

Parent Recommitment Agreement

It is of utmost importance that each parent, student, and family in our school community abide by the expectations and requirements contained in the Waldorf School of Tampa Bay Family Handbook. It is also of utmost importance that each parent and family in our school community understands and respects our school's core guiding values, principles, and policies. **Further, the WSTB has a legal obligation to provide its employees with a work environment that is free from unlawful harassment and other kinds of discrimination.**

As a condition of your child(ren)'s continued enrollment at the WSTB, we ask that you acknowledge and agree to the following. This document does not replace the enrollment agreement. Instead, it serves as a supplement to that agreement and reaffirms your family's commitment to honor the enrollment agreement and fully comply with all provisions of the Family Handbook. Going forward and in the school's sole discretion, failure to comply with this agreement, the enrollment agreement, or any of the requirements and expectations contained in the WSTB Family Handbook may result in your child(ren)'s involuntary withdrawal from the WSTB without further notice.

Acknowledgement and Agreement Regarding School Values, Principles, Policies and Expectations

(1) I expressly acknowledge that I have read, understand, and will respect the school's guiding values as contained in the Family Handbook, including, but not limited to:

- Diversity and inclusiveness
- Generosity, positivity, open-mindedness and gratitude
- Security, harmony and tranquility on our campus
- Nonviolent communication and action within our community

(2) I expressly acknowledge that I have read, understand, and will respect that, as an Association of Waldorf Schools of North America (AWSNA) member school, the WSTB has adopted the seven AWSNA Principles for Waldorf Schools and the [AWSNA Policies and Practices for Waldorf Schools](#). I understand and acknowledge that these principles articulate the most important values that inform the policies and practices of Waldorf schools in North America and are held as a central tenet of our school's membership and the process of accreditation.

(3) I expressly acknowledge and understand that the Waldorf School of Tampa Bay is a long-standing associate member of the Association of Waldorf Schools of North America, and is on the path to full accreditation through AWSNA. Waldorf schools become accredited through AWSNA by completing a formal evaluation process that aims to foster continuous improvement and affirm congruence with effective practices and the Principles for Waldorf Schools. As a parent at WSTB, I pledge my full support for that process and for WSTB's affiliation, membership, and full accreditation through AWSNA.

(4) I expressly acknowledge and understand that the Waldorf School of Tampa Bay is pursuing dual accreditation through the Southern Association of Independent Schools (SAIS), the regional accrediting body of the National Association of Independent Schools. Accreditation through SAIS is pursued in partnership with AWSNA and is a voluntary process of self-evaluation and continuous improvement that reflects compliance with required standards/indicators, involves a self-study, and includes a peer review by educators from other schools. As a parent at WSTB, I pledge my full support for that process and for WSTB's affiliation, membership, and full accreditation through SAIS and AWSNA.

(5) I expressly acknowledge that I have read, understand, respect and will comply with all requirements, statements, obligations, and expectations contained in the Family Handbook (as amended from time to time in the sole discretion of the school) as well as the Enrollment Agreement.

(6) I expressly acknowledge that I have read, understand, respect and will comply with all requirements and expectations contained in the Family Handbook regarding the Organization of the School and school governance.

(7) I expressly acknowledge, understand, and respect that the governance of the school is composed of the Faculty, the Administration, and The Board of Trustees. Parents and the parent body do not participate in decisions regarding the governance, operation, or pedagogy of the school. Parental input regarding school related matters must be communicated via the official communication channels outlined in the Family Handbook.

Further, although the WSTB operates with a unique governance structure involving interrelated spheres, the school is first and foremost an independent, not-for-profit school. As such, many rights or expectations that apply in other contexts, such as public schools, charter schools, or cooperative schools, do not apply at the WSTB. For

example, there is no parental right of access to, representation in, or involvement in the school's decision making bodies, processes, or meetings. School meetings (including meetings of the Faculty, Administration and the Board of Trustees) are not open to the public or the parent body.

In particular, the WSTB has no "school board" such as exists in other school contexts. The Board of Trustees of the WSTB should not be confused with a public school board that features elected representatives and open public board meetings. In contrast, the Board of Trustees is a self-perpetuating group of trustees charged with acting as fiduciaries of the corporation and in accordance with the school's mission. In conformance with nationally recognized standards and principles of good practice for independent school trustees, the Board of Trustees focuses on policy and long-range strategic issues. Trustees are selected from both the school community and wider community based on needed skills and capacities. By legal mandate, meetings of the Board of Trustees are only open to trustees and guests invited for a specific purpose.

