

2014-15 Tamarack Waldorf School
Annual Report

MISSION

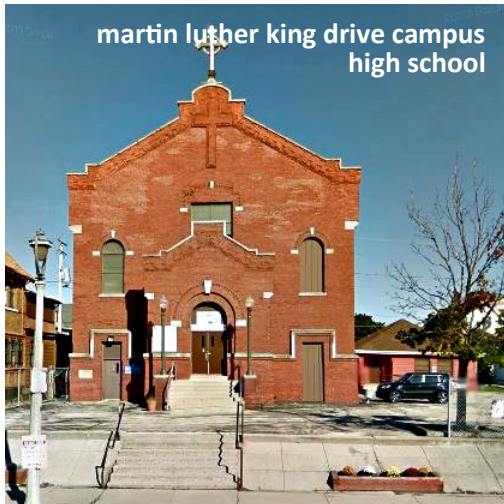
Through honoring and cherishing each child as an individual, Tamarack Waldorf School works to achieve academic excellence and social harmony. We offer a pre-school through High School curriculum that integrates the humanities, arts and sciences and is grounded in Rudolph Steiner's understanding of the 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.

milwaukee parental choice program

Tamarack is a private, nonprofit school that participates in the Milwaukee Parental Choice Program (MPCP). Also called the "Choice" program, MPCP is considered the nation's first modern private school Choice program. It offers private school vouchers to low-income Milwaukee students, an average value of \$7,366.

MPCP helps students from low-income families to attend any participating private school located in the city at no charge. 26,868 students attended one of 125 different schools with the assistance of the Choice program in 2014-15. Valuing diversity, nearly 80% of Tamarack's students attend school as part of the Choice program.

The program started in 1990 as a model proposal to deal with Milwaukee's educational crisis and slowly gained popularity. The program opens educational opportunities for Milwaukee children, helping increase high school graduation rates.



a message from the administrator, jean kacanek

Recently, I was asked to write a very short message as to why I support Tamarack with my own personal financial contributions. My statement was, "Our students love our school."

I observe this in many ways in my work with, and among them. Every year, we have a Grandparents and Special Friends Day. During the student sharing of some of their work last March, I asked the 7th grade students to share with the audience what they, as young adolescents, find special about our school that is different than their friends' experiences in other schools. Thirteen students spoke and each response was genuine, extremely heart-warming and individually unique. This is a sampling: "It is as if we are all a family." "I love my teacher, my teacher since 2nd grade. She really cares about me." "We've had new students join the class and they quickly become a part of the group." "My best friends are my classmates." "I really have time to focus on, and do good work in my main lesson book." "It's cool to carve wood and to make things in woodworking class." "I love to sing and make music with my friends." Hearing comments like these frequently in a variety of contexts is one of the rewards of my job!

The faculty, who carefully nurture the learning environment of the classroom, are responsible for helping make this all come to be. Some of the words I can use to describe our faculty are dedicated, inspired, caring, talented and giving.

The parents who choose Tamarack Waldorf School for their children's education often go way above and beyond to support the work of each class of students and the work of the whole school. Many parents not only volunteer to support students in the classroom, but lend their professional and personnel expertise to the Board of Trustees and Advisory Board.

My fellow administrators work every day to serve the needs of the whole community. It takes the whole community's involvement to make Tamarack Waldorf School the vibrant school it is today, growing quickly toward the future when we will have a school offering a Waldorf curriculum from Early Childhood through 12th Grade.

This is a very special community in which to learn, grow and work, and to which to contribute!

**a message from the board of trustees
president, ryan hundt**

As Tamarack looks ahead to its 20th year of bringing Waldorf education to the greater Milwaukee area, I'd like to take this opportunity to share with you some of the exciting things happening in our school community.

The 2014-15 academic year saw the completion of a strategic planning process facilitated by a generous grant from the Mid-States Shared Gifting Program. Created with input from the entire community, the completed plan outlines initiatives the school will undertake in order to better serve both our families and our staff.

