



Tamarack Waldorf School

2013-2014 ANNUAL REPORT





MISSION

Through honoring and cherishing each child as an individual, Tamarack Waldorf School works to achieve academic excellence and social harmony. We offer a pre-school through 8th Grade curriculum that integrates the humanities, arts and sciences and is grounded in Rudolph Steiner's understanding of the intellectual, emotional and physical stages of child development. Our inspired and accomplished educators foster curiosity and wonder, artistic creativity, social responsibility, a deep appreciation for work, and a lifelong love of learning. We are dedicated to developing our diverse community of students into becoming independent and critical thinkers who are inspired and able to succeed within and shape modern society.

a message from the administrator, jean kacanek

Dear Supporters,

I am privileged to have the unique position of working with the many organizational bodies at the school; the parents, the board, the administrators, the teachers, and of course the reason why all this exists, the children. One of my duties is to greet the children as they arrive in the morning. It is refreshing to observe how happily they start each day, excited to reconnect with friends and to bustle inside, enthusiastically starting the day.

When visitors step inside our school, they are always impressed with its calming beauty and atmosphere. When entering classrooms, they note the caring relationships among the students and with the teachers. Our staff and student retention is exceptional, allowing students and teachers and families to build enduring, respectful and trusting relationships that can last eight years and more. The children flourish under the nurturing guidance of their teachers, with the strong support of parents. The practical and beautiful results of the teacher/student classroom relationship can be shared with parents, extended family and friends through readings, ideas, paintings, songs and performances.

As a school and community in the 2014-15 school year, we have welcomed our first high school class of 9th graders, the Class of 2018. In their growing relationships they have already had many meaningful experiences as a class and are challenged daily by their teachers to participate in the learning process in unique and significant ways. A high school Waldorf education ensures that they will continue growing and discovering, almost as much as our youngest students, in ways that surprise even them.

In our burst of growth, we have experienced much excitement and many challenges. We are poised now to explore ways we can all move forward together as a school community. A strategic planning process and a self-study for our Waldorf re-accreditation process in school year 2014-15 are gates to these new paths. We are preparing for a strong future, one that extends out from the children at the center and includes you! Thank you to all in our community who work toward the social harmony embraced by Waldorf education.



2013-2014 tamarack board of trustees

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assist. professor of
religious studies,
alverno college

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university school of
milwaukee

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hundt architecture

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secretary
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tws

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alderman ashanti hamilton

Tamika Lydell Kelly
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consultant

Isabella Gargiolo
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argosy foundation

Sondra Reyes
grade 8 class teacher,
tws

John Germanotta
partner,
ziino, germanotta, knoll &
christensen attorneys at law

Sarah Matthews
management consultant



a message from the board of trustees president, patricia lewis

The 2013-2014 year saw exciting changes to the Board of Trustees. During this year we welcomed many new members to the Board. These new members brought with them expertise in the areas of fund development, finance, human resources, law, and Milwaukee. It has long been a goal of Tamarack to create more, as well as extend our existing, partnerships in Milwaukee. This includes our ongoing relationship with PAVE (Partners Advancing Values in Education). PAVE helped us connect with people from the greater Milwaukee area who are trained in Board membership and eager to serve schools in our city. These new Board members have already contributed many hours of service to Tamarack, donated money to support our school, and are working to extend our reach into the larger community. We are very lucky to have them and grateful for all they do for our school.

Additionally, this Board, along with the Faculty and Administration, worked very hard this year navigating the challenges of extending Tamarack Waldorf School into a ninth grade. This work reflects the continuing commitment of the Board to provide a Waldorf educational opportunity for children and teenagers in Milwaukee that meets them as individuals and challenges them to be leaders for our community and our world.

On behalf of the leadership of the school, thank you for both your financial and moral support, along with your deep commitment to the school. The Board members are proud to serve Tamarack Waldorf School, and as the Board looks ahead, we have renewed focus and commitment to ensure the long-term stability and fortitude of the school.



advisory board members

2013-2014 tamarack advisory board

Tim Hunter
president,
wolf star technologies

Sally Lewis
community member

Mary Anne Revolinski
alumni parent

Ed Krishok
attorney,
harley-davidson motor co.

Susie Ralston
business manager,
wolf star technologies

Alden Taylor
alumni parent

Kathy Lake
professor of education,
alverno college

Mary Reilly
associate,
robertson ryan &
associates, inc.

