

November 13, 2014

Dear Community Members,

The Board writes to you today to announce the departure of Geraldine Kline, Executive Director, at the end of this school year.

Nearly four years ago, we announced Geraldine Kline as TCWS's new Executive Director (ED). At that time, the Board asked her to address a considerable number of challenges, including establishing financial stability and competitive Faculty/Staff salaries, improving the operations of the school, and delivering a genuine Waldorf program.

Throughout her tenure as the ED, Geraldine's strengths have been operational excellence, financial discipline, and experience with Waldorf education and internal culture. Since her arrival in March 2011, Geraldine hired a group of talented Faculty and Administrators whose priorities and vision are aligned with our goals for the school, engaged them in reviewing and improving our programs and curriculum, and brought much clarity to the school's administrative systems. In doing so, she reduced the school's operational deficit dramatically and increased enrollment by nearly 12%.

We are sincerely grateful for Geraldine's tireless efforts in bringing Three Cedars along the path to becoming an exceptional Waldorf school. We are now on a far better footing financially and pedagogically, and truly have an exceptional and cohesive group of Faculty and Staff.

The time is right for Three Cedars Waldorf School to move into its next phase of growth. Following the collection of extensive feedback from Parents, Faculty, and Administrators, the Board has defined a new set of strategic priorities to help drive the school in this next phase of growth over the years ahead. These priorities will be detailed in the November 17th issue of the school's newsletter.

In light of these new priorities, Geraldine and the Board have come to a mutual agreement that it is in the best interest of the school to initiate the search process for a new Executive Director. Geraldine's successes have brought us to a place where we can now look toward an even more solid future, with a new Executive Director, who has the expertise to bring about our next phase of growth.

Geraldine and the Board are committed to making a successful transition. Together, we will use the next few months to prepare a welcoming work environment for her successor, while continuing to ensure an exceptional educational experience for our students. In the meantime, all community members are welcome to ask questions about the ED transition and hiring process at board@threecedarswaldorf.org.

Thank you for your continued support of the school, Three Cedars children, and your tireless efforts in helping us meet the mission of Three Cedars Waldorf School.

Sincerely,

TCWS Board of Trustees

Thomas Doggett, Board President
Javier Rodriguez, Vice President
John Tinker, Secretary
Andy Hoag, Treasurer
Jeff Altaras, Trustee
Kelly Anderson, Trustee
Corey Cowell-Lipson, Trustee

November 13, 2014

Dear Parents,

I am writing to share with you that I will step down from the position of Executive Director, at the end of the 2014-15 school year.

Over the past few months, the Board of Trustees and I have carefully considered the qualities, skills, and talents needed in the school's leadership in its next phase. I am very grateful for these conversations as they have offered me the opportunity to consider in earnest my contributions to the school since 2011, our shared achievements, and my own wishes for my professional and personal life.

Since I joined TCWS in the spring of 2011, my experience has confirmed to me that one of my strengths lies in reform. With a solid Waldorf program, an enthusiastic faculty and staff, a solid and friendly administration, a healthy financial position, and growing enrollment, the school is well poised to take its next steps towards maturity. The transformation I was asked to bring about in the life of the school is now completed, and new talents are now called for.

The willingness of the faculty, administrative staff, and parents to embrace change, as well as their trust in working with new concepts and new people, continues to be an inspiration. I am confident that upon the cohesive and comprehensive foundation built thus far, and under the dedicated guidance of the Board of Trustees, the school will continue to flourish.

In the coming weeks and months, I will turn my attention to working towards ensuring a smooth transition for the incoming Executive Director. Together with the Board, I will prepare a welcoming environment for new talent to join the school. I look forward to the school community rallying in support of this new and exciting step for the Three Cedars Waldorf School.

Sincerely,



Geraldine Kline