While the strategic plan tasks inform how Tamarack will shape its future, our faculty, staff and board are also currently working to guide the school's continued growth. Having established a 9th grade class, Tamarack's student population is approaching 300, with an annual budget of \$2 million. Our responsibilities to our mission have never been greater, and will continue to grow as we look to expand into the 10th, 11th, and 12th grades. Our first high school class will graduate in June of 2018, the culmination of years of effort on the part of the Tamarack community to do something unique—provide broad-based access to Waldorf education to students of all ages in the Greater Milwaukee area.

Crucial to our efforts is the process of re-accreditation from our accrediting organization, the Associated Waldorf Schools of North America, which will occur in 2016-17. The accreditation certifies that we are living up to our shared principles and the meticulousness and care embodied in the Waldorf curriculum.

Finally, I want to mention the most important element I have learned in my time on the board at Tamarack: while state funding continues to be an important component of our budget, private financial support is critical to success and will only become more critical as we seek to expand our educational offerings.

On behalf of the Board of Trustees, I would like to thank everyone for their tireless support of the school and for the generous financial support of your gifts and pledges to an institution that fosters academic excellence and social harmony through Waldorf education. For that, we are very grateful.

2014-2015 tamarack board of trustees

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2014-2015 tamarack advisory board

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tamarack advisory board

2014-2015 accomplishments

Tamarack Waldorf High School (TWHS) opened with 22 Grade 9 students.

We had waiting lists in our K4, K5, 1st, 2nd, 3rd, 4th, & 5th grades.

We undertook strategic planning to help guide the school over the next 3-5 years. It was completed in summer 2015.

Tamarack partnered with First Stage Theater. 24 students received scholarships to attend First Stage programming.

Waldorf leaders Patrick Stolfo and Michael D'Aleo visited TWHS. They worked directly with Grade 9 students and spoke to our community about the critical role of arts in education for adolescents and intuition and innovation.

Grades 4-8 displayed their artwork at Riverwest Co-op.

Grade 3 teamed up with the City of Milwaukee Forestry Department, planting trees at Pulaski Park & along the Milwaukee River.

We hosted a Governance Conference with keynote speaker Torin Finser. More than 60 people attended, coming from 7 regional Waldorf schools.

TWHS received \$7,000 for art thanks to Arte Para Todos. Meaning "Art for everyone," the 3-day music festival featured 70 bands and 15 artists in 15 venues across the city.

Grade 3-8 crocheted hats for a local homeless shelter.

financial report 2014-2015 revenue & expenses

revenue

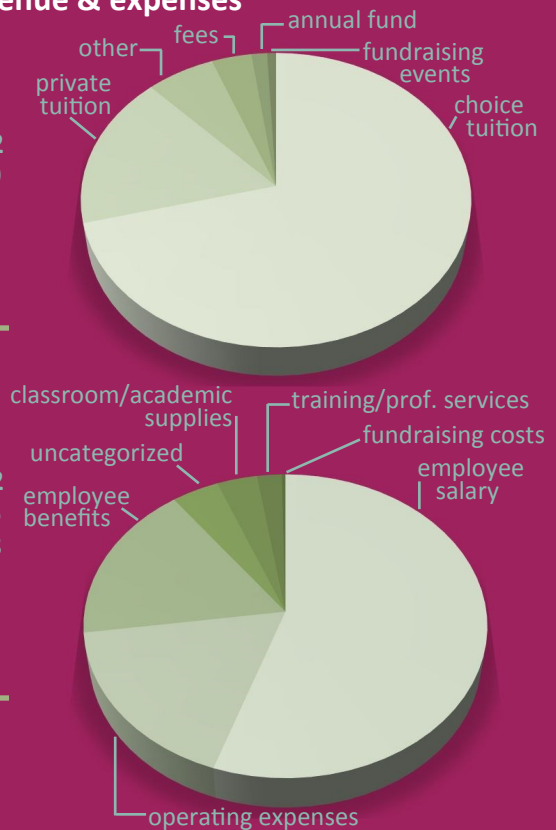
choice tuition	\$1,495,942
private tuition	\$356,159
other income	\$94,887
fees	\$76,340
annual fund & contributions	\$30,114
fundraising events	\$16,390

