

December 15, 2014

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Executive Director Search Update

Dear members of the Three Cedars Waldorf School Community,

As you know by now, this academic year will be Geraldine Kline's last as our Executive Director. Much has been accomplished during her tenure for which we are extremely grateful. We also respect her wishes to step down and move on to other projects.



We want you to know that your board has been proactive in beginning the process of finding the next great leader for our school. Three Cedars belongs to all of us, so the board is committed to an open and inclusive search process where all of us can share our thoughts about the future of the school and the qualities of our next leader.

The board has appointed a Search Committee chaired by trustee Jeff Altaras. Other members of the committee include: Andy Hoag (Board Treasurer), John Tinker (Board Secretary), Michael Wegmann (Parent Community), Kristi Hartman (Parent Association Lead), Annette Campana (Full Faculty Chair and PCG member), Britt Urquiza (Faculty and PAG member), Stephanie Packer (Faculty and PCG member), Monica Lander (Faculty and PAG member), and Laura Mason (Faculty and PCG member).

We are committed to finding the best possible candidates. For that reason, we have engaged the services of Carney, Sandoe, & Associates (CS&A), the largest firm doing retained search work for the finest independent schools, national and internationally. While the firm is based in Boston, fortunately for us one of the Senior Search Consultants, Skip Kotkins, is right here in Seattle. Skip has been very involved in many civic organizations in this region, is a past Chair and current board member of Lakeside school, is a past board member at Bertschi School, and has worked with many other schools in our area. He is a past board member and officer of NWAIS, our regional independent school association, and he was also a trustee and officer of the National Association of Independent Schools.

The first step in the search process is that Skip will be on campus to meet with all parents in our community who wish to participate by sharing thoughts about the school. All parents are invited to attend one of three sessions that will take place in Trillium Hall on **Monday, December 15**.

Parent-only sessions are as follows:

- **December 15, 2014 from 8:15 AM – 9:15 AM in Trillium Hall**
- **December 15, 2014 from 3:00 PM – 4:00 PM in Trillium Hall**
- **December 15, 2014 from 6:30 PM – 7:30 PM in Trillium Hall**

In those forums, Skip will invite community members to share their thoughts of what must not change about Three Cedars, as well as those things that should change. Later in the process, everyone will have the opportunity to meet finalist candidates as they visit the school, and to share your impressions with the Search Committee. The Search Committee will ultimately recommend a selection for approval by the Board.

Below is a full schedule of forums with Skip, including forums that are for Faculty and Administration only.

This is an exciting time when we can together envision a bright future for Three Cedars Waldorf School. Thanks in advance for your thoughtful participation in this process.

Sincerely,

Thomas Doggett, Board President

Javier Rodriguez, Vice President

John Tinker, Secretary

Andy Hoag, Treasurer

Kelly Anderson, Trustee

Jeff Altaras, Trustee

Corey Colwell-Lipson, Trustee

Mr. Kotkins Visit Schedule

Date	Time	Group	Location
Sunday, 12/14	6:00 PM – 7:30 PM	Search Committee	Trillium Hall
Monday, 12/15	8:15 AM – 9:15 AM	Parents	Trillium Hall
	9:30 AM – 10:30 AM	Administrative Staff Geri, Shelly, Leslye, Chris	Business Office
	10:30 AM – 11:15 AM	Pam Collier, Office Manager	ED Office
	11:30 AM – 12:15 PM	Annette Campana, Full Faculty Chair	ED Office
	12:30 PM – 1:15 PM	Julie Dean, Business Manager	ED Office
	1:30 PM – 2:30 PM	Individual parents, donors, board	ED Office
	2:30 PM – 3:00 PM	30-minute break	
	3:00 PM – 4:00 PM	Parents—group	Trillium Hall
Tuesday, 12/16	6:30 PM – 7:30 PM	Parents—group	Trillium Hall
	9:00 AM – 10:15 AM	Faculty group—subject teachers	Faculty Room
	10:30 AM – 11:15 AM	ED	ED Office
	11:35 AM – 12:15 PM	Stephanie Packer, Elementary Faculty Chair	ED Office
	12:30 PM – 1:00 PM	Grade 6, 7, 8 students	Grade 8 Classroom
	1:00 PM – 3:30 PM	Break/prep time	ED Office
	3:30 PM – 5:00 PM	Faculty	Trillium Hall
	5:00 PM – 6:30 PM	Prep time	ED Office
	6:30 PM – 8:00 PM	Search Committee	Trillium Hall