Cassandra Zumstein
alumni parent



2013-2014 accomplishments & highlights

While we have work ahead in delivering the strongest education and depth of experience for our children, we appreciate the opportunity to look back and reflect on our accomplishments from the 2013-2014 school year. Over the past year, our most significant accomplishments included:

- Tamarack has a new and updated website, www.tamarackwaldorf.org! The site contains class information, TWS sponsored events, and school activities.
- Tamarack Waldorf High School initiative spent the year preparing to open a new high school for the 2014-2015 school year.
- Many of our 8th graders tested proficient or advanced in all five WKCE subject areas, with social studies the high point at 94%.
- The Contemporary Music Ensemble performed at the Conservatory of Music's Festival of Trees and Music in November 2013.
- We had waiting lists in our K4, K5, 1st, 2nd, 3rd, 4th, and 5th grades for 2014-15.
- Grade 7 held a "Poetry Slam" at Brewed Coffee Shop in March.
- In a stunning finish to the season, the Tamarack Knights 5th – 8th grade boys team took 1st place in the 8th grade division of the MPS Beulah Brinton Basketball League.
- Tamarack was featured in *Renewal*, a national Waldorf magazine.

2013-2014 finance committee

Elaine Erickson
Becky Hollman
Jodi Hundt

Tim Hunter
Jean Kacanek

Aine Roberts
Chris Zamzow

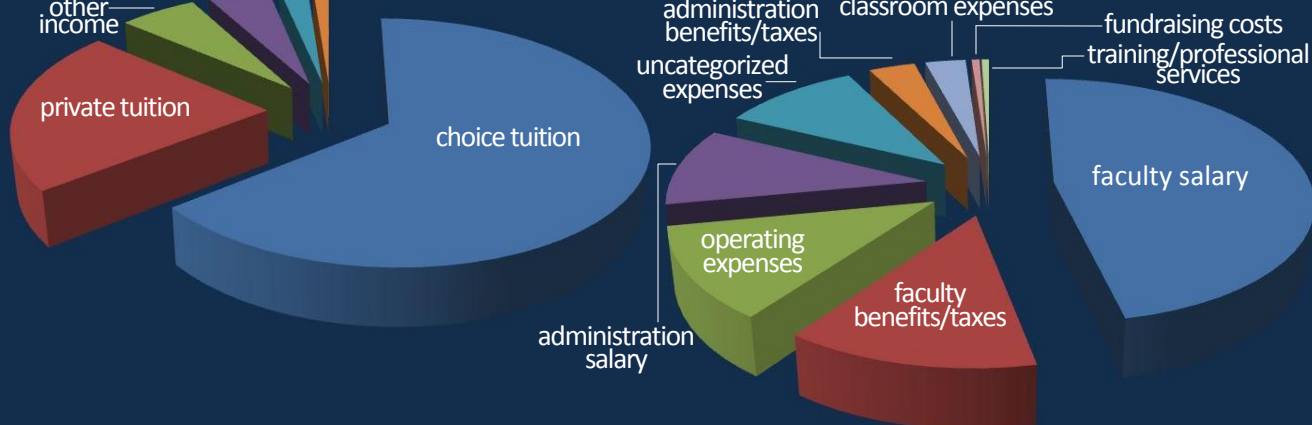
financial report 2013-2014 revenue & expenses

revenue	
choice tuition	\$1,100,987
private tuition	\$376,067
other income	\$99,476
fees	\$78,864
annual fund & contributions	\$36,268
fundraising events	\$20,401
total	\$1,712,063

expenses	
faculty salary	\$802,842
faculty benefits/taxes	\$226,464
operating expenses	\$206,054
administration salary	\$176,239
uncategorized expenses	\$175,112
administration benefits/taxes	\$58,882
classroom supplies	\$51,393
fundraising costs	\$10,106
training/professional services	\$9,753
total	\$1,716,845

choice tuition
private tuition
other income
fees
annual fund & contributions
fundraising events

faculty salary
faculty benefits/taxes
operating expenses
administration salary
uncategorized expenses
administration benefits/taxes
classroom supplies
fundraising costs
training/professional services



thank you to our 2013-2014 annual appeal donors

We are proud and thankful to all who supported Tamarack Waldorf School's future by contributing to our Annual Appeal, Revels of Spring Benefit Party, high school, or various bake sales and school fundraisers. Each contribution truly makes a difference in the lives of our students and their education.

