



# **Membership Handbook**

## **Associate and Full Organizational Members**

### **2019-20**

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June, 2019

Greetings from the Waldorf Early Childhood Association of North America!

This Membership Handbook is a guide to our work together in association as Waldorf early childhood member programs throughout North America. The Handbook describes the history, goals, and activities of our Association, our Shared Principles, and our Membership Path.

Our WECAN **Shared Principles** are the expression of our ideals and practices. They are ideals Associate Members are working to realize as they grow toward Full WECAN Membership. For Full Members the Shared Principles are an expression of practices that allow them to be seen as representatives of Waldorf early childhood education in North America and around the world.

Our WECAN **Membership Path** is intended to foster a culture of self-study, peer review, and collaboration that will strengthen and deepen our work on behalf of the young child here in North America out of the insights of Waldorf education. This Handbook outlines the criteria and benefits of membership, and the steps required to fulfill the responsibilities of organizational membership for our Associate and Full Member programs. WECAN Associate and Full Members have expressed their appreciation for the process of self-study and site visit.

Our members — both school-based and home-based — are listed in our WECAN Directory, available on our website at [www.waldorfearlychildhood.org](http://www.waldorfearlychildhood.org) and in the joint AWSNA/WECAN online and print directories.

The Membership Handbook and all relevant application forms and materials are also available on the WECAN website. Please contact your Regional Representative(s), listed in the Handbook and on our website, or our Membership Coordinator, Laura Mason, at [membership@waldorfearlychildhood.org](mailto:membership@waldorfearlychildhood.org), if you have questions, concerns, or suggestions. We look forward to our work together in association!

With best wishes,

Susan Howard  
WECAN Coordinator

Laura Mason  
WECAN Membership Coordinator

## **Introduction: The Waldorf Early Childhood Association of North America**

The Waldorf Early Childhood Association of North America (WECAN) was founded in 1983, originally under the name of the Waldorf Kindergarten Association of North America. Its administrative office is in Spring Valley, New York.

WECAN's mission is to foster a new cultural impulse for the work with the young child from pre-birth to age seven. Based on an anthroposophical understanding of human development, WECAN is committed to protecting and nurturing childhood as a foundation for renewing human culture.

WECAN accomplishes this mission in a number of ways, including but not limited to the following:

- Encouraging, supporting, and offering resources to professionals working with young children based on the educational philosophy of Rudolf Steiner, through conferences, lectures, seminars, publications, and other means;
- Supporting the development of Waldorf early childhood centers, kindergartens, pre-schools, home programs, and training centers through a path to membership involving self-study and peer review;
- Providing forums for the exchange of information and experience among those drawing their inspiration from the work of Rudolf Steiner in their work with young children through newsletters, regional gatherings, and other forms of communication;
- Interacting with other educational organizations representing a wide spectrum of ideas about early childhood education;
- Encouraging and supporting research regarding Waldorf early childhood education and the development of the young child, and publishing the results of such research;
- Working together with other organizations that share similar goals and ideals, such as the Association of Waldorf Schools of North America (AWSNA), the International Association for Steiner/Waldorf Early Childhood Education (IASWECE) and the Pedagogical Section of the School of Spiritual Science.

Membership in WECAN is open to individuals who support the work of the Waldorf Early Childhood Association, and to early childhood programs, kindergartens, child care centers, teacher training centers, and related programs committed to the ideals and practices of Waldorf early childhood education and anthroposophy, the philosophy developed by Rudolf Steiner (1861-1925), and who wish to support and contribute to Waldorf early childhood education in North America. In 2018-19, WECAN membership included 563 individual members and 210 organizational members and affiliates—schools, home programs, and teacher education institutes—throughout North America.

Our activities on behalf of our members include:

- Publication of a newsletter, *Gateways*, for Waldorf early childhood educators, which appears twice each year;
- Electronic e-News Updates sent out several times a year, with news, upcoming events, announcements, and links to press articles and research of interest to Waldorf early childhood educators;
- Publication and distribution of study materials for early childhood educators and parents through WECAN Books;

- Collaborative research, publication, and workshops on the needs of the child from birth to three, and on the older child in the kindergarten and the transition to first grade;
- Professional development retreats for early childhood teacher trainers;
- Development and publication of guidelines on mentoring and early childhood teacher review;
- Annual regional conferences and workshops for Waldorf early childhood educators, including a major conference in Spring Valley, NY, each February;
- International conferences for Waldorf early childhood educators here in North America and around the world;
- Collaborating with the Association for Waldorf Schools of North America (AWSNA) and participation on its Leadership Council;
- Active membership in the International Association for Steiner/Waldorf Early Childhood Education (IASWECE), with two representatives on its Council, who share news and events from Waldorf early childhood education worldwide with our members;
- Developing on-line resources for member organizations;
- Fundraising for the development of early childhood projects throughout the world.

The Waldorf Early Childhood Association of North America is a tax-exempt not-for-profit organization.

## WECAN Shared Principles

The WECAN Shared Principles form the basis of our understanding of our work together in association, and are used in our membership application and self-study processes. As a living document, the Shared Principles will continue to be refined through the work of the Board, Regional Representatives, and Full Member schools and programs.

### A. Purpose, Goals, and Educational Philosophy

- A1** In our work with children from pre-birth to age seven (in nursery-kindergartens, home care programs, child care centers, parent-child programs, etc.) we are committed to the ideals and practices of Waldorf/Steiner early childhood education.
- A2** This education, developed by Rudolf Steiner and based on an anthroposophical understanding of the human individuality as a being of body, soul, and spirit, offers protection and respect for the dignity of childhood.
- A3** The future development of each individual child and of humanity as a whole depends on health-giving experiences in the first seven years of life. An atmosphere of loving warmth and guidance that promotes joy, wonder, and reverence supports such healthy development.
- A4** We recognize that free creative play, imitation, exploration of the social and natural world, practical and meaningful work, artistic activities, and nourishing sensory experiences are essential in the development of the young child. Through our programs and activities, we offer children a rhythmic experience of each day, week, and season of the year.
- A5** Our activities are based on the insights of Rudolf Steiner, and on the continuing research of Waldorf/Steiner educators and other compatible pedagogical approaches.
- A6** We strive for diversity in the racial, cultural, religious, and socio-economic backgrounds of children coming to our schools. We strive to meet the unique developmental needs, capacities, and cultural background of each child.
- A7** We recognize that healthy child development takes place best in the context of a community based upon healthy social relationships among parents, teachers, and children, and we strive to create such conscious, collaborative communities around our care for children.