Strategic Plan – We Are Making Steady Progress

The Board worked extensively to bring the Strategic Plan to a new level, and presented the fruits of its work in the [November 2014 newsletter](#) and in the most recent conversations with the community. I am very pleased to report that we are making great progress in several of the focus areas.

Faculty Leadership – In the past few years, we have shared with you our lasting wish to welcome a new Dean of Education to lead the work of the faculty. We are delighted to announce that **Annette Campana** will be stepping in the position of **Director of Pedagogy** in September 2015. In addition to teaching Grade 8, Annette is also our Full Faculty Chair. Annette was chosen by her peers for this role this past May, which is the time the faculty selects all members of the faculty leadership. In her current position, Annette is already responsible for several of the tasks that will fall to her next year. Yet, she is still carrying her lovely class towards their transition to high school, and we are committed to honoring her work with her students till the end of this school year by refraining from asking too much of her – although it is tempting, as Annette is as enthusiastic about her working with colleagues as she is working with her students! Please join us in wishing Annette a very warm welcome to her 2015-16 position!

Development – We are at this time considering four candidates for the position of **Director of Advancement**, with interviews taking place this month and into January, and a hiring decision slated for early February. We are very excited at the prospect of welcoming a new member to our administrative team who will carry us forward in the area of community development, marketing, and fundraising.

Financial Position – If you have not had a chance to familiarize yourself with the information we shared in our November newsletter, you can find it here: threecedarswaldorf.org/newsletter-

[archive/#toggle-id-1](#). At this time we are doing very well on our current year budget, with income and expenses being right where they ought to be at this time of year. An important part of our success will lie with our Annual Fund Drive, which we will launch later in the year than usual, sometime in February.

We look forward to keeping you updated in our progress as we move forward!

Geraldine Kline, Executive Director

Enrollment Update

Our enrollment events have been very successful this fall. We led many individual tours and several pre-scheduled tours which were very well attended and have resulted in new enrollment mid-year. Prospective parents are invited to tour classrooms, observe children while they learn, and ask many questions about our school and Waldorf education. Our admissions office has been very busy this fall, and for that we are very glad!

November **Open House** – Trillium Hall was full to bursting on the brisk evening of our November 18 Open House. Faculty, students, TCWS alumnae, current parents, and prospective parents all gathered to share and experience **the best of Waldorf education**.

The nearly forty guests were treated to musical and Eurythmy performances, a display of student work, and a Q&A discussion circle with faculty and students. In addition, guests could choose experiential lessons such as a **Kindergarten circle, Waldorf in the Lower Grades, and Grade 7 math**. “*I’ve never thought so hard!*” said one guest after Ms. Packer’s math demonstration. “My brain is tired!”

If you missed the fun, never fear! Current parents are invited to attend the next **Open House** coming up on **January 15 at 6:30 PM**. And, of course, we encourage you to bring or invite a friend to introduce to Waldorf education and our lovely school. We hope to see you there!

–Lisa Moore, Admissions Coordinator

Recommitment for 2015–16 is Upon Us!

In mid-January you will receive a packet of forms necessary to reenroll your child for the 2015–2016 school year. The due date for the **reenrollment** forms, including the \$400 tuition deposit, is **February 6**. Please mark your calendars for this important deadline, as there is a \$150 late fee for incomplete registrations. Please also note that the **deadline for Financial Aid applications is February 5**.

