* Baltimore just hired, Philadelphia and Washington are both in leadership searches and a lot of Waldorf schools are looking at their organizational structure, strategic thinking and planning.

*Question:* Can the search committee go through all this work and the BOT say no we choose some other person?

*Answer:* In theory yes, they have that authority as a 501(c)(3), but it would be foolish. The Board's job is to ensure the success of their main Administrator. They [BOT] will only be successful if they have the support of the community, that is why the BOT gives this proxy to the smaller group of the Search Committee members who go through that process. The BOT doesn't have the time to go through this process. When you go through this process it really helps you to find the best match for your school. It is a process to ensure we get the right match for this school at this moment.

*Question:* Who makes up the 3 interviews?

*Answer:* There are 3 interview stages. The 1st round of folks, which is usually 8-10 people (typically receive 18-25 resumes) includes the 1st interview questioning what they have done and examples in certain types of situations. Semi finalists maybe 4-5 people move on to the 2nd round, which is a longer interview with scenarios and more information about school. This is a way for candidates to project what they would do in scenarios. The 3rd round is a day and half of interviews of ideally 3 people. This round will include several interviews, where the candidates will come to school, conduct a meet and greet with parents, faculty, students, and have a formal interview with the college and advisory committee. They will meet with the BOT, which will be an interview as well.

So there are 3 levels of interviews, and the last one consists of several interviews to include an interview with Nancy Cross and the business manager.

*Question:* Will we get people applying to all of the Waldorf schools searching for this position?

*Answer:* Possibly, yes. We are looking for someone who is looking for you.

*Brooke/Acies wants to know:*

1. What are the strengths of the school that you want to make sure the next leader maintains?
2. What are the priorities that the next leader really needs to be focused on/ issues to be addressed; what are the problems to be fixed, what are the priorities?
3. What are the characteristics of this leader that you would like to see? Paint a picture in words of this ideal person.

Discussion:

“Calm, cool, collected, and also emotionally intelligent.”

“Not knowing what the problems were before, it’s hard to know what the priorities are.”

“Having had a few different Directors in the last year and half would like to be informed of what the problems were. I know it is a tricky, a delicate subject, but I feel like there was no transparency with the last director and what happened there, and I feel like before I am able to accurately tell you what I think the qualities are I need to know at least some of the problems were with the last directors. And I think that’s a fair question. And I appreciate you are clearly trying to be as transparent as possible with the process. Feel like for the benefit of the whole school it does help us all to know why those directors didn’t work out before we decide what will make the next director work out. It was a lot of upheaval. I anticipate being with the school for quite awhile, and in order to calm/assuage my fears/anxiety, that information would go very far.”

Without revealing detailed information, it was discussed at a high level that previous Director hires were specialists in specific areas and not generalists who had the “entire package” of the optimal skills required for success in that role.

Will be in the gym from 8:15-9:15am on Wednesday, April 6 for another listening session.

Please answer the questions here to help us with our search: [Survey Link](#).

### **Class Updates**

**Dogwood** - starting biking again on Thursday, Suns are finger knitting jump ropes, working with the primary colors and learning to clean brushes in between colors.

**Oak** - sewing sails on their boats, Suns getting ready to transition to 1st grade - finger knitting their jump ropes, finished their bike block; the EC classes are changing the classrooms around for next year.

**1st** - moved out of math block into reading, exploring how words rhyme, lots of beeswax work and finger knitting.

**3rd** - Queen Esther was a vision, the play was phenomenal, getting ready for their farm trip, a lot of gardening and weeding, getting ready to enter a math block, story time has started again, the worms may have had a rough winter, Russian books missing one letter.

**4th** - VA Living Museum field trip was a lot of fun, moved into a zoology block, getting ready for the Farm Trip.

**5th** - getting ready for the Pentathlon, Miss Mac's last year, Sarah Heyward taking over as 6th grade teacher next year.

