

Directory of Mandates

What's Happening in the School? Who Do I Speak To? How do I Get Involved? How is the School Organised? The School is organised in such a way that the Teaching and Learning is pivotal. Why? Because, for every issue, the first and foremost question that must be asked is: "What is the best thing for the children and young people?"

The School works out of the understanding of the development of the child/human being as given by Rudolf Steiner. This has proven a deep and rich well of practical wisdom, and the teachers are committed to continually developing this understanding. Central to the activity of Teaching is reflection upon the children and young people in the school, what is happening in each of the classes and for every individual student. The teachers spend time together, talking about the students, and so each teacher has knowledge of each child and young person in the School, or endeavours to.

There is also an ongoing dialogue with parents, so the School is in a continual dynamic of changing, refreshing and renewing; through all of this, the pivotal point is this understanding of the developing children and young people in our care.

Communication

Where there are concerns, we like to deal with issues through relationship. If there is an issue regarding your child, then the first person to speak with is the Class Teacher unless that is not appropriate. In High School, speak first to the Class Guardian and if needed, the High School Coordinator. Every issue is an opportunity. When the parent/carer and teacher come together in mutual respect, then there are positive outcomes. We have a Communications Protocol, which details this approach. We also have a dispute resolution process for times when things fall out. This is outlined in the Complaints Policy and can be found on our website. There is always a positive path for resolution. We like to think that the "relational way" models for our students, how a sometimes difficult issue can be dealt with productively. We also think this is a good indication of living community.

See also the Communications Protocol, available on the Kindlehill website.

The Board

The College of Teachers reports to the Board via the Principal. There are currently seven Directors. The College representatives are John Daniel, Lynn Daniel and Erica Chaperlin. Derek Johnston, Simon De Greyte, Kris Morris and Penny Jones are the other Directors. At least one and up to three Board members must be College members (currently three). Derek Johnston is a Kindlehill parent and became a Director in 2022. He is a Mechanical Engineer, now tutoring Woodworking at the School and is also responsible for Maintenance and IT. Simon De Greyte also joined the Board in 2022, he has worked in the IT industry for over 20 years and has recently decided to focus more on his Blue Mountains community. Kris Morris and Penny Jones became Directors in 2024. They both have children attending Kindlehill; Kris is a digital professional and musician, Penny is a freelance writer. Kindlehill Company Secretary is Andrew Robertson.

The Board of Directors is elected from Kindlehill's Register of Members, a group comprising parents of students at the School, College members, current Directors and others who wish to support the School. Members have the right to elect and remove Directors, call special meetings and ensure a vote on special resolutions. Currently there are 29 Members, the nomination and election process of new Members occurs at the AGM.

The Board has statutory obligations, and it has responsibility for watching over the big issues of the School and ensuring that the School fulfils its mandate. Board members (unless their 'other job' requires it) do not get involved in the day-to-day activity of the School, so that they can perform the role of 'wise and cool heads'. The Board was intimately involved in decisions relating to the purchase of the School property. It meets quarterly to review finances, budgets, to ensure that statutory obligations are being met and makes decisions in regard to large or contentious issues in the School.

The College

The College of Teachers is comprised of full-time and a selection of part-time teaching staff. It has executive responsibility, i.e. they run the School collegially. Each College member has mandates that they oversee and bring expertise to.

The College sets the short and long-term direction and vision of the School. It works with the Board, teachers, staff and the parent community in regard to this. The annual Vision meeting is held in September each year.

The Business Manager, and other office staff including the Administration and Compliance Officers, provide administrative support to the College in fulfilling these mandates. Other teachers in the School consult with the Principal and College through regular meetings regarding the implementation of educational goals, programs and practices.

The College of Teachers is comprised of:

Erica: Principal | erica@kindlehill.nsw.edu.au

- Coordination of pedagogical matters
- NESA, registration, policy development and review, curriculum
- Enrolments
- Communication
- Complaints and Grievances
- Teacher Development and Performance
- Teacher accreditation
- Child Protection
- Student wellbeing
- Sustainability
- Marketing
- After School Care and Playgroup
- Teacher, 1 day per week

Lynn: Assistant Principal | lynn@kindlehill.nsw.edu.au

- Senior School teacher
- High School Coordinator
- Child Protection
- Marketing
- Sustainability
- Pedagogical matters
- High school and Senior School curriculum

Kirsty: Teacher Kindergarten | kirsty@kindlehill.nsw.edu.au

- Kindy environment
- Early childhood
- Animal Welfare
- Playgroup Liaison

S'haila: Teacher Class 1-2 | Shaila@kindlehill.nsw.edu.au

- Instrument Program and Primary School Music Program
- Primary School PDHPE
- WHS college representative