If you have a child who will be applying to TCWS for the first time, we urge you to submit the application materials well in advance of the public deadline of January 13 for new students, so that we may give your child priority. The applications and other relevant information are readily

available under the Admissions heading of our website at: threecedarswaldorf.org/admissions-how-to-apply

Should you have any questions regarding the recommitment process, or applications for next year, please contact Lisa Moore at (425) 998-7055.

–Lisa Moore, Admissions Coordinator

2015-16 Tuition

We are very pleased to announce that next year's tuition levels will remain identical to this year's. In the past few years, we have asked much of our families, with significant changes in many aspects of school life. We are blessed with a healthy and growing enrollment, supportive parent body, and a much improved financial position. While we continue to make adjustments to the way the school operates on the financial level, as is outlined in the Financial Aid and Discounts information published in this newsletter, we are glad to be in a position to maintain our tuition levels to that which families have been accustomed to this year. For detailed information about our 2015-16 tuition levels, please visit our website: threecedarswaldorf.org/admissions-tuition

Financial Aid and Sibling Discounts

We are proud to offer a very generous financial aid program, which supports many families who otherwise may not be able to offer Waldorf education to their children. In the past few years, we have taken steps to align our financial aid practices with that of other independent schools, and to bring our financial aid budget to sustainable levels. Financial aid information is held by the business office – no more parent volunteers are involved – and your information is completely confidential. Financial aid grants are re-calculated yearly to reflect changes in the applicant's financial situation, and to take into account changes of programs, for example moving from kindergarten to the grade school.

New in the 2015-16 school year – The percentage of financial aid granted upon enrollment will be applied to any post enrollment change in program. The difference will be added to or subtracted from the tuition assessment, and an adjusted agreement will be created. We will continue to manage our financial aid program as we have done in the past two years, in an effort to bring our budget within the range of that of mature independent schools, to strengthen our budget and our long-term sustainability. As we have done in past years, we will work with families closely to arrive at a tuition contribution fair to all.

The last significant change in our approach to discounts is the elimination of the **sibling discount** policy in 2015-16. Our approach to tuition, which informed the changes in financial aid in the past few years, is based on the philosophy that tuition contribution should be based on the family's financial situation only. Starting in 2015-16, we will discontinue sibling discounts and move to assessing needs on a financial basis only. If you have received a sibling discount in past years

and are concerned about the increase in your tuition payments, please feel free to apply for financial aid.

Financial Aid is available to qualified families of students in preschool through grade eight. We process financial aid through School and Student Services (SSS), a service of the National Association of Independent Schools (NAIS). Simply visit the [SSS website](#) for detailed information.

For information about our school's approach to financial aid, visit our website to view our [Financial Aid Guidelines](#). For detailed information about our financial aid policies, visit the resources page of the parent portal of our website to view the Financial Aid Policy and Procedure Manual.

Support Our School!



Did you know there are ways to support our school that take very little effort on your part?

If you shop at PCC Natural Markets or Safeway, you can sign up and designate Three Cedars Waldorf School as the donation recipient for a percentage of your purchase. One percent of the amount you spend at Safeway and five percent of the amount of your PCC purchase go to support Three Cedars. Signing up for either is easy.

To register your Safeway Club Card online, go to [eScrip](#) and follow the prompts. If you've become used to entering your phone number instead of your Safeway card number, don't worry. Your card number can be easily retrieved by calling the number on the [Safeway website](#).

For those who more often shop at PCC Natural Markets, purchase a PCC card from the school office. The cost for the card is applied to the card and can be used to pay for your next PCC purchase. If you already have a PCC card, simply designate Three Cedars Waldorf as the donation recipient. [More information about PCC Scrip](#).

Please visit the [Scrip Programs page of the school website](#) or see Pam Collier or Shelly McSweyn in the school office if you have any questions.