TOTAL \$2,069,832

expenses

employee salary	\$1,185,792
operating expenses	\$375,775
employee benefits/taxes	\$364,928
uncategorized expenses	\$89,232
classroom/academic supplies	\$75,946
training/professional services	\$46,470
fundraising costs	\$6,750

TOTAL \$2,144,893

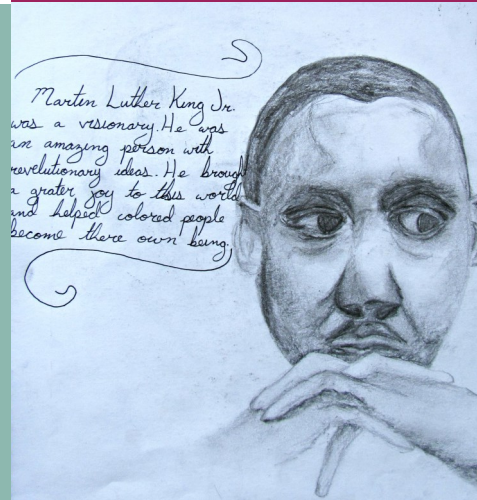


finance committee

Chris Zamzow <i>chair</i>	Jodi Hundt	Aine Roberts
Elaine Erickson	Nick Poulos	Stephanie Schrader-Lawson

fund development committee

Erin Grace <i>co-chair</i>	Tamera Bourne	Jill Herbst
Tasha Sorenson <i>co-chair</i>	Isabella Gargiulo	Kate Knuth
Cheryl Blue	Sandra Gines	Mandy Lewna
	Lesley Grider	



thank you for 2014-15 annual appeal contributions

We are thankful to everyone who supported Tamarack Waldorf School's future by contributing time, money, expertise, and in-kind donations. Each gift truly makes a positive difference in the lives of our students and their education. Together, we create a unique and nurturing environment for our children to learn and grow.

We gratefully acknowledge the following gifts to Tamarack's Annual Appeal during the 2014-2015 school year:

\$1,000 and up

Jim & Heather Brendelson
David & Shannon Hession
Mike & Debbie Hundt
Edward Krishok
Lori Kuschinski
Mark Kuschinski
Gus & Alden Taylor
Christopher & Monica Zamzow

\$500-\$999

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Matthew & Katrina Ubell

\$100-\$499

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Heather Buss
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Dennis & Lisa Cartwright
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James Hunter
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Peter & Mary Ann Lewna
Andrew Lindsay & Melisa Hanson
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Jeffrey & Mary Millikin
Carlos & Marianne Miro
Omer & Tamara Nezirevic
Bob Nowlan
Daniel Ollman & Isabella Gargiulo
William & Judith Pengra

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- Grandparent
- Board of Trustees
- Advisory Board

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up to \$99

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up to \$99 cont.

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Stephen & Jennifer Jo Kristan
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Gabrielle Madden ●
Robert & Mary Maloney
Chris & Amy Marks
Carolyn McBurney ●
Kevin McCarthy & Heather Hlavka
James McDonald
Andrew & Eliza Melzer
Kelli Miller

up to \$99 cont.

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Orrick Nahmmacher & Rachel Baum
Lee Nevala
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Nathaniel & Rebecca Vest
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Rebecca Watterson
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Ted & Karen Williams-Brusubardis
Danielle Williams-Szydel
Tim & Jen Wilms
Aaron Winkler
Rosalinda Wirth & Vicki Pletka
Charles Worman & Amy Schley
Trasus & Dea Wright
Jerry Yanasak
Kubi Yildirim & Michelle Baer
Patrick Yockey & Martha Flores
Billy & Amanda Zakrzewski

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

matching gifts

Special thanks to the following companies which have matched gifts given by their employees.

- Abbott Fund
- Apple Matching Gifts Program
- Harley-Davidson Foundation, Inc.
- GE Foundation
- Northwestern Mutual Foundation



gifts-in-kind

The following donors provided in-kind gifts, including goods and services, to Tamarack. Every in-kind gift is meaningful to the school, and we sincerely appreciate the support our community gives us.

