

2024-2029

AWSNA Strategic Priorities

BUILDING A REGENERATIVE FUTURE:

A future where we work collectively toward
the development of more sustainable organizations,
where regeneration is not just an ideal, but our foundation.



Whistler Waldorf School, British Columbia, Northwest-Pacific Region

PRIORITY AREA 1

Cultivate the Next Generation of Teachers & Leaders



Waldorf School of Lexington, Massachusetts, Northeast-Québec Region

Rationale

Of all in-school related factors, classroom teaching and school leadership are the primary influencers on student learning, engagement, and success. However, the ability to attract and retain quality teachers and leaders is at a crisis state. The shortage is multifaceted, impacted by a diminished number of individuals entering and remaining in the field, and an increased number approaching retirement.

AWSNA is committed to vitalizing initiatives that support teachers and leaders and inspiring organizational cultures that attract, develop, and retain exceptional personnel.



Objectives

Objective 1.1: Develop and Support Teachers

VISION: AWSNA schools value Waldorf teacher preparation and ongoing faculty professional development, and commit appropriate resources to support such efforts.

“One book, one pen, one child, and one teacher can change the world.” – Malala Yousafzai

Objective 1.2: Inspire Leadership and Strengthen Schools

VISION: Member schools will gain an accurate understanding of Steiner’s perspectives on leadership and governance and, by integrating these insights with contemporary leadership practices, become thriving organizations with capable leaders, strong practices, and vibrant cultures.

Objective 1.3: Revitalize Work Life

VISION: Waldorf schools are a model of educational employment practices, offering innovative and inspiring work environments that attract and retain exceptional next-generation teachers and leaders.

PRIORITY AREA 2

Advance Sustainable Practices



Waldorf Academy, Toronto, Great Lakes-Ontario Region

Rationale

Independent school vitality is dependent upon sound economic practices and increased material resources, both of which must go hand in hand with strategies that confront the utmost challenges of our time: climate change, social and inter-generational inequity, and accelerating technological advances.

AWSNA is committed to advancing sustainable practices that promote organizational prosperity in service of and for the well-being of both people and planet.

“The future is in our hands. Let’s come together, raise our voices, and demand the sustainable and just world we deserve.” – Helena Gualinga



Susquehanna Waldorf School, Pennsylvania, Mid-Atlantic Region

Objectives

Objective 2.1: Explore Paths to Financial Sustainability

VISION: Schools and institutes have the capacity to prioritize their educational mission with confidence, supported by stable financial foundations and sound financial policies, practices, and mission-aligned budgets that ensure sustainable growth and operational health.

Objective 2.2: Nurture Diversity, Equity, and Inclusion

VISION: AWSNA will serve as a leading model and vital resource for our members and the broader educational community in fostering diversity, equity, inclusion, and belonging.

Objective 2.3: Encourage Environmental Initiative

VISION: AWSNA and its members prioritize eco-sustainability practices and strategically leverage financial opportunities to achieve related goals.

“We have the power to change the narrative. Let’s rewrite the story of our planet and ensure that it’s a tale of resilience, sustainability, and hope.” – Jamie Margolin

Objective 2.4: Develop Strategies to Address Generative Artificial Intelligence

VISION: AWSNA and its members understand the opportunities and challenges of Generative AI and use it responsibly and strategically, in both operations and pedagogy, to enhance creativity and effectiveness in accordance with mission.

PRIORITY AREA 3

Strengthen Associative Work



Cincinnati Waldorf School, Ohio, Southeast-Atlantic Region

Rationale

Effective collaboration, particularly in times of rapid change, relies on strategies and systems that allow for responsiveness, adaptability, co-creation, and systems that enliven, unite, and strengthen the Waldorf movement.

AWSNA is committed to modeling effective collaborative practices, re-imagining regional work, and elevating the self-study experience for the benefit of all members.

Objectives

Objective 3.1: Optimize Association and Regional Circles' Work

VISION: School and institute administrative and pedagogical leaders, delegates, and liaisons clearly understand member responsibilities and recognize them as essential and achievable.

Objective 3.2: Elevate and Clarify the Accreditation and Self-Study Experience

VISION: Members value and embrace the ongoing cycle of self-study, peer review, and continuous school improvement. They understand that as schools and institutes grow and evolve, the scope and depth of self-study activities naturally expand and mature, supporting their long-term development.

Objective 3.3: Strengthen a Sense of Belonging and Community within the Circle of Schools and Institutes

VISION: Members feel a sense of pride and belonging within the Waldorf community, which empowers them to fully appreciate the value of membership through active participation in association responsibilities and initiatives. This engagement also supports the growth of new and emerging schools and institutes within the movement.

“Unity is strength... when there is teamwork and collaboration, wonderful things can be achieved.”
- *Mattie Stepanek*



Malamalama Waldorf School, Hawai'i, Southern California-Hawai'i Region

PRIORITY AREA 4

Broaden Relationships and Promote Waldorf Education



Austin Waldorf School, Texas, Texas-Mexico-Canada-Southwest-Rockies Region

Rationale

In order to achieve spiritual wisdom, Rudolf Steiner urged his listeners to deepen not only self-knowledge, but also knowledge of the world. We recognize that this ideal can only be achieved by tending to our inner lives while also lifting our gaze, expanding our relationships, and including our voice in the broader educational landscape.

AWSNA is committed to leaning into the future of Waldorf education by increasing our participation in the international Waldorf-Steiner movement, strengthening our collaboration with the Public Waldorf movement, and expanding our visibility and influence.



Objectives

Objective 4.1: Increase Participation in the International Waldorf-Steiner Movement

VISION: AWSNA is recognized as a leader and key collaborator in the international Waldorf education movement.

“To truly know the world, look deeply within your own being, to truly know yourself, take a real interest in the world.” – Rudolf Steiner

Objective 4.2: Strengthen Collaboration Between the Alliance for Public Waldorf Education and AWSNA

VISION: AWSNA, the Alliance, and their members share a unified understanding that Waldorf education thrives through the success of both independent and public/charter schools. Association activities and member engagement are focused on initiatives that uplift and advance the movement as a whole.

Objective 4.3: Explore Opportunities to Increase the Visibility and Relevance of Waldorf Education

VISION: Waldorf education is influential in the broader educational landscape and is recognized as a credible, relevant, and sought-after educational option.



Orchard Valley Waldorf School, Vermont, Northeast-Québec Region

For More Information Visit
WWW.WALDORFEDUCATION.ORG