

Dear Friends,

I am writing to let you know that after prolonged reflection and deep deliberation I have decided that the 2021-22 school year will be my last as Executive Director. This has been a hard decision to make after 20 years associated with this school. COVID gave me the reason to put such thoughts to one side for a while, but I feel that now is the right time to make this announcement.

I was honored to take up the Board of Trustees' invitation to become Executive Director, seven years ago. Leadership of the school was entrusted to me at a time when the community was seeking direction, declining enrollment was cause for concern, and optimism for the future was very low.

It is with great warmth that I reflect proudly on some of our achievements since the fall of 2013: introduction of an ambitious but achievable Strategic Plan; increased community partnership and mission focused direction; increasingly effective outreach resulting in enrollment growth; two capital campaigns and the resulting campus development; and significant donor support for operations and teacher development.

I have been incredibly fortunate to work alongside a cadre of dedicated, creative, and talented faculty and staff. Each individual, going above and beyond what might reasonably be expected, continues to draw on their skills, knowledge, and energy in pursuit of our shared mission. Nothing could be accomplished without such teachers who work steadfastly to enliven and deliver a strong Waldorf program. On a daily basis they bring care and love to each child and develop relationships with families to meet the needs of their students.

Working hand-in-hand with the Board of Trustees has made my job possible. No small independent school can operate without the tremendous levels of energy, time, and commitment that trustees offer on an ongoing voluntary basis. Our trustees have their eyes on the future of our school as they strategically work to ensure we are a proven choice for generations of students to come. I have had the honor of working closely with four Board Presidents each of whom has supported me and my work.

Waldorf has been my community since I moved with my family to the USA in 2001. Our children – then 7 and 9 – attended a small Waldorf School in Nottingham, England. It was only because we found the Waldorf School of Baltimore, that a move across the Atlantic became possible for me, and allowed Phil, my husband, to take up a temporary, two-year employment opportunity in the region... 20 years later we are still here, our

sons have both graduated from Waldorf, and I am delighted to still be a full member of our thriving community.

I am looking forward with excitement and anticipation to the upcoming school year. With or without the pandemic we have some significant goals in which I will be taking a lead role:

- Preparing for and taking part in the 10 Year Accreditation scheduled for spring 2022, to be carried out by the Association of Maryland and DC Schools (AIMS) and by the Association of Waldorf Schools of North America (AWSNA)
- Embedding our newly adopted Diversity, Equity, and Inclusion (DEI) Statement into the structure and systems of the school via the strategic planning process, as we review the work of our community-wide focus groups, continue faculty/staff DEI training, and work with the Parents Association to introduce community training

Working side by side with the children in the center of our hearts and minds we will further strengthen the foundations on which our new Executive Director can continue to build the forward momentum we have created over the past seven years. From a recent Waldorf Weekly comment, “We are doing this together and winning. Let's keep up the good work!”

Warmly,

Pat Whitehead  
Executive Director