—Cameron Altaras

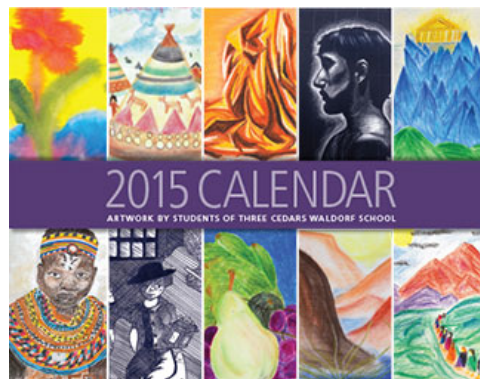
Three Cedars Waldorf School Fine Arts Cards and Calendar

Just in time for holiday gift-giving, Three Cedars Waldorf School once again offers two beautiful gift options showing art created by our students:

- Raffia-bound set of six art cards with envelopes, blank inside, \$12

- 2015 wall calendar, \$20

Both items are available for purchase in the front office while supplies last.



2015–2016 Yearly Planner

Our 2015–2016 yearly planner is now posted on our website calendar page. You will see that we have eliminated the October break, which we understand was inconvenient for families. Our 2015–2016 school year includes 170 full days of school. While our number of days remains slightly less than the number offered by the neighboring school districts, it might be helpful to remember that each of the 340 main lessons and 680 subject lessons is individually planned and delivered by our teachers—no textbooks, laptops, or whiteboards, and no lessons repeated.

Our full 2015–2016 calendar will be ready in September 2015 and will include all events for the school year. The 2015–2016 planner is intended to give you an overview of the school year and support you in your personal planning.

GRADE SCHOOL NEWS

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Knitting for a Cause

Fourth grade students have been busily crafting scarves for those in need. Our school's goal is to donate 100 scarves by December 19. To that end, thank you to families who have donated yarn and have lent us their knitting needles!

Pictured are some of the fourth grade girls knitting al fresco.



—Mary Spurgin, Teacher, Class of 2019

Mary Spurgin has fond memories of a childhood in Tarrytown, NY, spent



chasing four brothers on the roof and sledding on frozen creeks. Mrs. Spurgin majored in Interdisciplinary Visual Art and minored in Japanese at the University of Washington where, during her senior year, her love for art, interest in child development, and enthusiasm for teaching pointed her in the direction of becoming a Waldorf teacher. After earning her BA at UW, she began training at Sunbridge College in New York, where she earned a Masters in Education. Mrs. Spurgin spent four years class teaching at Green Meadow Waldorf School in New York. It was then that she began the greatest journey of her life: motherhood. While she was pregnant with her son, she and her husband returned to Washington State, where she began tutoring students from both Three Cedars and Seattle Waldorf School. Mrs. Spurgin became a class teacher at Three Cedars in 2012–13. She enjoys playing guitar, oil painting, knitting, cooking Japanese food, and gardening. She also enjoys traveling and has visited Thailand, Korea, Japan, China, Italy, and England.

Prometheus Bound Review

By Diego Andaluz and Isabella Bass, Grade 5

Rating: 4-1/2 Stars

“No more! This is my last and final ”

Prometheus Bound was a very good play because when you entered the theater, and throughout the production, there was cello and piano music. Also, there were many different scenes which varied from powerful to serious to heroic to hilarious. The actors were really into their characters which were gods, Titans, heroes, and mortals.

“I name thee, Pandora. I grant her speech sweet and flowing.”

I would really recommend seeing this play if you're a fan of Greek mythology. It was very authentic because there were traditional Greek costumes and one piece of ancient Greek music. Additionally, there was a masked chorus which you would see in ancient Greek theater.

Well-done, Grade 5!

—Stephanie Packer, Teacher, Class of 2017 and 2018

Stephanie Packer grew up in New Jersey, and graduated with a BA in Organizational Studies from the University of Michigan—Ann Arbor. During college, she spent a semester living and studying in Seville, Spain, where she formed a strong connection to the Spanish language and culture. This connection brought her back to Seville after graduation, where she taught English and American culture to both children and adults in various settings for several years. She also taught elementary school classes in a bilingual, public school setting. Simultaneously, she spent a few summers volunteering on a Biodynamic farm in Princeton, NJ, which sparked her interest in Waldorf Education. Stephanie went on to pursue this path by working in various roles at the Waldorf School of Princeton, and she completed her Waldorf



Grades 6 and 7: YMCA

It's that time of year when the sixth and seventh graders board the metro bus for an afternoon of sports at the YMCA. They will spend the winter months sheltered from the weather using the beautiful gym and swimming in the lap pool.

