Collaborative Leadership:
School leadership is conducted through shared responsibilities within established legal structures.

- Faculty, staff, administration and boards of a Public Waldorf school collaborate to guide and lead the school with input from stakeholder groups. To the greatest extent possible, decisions related to the educational program are the responsibility of those faculty and staff with knowledge and experience of Rudolf Steiner’s educational insights.

- Governance and internal administration are implemented in a manner that cultivates active collaboration, supportive relationships, effective leadership, consequential action, and accountability. A Public Waldorf school is committed to studying and deepening its understanding of best practices of governance appropriate to its stage of organizational development.

-Taken from the Alliance for Public Waldorf Schools Core Principles

Tomorrow River Community Charter School
Collaborative Leadership at the TRCCS consists of colleagueship between five primary circles: TRCCS Staff, Governance Board, Tomorrow River School District, TRCCS Parents, and CWES.

Members and groups of the TRCCS School Leadership, in striving toward open and efficient communication, resolve to follow these communication and decision making guidelines:

❖ Always check to see if there is an established protocol to follow (admissions, hiring, grade retention, etc.) and do so if warranted.

❖ When enacting a change or creating/changing policy or protocol at the TRCCS, members of any leadership group will consider whether their actions could affect another member/group of the TRCCS School Leadership.

❖ If yes, the enacting member or group will determine if:
  ● The change/decision affects members/groups only within their primary circle.
  ● The change/decision affects members/groups within another primary circle.
If the change/decision affects members/groups only within the enacting member/group’s primary circle:
Consider if the change/decision requires acknowledgement or input from the affected member/group.
  ● If the change/decision requires acknowledgement the enactor will contact those affected via email or at an official meeting before taking any action.
  ● If the change/decision requires input the enactor will contact those affected via email or at an official meeting before taking any action. A window of time (minimum of one week from contact) will be given for input before action is taken.

If the change/decision affects members/groups within another member/group’s primary circle:
Consider if the change/decision requires acknowledgement or input from the affected member/group.
  ● If the change/decision requires acknowledgement the enactor or liaison will contact those affected via email or at an official meeting before taking any action.
  ● If the change/decision requires input the enactor will contact those affected via email or at an official meeting before taking any action. A window of time (minimum of three weeks from contact) will be given for input, and a date for a final decision will be set at this time.

~~Once a decision is made, using the aforementioned process, members will treat the decision as a shared agreement.~~