

## Faculty/Staff Initiative 2019, July 2019

### Santa Fe Waldorf School Faculty/Staff Major Giving Initiative Case for Support

*"You will not be good teachers if you focus only on what you do and not upon who you are"*

Rudolf Steiner

**Our Goal:** Raise \$187,000 for a variety of vital programs to support our faculty and staff.

The Waldorf educational system is a unique, holistic form of instruction that meets the whole child--head, heart and hands--to create well-rounded human beings that become effective leaders in today's world. Waldorf students grow up to excel in every field, and SFWS graduates include astrophysicists, Google executives, international fashion designers, architects, and concert musicians.

The 35-year-old Santa Fe Waldorf School is unique among educational institutions in New Mexico. It is the only Waldorf school in the state that offers a full preschool-12 education and is a regional leader in Waldorf innovation. We are known for our nature-based curriculum, our integration of music and art into the curriculum and our excellent college acceptance rate for our high school seniors.

To provide our students with our grounded and developmentally appropriate instruction, we need to invest in our greatest asset: our teachers. SFWS is seeking funds in five areas of need: social awareness, wilderness safety and training, special needs education, advances in Waldorf education and a Summer Institute.

#### **Areas of Need:**

##### **Social Awareness and Response**

**We seek:** \$10,000 for a five-part workshop series designed to support faculty awareness, identification, and training for appropriate intervention with students and families. \$2,000 per topic.

**What we will be able to do:** A child's world has changed in many ways in recent decades, and the issues of bullying, coming of age, trauma, domestic violence, drug use, gender fluidity, just to name a few, are all matters that Waldorf teachers are addressing daily in their classrooms. With its institutional focus of compassion and a goal of educating the entire student, Waldorf is well-placed to help students navigate a confusing world. Professional training in the above areas will allow faculty to offer professionally appropriate responses to students in need.

##### **Wilderness Training**

**We seek:** \$12,000 for outdoor wilderness first-aid and outdoor leadership training for two faculty members of each of the school's four sections at \$1,500 per member for certification.

**What we will be able to do:** Ensure that we are regularly able to fulfill our commitment to a robust outdoor education for every grade throughout the grades due to adequate faculty availability. Our curriculum starts with the Preschool, where the children spend much of the day outside so that by the early grades so that they are developmentally ready for a variety of nature-based, multi-night trips to organic farms and anthropological sites. Then in the High School, students raft and hike, and seniors do a 24-hour wilderness solo. In the past, the lack of teachers trained and certified in the required first-aid and outdoor leadership skills has affected our ability to offer every student a uniform experience.

### **Inspiring our Faculty:**

**We seek:** \$15,000 in funding for two one-day workshops for the entire faculty and staff on the campus, facilitated by leading Waldorf thinkers such as Elan Leibner and Robert Schiappacasse. The cost is \$7,500 for a one-day workshop, with one workshop annually over two years.

**What we will be able to do:** Waldorf teachers are exceptionally dedicated and have little spare time. Add to that the rapid pace of social change, and the fact that there are few other Waldorf institutions in the state. We want to bring Waldorf leaders to Santa Fe to keep our staff educated, informed, and inspired about how Waldorf is exploring new paradigms to meet the needs of our changing world.

### **Supporting our Special Needs Students**

**We seek:** \$50,000 to support a three-year program of training and support of 25 class and specialty teachers, and all full-time staff. Within that amount, \$16,650 is designated for individual tutoring of students and for interfacing with the entire family.

**What we will be able to do:** The US Department of Education reports that nationwide, the number of students with special needs is rising. At SFWS, we are also seeing an increase in our population, with up to 20% in the Grades and between 40% and 50% in the High School requiring special-needs services. When these needs are not appropriately recognized and supported, a student's entire life can be adversely affected. While we are not specifically a special-needs school, because of our multi-sensory and integrative arts approaches to learning, we have a lot to offer this student population. Regional families know this and come to SFWS looking for an academic home for their children. Through a greater collaboration with our local partner The May Center, our staff can learn to meet the needs of these students by blending Waldorf education with current special-needs best practices to create an innovative and effective approach.

