



New Hampshire Charter School Office

Best Practice Submission Form

School Name:	Gathering Waters Public Charter School
Best Practice Title:	Collaborative Leadership & Governance
Applicable Categories:	<input type="checkbox"/> Accountability and Performance Monitoring <input checked="" type="checkbox"/> Business Operations <input type="checkbox"/> Community/Student Engagement <input type="checkbox"/> Curriculum Design <input type="checkbox"/> Fundraising <input checked="" type="checkbox"/> Leadership & Governance <input type="checkbox"/> Professional Development <input type="checkbox"/> Recruitment and Retention (Staff or Student) <input type="checkbox"/> School Culture <input type="checkbox"/> Other _____
School Mission:	The mission of Gathering Waters Chartered Public School is to offer students in the Monadnock region an education that enables them to discover their interests and capabilities; explore the surrounding world; and cultivate a lifelong love of learning, a sense of community responsibility and understanding of environmental sustainability. We carry out this mission by providing a rich and engaging academic curriculum that integrates the arts, meaningful practical work, outdoor education and service to the larger community.
Purpose:	In order to meet the Core Principle of shared governance and pedagogical responsibility of the Alliance for Public Waldorf Education (<i>"School leadership is conducted through shared responsibilities within established legal structures"</i>), Gathering Waters has instituted a process of collaborative and consultative decision making. A key component is that all decisions in the school are imbued with pedagogical and educational insights at their core.
Summary:	<p>In our second year of development, the Gathering Waters School held a collaborative joint Leadership Retreat, inviting all faculty, staff and board members. This strategic "check-in" and review highlighted three important aspects of school growth for Gathering Waters; i) Governance and Decision Making, ii) Special Education, and iii) the pedagogical and cultural impulse of the school.</p> <p>Through the spring and summer, the Board has facilitated working groups with collaborative involvement by all stakeholders of the school to review and suggest revisions to these three critical strategic topics. Specifically, to this best practice submission, the Governance and Decision-Making working group has reviewed and made recommendations to the Board for Pedagogical Leadership job</p>



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	<p>descriptions i.e., Faculty Chair/Level Leads and Board Faculty Members. Additionally, we have gathered faculty input regarding the activities of pedagogical mentoring, supervision, and evaluation. It is our goal to create an environment of continuous professional development with the highest faculty standards.</p> <p>The best practice of collaborative leadership with the pedagogical mission of the school at its center will ensure that best practices of leadership and governance support organizational development.</p>
Partner(s) in Development:	Key stakeholders include all faculty, principally represented by the Pedagogical Advisory Council, administrative leadership and the Board of Trustees.
Contact Person:	Luke Goodwin, School Principal Luke.goodwin@gatheringwaterscharter.org
Resources or Documentation:	Core Principles of Waldorf Education, Core Principle #6