

AIM Initiatives

- Explore Autism, ADHD, Dyslexia, and other common aspects of neurodiversity.
- Communicate DEI activities and subjects occurring throughout the school.
- Communicate commitment to DEI with a statement of commitment in the school's mission statement
- Strengthen the Board's connection to the school community.
- Create a clearer decision-making matrix so faculty, board and parents feel informed and included.
- Allow for opportunities for students' ideas and struggles to be heard.
- Practice restorative principles school wide, particularly in conflict resolution and disciplinary actions.
- Consider socioeconomic issues in requests of students and families (i.e., field trips, all weather clothing).
- Decrease teasing among students.
- Make the building more welcoming and appealing.
- Develop multicultural resources for teachers and students (student readers, for example).
- Make time in faculty curriculum meetings for discussion of making subjects more multicultural and meaningful.
- Include multiculturalism and inclusivity in school festivals.
- Integrate subject areas to illuminate cross cultural interconnectedness, topics and themes.
- Develop opportunities for families to be involved with initiatives to include multiculturalism and inclusivity.
- Increase the diversity among teaching staff, administration, and trustees.
- Increase morale among teaching staff.
- Develop short and long-term plans for faculty/staff recruitment and retention.
- Create a development plan for funding employee compensation.
- Reconcile concerns regarding Anthroposophy and Rudolf Steiner's racism.
- Provide mechanisms in HR practices that allow employees of color to express their concerns.
- Develop and support the teacher/assistant relationship.
- Increase recruitment and enrollment of families in all aspects of diversity.
- Develop a plan for continued multi-year SEED training.
- Request and receive a proposal from IDEA about how to use the SEED work in directly enhancing the curriculum.
- Provide DEI training for all employees.
- Provide trauma-informed education trainings for all employees.



Mission: IDEA (Inclusion, Diversity, Equity, and Access) drives necessary and lasting change towards a welcoming, inclusive, and just community for all through honest reflection, critical discourse, and courageous action.

Value Statement: We are dedicated to upholding a community culture that values all people, regardless of age, ethnicity, race, color, abilities, religion, socioeconomic status, culture, sex, sexual orientation, gender expression, gender identity, and/or any other distinguishing characteristic or trait.

Vision Statement: To be an equitable and inclusive place of learning, courage, and growth by serving the whole school community through active antiracism and social justice work.



AIM: Assessment of Multiculturalism and Inclusion

Accomplished Tasks :

Creation and distribution of a survey result and accomplishment brochure.

Creation of a Statement of Affirmation of Neurodiversity and Learning Support at Tamarack.

In-services and ongoing discussions on:

- Autism and neurodiversity

- Trauma-informed pedagogy

- Creating a positive classroom culture

- Multiculturalism and inclusivity in the curriculum

Creation of an inclusive, multicultural book collection for EC students.

Students volunteered in the community

In Progress Tasks:

Developing a system for sharing resources for a multicultural and inclusive curriculum, including creating a bank of shared stories that can be used to address issues among students.

Allowing for time to be built into the schedule for end of the day class meetings with homeroom teachers.

Hosting anthroposophic study of the development of the human being

Developing a research-based, Waldorf-based literacy curriculum for Grades 1-8.

Clarity in protocols for working, understanding, and supporting students with behavior and learning challenges.

Students have been surveyed about their interests for affinity groups. Implementation plans are continuing.

Continue conversations regarding Anthroposophy and Rudolf Steiner's racism