(8) I expressly acknowledge that I have read, understand, and will comply with all requirements and expectations contained in the Family Handbook and the Code of Conduct regarding Communication in the Adult Community, including, but not limited to:

- We demonstrate respect, in both what we say, and how we say it.
- We focus on issues, not individuals.
- We keep an open mind. We are positive and flexible. We ask questions first.
- We use email, texting and Social Media thoughtfully. . . . Email is not used for conflict resolution.
- When speaking about other members of the community, we speak about them as if they were present.
- We do not condone or tolerate verbal, physical or sexual harassment.
- We hold the spirit of WSTB in our consciousness and refrain from spreading ill will into the community or public.
- We refrain from disparaging, negative or inciting comments made to other members of the community or the public, whether in person or electronically, involving the activities, policies, or actions of the school or members of our community.
- Regarding Communication in the Adult Community: In the spirit of community and inclusivity, all group communications (such as group emails, group texts, group use of messaging applications, etc.) must be made through official channels, such as by the Class Parent/Parent Council representative or by the class/EC teacher. All group communications must include a copy to the Class/EC

Teacher, the Class Parent/Parent Council Representative and the Communications Director.

- Prohibited is the use of school contact information (such as emails or phone numbers from the school directory or class lists) to create alternate channels of group communication and this will be construed as a violation of the Code of Conduct. Questions and concerns about this policy may be directed to the Director of Communications.
- Prohibited is the use of our school community as a venue to advocate for or advance other causes, agendas or interests as this may negatively impact our non-profit status.
- Regarding Use of Surrogates: It is the expectation for all parents, employees and community members that they use the appropriate official communication channels when they have questions, concerns, or ideas for initiatives related to the school.
- Parents, employees and community members may not attempt to address their concerns or advance their agendas or ideas through unofficial channels, such as by forming alliances with other community members and/or using others as surrogates to bring concerns or advocate for particular agendas.
- Regarding Support for WSTB and Waldorf Education: If a parent has a concern regarding their child's experience at school, the school itself, or Waldorf curriculum in general, they should address that concern through the school's policy regarding Communication in the Adult Community. Disparaging, negative or inciting comments regarding the WSTB or Waldorf curriculum in any context constitute a violation of our policy.
- Electronic communication is not to be used for the creation or distribution of any offensive or disruptive messages, including messages containing offensive comments about race, gender, age, sexual orientation, pornography, religious or political beliefs, national origin, or disability. People who receive any emails with this content should report the matter to the Administrative Director.

(9) I expressly acknowledge and understand that The Waldorf School of Tampa Bay is an equal employment opportunity employer. Employment decisions are based on merit and business needs, and not on race, color, citizenship status, national origin, ancestry, gender, sexual orientation, age, weight, religion, creed, physical or mental disability, marital status, veteran status, political affiliation, or any other factor protected by law.

(10) I expressly acknowledge that I have read, understand, and will comply with all requirements and expectations contained in the Family Handbook regarding the school's Sexual Harassment policy, including, but not limited to:

- The Waldorf School of Tampa Bay prohibits sexual harassment in any form by anyone. The Waldorf School of Tampa Bay will not tolerate the harassment of an employee, student, contracted employee, or applicant for employment. This policy applies to all persons, irrespective of their position in our business or school.
- Impermissible harassment includes such conduct that has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile or offensive work or educational environment.

(11) I expressly acknowledge that the WSTB has a legal obligation to provide its employees with a work environment that is free from unlawful harassment and other kinds of discrimination. WSTB Harassment Policy includes, but is not limited to the following:

- The WSTB does not tolerate workplace harassment and is committed to providing a work environment that is free from all forms of discrimination and conduct that can be considered harassing, coercive, or disruptive.
- Workplace harassment can take many forms. It may be, but is not limited to, words, signs, offensive jokes, cartoons, pictures, posters, email jokes or statements, pranks, intimidation, physical assaults or contact, or violence.
- Actions, words, jokes, or comments based on an individual's sex, race, color, national origin, age, religion, disability, sexual orientation, or any other legally protected characteristic are absolutely not tolerated.

As conditions for my child(ren)'s continued enrollment at WSTB, I expressly acknowledge and unconditionally agree to the above guiding values, principles, policies, expectations, and requirements. I further unconditionally agree that I pledge my support to the above guiding values, principles, policies, expectations, and requirements, and will demonstrate that support by my words and deeds. I unconditionally understand and agree that, going forward and in the school's sole discretion, my failure to comply with this agreement or any of the requirements, policies, and expectations contained in the Enrollment Agreement or the WSTB Family Handbook may result in my child(ren)'s involuntary withdrawal from the WSTB without further notice.

I further expressly acknowledge and unconditionally agree that, as provided in the Family Handbook, the WSTB retains the right to terminate the enrollment of any student, at any time and for any reason, if the enrollment is determined in the school's sole discretion to be contrary to the best interests of the school.

Signature

Signature