

# Year 2 At-A-Glance

AWSNA is committed to:

- vitalizing initiatives that support teachers and leaders and inspiring organizational cultures that attract, develop, and retain exceptional personnel.
- advancing sustainable practices that promote organizational prosperity in service of and for the well-being of both people and planet.
- modeling effective collaborative practices, re-imagining regional work, and elevating the self-study experience for the benefit of all members.
- 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.



## August 2025 to December 2026

### SP1 CULTIVATE THE NEXT GENERATION OF TEACHERS & LEADERS

<b>Obj 1.1</b>	Develop and Support Teachers (TLC projects)	<ul style="list-style-type: none"> <li>Graduate cohort from Teacher Preparation Blended Program</li> <li>Graduate 2nd cohort from mentor training and promote mentor handbook</li> <li>Promote teacher professional development tracking and recognition systems</li> <li>Develop teacher training Institute related collateral</li> </ul>
<b>Obj 1.2</b>	Inspire Leadership and Strengthen Schools (LLC Projects)	<ul style="list-style-type: none"> <li>Host 7-series forum to deepen understanding of the <i>Anthroposophical Foundations of Leadership and Governance Report</i> and explore how to implement ideas in participants' schools</li> <li>Launch the Effective Practices Toolkit and host a pilot cohort of schools</li> <li>Consider and adopt refinements to AWSNA Principle #7</li> <li>Promote the Leadership Development and Recognition Path and host a pilot cohort</li> </ul>
<b>Obj 1.3</b>	Revitalize Work Life	<ul style="list-style-type: none"> <li>Launch ISGRP retirement option for schools and institutes</li> <li>Conduct job satisfaction research to inform future needs and pilot initiatives</li> </ul>

### SP2 ADVANCE SUSTAINABLE PRACTICES

<b>Obj 2.1</b>	Explore Paths to Financial Sustainability	<ul style="list-style-type: none"> <li>Articulate barriers and opportunities to sustainable and thriving Waldorf high schools</li> <li>Define and Launch 1-3 high school prototypes to address barriers and opportunities</li> </ul>
<b>Obj 2.2</b>	Nurture Diversity, Equity, and Inclusion	<ul style="list-style-type: none"> <li>Create a phased implementation approach to address the AWSNA DEI Audit recommendations</li> <li>Address phase 1 DEI recommendations</li> </ul>
<b>Obj 2.3</b>	Develop Strategies for Generative Artificial Intelligence	<ul style="list-style-type: none"> <li>Research the scope of possibilities and needs pertaining to Generative AI</li> <li>Establish a list of high priority activities and implement 1-2 projects</li> <li>Develop additional AI accreditation policies</li> <li>Explore AI pedagogical tools, resources, and possibilities in light of AWSNA Principle 1</li> </ul>

### SP3 STRENGTHEN ASSOCIATIVE WORK

<b>Obj 3.1</b>	Optimize Association and Regional Circles' Work	<ul style="list-style-type: none"> <li>Explore, with the leadership council, regional structure and collaborative efficacies to meet current needs</li> </ul>
<b>Obj 3.2</b>	Elevate and Clarify the Accreditation and Self-Study Experience	<ul style="list-style-type: none"> <li>Update and improve training for team members, team leaders, and steering committees</li> <li>Develop new resources to aid schools in preparing for team visits</li> <li>Highlight available resources for 'priorities years' in AWSNA's Effective Practices</li> </ul>
<b>Obj 3.3</b>	Strengthen a Sense of Belonging and Community within the Circle of Schools and Institutes	<ul style="list-style-type: none"> <li>Analyze organizational review data to better understand where there are feelings of belonging and where challenges exist</li> <li>Explore possibilities to strengthen the sense of belonging and community within the circle of schools and institutes</li> </ul>

### SP4 BROADEN RELATIONSHIPS AND PROMOTE WALDORF EDUCATION

<b>Obj 4.1</b>	Increase Participation in the International Waldorf Movement	<ul style="list-style-type: none"> <li>Participate in the Hague Circle</li> <li>Provide financial contributions to the Hague Circle and the Pedagogical Section</li> <li>Facilitate attendance at the ECE World Teachers' Conference.</li> </ul>
<b>Obj 4.2</b>	Strengthen Collaboration with the Alliance for Public Waldorf Education	<ul style="list-style-type: none"> <li>Review/update and compare and contrast independent and public school programs in North America</li> </ul>
<b>Obj 4.3</b>	Explore Opportunities to Increase the Visibility of Waldorf Education	<ul style="list-style-type: none"> <li>Complete a brand image and equity survey to inform marketing strategy</li> <li>Create opportunities for schools to participate in video, social media, and crisis communications collaboratives</li> <li>Relaunch the Essentials in Education Blog and distribute a monthly Research Quick-links</li> <li>Create a sortable School Renewal article library</li> <li>Explore a continental Marketing and Communications Summit - Fall of 2026</li> </ul>