This year, 25% of every dollar donated to the Annual Appeal was devoted to theater improvements at the school. Thanks to all our Annual Appeal donors, Tamarack was able to improve acoustics, buy new chairs, purchase scenery and curtains, and more!

Following is a list of donors who made contributions to Tamarack's Annual Appeal during the 2013-2014 school year:

Abbott Fund
Colby Albert and Jennifer Toth
Daryl and Lisa Alberti
Morgan and Tamera Amadei-Bourne
Kristin Annen
Apple Matching Gifts Program
Daniel and Amy Argall ✨
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James Benway
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James Boland



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 Patrick Yockey and Martha
 Flores
 Doug and Nerida Youngwith
 Billy and Amanda Zakrzewski
 Christopher and Monica
 Zamzow ✨
 Hansi Zimmerman

2013-2014 corporate & foundation funders

Ames
 Bonnie Plants
 Disney Parks & Resort
 Growums
 High Mowing Organic Seeds
 Kohls Cares
 Natural Gardening Association/
 Gardening with Kids
 PPC Foundation
 Rustic Cedar
 Walton Family Foundation
 Whole Kids Foundation

- ✨ Alumni
- ✨ Alumni Parent
- ✨ Board of Trustees
- Grandparent

EVERY EFFORT HAS BEEN MADE TO ACKNOWLEDGE ALL ANNUAL APPEAL GIFTS. OUR SINCERE APOLOGIES FOR ANY DONORS WHO WERE LEFT OFF THIS LIST IN ERROR.



2013-2014 faculty & staff

tamarack teachers

James Boland	Rhoda Kambandu	Michele Peterson
Faith Danneil	Nancy Kresin-Price	John Price
Martha Flores	Amy Marks	Sondra Reyes
Jodi Hundt	Rosie McCormick	Monica Zamzow

specialty teachers

Laurie Asch	Kelly Hofman	Jean Kacanek
Faina Bursuk	Ceal Hunter	Julio Pabon
Peter DeBoer	Beret Isaacson	John Price
Marcia Duncan	Sacia Jerome	Rose Wessel
Delmy Geiger		

assistant teachers

Alya Butler	Karin Pauc	Danielle Williams
Elizabeth Fransee	Ellie Pierson	Jo Yanish
Melissa Hansen	Alissa Rhode	Monia Zamzow
Jill Holbrook	Angela Rogers	Gwen Zupan

before & aftercare staff

Ellie Pierson	Angela Rogers	Sarah Schelble
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long-term substitute

Kate Knuth



“Waldorf education fosters a **strong** sense of human connection. Students become aware that they are **connected** to one another, their communities, and **people everywhere**. They see how they fit into the stream of humanity from the past and into the **future**, and they learn to **experience** themselves not as the center of the universe, but as a **vital** part of the web of existence. They learn that what they do, say, and even **think** matters, while they develop **reverence** and **curiosity** for the world around them.”

-Faith Dannel
pre-k teacher, rainbow garden

administration & custodial staff

Elaine Erickson	James Ray
Sandra Gines	Laura Ray
Jean Kacanek	Tasha Sorenson
Lora Poulos	Sarah Stokes



tamarack student enrollment statistics 2013-2014

student enrollment.....247
 choice participation.....70.8%
 free/reduced lunch.....38.3%

ethnicity

white/caucasian.....57.6%
 black/african american.....18.6%
 other race.....18.1%
 latino/hispanic.....4.5%
 asian.....1.2%
 american indian/alaskan native.....0%
 eastern indian.....0%
 native hawaiian/pacific islander.....0%

gender

male.....55%
 female45%

age

toddlers (under 5).....25%
 5-10 years.....48%
 11-14 years.....27%
 15-18 years.....0%



student location

Tamarack students come from City of Milwaukee neighborhoods, as well as Bayside, Cudahy, Fox Point, Franklin, Glendale, Grafton, Greendale, Hales Corners, Hartford, Mequon, New Berlin, Port Washington, Racine, Saukeville, Shorewood, South Milwaukee, St. Francis, Thiensville, Wauwatosa, West Allis, and West Milwaukee.

