

**Our Practical Vision:**

*In 3-5 years, SunRidge School will have ...*

Beautiful Expansive Site	Beautiful Expansive Site (continued)	Comprehensive Compassionate Social Skills Curriculum	Environmentally Sustainable Practices	Mindful Attention to Diversity & Inclusion	Dynamic Responsive Expansion	Vibrant Engaged Parent Community	Articulated Living Waldorf-Inspired Curriculum	Financially Thriving and Efficient Operation
<p>New Site</p> <p>Adequate Space for all Needs</p> <p>Space for School to Grow and Thrive</p> <p>Expand Land Through Potential Partnerships</p> <ul style="list-style-type: none"> <li>• Farmer</li> <li>• Dwtm Charter</li> </ul> <p>Expand Current Site and Facilities</p> <p>Spacious Grounds, Bldgs, Parking</p> <p>Finish Projects</p>	<p>High Ceiling Community Room Wood Floors</p> <p>Centralized Intentional Gathering Spot for All</p> <p>Improve Aesthetics of Upper Grades</p> <p>Site: Expansive Spacious Community Area - Safe - Library</p> <p>Library</p> <p>Meeting Space for Parents</p>	<p>Social Curriculum K-8 Cohesive (Non-Blame)</p> <p>Role Modeling Caring Behaviors Through The Grades</p> <p>Social Skills Program K-8</p> <p>Social Health Being: Peace Mindful Respect Kindness</p> <p>Social &amp; Community Building Curriculum</p>	<p>Reduce Carbon Footprint (Including Cartrips)</p> <p>Paper-Free</p> <p>Safe Passage for Foot &amp; Bike Transit to School</p> <p>“Green”</p>	<p>Diversity (Students/Parents/Faculty) Respect for All</p> <p>Ethnic Diversity Integrated Into Curriculum</p> <p>Ethnic Diversity</p>	<p>Expanded Early Childhood Education</p> <p>K-12 Add High School</p> <p>Home School Program</p> <p>Land, Gardens, Animals Central Focal Point</p>	<p>Parent Education re: Curriculum, Standards, Outcome</p> <p>Media Literacy in Parent Education</p> <p>Anti-Bullying Efforts in Kinder (Pre-K) Parent Education</p> <p>Follow-through on Parent Agreements</p> <p>Meeting Space for Parents</p> <p>Welcome Coordinator Support New &amp; Fringe Families</p>	<p>Articulation of and Accountability for Standardized Academics</p> <p>Loving Engaging Full Waldorf Trained Staff</p> <p>Living Waldorf Curriculum (Research Based)</p> <p>Maximize Inclusion of Students with Learning Differences</p> <p>Athletics Circus</p> <p>Connect with Alumni, High Schools to Close Middle School Gaps</p> <p>Middle School - Project based &amp; Differentiated Learning</p> <p>Media Literacy for Middle School</p> <p>Heart Center</p>	<p>Thriving Endowment to Improve Teacher Salaries</p> <p>More Dynamic Fundraising</p> <ul style="list-style-type: none"> <li>-Auction</li> <li>-Festivals</li> <li>-Solar/CSA</li> </ul> <p>Increased \$ to Attract &amp; Retain All Staff</p> <p>Well-Paid Teachers</p> <p>Large Fundraiser</p> <p>*More \$ Available for Teachers &amp; Site</p> <p>One Big Fundraiser within Wider Community</p> <p>Hired Fund Raiser</p> <p>Full Enrollment</p> <p>Cohesive &amp; Coherent Organizational Structures</p> <p>Online Registration &amp; Communications</p>