Our first block this fall has been basketball, coached by Jeff Haller. His quadruple weaving drills and fast-paced scrimmages got us ready for our first two games against the French-American school. Coach Haller's excellent coaching yielded two close games where our team led right up until two minutes to go—when the other team swept in and took the game with just 2 points!



Before we come back to campus in the spring, the students will experience blocks in volleyball, badminton, floor hockey and swimming.

The YMCA has been a wonderful addition to the movement program and it is made possible by the parents who carpool the students back to the school and to the basketball games.

—Cristine Smith, Games and Movement Teacher



A native of Seattle, Cristine Smith also spent parts of her childhood in Media, PA, Redmond, WA, and Salem, OR. She studied Biology and Nutrition at University of Oregon and Oregon State University before completing a BS in Education with a major in General Biology from the University of Arizona. A cyclist who is especially keen on mountain biking, Mrs. Smith holds a world record in master's level track racing. She also enjoys mountain climbing, trail

running, reading, and observing nature. Mrs. Smith studied for two years with the Sound Circle Teacher Training program and has completed two summers of high school training at the Center for Anthroposophy in Wilton, NH. She holds a certificate in Spatial Dynamics (spatially oriented movement exercises, activities, and games) from the Spatial Dynamics Institute, NY. She joined Three Cedars in 2004.

New! Nature Exploration Program

Students in Grades 6, 7, and 8 are invited to join Andy Held on Thursday afternoons for a great adventure in nature discovery! Andy is well known to many of our

students for his high-level skills in all things nature-oriented. Join him and his nature exploration group from January through May to explore and discover the wonders of nature!

Time:

3:15 – 5:15 PM

Dates:

January 8, 15, 22, 29

February 5, 26

March 5, 12, 19, 26

April 2, 9, 30

May 7, 14, 21

Cost:

\$410 all inclusive

To register:

Print the [registration form](#) and return it to the front office with payment by **January 4, 2015**.



EARLY CHILDHOOD NEWS

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Morning Glory, Mice, and Magic

All year long the Morning Glory students have been taking wonderful care of our little friend, Spots, a little soft mouse who lives in my apron pocket at school. He comes out for all of our stories, shares our food at meals and plays in the various houses that children build for him at playtime. He even sleeps in a child's bed each day at rest time. We have been hearing stories about him, his friends and their adventures for some time. The children have learned through these stories that there are all kinds of mice—big mice and little mice, scared mice and brave mice, fast mice and slow mice. Country mice live outside and love to eat berries while town mice live indoors and eat the crumbs left behind by people. The hidden land of mice has been of great interest to the whole class.



One day, much to our delight, we found Little Mouse, who lives next door in Apple Blossom, visiting our classroom. He played with Spots all day long but the children next door missed him too much and he finally returned to his own class. We longed to have another mouse come to play! To our great surprise, just a few days later Cocoa, a town mouse, appeared in a child's slipper. Not long after that we met Barley, Freckles, and Whiskers, who came in from a hole just next to the fence in the back woods. Each day eager children build them houses with soft little beds. Sometimes the mice join us for circle time and one day they each got to sit on the lap of a child for story time. The children always hold them with the gentlest hands and make sure that they return

to their basket when they are ready to rest.

These beloved friends are an example that the way in which a plaything is presented to children can make all the difference in their care of it. A toy (especially one that is handmade with love) can be brought to life through stories of its life before it came to the child or things it does when the child is sleeping. A little parent-facilitated magic can happen at night after a child goes to bed leaving the child delighted to wake up and find the little friend is not where he or she left it. Parents can also help the children to care for a new friend by helping the child to make a special place for it to live, such as a pouch sewn out of felt or a basket lined with wool. Kept in its tidy home, the toy will not be left on the floor as if it did not have any feelings at all. This kind of adult support can go a long way in helping children to value and care for their belongings.