alumni

Grade 8 graduates.....192

milwaukee parental choice program performance results

The Milwaukee Parental Choice Program (MPCP) is a state voucher program that allows students from low income families to attend any participating private school located in the city at no charge. As a participating MPCP school, Tamarack is required to administer assessment testing for Grades 4-8. However, students are not required to take the test, as Waldorf curriculum avoids standardized testing for early grades. Tamarack had 88 MPCP students eligible to take the test. Of these, 40 took the test, joined by 7 private pay students. Below is the grade 8 performance results, reflecting only the scores of Tamarack 8th grade students who participated in the MPCP test.

subject	percentage of grade 8 Tamarack students performing at proficient or advanced level	percentage of grade 8 MPCP students performing at proficient or advanced level
reading:	50.0%	12.0%
language arts:	75.0%	38.0%
math:	56.0%	16.0%
science:	88.0%	49.0%
social studies:	94.0%	55.0%

tamarack waldorf school festivals

Festivals are a joyous celebration of the cycles and transitions of life, and an important part of school life at Tamarack. By celebrating festivals, we strive to nourish the souls of our children and ourselves. Rudolf Steiner, the founder of Waldorf Education, stated that by “living into” the season changes of the year, one grows spiritually. This past year, Tamarack celebrated Michaelmas Festival of Courage, Martinmas Lantern Walk, Advent Winter Garden, and May Festival.

michaelmas festival of courage

Michaelmas, our autumn festival, is a festival of courage. The legend of St. Michael and the dragon inspires courage within us. From the bounty of nature we gather the fruits of the harvest and store up the light to guide us through the darkness of winter. Into darkness and fear, Michael wields his sword of light, that we might so be inspired to face the inner and outer darkness with renewed strength of will and purpose in our lives. All grades participate in the celebration. The array of children’s activities makes this an extraordinary event for our families, as well as the community at large.



winter garden

As the days grow shorter, it is time to turn inward and create a light of our own. The Winter Garden marks the beginning of the darkest time of the year. Evergreen boughs are laid on the floor to create a spiral. In the center of the spiral is a lit candle. Walking the spiral as an individual is a



reflection of every human being’s journey to an inner place where the light is found and gives us strength to sustain us through dark times.

martinmas lantern walk

The Martinmas – Lantern Walk Festival is celebrated in honor of St. Martin, who became known as the patron saint of the poor. He is remembered for his deeds of goodness and acts of kindness. As St. Martin spread warmth and light to his fellow human beings, this festival of light reminds us to spread our own light and warmth as we enter into the autumnal equinox, the darkest time of the year. Martinmas is a family event that is led by the teachers. Children make lanterns and carry them through the streets in early evening. As they walk, their lanterns light the darkness.



may festival

The May Festival is a long celebrated tradition that welcomes spring. It is one of our biggest community events of the year, and takes place in early May. The event connects the school to the larger community and celebrates the spirit by which Waldorf schools nourish the whole child. The children make and wear floral wreaths and herald the arrival of spring with



dance and song. The most iconic element of the celebration is the maypole dance. This tradition evokes the same pride and spirit as it did in the festivals centuries ago. Food and children’s activities add to the gaiety of this special day.



Revels of Spring Benefit Party



2013-2014 tpa-cc committee chairs

Liz Roepke, *chair*
Mandy Lewna, *treasurer*
Lisa Kalldin, *secretary*



tamarack parent association – community circle

Tamarack's parent body helps shape the cultural life of the school and participates in the decision making process. Called Tamarack Parent Association – Community Circle (TPA-CC), the group is an integral branch of school life and governance.

TPA-CC serves as a vital link between parents and the other bodies of the school, including the Faculty, Administration and Board of Trustees. TPA-CC's primary goals are to give parents an active voice in the school community, to respond to parental concerns, and to support Tamarack in a number of roles. One of the major goals of TPA-CC in the 2013-14 school year was to facilitate communication from the three areas of school (Faculty, Administration and Board) to the parents in the smoothest manner possible.

Two primary means of support TPA-CC provides for the school are fundraising and volunteerism. Funds raised from weekly bagel sales, Brady Street BID #11 street events, the Smoothie Social, Winter Fair and Revels of Spring Benefit Party enhance school life and education for Tamarack students. For the sixth year in a row, TPA-CC used their raised funds to purchase every Tamarack child a student membership from the Urban Ecology Center (UEC). Each class uses the student memberships with a minimum of one field trip to the UEC for the year. The UEC membership is one of the proudest aspects of TPA-CC, especially when the group sees the children get out of the buses after a field trip with smiles and so many stories to tell.

