

SunRidge School

3-5 Year Strategic Plan

Introduction

This Strategic Plan offers a comprehensive guideline for framing and creating the future of SunRidge School. This plan is intended to support administration, faculty, and the parent community in their efforts to provide a rich, diverse and comprehensive Waldorf inspired education to every student. With an appreciation for current realities, along with an innovative eye to the future, this plan outlines key strategic directions for achieving our vision.

SunRidge School

SunRidge School is in the Twin Hills Union School District, located in the country just outside of the small town of Sebastopol, California. Our school uses Waldorf methods and curriculum and serves over 200 students in grades K-8. An involved parent body and a collaborative model of governance support SunRidge's talented faculty. Class sizes are small (18-24), and our Waldorf-inspired curriculum is enriched with art, singing, instrumental music, Eurythmy, movement, games, foreign language, handwork and woodwork classes.

SunRidge School Mission Statement

SunRidge Charter School is a public Waldorf inspired school where parents, teachers, staff, children, and the land we share come together in a safe and caring educational community to nurture each student's intellectual, artistic, emotional, social, and physical development. We govern our school based on the principles of participation. Using Waldorf methods throughout our curriculum, we strive to meet the educational needs of each child at every stage of his or her growth. We support our students in developing the capacities for independent and creative thinking, self-confidence, self-directed learning, social and environmental responsibility, and affirmation of individual and cultural diversity. Our vision is that the students of SunRidge Charter School will graduate with a love of learning, proficient in all core subjects, well-prepared to pursue further academic and personal goals, and motivated to make positive contributions to their world.

Planning Process Description

This Strategic Plan reflects the dedicated, collaborative efforts of a wide cross-section of the SunRidge School community, including administration, staff, faculty and parents. Over a series of four workshops in the spring of 2008, participants gathered to provide their vision, insights, concerns, hopes and course of action that make up our plan. Karin Demarest, based on a model developed by the Institute of Cultural Affairs, facilitated the workshops.

The strategic planning process utilized a four-step model, focusing on the following areas: Practical Vision, Strengths/Underlying Contradictions, Strategic Directions and Implementation Planning. In each step, a question was presented that guided the group process, for example "What do we want to see in place in 3-5 years at SunRidge School?" Using consensus-building techniques, participants contributed their ideas and identified overarching themes. The following summary highlights the results of this comprehensive process.

Practical Vision:

In 3-5 years, SunRidge School will have:

- A Beautiful, Expansive Site
- A Comprehensive, Compassionate Social Skills Curriculum
- Environmentally Sustainable Practices
- Mindful Attention to Diversity & Inclusion
- Dynamic, Responsive Expansion
- A Vibrant, Engaged Parent Community
- Articulated, Living Waldorf-Inspired Curriculum
- A Financially Thriving and Efficient Operation

Strategic Directions:

The directions we will take to meet our vision include:

***Strengthening the Community**

- Engage Parents in Ongoing Parent Education Opportunities
- Implement a Service-Driven School Model
- Coordinate Communication
- Have More Fun Together

*** Building Responsive, Living Waldorf Curriculum**

- Adopt a Social Skills Curriculum
- Articulate & Document SunRidge Standards

*** Aligning Our Practices With Our Values**

- Develop Outreach Programs
- Launch Green Practices

*** Develop a Fully Inspired and Engaged Faculty**

- Support and Engage Faculty

*** Maximizing Our Funding Capabilities**

- Create New Funding Streams

First Year Accomplishments:

In the 2008/2009 school year, we will accomplish the following tasks to move us closer to our vision:

***Strengthening the Community**

- Create committee to define, refine, implement & maintain system of accountability for service work (Tree of Service).
- Create Volunteer handbook that defines hours & expectations
- Host five successful Parent Education nights
- Communicate Culture of Service from enrollment to graduation
- Diversity values integrated into all school functions
- Two community meetings per year, fun and informative
- Strive towards 90% of parents fulfilling minimum community service hours

*** Building Responsive, Living Waldorf Curriculum**

- Create an advisory committee to identify & begin implementation of a Social Skills Curriculum
- Faculty meets 2x per month for curriculum development
- Quarterly progress reports to community
- Advisory group for Living Waldorf Curriculum & Pedagogy

*** Aligning Our Practices With Our Values**

- Active Eco Advisory Committee to address all waste streams, transportation and all green concerns (including education)
- Source or translate Intro to Waldorf Education into Spanish
- Provide translated materials to low-income pre-schools & agencies
- Identify non-paper systems
- Eco-committee to create data base system for matching carpools
- Approach Twin Hills re: busing
- Partner with area schools re: existing programs
- Establish immediate paper reduction
- Assess paper reduction quarterly

*** Develop a Fully Inspired and Engaged Faculty**

- Administrative Committee calendars & implements evaluation system in broader context of professional development
- Implement on-site Waldorf Foundation Studies
- Charter Council & Ed. Foundation research options for providing stipend for Professional Development expenses
- SunRidge Ed. Foundation expands specialty teacher support (i.e. Plays, form-drawing)

*** Maximizing Our Funding Capabilities**

- Education Foundation & Parent Council work together to outline overall funding strategy
- Identify an E-Scrip & Community Smart Ambassador in each class.
- Identify "Fundraising Communicator" as a volunteer position
- Host 1 Fundraising event that nets \$25,000
- 3 Groups formed and working: Grant Writing, Events, and Endowment

Summary:

SunRidge School's Strategic Plan outlines an ambitious, yet achievable direction for the next 3-5 years. The plan is a starting point and a guide along the way; lasting change occurs with dedicated action. Our mission states, "We govern our school based on the principles of participation." Standing behind our school mission, vision and strategic actions of our plan requires commitment and hard work. Every member of the SunRidge community is encouraged to participate in bringing this plan into fruition. Please contact our Community Service Coordinator, Shyama Harris at shyama@sbcglobal.net to learn how to contribute.

SunRidge School would like to express our deepest gratitude to all of those who gave their time and heartfelt ideas to develop of our Strategic Plan:

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***The Practical Vision, Strategic Directions and First-year Accomplishments outlined in this report highlight key themes excerpted from the plan's complete working documents. To receive a copy of these documents, please contact Karin Demarest, karindemarest@yahoo.com*