### B. Teacher Preparation and Professional Development

- B1** Our faculty and staff are qualified for their positions and responsibilities by education and/or experience. Teachers have a formal preparation, or the equivalent, for Waldorf/Steiner early childhood teaching, or are engaged in such preparation, as well as meeting state or provincial licensing requirements. [See “Waldorf Early Childhood Teacher Education: WECAN Expectations” in the following section.]
- B2** Our faculty and staff are committed to ongoing self- and professional development as demonstrated by participation in conferences, courses, professional development workshops, etc.
- B3** We support teacher development through regular mentoring, peer partnerships, review and evaluation.

- B4** We recognize that developing artistic and practical abilities and capacities for observation and perception contributes to our ability to meet the needs of the children in our care. Our faculty and staff are actively engaged in deepening our understanding of Waldorf/Steiner indications for early childhood through collegial work, individual study, artistic activity, and meditative practice.
- B5** Our faculty and staff demonstrate professionalism and respect in their interactions with children, parents, colleagues, and other professionals.

### **C. Governance, Finances and Administration**

- C1** Our program recognizes and complies with applicable legal and licensing requirements and meets health, fire, and safety standards.
- C2** Our program is typically not-for-profit, as an expression of the free cultural life, and is not based on self-interest or personal gain.

(Note: The form most suited for such activity is usually that of an incorporated, not-for-profit organization. There may be exceptions to this in certain situations such as home programs, and this WECAN membership criterion may be waived through a decision of the WECAN Board or board-designated committee.)

- C3** We have clearly-stated processes for making administrative decisions, future planning, and review and development of programs, administrative, and financial policies.
- C4** Our program has clearly-defined employment, evaluation, and review procedures for faculty and staff, including agreed-upon compensation, terms of employment, and principal duties and responsibilities. Procedures for non-renewal or termination of employment are clearly delineated.
- C5** Our program complies with all applicable laws regarding discrimination based on any and all protected categories, in all areas, including admissions, employment, and personnel.
- C6** We have demonstrated our ability to generate sufficient resources to maintain our educational programs and facilities, and to support our faculty and staff. We strive to cultivate socially responsible practices in the setting of tuitions, tuition assistance, and salaries and benefits.
- C7** Our organization engages in regular self-study/peer review process on an organizational, institutional basis, as well as with individual teachers.
- C8** In our administrative and financial practices, we work collaboratively rather than hierarchically, in an effort to be socially responsible in our work with colleagues, parents, the institution, and the wider community.

### **D. Relations with the Wider Movement**

- D1** We recognize ourselves as colleagues in a world movement on behalf of the young child. As such we are committed to collaborating with our colleagues on local, regional, North American, and international levels as a fully-established, healthy representative of Waldorf/Steiner early childhood education.

## Waldorf Early Childhood Teacher Education Expectations for WECAN Member Schools and Programs

The expectations for **WECAN Full Member schools and early childhood programs** are as follows:

- For lead early childhood educators responsible for the care and education of the child from birth to school entrance (lead child care providers, nursery, pre-school and kindergarten teachers, and parent-child class leaders), completion of a Waldorf early childhood teacher education program recognized by WECAN is expected.
- Additional specialized professional development coursework in birth to three/child care is expected for those working in lead positions with children under the age of three. This expectation is consistent with the guidelines of the International Association for Steiner/Waldorf Early Childhood Education (see [www.iaswece.org](http://www.iaswece.org)).
- For assistants, introductory coursework of at least one week (or its equivalent) in Waldorf early childhood education is expected; for those who intend to continue in this position, further coursework is expected, and a full WECAN-recognized training is recommended.
- The member program is expected to demonstrate a commitment to hire lead early childhood teachers (for nursery, kindergarten, and pre-school positions, and if possible also for parent-child group leaders and extended care providers) who have completed or are currently enrolled in a WECAN-recognized Waldorf early childhood teacher education program.
- If a member program is unable to hire a trained early childhood educator for a lead teaching position and hires someone without training, or if an assistant moves into a lead teaching position, the program is expected to strongly encourage the teacher to enroll in a part-time training course and provide some financial support if possible. (Often there are AWSNA teacher training loan funds available for support as well).
- The member program is expected to demonstrate a commitment to mentoring and evaluation of the early childhood faculty, as well as supporting other professional development opportunities.

**Associate WECAN Member schools and early childhood programs** are expected to demonstrate that they are *working toward* meeting the above expectations for Full WECAN Member schools.

During its WECAN membership renewal process, member programs are asked to provide information about the level of training of each of its early childhood faculty members. The program should describe the training plans for lead teachers who have not yet completed a training course, and should also describe policies and plans for ongoing teacher education for all early childhood faculty, or demonstrate equivalency for non-recognized trainings.

If during the renewal process it becomes apparent that a WECAN member program is not demonstrating commitment to the WECAN Shared Principles and Statement of Expectations regarding the training of teachers, then the WECAN site visitor will engage with the program around this question, to support the program in actively taking steps to work towards the training and ongoing professional development of its early childhood teachers. The WECAN Membership Committee may also, in some situations, make a recommendation to the school to encourage further work with the Expectations.



Curriculum and Course Content Areas included in WECAN-recognized Waldorf early childhood teacher education programs can be found in Appendix I of the *WECAN Membership Handbook*. A list of WECAN-recognized Waldorf early childhood teacher education programs can be found in Appendix II of the *WECAN Membership Handbook* and on the WECAN website.

We encourage you to contact us if you have any questions about the situation in your school. You can contact Laura Mason, Membership Coordinator, at [membership@waldorfearlychildhood.org](mailto:membership@waldorfearlychildhood.org), or Ruth Ker, Teacher Education Coordinator, at [teachered@waldorfearlychildhood.org](mailto:teachered@waldorfearlychildhood.org).

## WECAN Affiliation and Membership Categories

The following section describes the WECAN Path to Membership for individuals and organizations as well as Registered Initiative Affiliation for programs in Mexico, Puerto Rico and on tribal lands.