I hope you will be inspired to bring this kind of magic into your home during the holiday season when it is so easy to get swept up in overconsumption and indulgence. Children do not need much by way of possessions, especially if what they do have is cared for and well loved!

—Laura Mason, Morning Glory Kindergarten



Born in Kirkland, WA, Laura Mason was raised in the then-rural neighborhood of North Rose Hill. Though she and her sisters spent long hours playing in horse pastures, open fields, and woods surrounding their home, her favorite place was the dirt pile in her yard, where she spent many hours digging tunnels and making mud pies. Childhood vacations were spent hiking and camping in the Cascades as well as taking road trips to museums and historic

sites. Many of these experiences are well known to her students, as she brings them to life in the classroom through storytelling. Miss Laura attended local schools from kindergarten through high school, sharing a classroom with several friends for the entire 13 years. Throughout school, she loved vocal music programs, particularly performing at music festivals. After Miss Laura transferred her elder daughter to Three Cedars Waldorf School in the first grade, she began a new career as an early childhood teacher. She joined Three Cedars in 2002 as a preschool assistant, then served as a preschool teacher, and finally, as a mixed-age kindergarten teacher. Miss Laura received her Early Childhood In-Service Teacher Training Certification from Rudolf Steiner College, where she discovered a love of wood carving and a renewed enthusiasm for gardening, both of which she brings into her work as a teacher.

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News from Sound Circle Center for Arts and Anthroposophy

During the holiday season more than ever, our thoughts turn gratefully

to those who have made our progress possible.

2014 has been a milestone year for us. We moved in to our brand new office space, Foundation Year began in September, we set new records in our Annual Appeal, our Parenting Programs are full, our Middle School Teachers Curriculum Workshops are thriving, and we introduced the very successful Working With Waldorf.



We are so excited for all of the things the future holds for us and it is in the spirit we say, simply, but sincerely, thank you for your support.

We are grateful to have you as part of our community, and we wish you all a happy, healthy, and joyous holiday season.

—The Faculty, Board, and Administrative Staff of Sound Circle Center for Arts and Anthroposophy

Introduction to Anthroposophy

Saturday Mornings, 9:15 AM – 11:00 AM

Presentations by selected faculty

Are you curious about Anthroposophy? Would you like to understand more? Please join us for these introductory sessions of the various aspects of Anthroposophy: life and ideas of J.W. Goethe and Rudolf Steiner, aspects of the human organism and constitution, the Evolution of Consciousness and Art, Developmental Stages of Life, the Social Mission of Waldorf Education and work arising out of Anthroposophy. Join us for any of the offerings. No registration required. Sessions are held at Seattle Waldorf School, Huckleberry Hall, 2728, NE 100th St., Seattle. Cost is \$20/session, payable at the door. A schedule of topics can be found on the Sound Circle website at www.soundcircle.org/introduction-anthroposophy-saturday-sessions-sept-may.

Foundation Year

Now offered every year at Sound Circle Center! The next session begins in September of 2015.

Sound Circle's Foundation Year in Arts and Anthroposophy is a creative gateway into the work of Rudolf Steiner (1861–1925) and the profound world view of Anthroposophy (the wisdom of becoming human). This program of discovery, self-transformation, personal growth, and practical activity leads toward professions that renew culture and heal the earth. The Foundation Year also provides the requisite background for those planning to enter a Waldorf teacher training program. We invite you to join us.

We are now accepting applications for the September 2015 Foundation Year. Please visit our website at www.soundcircle.org/foundation-year for more information or to apply.

The Value of Knitting

Huff Post Parents | Mara Menachem

All kids learn to knit at Waldorf. It is taught even before the alphabet. It perfects fine motor skills,

has been said to improve memory, works both sides of the brain, and prepares children to be better readers when they are ready for that step. I find it so cool to watch my boys knit and crochet, they love it and it gives them a sense of accomplishment. [Read more...](#)

Submission deadline for our next newsletter is Monday, January 12, 2015.