Hamid & Kim Alwan	Matt & Lonnie Heaton
Bradley & Lisa Blaeser	Becky Hollman
Kelsey Cartwright & Tiffany Krihwan	Justin & Mandy Lewna
Discovery World	Chris Reinheimer
Elaine Erickson	Scott & Mary Anne Revolinski
Mark Flagg	Michael & Aine Roberts
Brian Kinstler & Sandra Gines	Charles Worman

honorarium & memorial gifts

Memorials are a meaningful way to remember and pay tribute to a loved one who has passed away, while Honorariums celebrate friends, colleagues or loved ones. Thank you to all who contributed in memory or in honor of the following:

Wayne Barrett
James Boland
Susan Peltonen



revels of spring benefit donations

This year's *Revels of Spring* Benefit event was held at Tamarack's new high school. Funds raised from the event support Tamarack's programming and students. It is a powerful opportunity for our community to come together and help cultivate our student's intellectual, emotional, physical and spiritual capacities to be individuals certain of their paths and of service to the community.

A big thank you to our sponsors and event donors for supporting *Revels of Spring* and Tamarack. Your support has played a key role in our success as a school.

American Science & Surplus	Milwaukee Youth Symphony Orchestra
Anu Esthetics	Milwaukee Wave/Milwaukee Sports & Entertainment
Belle Fiori, Ltd.	Morning Star
Beret Jane Aromatherapy	Mt. Olympus
Bronze Optical	Next Act Theater
Brown Deer Lanes	Pizza Shuttle
Captain Frederick Pabst Mansion	Polish Center of Wisconsin
Cave of the Mounds National Natural Landmark	Prairieville Park Adventure Golf and Batting Cages
Circus World Museum	Riveredge Nature Center
Collectivo Coffee	RJs Hair Design
Comedy Sportz	Schlitz Audubon Nature Center
Festa Italiana	Shedd Aquarium
John Fitch	Shorewood Family Chiropractic
Florentine Opera Company	Sunset Playhouse
Fred Astaire Dance Studio of Milwaukee	The Frog Chorus Nature Education
Gathering on the Green	Walt Disney World Co.
German Fest	
Great Lakes Distillery	
Harley Davidson Museum	
Healing Point Chiropractic	
Herbert H. Kohl Charities, Inc.	
Institute of Beauty and Wellness	
Lori Kuschinski	
Marquette Theater	
Milwaukee Admirals	
Milwaukee Brewers	
Milwaukee Bucks	
Milwaukee Community Acupuncture	
Milwaukee County Parks	



student location

Tamarack students come from City of Milwaukee neighborhoods, in addition to:

Bayside	Hartford	South Milwaukee
Cudahy	Mequon	St. Francis
Fox Point	New Berlin	Thiensville
Franklin	Port Washington	Wauwatosa
Glendale	Racine	West Allis
Grafton	Saukville	West Milwaukee
Hales Corners	Shorewood	

total zip codes.....38

tamarack student enrollment statistics 2014-2015

student enrollment.....	298
choice participation.....	76%
free/reduced lunch.....	58%

ethnicity

white/caucasian.....	56%
other race.....	18%
black/african american.....	16%
latino/hispanic.....	8%
asian.....	1%
american indian/alaskan native.....	1%

gender

female.....	47%
male.....	53%

age

toddlers (under 5).....	12%
5-10 years.....	48%
11-14 years.....	31%
15-18 years.....	9%



“Tamarack Waldorf School acted as a tool in my **development** as a child. It helped **build** the type of person I am today. It is not that I feel ‘better’ than other individuals who did not share the Waldorf **experience**, but rather I feel more able to **express** myself and become myself. I know, it sounds crazy. To me, Waldorf **guides** students to become what they will **become**, whereas most children in public schools are grouped, compartmentalized, and formulated. At Tamarack, there was less of an equation. As a factor for many of my **successes** today, I am **proud** to say I am a Tamarack alumnus.”