### Individual Membership

WECAN began as an individual membership organization – a grass-roots association of Waldorf early childhood colleagues – and individual memberships actually exceed the number of organizational memberships. We see this as a sign of healthy collegueship within our movement and encourage individuals to continue to join WECAN in order to receive their own membership services, including the twice-yearly *Gateways* newsletter, and to support the work of the Association.

**Criteria:** Interest in and support for Waldorf early childhood education

**Benefits:**

- Subscription to *Gateways* newsletter
- 10% discount on WECAN Books
- WECAN e-News Updates and other informational mailings
- Discounted registration fees for WECAN conferences
- Opportunity to subscribe to a WECAN list to receive research and articles of interest.

**Responsibilities:** Annual membership dues. The membership year is October 1 – September 30.

**Dues:** \$50/year; \$40/year for students enrolled in a WECAN-member teacher education program; 20% group discount (\$40 instead of \$50) for those affiliated with an Associate or Full organizational member of WECAN. See details and download application forms on the WECAN website,

### Organizational Membership

The WECAN path to organizational membership is intended for schools and programs working on behalf of the young child out of the insights of Waldorf education. WECAN invites and encourages all early childhood programs identifying themselves as inspired by the ideals of Waldorf early childhood education and working with the WECAN Shared Principles to apply for WECAN membership. WECAN organizational membership is not open to programs that identify with a different or additional set of principles and practices.

The membership information below applies to home-based as well as school-based or freestanding early childhood programs. The WECAN organizational path to membership leads from Associate Member status to Full Membership. New/first-time applicants to WECAN should apply for Associate Membership.

Current Associate Members may apply for Full Membership when they feel they meet the criteria. Early childhood programs in Associate schools are expected to become WECAN Associate Members before the school applies for AWSNA Associate Membership, and to become WECAN Full Members before applying for Full Membership in AWSNA. Please also note that “Associate Member” is a new name for the former Developing Member category. The name alone has changed; all criteria, benefits and responsibilities remain the same.

## • Associate Membership

### **Applying for Associate Membership:**

A program aligned with WECAN’s goals and purposes, with children in regular attendance, may apply for Associate Membership. New/first-time applicants to WECAN should apply for Associate Membership. Application instructions and documents are available on the WECAN website, [www.waldorfearlychildhood.org](http://www.waldorfearlychildhood.org) (click on Membership on the home page). WECAN Regional Representatives, listed in the *WECAN Membership Handbook*, and on the website, help guide the applicant through the process by offering information, advice, and referrals for site visitors.

### **Application Steps:**

1. Download and read the instructions and documents for Associate Membership application.
2. Complete an application form and send it with the \$50 application fee and your local license to WECAN.
3. Complete the Self-Study. **Please note: The Self-Study must be completed within 12 months of the date of application.**
4. Arrange for a WECAN site visit (consult the Regional Representative(s) for a list of possible visitors). The program or school is responsible for the honorarium, travel expenses, and, if needed, meals and accommodations for the site visitor by prior arrangement. The honorarium is \$350 for a one-day site visit or \$600 for a two-day visit; this includes the writing of the report. For car travel, the reimbursement is \$.58 per mile.
5. Submit the completed Self-Study and Site Visit Report according to the instructions.

Decisions regarding applications for WECAN Associate Membership are made by the WECAN Membership Committee in consultation with the Regional Representative(s).

### **Criteria for Associate Membership are as follows:**

- The program has functioned as a program inspired by Waldorf education for at least one year, with a minimum of 6 children in regular attendance.
- The program is committed to the ideals and practices of Waldorf early childhood education and anthroposophy, the philosophy developed by Rudolf Steiner (1861-1925). This commitment is foremost and visible in the program’s publicity materials, such as the website and brochures.
- The program is in process of becoming aligned with the WECAN Shared Principles and Expectations for Waldorf Early Childhood Teacher Education.
- The program complies with the AWSNA Service Mark policy. (See section on Use of the Name “Waldorf.”)
- The program is legally licensed at the federal, state or provincial, or local level.
- The program intends to support and contribute to Waldorf early childhood education in North America.

### **Benefits:**

- Listing in the WECAN online membership directory and AWSNA/WECAN Directory

- Permission to include in the school's or program's literature and on its website: "An Associate Member of the Waldorf Early Childhood Association of North America"
- Permission to use the WECAN logo in the school's literature and on its website
- An annual subscription to *Gateways*
- A 10% discount on WECAN Books
- Advice and support through WECAN's Regional Representatives
- Invitations to regional WECAN gatherings
- WECAN e-News Updates and other informational mailings
- Group discounts on Individual Memberships for early childhood educators at your school
- Listing in the IASWECE World Directory of Waldorf Kindergartens and Early Childhood Programs
- E-newsletters from the International Association.
- Eligibility for AWSNA Teacher Education Loans and Grants

**Responsibilities:**

- Payment of WECAN dues (see below)
- Submission of annual updates of contact information and substantive change
- Completion of a self-study update and a site visit every three years. The site visit must be completed by March 1 of the renewal year. (AWSNA-affiliated WECAN Members may fulfill the WECAN renewal requirement in conjunction with their AWSNA support visit. See *AWSNA Support Visits* below.)

WECAN Associate Members are engaged in a process of growth and development on their path to recognition as Full WECAN Members. They are encouraged to participate in regional WECAN activities, to develop a program of training, mentoring, and evaluation for their teachers, and to work to improve the health and vitality of the school organism.

Associate Members are also encouraged to begin to look beyond their regions to cultivate relationships with the wider Waldorf early childhood movement in North America and worldwide. They are listed as Associate Members on the online World Directory of the International Association for Steiner/Waldorf Early Childhood Education (IASWECE), and a portion of their dues supports the international activities.

**Dues:**

- Associate Membership dues are \$17.25/child, with a minimum of \$150.00.
- A portion of WECAN Associate Membership dues supports the activities of IASWECE.
- WECAN dues invoices are sent out in late August with payment due on October 1.

**Required Change of Status:**

Associate Members who do not fulfill their membership responsibilities or no longer meet the criteria for Associate Membership will be required to change their membership status. The teachers or caregivers may continue as Individual Members.

