



ASSOCIATION OF WALDORF
SCHOOLS OF NORTH AMERICA™



**Association of Waldorf Schools of North America (AWSNA)
And Alliance for Public Waldorf Education (Alliance)
Memorandum of Understanding (MoU), 2015**

AWSNA and the Alliance share an interest in furthering anthroposophically inspired education in the United States. The purpose of this MoU is to highlight places of agreement and collaboration.

AWSNA and the Alliance have separate but related missions – to nurture and support schools inspired by Waldorf Education as they manifest in the world.

This document is intended to provide a clear outline of the ways AWSNA and the Alliance agree to work together. It is designed to note the agreed-upon collaboration between them, an outline of joint activities, and notes of where further collaboration might be possible to pursue. The document will serve as the basis for an ongoing conversation between the leadership of AWSNA and the Alliance that can facilitate the positive collaboration between the organizations. This document serves as a supplement to the signed license between the two organizations, which outlines agreed upon usage of the mark Public Waldorf.

There is agreement that regular review of this document in light of each organization's strategic and operating plans is advisable.

Both organizations will share the specifics of this Memorandum of Understanding with their member schools with the expectations that their members will embrace and actively uphold the agreements.

1. Strengthening the Integrity of Anthroposophically Inspired Education

- a. Currently, there is a formal license agreement between AWSNA and the Alliance. This agreement empowers the Alliance to use the mark 'Public WaldorfSM' with acknowledgement in all printed or electronic medium that "Public WaldorfSM is a service mark owned by the Association of Waldorf Schools of North America and is used pursuant to a license". Procedures for this are delineated in the license agreement between AWSNA and the Alliance. Periodic review of this collaboration is beneficial.
- b. Both organizations agree to work towards sub-licensing once an Alliance path to membership is in place and sustainable organizationally. The intention is to allow sub-licensing once there is a process/mechanism in place to support and ensure the development of healthy Public Waldorf schools. Based on the current Alliance membership roll-out (14-15 pilot, 15-16 roll-out) we intend to have a sub-license agreement in 16-17. In the meantime, the current mark guidelines for AWSNA non-members still apply to Alliance member schools, with the exception that Alliance member schools may indicate that they are members of the Alliance for Public Waldorf® Education.

2. Sharing Resources

- a. AWSNA and the Alliance agree to consider including employees of respective schools on accreditation teams when there are shared accrediting bodies.

- b. Renewal magazine will be offered to Alliance member schools at the AWSNA member school rate.
- c. AWSNA will offer participation in webinar trainings for a nominal fee to employees at Alliance member schools.
- d. AWSNA and the Alliance agree to share relevant research and documents of effective practices

3. Cultivating Collegial Relationships

- a. Member schools and institutes of both organizations agree to the following professional protocol. Any concerns of a member of either association will be brought to the leadership of their respective organization to be addressed between the leaders of the two associations.
 - i. To be in compliance with AWSNA's service marks. Each organization will work with its own member schools to ensure they are in compliance with the AWSNA service mark guidelines or the Alliance License Agreement, depending on membership, in a reasonable time frame.
 - ii. When asked about the program of a school other than their own, to acknowledge that they can only speak of their own program and encourage the individual with questions to contact the other school directly.
 - iii. To agree to non-solicitation practices of current employees or students of respective schools or institutes, including location and recruiting practices.
 - iv. To adopt a school or institute name that is unique from any current members of either organization. Note: Current Alliance schools are grandfathered in with the current names.
 - v. In acknowledgement of the challenges that may have an impact on relationships as a result of proximity, we agree to work in a collaborative manner for schools and institutes in close proximity. Further exploration is needed.
- b. As colleagues we commit to ongoing dialogue about topics that concern both of our organizations. In these conversations we will recognize the importance of:
 - i. Allowing our understanding of Waldorf Education to continue to evolve
 - ii. Diminishing a tendency to view certain forms of its expression as necessarily more valid than others
 - iii. Appreciating and valuing the many and varied forms of expression
- c. Professional development/conference opportunities for colleagues from both Alliance and AWSNA schools
- d. Conversations with neighboring member schools, with participation from AWSNA and the Alliance

Note: Anything stated here that is in conflict with the license defers to the license. This agreement is based on the existence of a license in good standing.

AWSNA



Melanie Reiser, Leader of Programs and Activities

Alliance



Shanna Mall, Board President