

# 2023 YEAR IN REVIEW

AS WE EMBARK ON THE NEW YEAR AND ITS CHALLENGES, LET'S TAKE A MOMENT TO PAUSE AND ACKNOWLEDGE THE ACHIEVEMENTS OF 2023.

WE'RE THRILLED TO CELEBRATE THE COLLECTIVE ACCOMPLISHMENTS OF OUR COMMUNITY AND SUPPORT THE GOALS FOR 2024!

Read the following  
2023 School Circle Report!

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# ADVANCEMENT CIRCLE

## THIS YEAR WE HAVE...

**Overhauled our website** to showcase our Waldorf curriculum's alignment with 21st-century needs. **Successful marketing** strategies have led to **sold-out school tours and open houses**. Implemented the first circle-governed Community Fund Campaign. Moreover, we've proposed **utilizing the Slack** platform for inter-Circle school work, and we're currently in the process of implementing it to **enhance collaboration and visibility** across various circle projects.

## IN 2024 WE WANT TO...

In the coming year, our goals include **successful fundraising** through the Community Fund and Spring Auction, **improving communication**, creating a **virtual campus tour**, and **enrolling new students** to enhance the social classroom environment across all grade levels.

# BOARD CIRCLE

## THIS YEAR WE HAVE ...

Focused on Bright Water's **financial health**. The Board **prioritized transparency, accountability, and sustainability**. We hired a **Business Manager**, improved practices, balanced the budget, and maintained high-quality Waldorf education. The Board's **professional oversight and mentorship reduced overhead costs and ensured high standards**. We also hired a **Pedagogical consultant to enhance classroom excellence** in collaboration with the College of Teachers.

## IN 2024 WE WANT TO ...

Prioritize **financial health, educational excellence, and strategic planning**. The Strategic Plan will cover Board health, Grade and EC sustainability, and long-term location planning.

# COLLEGE OF TEACHERS: HIRING CIRCLE

## THIS YEAR WE HAVE...

Welcomed our new **Community Administrator, Austin Roberts**, who has brought an ever-cheerful attitude and streamlined processes in the school. **Our Administration team, including Business Manager Anna Stumm and Enrollment Coordinator Melissa Lytle**, is a joyful and valuable asset to **BWWS**, along with our trained teachers and DEI focus from inception, inspired by founder Holly Koteen Soule. Additionally, we hired **Benjamin Schmechel** as our First Grade teacher and **Jonah Byrne** as our strings teacher.

## IN 2024 WE WANT TO...

**Hire a new Lead Kindergarten Teacher**, along with **Grade One and Grade Five teachers**, **reflecting our school's growth!**



# COLLEGE OF TEACHERS: FESTIVALS

## THIS YEAR WE HAVE...

Brought back our first in person **Winter Faire** since the onset of Covid! It was **well attended** by enrolled families and drew folks from outside our community. Children were engaged in **winter related crafts** such as beeswax candle dipping, soap felting and origami. The craft faire **showcased local craftspeople** and **Waldorf inspired toys**. We have also collaborated with the Advancement Circle to include **fun fundraising elements** and **meaningful marketing strategies**.

## IN 2024 WE WANT TO...

Continue offering a rich festival life for our community, and growing our circle involvement as well! We look forward to the rich community connections that occur through the autumn Harvest Festival, The Lantern Walk, The Winter Faire, The Spiral Walk, Special Friends Day, and May Faire.

# COLLEGE OF TEACHERS: PEDAGOGICAL CIRCLE

## THIS YEAR WE HAVE...

A newly remodeled early childhood space with child-sized bathrooms and sinks for indoor play and communal cooking. We promote curriculum sharing and social experiences for grade school students through classes like **Environmental Education and Aikido**, which involve multiple grade levels. **Teachers receive professional reviews and mentorship** from experienced Waldorf educators through outside consultants. **All our lead faculty have Waldorf teaching credentials**, fostering innovation in curriculum. We're **committed to anti-bias, anti-racist curriculum** in all classes. Our **partnership with "the J"** has strengthened through weekly meetings between BWWS and "the J" staff. **Restored our aftercare and after school club offerings!**

## IN 2024 WE WANT TO...

Offer stand-alone first and second grade classes. We also hope to **expand early childhood offerings** to include a Caregiver/Child class and potentially a **program for 2/3-year-olds**. Offer **diverse and enriching** after school programs and clubs.



# DEI CIRCLE

## THIS YEAR WE HAVE...

Organized BWWS's annual DEI Summit, attended by many community members, faculty, and staff. We introduced a school policy for a welcoming table, or Belonging Booth, at major events like May Faire, Harvest Festival, and Winter Faire. Additionally, the DEI Circle coordinated the MLK Day assembly.

## IN 2024 WE WANT TO ...

Provide DEI-focused professional development for staff, host the 2024 DEI Summit in spring, continue having Belonging Booths at festivals, and explore more ways to ensure inclusivity and welcome at Bright Water.

# FAMILY CIRCLE



**THIS YEAR WE HAVE...**

**Formed our New Family Circle!**

**IN 2024 WE WANT TO ...**

**Raise awareness and expand membership** in the Family Circle. **Organize opportunities** outside of scheduled school activities to **foster stronger connections** among families and enhance the school's social fabric. **Pair new families** with mentors from the existing community to **facilitate integration**. Explore possibilities for **coordinating class parents** to **collaborate** on holiday gifts and Teacher Appreciation Week activities.