**• Full Membership**

**Applying for WECAN Full Membership:**

Associate Members are encouraged to apply for Full WECAN Membership when they are sufficiently established to meet the criteria below. All applicants for Full Membership must have a WECAN site visit. (New/first-time applicants to WECAN typically must apply for Associate Membership.) Note:

AWSNA Associate Members are expected to attain WECAN Full Membership before applying for Full Membership in AWSNA.

Application instructions and documents are available on the WECAN website, [www.waldorfearlychildhood.org](http://www.waldorfearlychildhood.org) (click on Membership on the home page). WECAN Regional Representatives help guide the applicant through the process by offering information, advice, and suggestions for site visitors.

**Application Steps:**

1. Download and read the instructions and documents for Full Membership application.
2. Complete an application form and send it with the \$100 application fee and your local license to WECAN.
3. Review the previous Self-Study and Site Visit Report.
4. Complete a Self-Study Update, including comments on how the early childhood program has addressed the recommendations made by the site visitor in the previous report.
6. Arrange for a WECAN site visit (consult the Regional Representative(s) for a list of possible visitors). The program or school is responsible for the honorarium, travel expenses, and, if needed, meals and accommodations for the site visitor, by prior arrangement. The honorarium is \$350 for a one-day site visit or \$600 for a two-day visit; this includes the writing of the report. For car travel, the reimbursement is \$.58 per mile.
7. Submit the Self-Study Update and the new Site Visit Report according to the instructions.

Decisions regarding applications for WECAN Full Membership are made by the WECAN Membership Committee in consultation with the Regional Representative(s).

**Criteria for Full WECAN Membership:**

- The program has functioned as a program inspired by Waldorf education for at least three years with children in regular attendance.
- The program is working out of Waldorf education and anthroposophy as described in the WECAN Shared Principles and is committed to furthering among faculty and staff a deepening of an anthroposophical study of the human being. The commitment to Waldorf education is foremost and visible in the program's publicity materials, such as the website and brochures.
- The program can stand as a representative of Waldorf early childhood education in the world through its alignment with the Shared Principles and Expectations for Waldorf Early Childhood Teacher Education.
- The program is legally licensed at the federal, state or provincial, or local level.
- The program has demonstrated viability in terms of finances, enrollment, personnel and administrative structure.

**Benefits of WECAN Full Membership:**

- Permission to use the name "Waldorf" (and other Service Mark terms) in the school's or program's title or by-line unless the school includes, or plans to add, grades (see section on Use of the Name "Waldorf") and to include in its literature and on its website: "A Full Member of the Waldorf Early Childhood Association of North America"
- Permission to use the WECAN logo in the school's literature and on its website
- Listing in the WECAN online membership directory and the AWSNA/WECAN Directory
- Two annual subscriptions to *Gateways*
- A 20% discount on WECAN Books
- WECAN e-News Updates and other informational mailings
- Advice and support through WECAN's Regional Representatives

- Invitations to regional WECAN gatherings
- Group discounts on individual memberships for early childhood educators at your school
- Listing in the IASWECE World Directory of Waldorf Kindergartens and Early Childhood Programs at [www.iaswece.org](http://www.iaswece.org)
- E-newsletters and other mailings from the International Association (IASWECE).
- Eligibility for AWSNA Teacher Education Loans and Grants

**Responsibilities of WECAN Full Members:**

- Submission of annual updates of contact information and substantive change
- Payment of WECAN dues (see below)
- Renewal every five years by completion of a self-study update and a site visit (AWSNA-affiliated WECAN Full Members may fulfill the WECAN renewal requirement in conjunction with their AWSNA Associate Member support visit. AWSNA Full Member schools may align their WECAN renewal rhythm with their AWSNA accreditation rhythm, usually every 7-10 years, and use an abbreviated WECAN renewal process. See *AWSNA Support Visits* and *AWSNA Accreditation* below.)

**Full WECAN Members are encouraged to:**

- Engage with their colleagues in the movement and with the wider world as fully established, healthy representatives of Waldorf early childhood education
- Participate in mentoring and advising new initiatives in their regions
- Host regional WECAN gatherings from time to time
- Participate in collaborative working groups and research groups sponsored by WECAN.

**Dues:**

- Full Membership dues are \$23.00/child, with a minimum of \$200.00.
- 25% of the WECAN Full Membership dues supports the activities of IASWECE.
- WECAN dues invoices are sent out in late August with payment due on October 1.

**Required Review of Status:**

Full Members who do not fulfill their membership responsibilities or no longer meet the criteria for Full Membership will be required to undergo a review by the Membership Committee.

**• AWSNA-Affiliated WECAN Member Schools**

Some WECAN Members are schools with grades programs that have joined or plan to join the Association of Waldorf Schools of North America as members. The membership processes for the two organizations are closely linked.

**AWSNA Requirements for Schools with Early Childhood Programs:**

AWSNA Member schools with early childhood programs are expected to maintain an equivalent or higher membership status in WECAN than their AWSNA membership. Schools applying for AWSNA membership are expected to be Associate or Full Members of WECAN. School on the path to AWSNA Full Membership, are expected to attain WECAN Full Membership before applying for Full Membership in AWSNA.

**AWSNA Support Visits and WECAN Membership Renewal:**

AWSNA Associate Member schools receive AWSNA support visits. The honorarium for the visiting team is paid for through AWSNA dues. The school is responsible for travel expenses, and

accommodations and meals if needed. This AWSNA visit may be used to fulfill the requirement for a WECAN Associate Member or Full Member renewal site visit (every three years and every five years, respectively) under the following conditions (*please note that application for WECAN Full Membership requires a separate WECAN site visit*):

1. An early childhood educator must be part of the AWSNA support team, so that the visit can fulfill both the AWSNA support and WECAN site visit functions.
2. *Prior to the visit*, the early childhood member of the team must receive from the early childhood program a copy of the completed WECAN self-study update and copies of the previous self-study and site visit report, as well as the *WECAN Orientation for Site Visitors* and the *Site Visit Report Form*, available on the WECAN website.
3. The early childhood visitor must complete a *WECAN Site Visit Report*, including commendations and recommendations, and return it to the school within 30 days of the visit.
4. The school or program must then forward the report to the WECAN Regional Representative(s) in fulfillment of the WECAN site visit requirement. The site visitor also forwards the report to the AWSNA regional LC representative, who then pays the appropriate share of the honorarium.