John Higgins (john.higgins@kindlehill.nsw.edu.au) shares this Class Teacher role, spending two days per week with Class 1-2

Lesley: Teacher Class 3-4 | lesley.foxwell@kindlehill.nsw.edu.au

- Fairs and Open Day Coordinator 2024

John: Teacher Class 5-6 | john@kindlehill.nsw.edu.au

- Finance Committee
- Building Committee
- Woodwork Program

Stephanie Chatman (stephanie.chatman@kindlehill.nsw.edu.au) shares this Class Teacher role, spending two days per week with Class 5-6

Sarah Daniel | sarah@kindlehill.nsw.edu.au

- Gardens
- High School teacher, History and Geography
- Class Guardian

Steph Dawes | Stephanie.dawes@kindlehill.nsw.edu.au

- High School College representative
- High School English Teacher
- Class Guardian

Sue Totterdell | Sue.totterdell@kindlehill.nsw.edu.au

- Primary School College representative
- Classroom Assistant and Learning Support Assistant

Georgia Adamson | Georgia.adamson@kindlehill.nsw.edu.au

- Senior school College Representative
- Drama Teacher

Primary School Teaching Support

Sue Totterdell	Primary Assistant, Learning support
Eliza Logan	Learning Support
Anna Randall	Kindy Assistant
Susanne Evans	Kindy Assistant
Victoria Sand	Primary Assistant
Collette Patton	Learning Support

High School Teachers

Lynn Daniel	Senior School Coordinator, History and Geography	lynn@kindlehill.nsw.edu.au
Stephanie Dawes	English, Visual Art, Technology Marketing, Class 8 Guardian	Stephanie.dawes@kindlehill.nsw.edu.au
Curt Stocksiek	Science, WHS Committee	Curt.stocksiek@kindlehill.nsw.edu.au
Leanne Clark	Mathematics, Class 9/10 Guardian	Leanne@kindlehill.nsw.edu.au
Georgia Adamson	Drama	Georgia.adamson@kindlehill.nsw.edu.au
Julie Cooney	Music	Julie.cooney@kindlehill.nsw.edu.au
Sarah Daniel	Geography, Class 7 Guardian	Sarah.daniel@kindlehill.nsw.edu.au
Libby Gahl	High School Learning Support	libby@kindlehill.nsw.edu.au
Sayoko Yanai	Japanese	Sayoko.yanai@kindlehill.nsw.edu.au
Adam Alcorn	Eurythmy	adam@kindlehill.nsw.edu.au

Business Manager | business@kindlehill.nsw.edu.au

Andrew Robertson oversees the following:

- School finances, setting and achieving budgets, capital budgets and works, all non-teaching compliance and reporting requirements, all WHS matters, maintenance and improvements, all administration, purchasing and accounts, all employment conditions, fees and fee relief, and support to the Principal.
- All non-teaching employees and contractors.
- Work Health and Safety Officer

Compliance Officer | compliance@kindlehill.nsw.edu.au

The Compliance Officer is responsible for government reporting, internal and external policy compliance and other obligations including fire safety, risk assessments and the Working With Children Check for staff members.

Administration Officer | community@kindlehill.nsw.edu.au | accounts@kindlehill.nsw.edu.au

Rebecca Cornish is responsible for:

- Day to day operation of the front desk – answering phones, coordinating parent enquiries, and assisting children as needed.
- Ordering and storage of all class and non-class materials and supplies; coordinating the release of School reports for teachers; maintaining all common areas and storage spaces; assisting in coordination of Fairs and camps; allocation of maintenance items, and coordination of schedules for maintenance works; bookings for all School spaces; bus maintenance and registration; updates to the School web site and preparation of the fortnightly newsletter.
- Coordination of Performance Space bookings.
- Administrative support to the Principal and Business Manager.

Administration is open 8am to 3:30pm on weekdays during term time and for the first and last week of each term break.

IT Support, Maintenance | itsupport@kindlehill.nsw.edu.au

As Workshop Coordinator, Derek Johnston is currently tutoring woodworking. He manages the School's IT and Maintenance requirements, undertaking some work himself as well as coordinating contractors where necessary.

Bookkeeper | bookkeeper@kindlehill.nsw.edu.au

Our bookkeeping is managed by Jo Tomkins. The bookkeeper manages payroll and superannuation, reconciles accounts and provides BAS, end of quarter, and end of year specialist bookkeeping services.

Any invoices and account queries should be sent to the indicated email address.

