

The College of Teachers*

* An equivalent document covering 'Management' will be published soon.

The original Waldorf School was founded in 1919 with a 'College of Teachers' (normally referred to as 'College') at its very heart, to carry the spiritual and pedagogical leadership of the school. At Edinburgh Steiner School, the majority of teachers—following a year in post, and provided they support the fundamental ethos of the education—are normally invited to join College. College meets at 7pm every Thursday evening during term time for about two and a half hours and deliberates on all matters relating to how the School is run—with the exception of financial and legal matters, which are the responsibility of the Trustees.

College has an executive arm, called the Management Team, which ensures that the wishes of College are followed through. College also establishes and oversees a number of 'mandate' groups (which take responsibility for different areas of the School, such as Maintenance, Festivals and Staff Development) and establishes working groups to conduct research and bring forward recommendations on specific matters of interest. College fulfils the leadership role of 'Principal' or 'Head Teacher,' except that in College meetings decisions are almost always reached by consensus.

College vision statement

Working consensually and cooperatively, and by drawing on inspiration, courage and reflection, the College of Teachers aspires to lead the whole school community by enriching the curriculum, developing members of staff, and improving the provision and delivery of Waldorf education.

College mission statement

Inspired by the pedagogical insights of Rudolf Steiner, the College of Teachers is committed to the task of protecting and deepening the values of Waldorf education, nurturing the aspirations of pupils, members of staff and parents, and facilitating improvements throughout the school community.

Chair of College: Job Description

Role

The Chair of College is selected from and by the members of the College of Teachers to serve for as long as College members deem appropriate, but normally for a term of at least a year and less than five years. The Chair is invested with no particular authority, such a 'casting vote;' and may not co-opt new members of College or act

unilaterally in the name of College. The Chair of College is also a member of the Management Group.

The following tasks are undertaken or overseen by the Chair of College (often in collaboration with others or delegated to individuals or mandate groups):

- To draw up and circulate the agenda for College meetings
- To receive and collate items for the agenda, including matters for discussion, new and leaving pupils, reports from Mandate Groups, apologies, and leaves of absence
- To maintain an awareness of decisions and action points arising from College meetings and ensure they are discussed in Management Group meetings or shared with appropriate groups or individuals
- To follow up on decisions and action points and ensure these are followed through as far as possible to a conclusion, or returned to College for further discussion
- To respond, on behalf of College and where appropriate, to any letters addressed to the Chair, or requests for leave of absence received by College
- To hold the vision and mission statements of College and ensure that the values expressed in those statements are adhered to
- Maintain a link with the PTA, Mandate Groups and all areas of the school community on behalf of College
- Attend monthly meetings of the Board of Trustees
- Submit to the company secretary a written report summarising College and Management business by the Friday before each Trustees' meeting
- Ensure new members of College are welcomed and inducted, and that there are sufficient copies of the College members' book *Towards the Deepening of Waldorf Education* for this purpose
- To liaise on a weekly basis with the Admissions Secretary regarding new pupils
- To update colleagues on College matters in the Whole School Meeting and update parents via the Tuesday Notice
- Ensure discussions take place regarding Management rotation annually, and in advance of detailed work on the new timetable

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