If an early childhood educator cannot be on the AWSNA support team, the school or program will need to arrange a separate WECAN site visit and will be responsible for the costs of honorarium and travel for the WECAN site visitor (for details see “Site Visit Guidelines” on the website or contact the WECAN Membership Coordinator). The Regional Representative(s) can suggest early childhood educators who might be available to do a site visit.

#### **AWSNA Accreditation and WECAN Membership Renewal:**

Full Member WECAN schools are eligible to align the WECAN renewal process with the AWSNA accreditation process, putting both membership processes on the same renewal schedule. Schools preparing a self-study for AWSNA accreditation will submit an abbreviated WECAN self-study to WECAN. A separate WECAN site visit is also required to complete the renewal.

Complete instructions for aligning WECAN Full Membership renewal with AWSNA accreditation are available on the WECAN website, and from the WECAN Membership Coordinator.

## **Registered Initiative Affiliation**

WECAN Registered Initiative status is available to schools and early childhood programs in Mexico, Puerto Rico and on tribal lands. It provides schools and programs that have unique obstacles to membership the option of affiliating with WECAN and thus connecting with the wider Waldorf early childhood movement in North America and around the globe. Registered Initiative status is intended for schools and programs working on behalf of the young child out of the insights of Waldorf education. WECAN invites early childhood programs in Mexico, Puerto Rico and on tribal lands, identifying themselves as inspired by the ideals of Waldorf early childhood education to apply for Registered Initiative status.

The information below applies to home-based as well as school-based or freestanding early childhood programs. Schools with early childhood programs that apply for Registered Initiative status with AWSNA are automatically considered for WECAN Registered Initiative status as well. Registered Initiatives are expected to work toward WECAN membership as soon as they are able.

#### **Applying for Registered Initiative status:**

A program in Mexico, Puerto Rico or on tribal lands, aligned with WECAN’s goals and purposes and with children in regular attendance, may apply for Registered Initiative status.

**Application Steps:**

1. Request a Registered Initiative application by contacting the WECAN Membership Coordinator at [membership@waldorfearlychildhood.org](mailto:membership@waldorfearlychildhood.org).
2. Complete an application form and send it with the \$60 application fee to WECAN.

Decisions regarding applications for WECAN Registered Initiative status are made by the WECAN Membership Committee in consultation with the Regional Representative(s).

**Criteria for Registered Initiative status are as follows:**

- The program has functioned as a program inspired by Waldorf education for at least one year, with a minimum of 6 children in regular attendance.
- The program is committed to the ideals and practices of Waldorf early childhood education and anthroposophy, the philosophy developed by Rudolf Steiner (1861-1925). This commitment is foremost and visible in the program's publicity materials, such as the website and brochures.
- The program intends to collaborate with Waldorf early childhood education in North America.

**Benefits:**

- Listing in the WECAN online membership directory and AWSNA/WECAN Directory
- Permission to include in the school's or program's literature and on its website: "A Registered Initiative of the Waldorf Early Childhood Association of North America"
- Permission to use the WECAN logo in the school's literature and on its website
- Communication with WECAN's Regional Representatives
- Invitations to regional WECAN gatherings
- Priority attendance at the AWSNA Mexico seminar
- WECAN e-News Updates and other informational mailings
- Group discounts on Individual Memberships for early childhood educators at your school
- Listing in the IASWECE World Directory of Waldorf Kindergartens and Early Childhood Programs
- E-newsletters from the International Association for Steiner/Waldorf Early Childhood Education (IASWECE)
- Eligibility for AWSNA Teacher Education Loans and Grants

**Responsibilities:**

- Payment of WECAN annual Registered Initiative fee (see below)
- Submission of annual updates of contact information

WECAN Registered Initiatives are engaged in a process of growth and development on their path to recognition as WECAN Members. They are encouraged to participate in regional WECAN activities, to develop ways to support the training, mentoring and evaluation of their teachers, and to work to improve the health and vitality of the school organism.

Registered Initiatives are also encouraged to begin to look beyond their regions to cultivate relationships with the wider Waldorf early childhood movement in North America and worldwide. They are listed as on the online World Directory of the International Association for Steiner/Waldorf Early Childhood Education (IASWECE), and a portion of their fees supports the international activities.

**Fees:**

- Associate Registered Initiative fees are \$60

- A portion of WECAN Registered Initiative fees supports the activities of IASWECE
- WECAN invoices are sent out in late August with payment due on October 1

**Required Change of Status:**

Registered Initiatives who do not fulfill their responsibilities or no longer meet the criteria for Registered Initiative status will lose Registered Initiative status. The teachers or caregivers may continue as Individual Members.



## **Guidelines for the Registered Service Marks WALDORF, WALDORF INSPIRED, RUDOLF STEINER, and STEINER, and the Service Mark PUBLIC WALDORF**

### **Background**

Waldorf, Rudolf Steiner, and Steiner are internationally known Marks for anthroposophically inspired education. In the United States the Association of Waldorf Schools of North America (AWSNA) is the owner of the registered marks WALDORF, RUDOLF STEINER, and STEINER, and the responsible party for the service mark PUBLIC WALDORF. In Canada AWSNA is the owner of the WALDORF and RUDOLF STEINER registered marks.

The WALDORF mark was first used in Germany in 1919 with the start of the first Waldorf School. The mark has been used in the United States since 1928. As the work of Rudolf Steiner and WALDORF Education spread, RUDOLF STEINER and STEINER became marks associated with Waldorf Education. The Bund der Freien Waldorfschulen (Bund) is the world-wide owner of the WALDORF, RUDOLF STEINER and STEINER marks outside of the United States. The BUND and AWSNA, as stewards of the marks, work closely together for the protection of the marks and the precise pedagogy and teacher training which the marks have come to symbolize. AWSNA has an agreement with the Alliance for Public Waldorf Education on the Public Waldorf service mark.