### **Summer Institute for Teachers**

**We seek:** \$100,000 for four-year program to provide regional week-long Summer Institutes for current and rising teacher candidates. Within that amount, \$35,000 is earmarked for startup costs for the initial Institute session planned for 2021.

**What we will be able to do:** As the only preschool through grade twelve school in the state, our vision is to become a leader for Waldorf communities throughout the region. Our Institute classes would be outside of academic certification studies, but would provide support, training and inspiration on the underpinnings of Waldorf education. These might include Encouraging Imagination, Returning to Nature, and Strengthening the Parent/Child Bond. (would this be for all grades?). These funds would also provide travel and lodging for speakers, publicity and marketing for programs, and some scholarship funding for eligible applicants.

**Our Goal:** Raise \$187,000 for a variety of vital programs to support our faculty and staff.

The Waldorf educational system is a unique, holistic form of instruction that aims to meet the whole child--head, heart and hands--to create well-rounded human beings who are effective leaders in today's world. Waldorf students grow up to excel in every field, and SFWS graduates include astrophysicists, Google executives, international fashion designers, architects, and concert musicians.

Our 35-year-old school is unique among schools in New Mexico. It is the only Waldorf school in the state that offers a full preschool-12 education and is known for our nature-based curriculum, our arts curriculum and our excellent college acceptance rate. We are ready to deepen our support of our most important asset--our teachers-- to expand what the Santa Fe Waldorf School can offer our community.

## **Areas of Need**

### **Social Awareness and Response**

**We seek:** \$10,000 for a five-part workshop series designed to support faculty awareness, issue identification, and appropriate intervention techniques with students and families.

#### **Results:**

Comprehensive staff training in:

- Coming of Age in Today's World
- Bullying, in Real Life and on the Internet
- Trauma and its Effects
- The Systemic Nature of Domestic Violence
- Current social trends--from drug use to the growing awareness of gender fluidity--that students bring to the classroom.

### **Wilderness Training**

**We seek:** \$12,000 for outdoor wilderness first-aid and outdoor leadership training for two faculty members of each of the school's four sections.

#### **Results:**

- A sufficient number of appropriately trained faculty and staff to accompany every wilderness excursion mandated by our curriculum.
- A robust outdoor education for every student in every grade.
- Fulfillment of our school vision to make wilderness education and a reverence for nature a cornerstone of our program.

### **Inspiring our Faculty:**

**We seek:** \$15,000 for two one-day workshops over a two-year period for the entire faculty and staff on our campus, facilitated by leading national Waldorf thinkers.

**Results:**

- Staff education on what new conventions in Waldorf thinking and instruction they can bring to the classroom.
- Faculty well informed on current issues in the global Waldorf community and how their peers are meeting these challenges.
- Inspiration for SFWS faculty and staff via instruction on new paradigms and innovations in Waldorf education; a reminder that Waldorf is well-placed to address fast-paced social change.

**Supporting our Special Needs Students**

**We seek:** \$50,000 for a three-year program of training for all full-time staff.

**Results:**

- All our faculty and staff employing best practices to meet the needs of our special needs students who number up to 50% in the High School.
- Appropriate techniques and accommodations used within the classroom.
- An advanced, more inclusive the Waldorf curriculum.
- Individual tutoring sessions with special needs students.
- Interfacing as required with student families.

**Summer Institute for Teachers**

**We seek:** \$100,000 to create a regional summer week-long institutes for current and rising teacher candidates, beginning 2021.

**Results:**

- An ongoing Summer Institute for faculty education.
- Regional leadership for area Waldorf communities
- Support and training for participants in the non-academic foundations of Waldorf education.
- Travel and lodging for speakers.
- Scholarship funding for eligible applicants.