



Subject: An Important Message from the Board of Directors

Dear Waldorf Parents,

As you are aware, at the end of the school year we review the past academic year and make various adjustments, including to staffing and processes, to better serve our students in the coming year.

At the end of this past school year, one of the changes made was to move Mari Yamaguchi, the Buttercup Nursery teacher, from five-day nursery to three-day nursery. Mari ultimately rejected the offer and has chosen to leave our school, which is a loss for our school and the children and families who are close to her.

Yesterday (Tuesday, August 7), an early childhood family met with our shared leadership team—Executive Director (ED), Caroline Horner and Faculty Administrator (FA), Dianne McGaunn—to deliver a 24-hour ultimatum (details below) to the school from a group of six out of the nine Buttercup nursery families from this past year and one rising kindergarten family.

Here are the facts:

- A new and more structured performance evaluation process for faculty/staff was instituted this past year and nine reviews were conducted.
- One of these reviews included the early childhood lead teacher, Mari Yamaguchi. At the end of the review process, we offered Mari a three-day lead nursery position.
- The ED, FA, and representatives of the Board and Advisory Council met on July 30 with the Buttercup nursery families who were very upset about this and wanted to understand what happened (EC faculty, one other early childhood family, and a faculty member were also present). During this meeting:
 - questions were asked specifically about Mari's performance and about the school's communication and evaluation processes
 - to protect Mari's privacy and given that the contents of any performance review are confidential, those types of questions asked could not be answered, which caused frustration
 - the school became aware the families were in possession of a faculty member's summary, which contained confidential information related to Mari's performance review
 - one parent delivered a "wish list" in writing to the school on behalf of the seven early childhood families nursery families. They were:
 1. Give Buttercup families the option to unenroll their children without penalty
 2. Change multiple aspects of the governance structure of our school
 3. Reinstate Mari Yamaguchi to her five-day position for this coming school year
- The school's written response to this wish list was as follows:
 1. All Buttercup families were immediately given the option to unenroll their children without penalty
 2. The Board will discuss the school's governance structure (revised by the then-board about eighteen months ago) at its September 2018 meeting
 3. The ED and FA stand behind the original offer made to Mari Yamaguchi

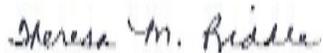
On August 1, the school convened as many faculty and staff as available to openly discuss this situation. Another meeting will be scheduled before the school year begins in the hopes of getting as many of our team together as possible.

Our job as a board is to manage risk and we take seriously threats made against our school—To be specific, the ultimatum delivered was that if the school does not comply with Buttercup families' wish list within 24 hours of them meeting with the ED and FA yesterday, they will go to the newspapers with this story and will ensure every Waldorf family at our school gets a copy of this summary document, which includes confidential personnel information about Mari. We are saddened that these families have chosen to take this route, but we need to move forward with what we believe is right for our children and the school.

Our goal is to keep the health and wellbeing of our children at the center of everything we do by ensuring the best teachers can deliver true Waldorf education in a well-run Waldorf school. Our school encourages everyone to freely express their point of view and to respectfully disagree. We understand that a new governance structure and adding more rigor to core processes is a change, and change is hard. We are confident that we are heading in the right direction to address some of the past issues that have prevented our school from healthy growth.

This is an unfortunate set of actions that we believe will not serve anyone well. That being said, we want our community of parents to hear about this directly from the school. I personally encourage you to please contact me, Caroline Horner, or Dianne McGaunn directly with any questions so that we can have a voice-to-voice conversation.

Warmly,

A handwritten signature in cursive script that reads "Teri Riddle".

Teri Riddle
On behalf of the Board