### **Who is allowed to use the registered marks?**

Only members of AWSNA, Waldorf Early Childhood Association of North America (WECAN) institutes (that do not intend to have grades teacher training), or stand-alone early childhood programs which are Full Members of WECAN (that do not intend to add grades) are authorized to use the Registered Marks as trademarks, service marks or trade names in accordance with the AWSNA and WECAN Principles for Waldorf Schools and Membership Agreements.

- Only an AWSNA member, a Full Member of WECAN (that does not intend to add grades) or a WECAN member institute (that does not intend to have grades teacher training) may use the Registered Marks in its name such as:
  - The Waldorf School of Mendocino County
  - Rudolf Steiner School of Ann Arbor
  - Waldorf Teacher Education Eugene
  - Boulder Waldorf Kindergarten
- Only an AWSNA member, a Full Member of WECAN (that does not intend to add grades), or a WECAN member institute (that does not intend to have grades teacher training) may describe its program or curriculum as a Waldorf School or Institute or as using a Waldorf curriculum, e.g.:
  - Mountain Starlight is a Waldorf early childhood program
  - Center for Anthroposophy is a Waldorf Teacher Education institute
  - A description of Waldorf Education or website page entitled Waldorf Education

### **What references can be made to Waldorf, Rudolf Steiner, and Steiner by those who are not AWSNA or Full WECAN members (that do not intend to add grades)?**

AWSNA and its members appreciate and encourage the adoption of aspects of the pedagogy of Waldorf Education into other educational models and school and teacher training settings, both public and private. However, schools or teacher training institutes that are not members of either association may not call themselves “Waldorf” schools or institutes or use the Service Marks to describe the education.

- Those who do not fall into a category above or do not have an explicit license may only use the Marks *in text to make factual statements* about their pedagogical practices. For example, a non-member may say, in text:
  - ABC School’s curriculum is inspired by Waldorf Education.
  - ABC School follows many of the teachings of Rudolf Steiner
  - 12 of our teachers at ABC School have received training from member institutes of AWSNA

- Those who do not fall into a category above or do not have an explicit license may not use the Marks to describe the school or program, including in ads and directories (unless stated as above, in text). For example, but not limited to:
  - describing part of a program of the school as a Waldorf program
  - in the name of the school
  - as part of a domain name
  - as a tag line to the name of the school, such as “ABC School, a Waldorf Inspired School”.

There are some common phrases that are likely to lead to confusion. For instance, “Waldorf teacher” is ambiguous. The phrase could refer to a teacher who is fully certified from a Waldorf Teacher Education institute. But it could have a variety of other possible meanings, such as a teacher who had merely read some of the writings of Rudolf Steiner or who had taught in a Waldorf school. Because of the different possible meanings of “Waldorf teacher,” it is preferable to use “Class teacher” or “Handwork teacher,” or other such specific descriptions.

**Who can use the service mark Public Waldorf?**

The Alliance for Public Waldorf Education can use the service mark PUBLIC WALDORF, and their members may indicate that they are members of the Alliance.

**Why is protection of the mark “Waldorf” important?**

The purpose of protecting a mark is to ensure clarity of the meaning for the “public”. The intention of stewarding the marks “Waldorf,” “Steiner,” and “Rudolf Steiner” is to keep the meaning clear on behalf of this education.

**What is a Waldorf school or a Waldorf Teacher Training Institute?**

A school or institute that is a member of our Association. Members engage in self-study and peer review based on the [AWSNA Principles for Waldorf Schools](#) and [AWSNA Principles for Waldorf Institutes](#) and work in a collaborative manner with their sister schools and institutes.

**What is Public Waldorf education?**

Public Waldorf education works out the [Core Principles of the Alliance for Public Waldorf Education](#). Member schools of the Alliance for Public Waldorf Education work out of these principles.

**What is Waldorf Inspired education?**

Waldorf Inspired education is when an educational initiative works with, in some manner, the values or practices often associated with Waldorf education. Waldorf Inspired initiative is one that is not a part of either AWSNA or the Alliance and thus has limited collaboration, and does not engage in a peer review process of the principles of Waldorf education.

**Note:** These guidelines include examples of misuses, as well as permitted usage, of the terms WALDORF, STEINER, and RUDOLF STEINER. They are not a definitive statement of all possible misuses, and the Association may modify them from time to time as necessary.

**If we have questions, whom should we contact?**

If there is any question about mark usage please contact Melanie Reiser, AWSNA Executive Director of Membership at [mreiser@awsna.org](mailto:mreiser@awsna.org).

## WECAN Activity and Collegueship within Regions

WECAN members have many opportunities for leadership and collegueship within our Association and in collaboration with AWSNA here in North America and as members of the International Steiner/Waldorf Early Childhood Association (IASWECE) worldwide.

Regional gatherings and conferences offer important opportunities for colleagues to meet one another, share questions and experiences, and participate in deepening their work. In some regions, colleagues meet very informally in small gatherings; in other regions, these meetings have evolved into large regional conferences.

The WECAN Board has invited experienced Waldorf early childhood educators in each region to act as WECAN Regional Representatives. In most large geographic regions, there are teams of WECAN Regional Representatives. These Representatives, who serve the Waldorf early childhood movement as volunteers, act as speaking partners, supporting each other in meeting the regional responsibilities described below in the manner that best supports the needs of their particular region (or sub-region).

The responsibilities of the WECAN Regional Representatives are as follows:

- Welcome new initiatives through offering support and collegueship within the region
- Assist members on their steps on the membership path
- Contact members to explore activities and shared issues of concern
- Facilitate collaboration within the region, including a regional gathering of early childhood colleagues
- Act as a speaking partner to the AWSNA Regional Leadership Council Members as needed
- Attend or help plan AWSNA regional meetings and/or conferences, helping to make sure that early childhood discussions or workshops are included
- Review self-studies and site visit reports, and make recommendations to the WECAN Membership Committee regarding applications for membership
- Help the WECAN Board in developing membership criteria, Shared Principles, and guidelines for site visits, to be included in the WECAN Membership Handbook and as online resources.

A list of Regional Representatives for 2019-20 follows. Please contact them with questions or ideas for regional collaboration.