Tamarack's parent community is a wonderfully diverse and energetic group of parents who share the common goal of wanting an excellent Waldorf education for their children. More than that, parents help Tamarack with heartfelt energy and vast quantities of time. As TPA-CC looks to the future, the group will continue to improve parent involvement at Tamarack. Every parent at the school is a member of TPA-CC. It is the group's goal to see 100% parent participation in TPA-CC and Tamarack parental activities.



“TPA-CC hopes to **remain** a **strong** presence at Tamarack, and wishes to **support** the Faculty, Administration and Board in all **efforts** that are asked of us. Additionally, we **aspire** to be seen as **equal partners** at Tamarack, while always keeping the **children** of the school in the **forefront** with their best interests at **heart.**”

-Elizabeth Roepke
tpa-cc chair

tamarack waldorf high school

Since its early years, Tamarack has known of the desire and need from the community for a Tamarack Waldorf High School. In the spring 2013, a dedicated group of volunteers took up the initiative to develop and build a high school, with the aim of opening a ninth grade for the 2014-15 school year. The initiative's feasibility study was unanimously approved by the faculty and Board of Trustees of Tamarack Waldorf School in the summer 2013.

An in-house High School Working Group comprised of Faculty, Administration, parents and Board members met weekly for a year, working on every aspect of the new high school, including personnel, enrollment, site search, budgeting, curriculum and long-range planning.

In the spring 2014, Tamarack received a grant from the Walton Family Foundation. The grant will provide funding for science, environmental studies, technology, and capital and build-out costs for the new school. Tamarack Waldorf High School will initially serve 30 Grade 9 students, but will expand by one grade level each year, reaching a capacity of 120 students by the 2017-18 academic year.

Tamarack Waldorf High School will provide a vigorously academic, artistically creative and socially relevant curriculum to its students. The high school will cultivate analytical and creative thinking in students, while demonstrating through their daily work the meaningfulness of the world around them, and their place in it.

As an extension of Tamarack Waldorf School, the high school completes the school's mission. The education of the adolescent allows for hands-on engagement in the community and the Waldorf goal of transforming idealism into initiative. Additionally, the high school will participate in the Milwaukee Parental Choice Program.

We are grateful to those parents, Faculty, staff and volunteers involved with the High School Working Group for the investment they have made in the growth of our school.



high school working group

James Boland

co-chair

Kate Knuth

co-chair

Peter DeBoer

Brian Gleichauf

Ann Hunt

Jodi Hundt

Ryan Hundt

Jean Kacanek

Nancy Kresin-Price

Vanessa Parker

John Price

Innovation. Inspiration. Imagination.



Be Yourself.

Tamarack Waldorf High School

9th Grade opening Fall 2014. Choice & Private Pay.

414.277.0009 highschool@tamarackwaldorf.org



tamarack 2014 graduates

Congratulations to our graduating class of 2014! The class and their high schools of choice are:

Dylan Ambrosini.....	Rufus King High School
Morgan Johnette Asgard.....	Tamarack Waldorf High School
Ruby Lou Balotovsky.....	Rufus King High School
Davon Boyden.....	Hope High School
Elijah J. Colon.....	Wauwatosa East High
Teddy Cook.....	Tamarack Waldorf High School
Derek Cole David-Brown.....	Rufus King High School
Daniel Guzman.....	Tamarack Waldorf High School
Anders Charles Johnson.....	Dominican High School
Nicholas Cooper Librizzi.....	Pius XI High School
Andre Quarino.....	Rufus King High School
Eleuterio Rivera.....	Shorewood High School
Kiara Michelle Smith.....	Tenor High School
Benjamin P. Spehert.....	Tamarack Waldorf High School
Carl Pierson Sustar.....	Marquette University High School



“With every new **change** in my life, I take a moment to **think** back to my time at Tamarack and **reflect** on how my experiences there have shaped me and my **accomplishments**. Tamarack not only prepared me for my **future education**, but also for any challenge or **opportunity** that comes in my life. My time there gave me the skills and **self-awareness** to achieve my **goals**.”

-Sarah Schelble
tamarack graduate, class of 2005





TAMARACK WALDORF SCHOOL
1150 East Brady Street, Milwaukee, WI 53202
(414) 277-0009 | www.tamarackwaldorf.org



Photographs courtesy of Jodi Hundt, Jeremy Kleinhans, Kim Menzel/Whole Foods Milwaukee, Network Photograph, Lora Poulos, Tasha Sorenson and Sarah Stokes