**Our Strategic Directions:** *The directions we will take to meet our vision include:*

<p><b>STRENGTHENING THE COMMUNITY</b></p>	<p><b>Engage Parents in Ongoing Parent Education (continued)</b></p> <p>Parent Education: Focus On Our Needs, Full Year Program on the Calendar</p> <p>Community Education on Marriage of Public School &amp; Waldorf</p> <p>Facilitated “Non-Business” Parent Meetings</p> <p>Q/A Column in Newsletter</p>	<p><b>Engage Parents in Ongoing Parent Education (continued)</b></p> <p>Diversity Group to Survey, Engage, and Educate Parents</p> <p>Annual Alumni Talk for 8th Parents/Students</p> <p>Website Links to Waldorf Outcome</p>	<p><b>Implement a Service Driven School Model</b></p> <p>Adopt a Service Oriented Parent Student Model</p> <p>Create Tree of Service Program to Track Parent/Student Service Hours</p> <p>Paid Volunteer Coordinator with Committee of 10 (1 for each class)</p>	<p><b>Coordinate Communication</b></p> <p>Umbrella Group to Oversee, Develop All Communication Vehicles</p> <p>Administration/Faculty &amp; Parents Reciprocal Commitment to Dissemination &amp; Receipt of Information</p> <p><b>Have More Fun Together</b></p> <p>Many Opportunities for Light &amp; Fun Socializing (Parents)</p> <p>Adult, Evening Fun/d Raising! Dance, Music, Food</p>
<p><b>BUILDING RESPONSIVE, LIVING WALDORF CURRICULUM</b></p>	<p><b>Adopt a Social Skills Curriculum</b></p> <p>Form Group to Identify Community-wide Social Curriculum</p> <p>Adopt a School-wide Social Skills Program (Include Staff, Parents, Children)</p> <p>Parent Roaming Halls to Assist Children in Strategies for Re-Integration</p> <p>Research &amp; Adopt Model i.e., “Toolbox”, “Bridges”</p>	<p><b>Adopt a Social Skills Curriculum (continued)</b></p> <p>Form Committee to Research Social Curriculum</p> <p>Develop a School-wide Social Communication Style</p> <p>Create OMBUDS Committee</p> <p>Contact CPI for Community Programs</p> <p>Create a Social Curriculum Task Force</p>	<p><b>Articulate and Document SunRidge Standards</b></p> <p>Create a Middle School Team to Align with State Standards</p> <p>Evaluation/Mentoring Team for Teacher Accountability</p> <p>Develop (by grade) Written Curriculum Standards &amp; Assessments</p>	
<p><b>ALIGNING OUR PRACTICES WITH OUR VALUES</b></p>	<p><b>Develop Outreach Programs</b></p> <p>Group of Parents/Teachers Speak to Low Income Community Groups</p>	<p><b>Launch Green Practices</b></p> <p>Carpool Program with Online Interactive Community</p> <p>Computer Access: Available and Acceptable for All</p>	<p><b>Launch Green Practices (continued)</b></p> <p>Bike Bus</p> <p>Partner with Existing Programs for Specific Projects for Environmental Sustainability</p>	
<p><b>DEVELOPING A FULLY INSPIRED AND ENGAGED FACULTY</b></p>	<p><b>Support and Engage Faculty</b></p> <p>Articulate needed/desired teacher competencies and qualities</p> <p>Implement hiring practices that secure these teachers</p>	<p><b>Support and Engage Faculty (continued)</b></p> <p>Implement mentoring, training and professional development</p> <p>Implement faculty evaluation system</p>	<p><b>MAXIMIZING OUR FUNDING CAPABILITIES</b></p>	<p><b>Create New Funding Streams</b></p> <p>Hire a Fundraiser (not a consultant)</p> <p>Professional Fundraiser</p> <p>Develop Multiple Funding Sources</p> <p>Coordinate Fundraising Team</p>

**Our 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		
Current Reality	Year One Accomplishments	Success Indicators
<ul style="list-style-type: none"> <li>- New active Parent Education Committee</li> <li>- New organized systems in place in Parent Council</li> <li>- No clearly defined system of volunteer accountability</li> <li>- Too few doing too much.</li> <li>- Systems of communication need to be utilized</li> <li>- Not enough Fun</li> </ul>	<ol style="list-style-type: none"> <li>1. Committee created to define, refine, implement &amp; maintain system of accountability for service work (Tree of Service).</li> <li>2. Create Volunteer handbook that defines hours &amp; expectations</li> <li>3. Five successful Parent Education nights</li> <li>4. Culture of service is clearly communicated from enrollment to graduation</li> <li>5. Integration of diversity values group into all school functions</li> <li>6. Two community meetings per year, fun and information</li> </ol>	<ul style="list-style-type: none"> <li>- 90% of parents fulfilling minimum volunteer hours</li> <li>- Volunteer expectations are clearly defined</li> <li>- Classroom needs are met</li> <li>- School volunteer needs are met</li> <li>- Parent education events are well attended</li> <li>- Self-reported fun</li> </ul>