## WECAN Regional Representatives 2019-20

### NORTHEAST/QUEBEC/MARITIME PROVINCES

#### **Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont**

Su Rubinoff  
Wakefield, RI  
401-207-2794  
[surubinoff@gmail.com](mailto:surubinoff@gmail.com)

Somer Serpe  
Great Barrington, MA  
413-884-2874  
[somerserpe@gmail.com](mailto:somerserpe@gmail.com)

#### **Maritime Provinces, Quebec**

Kate Hall-Gauthier  
Compton, Quebec  
819-835-9353 - [jacqueskate@bell.net](mailto:jacqueskate@bell.net)

## MID-ATLANTIC

### **Connecticut, Eastern Pennsylvania, New Jersey, and New York**

Mary Maschal  
Ballston Spa, NY  
518-587-4629

[mmaschal@waldorfsaratoga.org](mailto:mmaschal@waldorfsaratoga.org)

Patricia Cornelius  
Philadelphia, PA  
484-919-9511

[corneliusp@phillywaldorf.com](mailto:corneliusp@phillywaldorf.com)

## SOUTHEAST

### **Alabama, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, North Carolina, Tennessee, Virginia and Puerto Rico**

Lisa Bechmann  
Rockville, MD  
443-525-7892  
[lmb619@gmail.com](mailto:lmb619@gmail.com)

## GREAT LAKES

### **Ontario and Western New York**

Heather Church  
Richmond Hill, ON  
905-780-7819  
[hchurch@waldorfearlychildhood.org](mailto:hchurch@waldorfearlychildhood.org)

### **Illinois, Michigan, Missouri, Ohio, and Western Pennsylvania**

Angela Gladstone  
Gregory, MI  
947-517-6078  
[gladstoneangela@gmail.com](mailto:gladstoneangela@gmail.com)

### **Indiana, Iowa, Minnesota, and Wisconsin**

Martha Flores  
West Allis, WI  
414-256-0934  
[martha.flores@tamarackwaldorf.org](mailto:martha.flores@tamarackwaldorf.org)

Jane Danner-Sustar  
Milwaukee, WI  
414-234-7436  
[jane.danner@tamarackwaldorf.org](mailto:jane.danner@tamarackwaldorf.org)

## TEXAS-MEXICO-SOUTHWEST-ROCKIES

### **Arizona, Colorado, Kansas, Montana, New Mexico, Texas, and Alberta**

Laurie Clark  
Denver, CO  
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Betty Jane Enno  
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### **Mexico**

Louise deForest  
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413-229-0470  
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## PACIFIC NORTHWEST

### **British Columbia**

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604-898-1338  
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### **Alaska, Idaho, and Washington**

Dyanne Harshman  
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360-507-3013  
[dyannedea@gmail.com](mailto:dyannedea@gmail.com)

### **Oregon**

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Eugene, OR  
(541) 343-2770  
[hazelwoodrachel@gmail.com](mailto:hazelwoodrachel@gmail.com)

## NORTHERN CALIFORNIA and NEVADA

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Dagmar Eisele  
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## SOUTHERN CALIFORNIA and HAWAII

### **California**

Heike Adamsberger  
Santa Monica, CA  
213-840-3170  
[wecan.heike@gmail.com](mailto:wecan.heike@gmail.com)

### **Hawaii**

Kim Raymond  
Kula, HI  
808-268-0497  
[alohakimr@gmail.com](mailto:alohakimr@gmail.com)

## **Collaboration with the Association of Waldorf Schools (AWSNA)**

Although not all WECAN Members are affiliated with AWSNA, the AWSNA membership path provides a context for the WECAN procedures described in this WECAN Membership Handbook.

AWSNA recognizes the importance of early childhood work as a basis for healthy school development, and has invited WECAN to take an active role in advising new and developing early childhood initiatives in a collaborative effort to support the growth and development of Waldorf education.

WECAN and AWSNA have established a cooperative process for integrating membership processes for WECAN Full Membership renewal and AWSNA accreditation. For details, please contact the WECAN Membership Coordinator.

For further information on AWSNA and its Membership Handbook, visit [www.waldorfeducation.org](http://www.waldorfeducation.org) or contact Melanie Reiser, Executive Director, Membership, [mreiser@awsna.org](mailto:mreiser@awsna.org).

## The International Association for Steiner/Waldorf Early Childhood Education (IASWECE)

WECAN is a Full Member Association in the International Association for Steiner/ Waldorf Early Childhood Education (IASWECE), based in Dornach, Switzerland. IASWECE was founded in 1967 as the International Waldorf Kindergarten Association and was re-founded in 2006, moving its legal location from Germany to Sweden.

Member Associations include those of Australia, Austria, Belgium, China, Czech Republic, Denmark, Estonia, Finland, France, Germany, Hungary, India, Ireland, Israel, Italy, Japan, Lithuania, Netherlands, New Zealand, North America, Norway, Poland, Romania, Russia, Slovenia, Spain, South Africa, Sweden, Switzerland, Taiwan, Ukraine, the United Kingdom and Vietnam. Each of these Member Associations has a representative on the IASWECE Council.

The activities of the International Association include the following:

- Cooperation among colleagues throughout the world through meetings, conferences, and working groups;
- Deepening and renewing the work with the young child out of the sources of Waldorf education and support for its quality;
- Fostering training and continuing development of caregivers and early childhood educators;
- Undertaking and supporting collaborative research on contemporary questions about the care and education of the young child;
- Supporting collaboration with parents, other educators, and the wider society on the needs of the young child;
- Protecting the name of Steiner/Waldorf early childhood education;
- Providing resources, information, and publications on Waldorf early childhood education and its programs worldwide;
- Offering support—pedagogical and financial—for projects in countries around the world.

WECAN Associate and Full Member programs and teacher education centers are listed in the World Directory. WECAN Members provide a membership contribution each year as part of their WECAN dues, to support the activities of the International Association.

Susan Howard and Louise deForest represent North America in the Council of the International Association, which meets twice each year in various member countries. They share a picture of the work in North America with the wider international circle, and report to WECAN members on the activities of the International Association. Susan Howard is also a member of the two-person IASWECE Coordinating Group responsible for facilitating the activities of the International Association.

Further information on IASWECE can be found at [www.iaswece.org](http://www.iaswece.org).