**6th** - play was fantastic/very successful, Mr. Matthew and Miss Sara are trying to take the children to Medieval Games, the Bee Sanctuary Trip is coming up which will include 3 days/2 nights of camping.

**8th** - finished Elie Wiesel's book *Night*, working on their play *A Mid Summer Night's Dream*

**Faculty** - Miss Mac is leaving and Ms. Sarah will be her replacement, return of the Friday Gathering and classes will have their offerings starting this Friday - parents welcome, wear mask - very low key - 8:15am just a few minutes. 1st, 2nd, 3rd grade tracking teeth lost. Marci Jackson has been the PA Rep on the Diversity Equity Inclusion & Justice Committee, and she has stepped down. Seeking a new Parent Rep. Meet 2x a month on Wed from 5:30-7pm and the committee has recently partnered with a new group for training.

***Happy Birthday to Susannah!***

**May Faire**

May Faire event time 11am - 2pm.

Invitation went out to the RWS community on 4/4/2022, Facebook event is live!

Maypole dancing at 10am, 7th-8th grade play instruments, 1st grade teacher is crowned May Queen, students dance around the May Pole by grade

The mosaic reveal is at 10:30 am!

Activities starting at 11.

EC puppetry shows @ 11:45am and 12:45pm.

Older student activities will be stacked later - capoeira.

May Faire ends at 2pm.

Bring your shirts/items for tie-dye!

Biodegradable/Sustainable serving ware.

Lots of other events on the same day, difficult to get circus talent/vendors/food trucks/etc.

Would like to make popsicles out of real ingredients. Need a popsicle volunteer crew.

Vendors/Setup by 11am.

Looking for a Spinner and a DJ. [Need Volunteers!](#)

Proposed events at this time:

**Entertainment**

**Activities**

**Food & Beverage**

**Capoeira**

**Tie Dye**

**International Cafe (8th)**

**EC Puppetry**

**Lambs & wool**

**Beer & Wine**

**Bubble Trike**

**bbgb books**

**Food Truck**

**Entertainment**

**Stilt Walking**

**Juggling**

**Activities**

**VA Native plants**

**Farm Bus/Stand**

**Cake Walk\***

**Jumprope**

**Birdhouses**

**Food & Beverage**

**Popsicles\***

*\*Need Help*

**PA Officer Election Time!**

During the May meeting the PA is voting for new officers. Please nominate yourself or someone else! Roles we are searching for: **Moderator** Please prepare a brief bio if interested in a

**Treasurer** Leadership position.

**Secretary**

**Historian**

**Board of Trustees Committee**

Marianne requested a list of accomplishments from the committees to relay to PA.

**Gratitude**

***Jason Aldrich - Thank you so much for the amazing and gigantic stump in the EC area!***

**25th Anniversary Gala & Silent Auction**

We only have **150 tickets** to sell, and ticket sales close **April 29**. Please [purchase your tickets](#) today!

**Upcoming Dates/Events:**

**Saturday, April 9:** Outdoor Work Day, 8 am – 1 pm

**Monday, April 11:** Parent Education Series, Teaching Tolerance and Resilience through the Waldorf Curriculum 5:30 pm

**Wednesday, April 20:** Care for a Coffee - April Auction TEAser 8am in the Gym

**Wednesday, April 20-Friday, April 22:** Clothing Swap in the Gym

**Saturday, April 23:** Upper Grades Dance

**Saturday, April 23:** Chair Rushing Event (pending)

**Wednesday April 27:** Music Night 6:30

**Saturday, May 7:** May Faire Festival 10am

**Friday, May 13:** 25th Anniversary Silence Auction & Gala

**In Attendance:**

Rachel Scally, Acorn

Heather Maury, Dogwood

Rachel Davis

Pete Markham, Oak

Ben Hayward, 1st

Catherine Dean

Melissa Smallfield, 4th

Marci Jackson, 5th

Susannah Meyer, Faculty

Maggie Reinke, 6th

Jennifer McCall, 8th

Marianne Kelliher, Moderator

Respectfully, Erica Childress