



## *Detroit Waldorf School*

### **Answers to Commonly Asked Questions about Sustainable Tuition**

**1. How is confidentiality maintained?**

Conversationalists are trained in the importance of confidentiality: of who requests a tuition adjustment, who receives an adjustment, the amount of any adjustment granted and any information (financial or otherwise) that is provided for the Tuition Adjustment Meeting. Conversationalists only review the information for the families with whom they meet. The Sustainable Tuition Committee (Administrator, Business Manager and Outreach Director), reviews the complete list of families requesting an adjustment.

**2. Can I barter for an adjustment?**

No. For one thing, it is not legal to do so. Additionally, the spirit behind the model is that each family contributes to the maximum of their ability in time, talent and tuition. If a parent has a talent that can be offered to benefit the school, we ask that they offer that talent regardless of an adjustment, or the amount.

**3. Do I have to complete and turn in all of the paperwork?**

Yes. This helps ensure fairness in process and fairness in determination of adjustments.

**4. Is there a sliding scale?**

No. We expect each family requesting an adjustment to contribute to the maximum of their ability. The amount is determined in a collaborative manner, during the tuition adjustment meeting. With the tuition revenue from all families, and the projected fundraising and grants expected, the school stretches to provide the best possible education while being financially responsible.

**5. Do people just specify what they want to pay? What do these guidelines look like?**

With their enrollment paperwork, each family is expected to identify an amount they feel is sustainable for them. The Sustainable Tuition Committee reviews the paperwork and provides a suggested adjustment to the conversationalists before they enter into the meeting. At the meeting, through a shared understanding of both the school's and family's circumstances, an agreement is determined. In rare instances the school and a family may not agree on an adjustment, and the contract is terminated by mutual agreement.

**6. How do you guard against discrimination or favoritism?**

Class teachers will not be conversationalists at a Tuition Adjustment Meeting with any parents from their class and parents will not be conversationalists with any parents from their child's class. The tuition adjustment conversation teams are assigned by the Sustainable Tuition Committee. The Detroit Waldorf School does not discriminate on the basis of race, sex, color, religion, national origin, ancestry, marital status or age. Furthermore, parents, students, faculty, staff members and board members are expected to conduct themselves and discharge their responsibilities in accordance with the school's non-discrimination policy.

**7. Why is the school using the Sustainable Tuition policy?**

The Sustainable Tuition policy embodies the school's core values including the threefold social order: liberty in culture, brother/sisterhood in economy and equality in government. It also aligns with our appreciation of differences in and the development of individual capacities. Our hope is to further vitalize the school community and increase enrollment while maintaining being fiscally sound.

**8. How do I sign up for a Tuition Adjustment Meeting?**

Once your child is accepted and you turn in your completed enrollment packet, the information will be reviewed and you will be contacted to schedule a meeting.

**9. Who are the conversationalists?**

Conversationalists are faculty, staff and parents who understand and are committed to the social and spiritual ideals of Waldorf education. They represent the interest of the school community as a whole, especially the teachers and children, and are able to articulate the school's needs. They possess strong communication skills and the ability to listen which allows them to encourage each family to contribute the most it possibly can to support the school.

**10. How can I help?**

You can help in a variety of ways: keep volunteering, telling like-minded families about our school, donating funds, and by offering ideas and suggestions.