## Contacting us at WECAN: Board and Staff Members

### The WECAN Board

The WECAN Board comprises experienced early childhood educators from throughout North America. The Board has a four-day annual meeting each November and an additional meeting in the spring. Its various committees—Finance, Personnel, Board Development, Conference Planning, Development and Fundraising, Membership, Publications, Birth-to-Three, and Teacher Education—are active throughout the year in a number of ways.

Board members and other WECAN colleagues participate in our WECAN Working Groups to deepen aspects of our educational work and prepare the results for publication in WECAN Books and *Gateways*. The Board also acts as an organ of perception for the needs of the Waldorf early childhood movement and takes initiative in hosting conferences, publishing WECAN Books, and collaborating with AWSNA.

### Current members of the Board

Sarah Arnold, Harvard, MA, [syarnold@waldorfearlychildhood.org](mailto:syarnold@waldorfearlychildhood.org), 978-772-9027

Nancy Blanning, Denver, CO, [nancy.blanning@gmail.com](mailto:nancy.blanning@gmail.com), 303-534-3462

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Louise deForest (Chair), Mill River, MA, [loudeforest@gmail.com](mailto:loudeforest@gmail.com), 413-229-0470

Adrienne Doucette, Bellingham, WA, [adoucette@whws.org](mailto:adoucette@whws.org), 360-201-0360

Susan Howard, Amherst, MA, [showard@waldorfearlychildhood.org](mailto:showard@waldorfearlychildhood.org), 413-549-5930

Ruth Ker, Duncan, BC, Canada, [mrker@shaw.ca](mailto:mrker@shaw.ca), 250-748-7791

Holly Koteen-Soule, Seattle, WA, [hollyksgarden@gmail.com](mailto:hollyksgarden@gmail.com), 206-696-9311

Magdalena Toran, Conway, MA, [mtoran@waldorfearlychildhood.org](mailto:mtoran@waldorfearlychildhood.org), 413-625-9894

### The WECAN Staff

#### WECAN Coordinator

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#### WECAN Conference Administrator

Andrea Cooper, Amherst, MA, 508-322-7018  
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**WECAN Membership Coordinator**

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**WECAN Teacher Education Coordinator**

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## Appendix I: WECAN Curriculum and Course Content Areas

WECAN-recognized programs offer a minimum of 450 class contact hours. Curriculum and course content include the following areas, with the understanding that program elements may be configured in a variety of ways.

### 1. Anthroposophical Studies and Human Development (20 – 25%)

- Evolution of consciousness
- Karma, destiny and biography
- Anthroposophical view of the human being
- Spiritual foundation of the human being
- Path of inner development of the adult/educator
- Life and work of Rudolf Steiner

### 2. Child Development and Waldorf Education (20 -25%)

- Child development pre-birth to 21
- First grade readiness
- Overview of Waldorf education
- Sensory development/emphasis on the foundational senses
- Role of imitation and play
- Development of movement, language and thinking in the first 7 years
- Child observation and study
- Health and nutrition

### 3. Practical and Artistic Activities for the Classroom (20 – 25%)

- Rhythm of the day, week and year
- Festivals and their celebration
- Indoor and outdoor environments for young children
- Meaningful, purposeful work and domestic arts
- Language arts – speech, verses, hand gesture games, fairy tales and stories, puppetry
- Music and mood of the fifth
- Rhythmic games, movement, gesture
- Working with mixed-age groups
- Bodily care of the young child
- Gardening and working in nature
- Hygienic and therapeutic approaches

### 4. Professional and Social Aspects of Waldorf Education (10 – 20 %)

- Education towards social renewal
- School organization
- Working with colleagues
- Working with parents
- Outreach and advocacy for children
- Meeting the needs of children of diverse backgrounds

### 5. Artistic and Handwork Activities for the Educator (20 – 25%)

- Eurythmy
- Painting
- Sculpture – beeswax, clay modeling and/or woodcarving
- Instrumental music and singing
- Speech
- Handwork and crafts- sewing, knitting, soft toy making (dolls, marionettes, etc.), plant dyeing, felting and working with natural materials

## 6. Independent research project

7. **Mentored teaching, practicum or internship in an established Waldorf early childhood setting.** In addition to the above course content, programs provide a minimum of the following\*:
- **In-service students** (those working at least three days per week in a Waldorf early childhood classroom) must have a minimum of three weeks of observation and practicum during the course of their training (of which at least two weeks must be in classrooms other than their own), and two days of mentoring per year in their own classrooms.
  - **Pre-service students** (those not yet working at least three days a week in a Waldorf early childhood setting) must have a minimum of two weeks of observation and six weeks of practicum\*\*\* with experienced Waldorf EC teachers and will be visited during a practicum by an institute-approved advisor at least once during their training

\*Institutes currently must provide at least 400 hours and are expected to be providing 450 hours by the year 2020.

\*\*Institutes are expected to be fully meeting this expectation by the year 2020.

\*\*\* Five day weeks or the equivalent are expected, for a total of 10 days observation and 30 days of practicum.

## Appendix II: WECAN-Recognized Waldorf Early Childhood Teacher Education Institutes

Recognized Waldorf early childhood teacher education programs are listed below. They offer a minimum of 450 class contact hours, plus mentored teaching or extensive practicum or internship experiences. Programs not on this list are *not* recognized by WECAN. More detailed information about criteria for recognized Waldorf early childhood teacher education programs can be found in the *WECAN Teacher Education Membership Handbook*.

### WECAN-Recognized Full Member Teacher Training Institutes:

Bay Area Center for Waldorf Teacher Training - El Sobrante, CA  
The Early Childhood Teacher Education Center at Sophia's Hearth – Keene, NH  
Rudolf Steiner Centre Toronto – Thornhill, ON  
Sunbridge Institute – Chestnut Ridge, NY  
Waldorf Institute of Southern California – Northridge & San Diego, CA  
Waldorf Teacher Education Eugene – Eugene, OR  
West Coast Institute for Studies in Anthroposophy – Sechelt, BC

### WECAN-Recognized Associate Member Teacher Training Institutes:

Alkion Center for Adult Education - Ghent, NY  
Great Lakes Waldorf Institute – Milwaukee, WI  
Little Lions Teacher Training Institute – Thunder Bay, ON  
Sound Circle Center Teacher Training – Seattle, WA  
Waldorf Institute of Southeastern Michigan – Ann Arbor, MI