Building Responsive, Living Waldorf Curriculum		
Current Reality	Year One Accomplishments	Success Indicators
<ul style="list-style-type: none"> <li>- Various levels of understanding regarding Waldorf</li> <li>- Some students know NVC</li> <li>- Positive discipline policies and procedures</li> <li>- Lack of clarity re: program</li> <li>- District &amp; SunRidge evaluation program</li> <li>- K-4 Language Arts Curriculum being developed</li> <li>- K-8 Standards alignment</li> <li>- Funding for Professional Development</li> <li>- Energized focus on Middle School</li> </ul>	<ol style="list-style-type: none"> <li>1. Create an advisory committee to identify &amp; begin implementation of a Social Curriculum</li> <li>2. Faculty meets 2x per month for curriculum development</li> <li>3. Quarterly progress reports to community</li> <li>4. Advisory group for Living Waldorf Curriculum &amp; Pedagogy</li> </ol>	<ul style="list-style-type: none"> <li>- Fully implemented schoolwide social curriculum</li> <li>- Written &amp; implemented Curricular Standards &amp; Assessment</li> <li>- Parents feel heard &amp; responded to 80% of the time (based on parent survey responses)</li> </ul>

## Aligning Our Practices with Our Values

Current Reality	Year One Accomplishments	Success Indicators
<ul style="list-style-type: none"> <li>- More paper used than necessary</li> <li>- Eco-minded community</li> <li>- Limited transportation options (carpool, drive alone)</li> <li>- Active community group working on bike access</li> <li>- Area schools have implemented eco programs</li> <li>- No compost, unclear recycling program</li> <li>- No materials in Spanish</li> <li>- Limited outreach to low income groups</li> </ul>	<ol style="list-style-type: none"> <li>1. Active Eco Advisory Committee to address all waste stream, transportation and all green concerns (including education).=</li> <li>2. Source or translate Intro to Waldorf Education into Spanish</li> <li>3. Provide translated materials to low-income pre-schools &amp; agencies</li> <li>4. Identify non-paper systems</li> <li>5. Eco-committee creates data base system for matching carpools</li> <li>6. Approach Twin Hills re: bussing</li> <li>7. Partner with area schools re: existing programs</li> <li>8. Immediate paper reduction</li> <li>9. Assess paper reduction quarterly</li> </ol>	<ul style="list-style-type: none"> <li>- 75% paper reduction</li> <li>- 50% of children do not leave solo in a car</li> <li>- Widely implemented communication system not paper-based</li> <li>- 100% of compostable waste composted</li> <li>- Overall garbage reduced by 50%</li> <li>- All outreach materials available in Spanish</li> </ul>

## Maximizing Our Funding Capabilities

Current Reality	Year One Accomplishments	Success Indicators
<ul style="list-style-type: none"> <li>- Education Foundation</li> <li>- Current Fundraising Apprx. \$15,000 per year</li> <li>- Break-even budget depends on Anonymous donor</li> <li>- Community lacks understanding of overall financial picture</li> <li>- No single fundraising event</li> <li>- Pursuing 3 fundraising positions</li> </ul>	<ol style="list-style-type: none"> <li>1. Education Foundation &amp; Parent Council work together to outline overall funding strategy</li> <li>2. Identify E-Scrip &amp; Community Smart Ambassador per class.</li> <li>3. Identify "Fundraising Communicator" as volunteer position</li> <li>4. 1 Fundraising event that nets \$25,000</li> <li>5. 3 Groups formed and working:               <ol style="list-style-type: none"> <li>A. Grant Writing</li> <li>B. Events</li> <li>C. Endowment</li> </ol> </li> </ol>	<ul style="list-style-type: none"> <li>- Comprehensive Fundraising Strategy in writing</li> <li>- Consistent Separate Pledge &amp; Fundraising Communications</li> <li>- 1 Successful Focal Fundraising Event per year</li> <li>- 3 Active Fundraising Groups</li> </ul>

## Developing a Fully Inspired and Engaged Faculty

Current Reality	Year One Accomplishments	Success Indicators
<ul style="list-style-type: none"> <li>- Director committed to collaboration</li> <li>- Faculty meetings weekly</li> <li>- Evaluation system</li> <li>- Existing faculty development</li> <li>- Representative Hiring Process</li> <li>- Mentoring &amp; training</li> <li>- Low salary</li> <li>- Education Director</li> <li>- Wide spectrum of Waldorf &amp; public school training &amp; experience</li> <li>- Lack of adequate funding for required training</li> <li>- Limited teacher pool</li> </ul>	<ol style="list-style-type: none"> <li>1. Administrative Committee calendarize &amp; implements evaluation system in broader context of professional development</li> <li>2. Implement on-site Waldorf Foundation Studies</li> <li>3. Charter Council &amp; SunRidge Education Foundation research options to provide a stipend for funded professional development expenses.</li> <li>4. SunRidge Education Foundation expands specialty teacher support (i.e. Plays, form-drawing)</li> </ol>	<ul style="list-style-type: none"> <li>- Articulated system for teacher evaluations that include parents, teachers and staff</li> <li>- All teachers who need additional training will attend training</li> <li>- All mandated training expenses will be fully funded</li> </ul>