Nicholas Christopher-Hayes
class of 2007

2014-2015 faculty & staff

Laurie Asch
Lori Barian
Liz Baumgartner
James Boland
Chet Celenza
Faith Danneil
Jane Danner-Sustar
Peter DeBoer
Lisa Desmond
Marcia Duncan
Christina Ecklund
Chris Elst
Elaine Erickson
Martha Flores
Chet Garrett
Delmy Geiger
Sandra Gines
Brian Gleichauf
Melissa Hansen
Kelly Hofman
Jodi Hundt
Ceal Hunter

Lovie Hutson
Beret Isaacson
Jean Kacanek
Lisa Kalldin
Kent Knapp
Katharine Knuth
Lani Knutson
Sarah Korb
Nancy Kresin-Price
William Langhoff
Amy Marks
Rosie McCormick
Brad Mier
Mary Millikin
Marianne Miro
Mechtilde Moser
Sarah Olson
Julio Pabon
Michele Peterson
Lora Poulos
John Price
James Ray

Laura Ray
Sondra Reyes
Alissa Rhode
Alicia Rhyner
Kristian Ring
Angela Rogers
Mary Ruud
Sarah Schelble
Tasha Sorenson
Paula Spehert
Sarah Stokes
Jennifer Sullivan
Elinor Sustar
Travis Tetting
Rose Wessel
Meghan Wielebski
Danielle Williams-Syzdel
Monica Zamzow
Gwen Zupan



“I was drawn to the **holistic**, soulful nature that Waldorf education takes in educating children and its strong musical, **artistic** and movement work. Students are invited to **create** beautiful work and engage in **learning** through imagination and creativity. This approach, with warmth and openness, develops insightful, **well-rounded** individuals.”

Ceal Hunter
learning support specialist

tamarack specialty programs

woodwork

Learning through doing and learning through making are twin aspects of the same fundamental attitude to education that is ingrained in the Waldorf curriculum. Woodworking helps develop focus, creativity, perseverance, and skillfulness of eye and hand. Throughout, the teacher attempts to awaken an appreciation for the combination of usefulness and beauty.

Woodwork begins in fifth grade when students use hand tools to give wood form and function. Students then move on to concave shapes like spoons. By eighth grade, students are creating their own drum. The work in grade eight helps develop endurance and confidence in preparation for High School, as students are introduced to power tools in ninth grade.



music

Music is an essential part of the Waldorf curriculum and permeates the school day from kindergarten through High School. The importance is not how well a student plays, but rather the simultaneous engagement of senses, muscles, and intellect, enhancing the process of learning.

Tamarack students begin playing the pentatonic flute in grade one, progressing to the diatonic flute in grade three. In grade four, students begin playing violin, and in grade six they can choose any instrument Tamarack offers. By High School, students are participating in advanced-level chorus and instrumental music.

Through the study of music, we learn to sensitize our hearing, allowing us to better listen to the sounds of the world and to each other.

handwork

As human beings, we use our hands regularly in our daily lives. Handwork supports the development of hand-eye coordination, manual dexterity, basic math skills such as counting and geometry, follow a process from concept to completion and the ability to realize a two-dimensional design in three dimensions, which is a useful lifelong skill.

In the early elementary grades, all students learn to knit, crochet, sew by hand, and embroider. In sixth grades, students make 3-dimensional stuffed elephants, and in seventh grade learn to work with leather by making moccasins. Handwork culminates with the use of an electric sewing machine in eighth grade. Throughout the grades, projects are of a practical nature: scarves, hats, bags, toys and other articles of clothing. All work is done with an appreciation for and development of aesthetic qualities.



tamarack parent association—community circle (tpa-cc)

Tamarack Parent Association – Community Circle (TPA-CC) is a wonderfully diverse and energetic group of parents who share the common goal of wanting excellent Waldorf education for their children. Tamarack parents help our school with heartfelt energy, vast quantities of time, and array of talents, assisting in a variety of ways with the running of the school. TPA-CC serves the school and parent interests throughout the year, and provides for the school through 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. With raised funds, TPA-CC purchased every Tamarack child a student membership from the Urban Ecology Center (UEC). The UEC membership is one of the proudest aspects of TPA-CC, providing immeasurable opportunities for educational growth for our children.