Specialist Teaching and Support Staff

Nienke Brand: After School Care Coordinator

Kiara Ferguson: Playgroup Coordinator

Bronwyn Kirkpatrick: Clarinet and Shakuhachi tutor

Elizabeth Cooney: Violin tutor

Jason Thornton: Flute tutor

Jo Clancy: Dance teacher

Steve Grieve: Guitar tutor

Sarah Daniel: Gardening Program

Work Health Safety Committee

The School WHS committee consists of Andrew Robertson (WHS Officer), S'haila Bernard (WHS College Representative), Curt Stocksiek (High School Science Teacher) Lisa Parragi (Compliance Officer) and Derek Johnston (Facilities and Maintenance).

All staff and parents/carers have a duty of care to reduce or remove hazards at the School and on excursions and camps. You may raise comments or concerns directly with your teacher, or with Andrew.

The WHS Officer and College Representative liaise with College on WHS matters.

Finance Committee

The Finance Committee is a sub-committee of the Board with current members being John Daniel (Chair), Simon De Greyte and Andrew Robertson. The Committee works on all the School's finance-related items and adheres to a clear mandate overseeing the financial position of the School currently and into the future. The Finance Committee meets monthly and more regularly during the annual budget preparation period.

The Community

Volunteer Class Coordinators

Volunteer Class Coordinators provide valuable support to the teachers by liaising with parents about class-related activities and news. Often teachers do not have time to manage all parent communication, and the Volunteer Class Coordinators assist as needed. Such duties include initial coordination of fairs and open days, organising meals for camps, performances and celebrations, managing cleaning rosters for the class and welcoming new parents.

In addition to the Volunteer Class Coordinators, parents often volunteer to assist with excursions and other activities at the School.

After School Care | care@kindlehill.nsw.edu.au | 0434 775 781

Nienke Brand is After School Care Coordinator. The service operates from 2:45pm to 5:45pm, Monday to Friday during Kindlehill term time. Nienke prepares a nourishing afternoon tea and provides beautiful craft materials (and expertise). She is assisted by Stella Grieve. Students can enjoy free play, quiet reading or drawing. The service is set up with Child Care Benefit and Child Care Rebate for eligible families. Casual bookings and changes to bookings are required by 11am on each day of operation.

Playgroup | playgroup@kindlehill.nsw.edu.au

Kiara Ferguson is the Playgroup Coordinator and runs Playgroup on Monday, Tuesday and Wednesday mornings. Playgroup involves morning circle, stories, bread-making and singing, as well as free play. This is a great way for parents of younger children to socialise with other parents, as well as being a wonderfully nourishing experience for the little ones.

Craft Group | community@kindlehill.nsw.edu.au

The craft group is coordinated by Kirsty Edwards. The group works towards making craft for Fairs, Open Days and other special school events. Craft sales are one of our main sources of fundraising. Enquires about the group can be directed to Rebecca in the office.

Gardening

Sarah is our dedicated and diligent gardening teacher. Kirsty and her assistants manage the Kindy Garden and when possible will also welcome parent helpers. The larger external areas, including the lawn, mulched areas, and weed management are managed by subcontractors.

Maintenance and Cleaning

The School's maintenance and cleaning requirements are serviced by Derek Johnston (carpentry and building maintenance), Michael Booth (cleaning subcontractor) and Steve Appel (maintenance of render and building "finishes").

Allocation of maintenance jobs is managed by the office, in conjunction with Derek Johnston who has a broader view of the overall maintenance and building needs and manages liaison with contractors. Maintenance issues should be reported to the office, not direct to our maintenance team.

Specialist tradespeople, builders, and carpenters are consulted and used as needed on larger projects. Parent volunteers provide support by cleaning classrooms and at working bees.

Capital Works/Construction

The School's major capital works and Master Plan is continuously being reviewed and updated by the Business Manager in consultation with the College and Board.

Events and Fundraising

We are fortunate to have a number of parents who selflessly jump in to coordinate Fairs, open days, stalls, and other fundraising events. We are always in need of parents to share the load of coordinating these events. Requests for assistance are sent out via Class Coordinators throughout the school year. The Autumn Fair is usually held in March. The Spring Open Day is held in September each year.

Class 3-4 parents manage the running of the Autumn Fair and Spring Open Day. Class 3-4 parents actively participate in planning and implementation of the events. It is expected that families from across the School participate, and support Class 3-4 in the implementation of these events.

Artistic Workshops, Seminars and Talks for the Parent Community | erica@kindlehill.nsw.edu.au

These are advertised in the newsletter and on posters throughout the School, but you are welcome to pass on expressions of interest to Erica.

Performance Space

Our Performance Space hosts weekly activities and ad-hoc events for Kindlehill and the greater community. Event posters are displayed at the entrance to the Performance Space, and details are also provided on our website and in our fortnightly newsletter.

The Performance Space may also be hired for use by parents for community activity, pending availability. The Administration Officer manages all bookings. All requests for hire are reviewed to ensure they work within the ethos of Kindlehill.