

## AWSNA Policies and Practices for Waldorf Schools

---

- 1) Independence. The school is established as a ‘not for profit’ entity, or equivalent in Mexico, with an organizational structure that safeguards the integrity of its independence. Decisions to establish relationships with outside entities that affect the school’s purpose, programs, governance, personnel, and community are made only after fully conscious discussion with appropriate members of the school community.
- 2) Responsible Self Reflection. The school is committed to a seven-year cycle of self-study and peer review. It is also committed to implementing the self-identified priorities for growth and change that emerge during the self-study process and the recommendations made by the visiting team.
- 3) Support for Students and Families. The school is committed to supporting students and their families by establishing and implementing documented policies and practices that are effective and that foster diversity, equity, and inclusion. This commitment is demonstrated in the following areas:
  - a) Application and acceptance
  - b) Assessment, support, supervision
  - c) Graduation requirements, as applicable
  - d) Behavioral agreements and expectations, for students and families/adults, including communication protocol
  - e) Contracts, including refund policy
  - f) Tuition and tuition assistance, and as appropriate, financial accessibility
  - g) Family/adult commitments, including volunteerism and parent education
  - h) Record-keeping
  - i) Suspension, dismissal
  - j) Grievances, for students and families/adults
  - k) Conflict resolution, for students and families/adult
- 4) Support for Faculty and Staff. The school is committed to supporting faculty and staff by establishing and implementing documented policies and practices that are effective and that foster diversity, equity, and inclusion. This commitment is demonstrated in the following areas:
  - a) Recruitment, hiring, and orientation
  - b) Mentoring, professional development, and assessment
  - c) Compensation, including benefits
  - d) Professional behavior and expectations, including communication protocol
  - e) Record-keeping

- f) Dismissal
  - g) Grievances
  - h) Conflict resolution
- 5) Engaged Community. The school is committed to developing a healthy vibrant community in service of the school’s mission. The school consciously builds relationships with current and alum members of its community, as well as the community beyond the school. The school establishes and implements documented policies and practices that are effective and that foster diversity, equity, and inclusion. This commitment is demonstrated in the following areas:
- a) Friend and fundraising
  - b) Community events
  - c) Alumni/ae
  - d) Diversity statement
- 6) Articulated Educational Program. The school is committed to consciously creating a clearly described educational program by establishing and implementing documented policies and practices that are effective and that foster diversity, equity, and inclusion. This commitment is demonstrated in the following areas:
- a) Annual programming schedule
  - b) Curriculum
  - c) Methodology
  - d) Assessment methods
  - e) Supplementary programs
- 7) Articulated Decision Making. The school is committed to establishing and implementing a documented governance structure that defines and delineates responsibilities for each leadership position and group. The documentation includes a clear description of how these groups collaborate, communicate, and make decisions. The school establishes and implements documented policies and practices that are effective and that foster diversity, equity, and inclusion. This commitment is demonstrated in the following areas:
- a) Governance structure, including major areas of responsibility, authority, and accountability
  - b) Strategic planning
  - c) Crisis and risk management
  - d) Conflict of interest
- 8) Sufficient Resources. The school is committed to ensuring there are sufficient financial, human, and material resources to support the stated mission of the school. The school establishes and implements documented policies and practices that are effective and that foster diversity, equity, and inclusion. This commitment is demonstrated in the following areas:

- a) Financial, facilities, and material management
  - b) Budgeting, including three to five-year planning
  - c) Annual audit reviews
  - d) A full audit, occurring within two years prior to the accreditation site visit
- 9) **Prioritized Health and Safety Considerations.** The school is committed to the health and safety of students, colleagues, community members, and other individuals on campus. The school establishes and implements documented policies and procedures that are effective and that foster diversity, equity, and inclusion. This commitment is demonstrated in the following areas:
- a) Student safety and protection, including abuse reporting
  - b) Harassment prevention
  - c) Emergency preparedness, including natural or human-caused emergencies
  - d) Field trips
  - e) Medication management, including first aid
  - f) Allergy management
  - g) Public health notices
  - h) Visitor and volunteer screening
- 10) **Prioritized Legal Compliance.** The school establishes and implements documented policies and procedures in the following areas:
- a) Federal regulations
  - b) State/provincial regulations
  - c) Local regulation