

Kimberton Waldorf School Governance

Kimberton Waldorf School uses a collaborative governance structure with individuals or bodies in the school that are responsible for three broad areas of sustainability, accountability, and creativity.

The Board of Trustees is primarily responsible for sustainability. It is their role to see that the school continues into the future. Legal and fiduciary responsibilities are included in the Board's role in governance. The Board is responsible for seeing that the school has a governance and management structure in place, and that the school is meeting its financial and legal responsibilities. The Board should not be involved in the day to day management of the school. Strategic planning is an important part of the Board's role. The Board may create standing or ad-hoc committees to deal with finances, board development, strategic planning and other topics.

The faculty's role in the school is primarily the pedagogy, and in this work creativity is an important factor. It is the faculty's responsibility to evolve and develop the curriculum to best meet the needs of the current students. This is both an individual practice and a collective practice. This is also a realm of spiritual and cultural activity; spiritual in the sense that creative impulses can not be prescribed but come out of imaginations, inspirations, intuitions, and the insights the teacher's gain from their work. The inner work of the teacher and the culture of the body of teachers provides the foundation for the creative development of the curriculum.

The third function in our governance structure is accountability. This is the responsibility of the Dean of School, Governing Team, and the Core Teams. This is the realm of management in the structure of the school. It is the responsibility of these individuals and bodies to ensure that the work of the school is being carried out in an effective manner, to provide leadership, and to help school employees perform their individual and communal responsibilities. Creating and enforcing policies and practices as part of the responsibility of these bodies. In this work, the Dean of School is supported by the Governing Team. The Governing Team in turn is supported by the Core Teams (lower school and high school). The Dean of School has oversight and management responsibility for the whole school, while the Governing Team and the Core Teams have a management focus on the pedagogical administration of the school.