## Our Quarterly Accomplishments:

*What we will achieve in the first year, designated by quarters and assigned to community leaders*

Quarter 1: Current - August 2008		
Task	Point Person/Notes	Completed?
<b>BUILDING RESPONSIVE, LIVING WALDORF CURRICULUM</b>		
Create an advisory committee to identify and begin implementation of a social skills curriculum	Linda Clopton <a href="mailto:shogun2@prodigy.net">shogun2@prodigy.net</a> Paula Camacho <a href="mailto:paulacamacho@comcast.net">paulacamacho@comcast.net</a>	Advisory committee formed, currently evaluating different programs
<b>ALIGNING OUR PRACTICES WITH OUR VALUES</b>		
Active Eco Advisory Committee formed to address all waste stream, transportation and all Green concerns (including community education)	Ryn Longmaid, <a href="mailto:rynlongmaid@sonic.net">rynlongmaid@sonic.net</a> Melissa Morgan, <a href="mailto:melissa@desteenation.com">melissa@desteenation.com</a> Kenna Lee-Ribas, <a href="mailto:casalee-ribas@igc.org">casalee-ribas@igc.org</a>	Green Team formed, meeting regularly to evaluate current systems
Eco-committee identifies non paper-based communication system	Eco-committee	See above
Eco-committee partners with area schools to research existing waste programs	Eco-committee	See above
<b>STRENGTHENING THE COMMUNITY</b>		
5 successful Parent Education Events	Lisa Marie Linda Clopton <a href="mailto:shogun2@prodigy.net">shogun2@prodigy.net</a> Patricia Bernard <a href="mailto:pkbernard@aol.com">pkbernard@aol.com</a>	First parent evening scheduled for Oct. 2, 4 subsequent meetings also scheduled
Create Volunteer Handbook that defines hours and expectations	Shyama <a href="mailto:shyama@sbcglobal.net">shyama@sbcglobal.net</a> Advisors: Bob Poole <a href="mailto:robtpoole@gmail.com">robtpoole@gmail.com</a> Karen Clem <a href="mailto:clemzano@comcast.net">clemzano@comcast.net</a> Mark Rice <a href="mailto:mrice@sunridgeschool.org">mrice@sunridgeschool.org</a>	Community Service Handbook completed, ready for distribution via hardcopy and on website
<b>DEVELOPING A FULLY INSPIRED AND ENGAGED FACULTY</b>		
Administrative Committee calendarizes and implements evaluation system in broader context of professional development	Administration Committee	Calendar completed by faculty and administration
<b>MAXIMIZING OUR FUNDING CAPABILITIES</b>		
Identify E-Scrip and Community Smart Ambassador in each class	Amy Vanleeuwen <a href="mailto:amvanleeuwen@comcast.net">amvanleeuwen@comcast.net</a> Kathleen Stroh (dragonfly kindergarten)	Two people identified, talking with all classes
Fundraising Communicator - Volunteer Position Filled	Leslie Washington to Research <a href="mailto:Welcomemat@sonic.net">Welcomemat@sonic.net</a>	Not yet filled

