



Roles and Responsibilities of the Faculties

(February 2019)

In all schools, teachers, parents and administrative staff are there to serve the needs of the growing and developing child. For Rudolf Steiner the Faculty Meeting was of paramount importance. 'We have our Teachers' Meeting in the Waldorf School which is the heart and soul of our pedagogy. In these meetings, the teachers take turns to speak of what they themselves have learned in their classes / subjects and from all the children in them, so that each one learns from the other. No school is really alive where this is not the most important thing, this regular meeting of teachers.'

The main task of the faculties is to support the health of Waldorf Education by keeping alive a creative, inquiring faculty of teachers who share their insights.

The main responsibilities of the faculty are:

Deepening the understanding and commitment of the teachers to Waldorf Education as a way of inspiring each other through:

1. Continuous pedagogical study,
2. Sharing work / teaching methods, feedback on experiences and discussion. Reviewing, approving and monitoring what is being taught, why it is being taught and how it is being taught. This includes continuously reviewing both vertical and horizontal streams of the curriculum and ensuring that it remains relevant and aligned with pedagogical principles – both in terms of content and teaching approaches.
3. Encouraging teacher participation in conferences, training and deepening opportunities.
4. Carrying a sense for the whole life of the school and being committed to learning and development for the school through enrichment days, training, review of meetings and a sensing of the school community's health.

Assuring educational excellence through:

1. Ensuring that development programs / plans and / or continuous education processes are in place to support Teacher Development in relation to the curriculum.
2. Regular peer review / evaluation of teaching and learning.
3. Working together to ensure that all staff feel personally supported.
4. Encouraging healthy interpersonal relationships between / amongst staff (peer to peer support).

Managing the Faculty School day to day affairs by:

1. Forward planning: class time-tables, coordination with over-all school, calendar events, scheduling of school activities.
2. Creating mandates and establishing committees to carry out the work of the faculty e.g. festival committee.
3. Managing application of learners as well as class size, composition and capacity,
4. Dealing with incidents escalated to faculties by teachers, learners and parents, in relation to disciplinary, grievance / concerns, policies and ensuring effective management and closure thereof.
5. Ensuring that all school policies are disseminated, regularly reviewed and understood by all faculty members.

Protecting the Developing child by ensuring:

1. Child Study with focus on learners displaying difficult behaviours, need for pedagogical and / or emotional support.
2. Child Study with focus on decisions that need to be made regarding the needs of the child within the class and the class constellation.
3. Full discussion and information around possible outside referrals.