Tamarack’s parent body truly helps shape the cultural life of the school. From supporting teacher’s work to committee participation, there are countless ways for Tamarack parents to get involved, and lend their experience and gifts to the leaders of tomorrow.

We endeavor to include input from as many parents as possible and use class leaders to facilitate communication. TPA-CC holds open meetings monthly to discuss school business and the issues of parents and families. Every Tamarack parent is a member of TPA-CC.



a message from tpa-cc chair, stephanie schrader-lawson

2014-15 was an energetic and positive year for TPA-CC. It started with a change in leadership roles. I stepped into the chair position, and mid-way through the year, Michael Roberts joined me as co-chair. We also had many new parents jump into active roles. They, along with veteran families, were a great help in formalizing TPA-CC operations and events.

Once again, we organized fundraising events to sustain student membership to the Urban Ecology Center, while also supporting the school as a whole. This includes fundraising events such as the Smoothie Social, Winter Fair, Revels of Spring Benefit Party, and Brady Street Festivals. We also focused on friend-raisers and school collaborations by assisting the Michaelmas and May Festivals, and Brady Street Art Festival.

TPA-CC continues to have a strong presence at Tamarack, as we aim to improve our events and relationships each year. Our goal in 2014-15 was to have parent representatives at as many school committee meetings as possible. Parents also attended whole school events, like the Governance Conference and Restorative Justice Workshops, and had a strong role in helping shape the Strategic Plan. I can say we not just met our representation goal, but exceeded it.

As we look to the future, we will continue to strive to be equal partners at Tamarack, investing our time for the future of our children. With our goals and aspirations in mind, TPA-CC will stay true to our mission as a group, and work towards keeping our parent community involved and connected to the school and students.

As chair of TPA-CC, I am so thrilled and grateful for the enthusiasm found in our parents, and dedication of our faculty and staff. It is a pleasure to be a part of such a wonderful community that keeps the best interests of our students at heart.

2014-15 tpa-cc committee chairs

Stephanie Schrader-Lawson
chair

Samantha Vick
secretary

Michael Roberts
co-chair

Mandy Lewna
treasurer

congratulations to tamarack's grade 8 students on their graduation

Their class and high schools of choice are:

Hazel Danneil.....Tamarack Waldorf High School
 Kian Davies.....Rufus King High School
 Julia Dobbs.....St. Thomas Moore
 Halea Fields.....Pius XI
 Alexandria Hansen.....Tamarack Waldorf High School
 Marley Harris.....K12 Virtual Academy
 Sadie Hock.....Milwaukee High School of the Arts
 Magnus Isaacson.....Rufus King High School
 Lovely Jackson.....Tamarack Waldorf High School
 Alexis Jones.....Tamarack Waldorf High School
 Nyanna Krajewski.....Milwaukee High School of the Arts
 Jalen Moore.....Wisconsin Lutheran High School
 Sean Murphy.....Tamarack Waldorf High School
 Tazzmyr Osuji.....Tamarack Waldorf High School
 Javier Pabon.....Tamarack Waldorf High School
 Annabella Poulos.....Pius XI
 Isabella River.....Shorewood High School
 Isabella Rodriguez.....Pius XI
 Minda Silvestre.....Pius XI
 Olalla Usama.....Tamarack Waldorf High School
 Cy Youngwith.....Wauwatosa East High School





TAMARACK WALDORF SCHOOL

1150 E. Brady St.
Milwaukee, WI 53202
(414) 277-0009

TAMARACK WALDORF HIGH SCHOOL

2628 N. Dr. Martin Luther King Jr. Dr.
Milwaukee, WI 53212
(414) 265-7075

www.tamarackwaldorf.org

Photographs courtesy of Jodi Hundt, Network Photography, Lora Poulos, Tasha Sorenson, and Sarah Stokes.