# FINANCE CIRCLE

## THIS YEAR WE HAVE...

**Created and approved a balanced budget** for the 2023/2024 school year at The Japanese Cultural and Community Center. We **established a reserves investment plan** and **successfully collaborated with the Advancement Circle** for the "We Shine Brighter Together: Community Fund Drive." We **welcomed new members**, Austin Roberts and Jason Manlinowski, while bidding farewell to Vinay Balan.

## IN 2024 WE WANT TO ...

Focus on **refining the budgeting process**, **enhancing transparency**, and implementing a **new budget request policy**. We've also adopted a **tuition assistance policy** based on best practices in the region. Looking ahead, we're **excited about our upcoming Spring Gala on March 8th**, where we anticipate another successful collaboration with the Advancement Circle.



# GOVERNANCE CIRCLE

## THIS YEAR WE HAVE...

Drove the **formation** of the **General Circle**, which serves as the central circle that **connects and coordinates** all the other circles within the organization. The General Circle **ensures** that **the organization remains cohesive, aligned, and responsive** to the needs of all its members.

## IN 2024 WE WANT TO...

**Establish and host** an annual **Sociocracy Summit** to continue learning about how to work within this **dynamic governance structure**. Sociocracy translates to “those who associate together govern together.”

# HOW DO I CONTRIBUTE TO BWWS IN 2024?

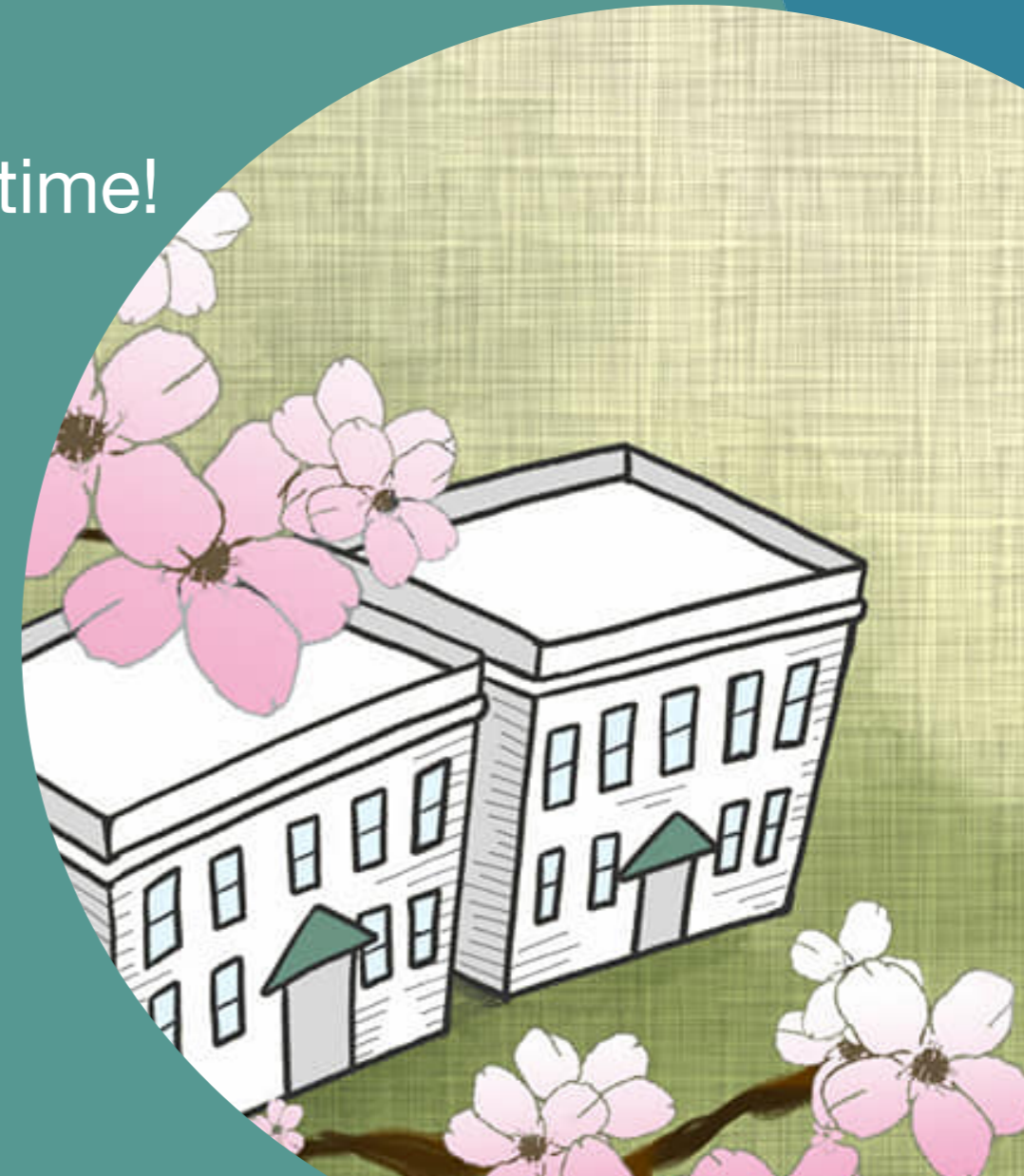
**Join** a Circle!

**Spread** the word about our school!

**Sign** your re-enrollment paperwork on time!

**Donate** to the Community Fund!

**Participate** in the spring auction through attendance and auction item procurement!



# ORGANIZATIONAL CIRCLE MAP