## Quarter 2 Accomplishments: September - November

Task	Point Person/Notes	Completed?
<b>BUILDING RESPONSIVE, LIVING WALDORF CURRICULUM</b>		
Quarterly progress reports to Community re: Curriculum	Administrative Curriculum Committee	
Faculty meets 2x per month for Curriculum Development	Faculty	
<b>ALIGNING OUR PRACTICES WITH OUR VALUES</b>		
Eco-committee reduces paper use by 25%	Eco-Committee	
Source or translate Intro to Waldorf Education Materials into Spanish	Alissa Coenen <a href="mailto:comomango1@yahoo.com">comomango1@yahoo.com</a>	
Eco-committee approaches Twin Hills District re: bus share with Apple Blossom	Eco-committee	
Eco-committee assesses paper reduction methods & current paper use overall	Eco-committee	
<b>STRENGTHENING THE COMMUNITY</b>		
Mentoring Program for New Families	Sari Singerman <a href="mailto:sariphotography@yahoo.com">sariphotography@yahoo.com</a> Shyama <a href="mailto:shyama@sbcglobal.net">shyama@sbcglobal.net</a> Jill Bottomley <a href="mailto:jillbottomley@hotmail.com">jillbottomley@hotmail.com</a>	
Committee Created to Define & Implement System of Service Accountability eg: Tree of Service (Student/Parent/Teacher)	Shyama <a href="mailto:shyama@sbcglobal.net">shyama@sbcglobal.net</a> Bob Poole <a href="mailto:robtpoole@gmail.com">robtpoole@gmail.com</a> Amy Schiff <a href="mailto:amyschiff1@sbcglobal.net">amyschiff1@sbcglobal.net</a> Jill Bottomley <a href="mailto:jillbottomley@hotmail.com">jillbottomley@hotmail.com</a> Pam Koppel <a href="mailto:pamkoppel@comcast.net">pamkoppel@comcast.net</a>	
<b>DEVELOPING A FULLY INSPIRED AND ENGAGED FACULTY</b>		
Building on-site Waldorf Foundation Studies (for on-site training)	Brigid Fitzgibbon <a href="mailto:goodearth@sonic.net">goodearth@sonic.net</a>	
<b>MAXIMIZING OUR FUNDING CAPABILITIES</b>		
Research options to provide a stipend for professional development expenses	SunRidge Education Foundation	
3 Groups Formed: Grant Writing, Event ,Endowment	SunRidge Education Foundation	
Ed. Foundation & Parent Council meet to outline overall strategy for Fundraising	SunRidge Education Foundation & Parent Council	

### Quarter 3 Accomplishments: December - February

Task	Point Person/Notes	Completed?
<b>BUILDING RESPONSIVE, LIVING WALDORF CURRICULUM</b>		
<b>ALIGNING OUR PRACTICES WITH OUR VALUES</b>		
Provide Spanish & English materials to low-income preschools & agencies	Alissa Coenen <a href="mailto:comomango1@yahoo.com">comomango1@yahoo.com</a> Karen Gallagher Linda Clopton	
Create system to Carpool Match	Eco-committee	
Identify existing waste streams	Eco-committee	
<b>STRENGTHENING THE COMMUNITY</b>		
Adult evening Fun/d Raiser	Amy Schiff <a href="mailto:amyschiff1@sbcglobal.net">amyschiff1@sbcglobal.net</a> Karen Poe <a href="mailto:kbpoe@sbcglobal.net">kbpoe@sbcglobal.net</a>	
<b>DEVELOPING A FULLY INSPIRED AND ENGAGED FACULTY</b>		
Explore funding for expanding Specialty Programs such as Form Drawing and Drama (to support classroom teacher)	SunRidge Education Foundation	
<b>MAXIMIZING OUR FUNDING CAPABILITIES</b>		

## Quarter 4 Accomplishments: March - May

Task	Point Person/Notes	Completed?
<b>BUILDING RESPONSIVE, LIVING WALDORF CURRICULUM</b>		
Social Skills Curriculum Identified and Implemented	Social Skills Committee	
<b>ALIGNING OUR PRACTICES WITH OUR VALUES</b>		
Integration of Diversity Committee Values into all school functions	Diversity Committee - Dianne Namkung <a href="mailto:djannenam@comcast.net">djannenam@comcast.net</a> - Lisa Cahn <a href="mailto:lcahn@sonic.net">lcahn@sonic.net</a>	
<b>STRENGTHENING THE COMMUNITY</b>		
Culture of Service clearly communicated from enrollment to graduation	Shyama <a href="mailto:shyama@sbcglobal.net">shyama@sbcglobal.net</a> Bob Poole <a href="mailto:robtpoole@gmail.com">robtpoole@gmail.com</a> Amy Schiff <a href="mailto:amyschiff1@sbcglobal.net">amyschiff1@sbcglobal.net</a> Jill Bottomley <a href="mailto:jillbottomley@hotmail.com">jillbottomley@hotmail.com</a>	
<b>DEVELOPING A FULLY INSPIRED AND ENGAGED FACULTY</b>		
A plan is developed to increase teacher salaries	Charter Council SunRidge Education Foundation	
<b>MAXIMIZING OUR FUNDING CAPABILITIES</b>		
One Event that nets \$25,000	Nedra Berns <a href="mailto:nedrajimb@cs.com">nedrajimb@cs.com</a> Deanna Kempthorne <a href="mailto:jaythane@comcast.net">jaythane@comcast.net</a> Chris Dunia	