

Dear KWS Community members,

We are writing with more information on a new committee working to reimagine KWS for this year and beyond and actions the school is taking around social justice.

**KWS 2020 and Beyond:** Prior to the onset of the COVID pandemic, the KWS Board of Trustees engaged in a "listening tour" visiting with most of the faculty and staff.

Opportunities, hopes and concerns arose from all areas of the school. In an effort to build a space to support the efforts of forward thinking and change, a new Board committee was mandated.

The purpose of the Board of Trustees' newly-forming KWS 2020 and Beyond Committee (formerly referred to as the Roundtable and the Renewal Committee) is to facilitate Kimberton Waldorf School's ongoing transformation to a sustainable and thriving exemplar of Waldorf Education, resulting in an executable plan to create an organizational structure that supports the health and vitality of the school in its totality (social life, communication, community engagement, financial abundance, social justice, curriculum enrichment, faculty and staff support, and alumni involvement). The Committee is both a holding space for creative impulses and a catalyst and support for the continuing development of KWS.

The Committee will be an inclusive, interactive, and intentional process to design the future KWS. As the Committee forms over the next several weeks, full membership will include representatives from all areas of the school community. Regular communication with the Board will help prioritize support for key initiatives.

**Social Justice action at KWS:** The Board, in partnership with school leadership, is committed to social justice and taking steps to facilitate introspection and action to support and advance our students, faculty, staff, and community in this area while maintaining an anthroposophical approach that upholds our mission and pedagogy as a Waldorf School. This work will require ongoing commitment and learning from all of us.

This summer, a dedicated group of recent KWS alumni spoke up and crafted an [alumni statement](#), which includes a link to personal letters from two alumni and a suggested list of social justice-focused texts for KWS to consider enriching the curriculum. In response and as part of ongoing work, faculty and staff were involved in revising high school reading lists, making curriculum updates, facilitating book groups, creating shared social justice resources with a focus on racial, environmental, economic, and LGBTQ justice, as well as curating books and stories that are not only mirrors, but also windows into all cultures and backgrounds. The Parent Association also established book groups and arranged for speakers to engage with the KWS community on topics of diversity, equity, and inclusion with a focus on Waldorf education.

Going forward, the Strategic Plan, which completed Phase 1 at the end of 2019, will be re-focused through a lens of social justice and anti-racism. The Social Justice Committee (formerly the Diversity Committee) will also continue facilitating conversation and a shared space for our community to come together and make progress. The committee is evolving and currently includes an alumni subcommittee and a newly forming steering committee. Please look for updates and opportunities to get involved in the weekly announcements or reply to this email with your interest.

Thank you for your continued support and commitment to KWS. Our community is a treasure to be nurtured and held by all of us, and strengthened by conscious choices in our activities, our thoughts, and our interactions with each other.

Sincerely,

Board of Trustees and Governing Team