



## Becoming a LifeWays Representative Program

### Benefits for Representative Programs

- Standing in the world as a LifeWays Representative Program tells the public that you have met our highest standards and are certified by a national childcare organization. Offering a program recognized throughout North America can be a positive factor with parents, as well as sometimes proving helpful in licensing and evaluative processes.
- Representative Programs may use (and are encouraged to use) the name LifeWays in their name. This can be in the actual name or as a by-line. For example: LifeWays Early Childhood Center of Milwaukee or Rosebud Play School, a LifeWays Early Childhood Center.
- Your program is listed in the Program Directory on the LifeWays website, and all Representative Programs are highlighted with contact information and a link to your website if you have one. In addition to bringing people to you, this also makes LifeWays more visible and a greater force for affecting change in North America.
- LifeWays Representatives are eligible to consult with a LifeWays Advisor/Consultant as needed. If the Representative program requests a visit from a LifeWays consultant, the program covers the travel costs but is **not** required to pay a fee for the consulting services, which are typically \$350/day.
- Representative sites receive a 25% discount on tuition for staff members enrolled in the Certification training. The Representative may choose whether to apply the discount toward the amount the business is contributing (if any) or whether to offer the discount to the staff member. Please note that there is no discount for the LifeWays Continuation Program.
- Representative sites may attend LifeWays workshops, seminars and online courses at a discount and are encouraged to be presenters. We also encourage Representatives to set up workshops, seminars, and LifeWays reunions in their regions after talking it over with the Executive Director. LifeWays can often help with the administration and outreach materials for such gatherings.
- Representatives may request LifeWays brochures and sign up their parents to receive the LifeWays quarterly newsletter. Representative programs will be featured in the newsletter, and directors are encouraged to submit articles for the newsletters and blog.
- Representatives will be given a free copy of *Home Away From Home: LifeWays Care of Children and Families, Life is the Curriculum* (or any other of the books we publish) and the DVD about LifeWays childcare. They will also be given a 15% discount on all products offered for sale on the LifeWays website.
- You have the opportunity to both give back to LifeWays and to know you are supporting a larger effort to change childcare in North America. (Representative Programs support LifeWays North America through an annual contribution of 1% of their gross earnings or an agreed-upon amount.)

## **LifeWays Representative Programs meet the following criteria:**

- Representative's work is in alignment with the principles, practices and Living Arts taught in the LifeWays training.
- Representative's approach to working with children and families is based on concepts taught in the LifeWays training with particular emphasis on Rudolf Steiner's research on human development.
- All primary caregivers at the site have completed the LifeWays training or are currently enrolled in LifeWays training or have made a commitment to enrolling in a timely manner.
- When applicable, the director of the site will have completed the LifeWays training or its equivalent and is responsible for insuring that the staff is trained in the principles and practices associated with LifeWays.
- A site visit by a LifeWays North America consultant has determined that the Representative can stand as a model of LifeWays. The Representative status will be reviewed every three years, or as needed, through a self-assessment and a consultant evaluation process.
- Students from LifeWays trainings will be welcomed to observe at Representative Programs whenever feasible.
- A Representative center or home is fiscally sound and meets all licensing requirements. In some cases a Representative may be in an advocacy process with licensing, requesting an exception if the requirement is developmentally inappropriate or physically or spiritually unhealthy for young children.
- Caregivers and teachers in Representative Programs are committed to ongoing self-development. Attendance at a LifeWays or Waldorf conference, workshop or seminar is recommended at least every two years. We recommend our representative members remain aware of current trends and policies in conventional early childhood education to be advocates for healthy policies and practices within the field. It is recommended that the staff in Representative Programs take up a collegial study each year to further their self-development. One example would be to work through the questions at the end of each chapter of *Life is the Curriculum*. For other examples, feel free to ask Cynthia.
- Representatives support LifeWays North America through an annual contribution of 1% of gross earnings or an agreed-upon amount.

NOTE: Although rare, there are factors that could result in withdrawal of Representative status. These include a drop in standard of care and environment, loss of key trained staff, loss of licensing, moving the center or home, or non-compliance with the criteria listed above. These are handled on a case-by-case basis and every effort is made to support re-establishing Representative status.

## **The process to become a LifeWays Representative is as follows:**

- The applicant graduates from the LifeWays training and lists his/her program on the LifeWays North America website. (During this time of working together to determine Representative status, the program must be current in paying to list its program on the LifeWays website.)
- The applicant contacts LifeWays North America about becoming a Representative Member and is sent this information along with an Application Form and the Self-Assessment Form.
- Applicant completes both forms and returns them to the Program Services Coordinator.
- LifeWays consultant establishes a date for a site visit. The consultant's fee is paid by LifeWays North America, while the applicant is asked to reimburse her travel expenses.
- After the consultation visit, a LifeWays membership team reviews the consultation report and makes a recommendation regarding Representative status.
- The report and recommendations are sent to the applicant. If the membership team determines that Representative criteria are in place, the program is granted Representative status and sent an Agreement Form describing payment options (Representative Programs support LifeWays North America through an annual contribution of 1% of gross earnings or an agreed-upon amount).
- When this agreement is signed and returned, the applicant is listed on the website as a Representative Program and is free and encouraged to use the name LifeWays. A letter of congratulation will be sent, followed by a certificate suitable for framing.
- If the consultation report requires the program make changes before being granted Representative status, a timeline is established to support the applicant in implementing necessary changes. A determination is made as to whether there needs to be a follow-up visit before granting Representative status.



Nurturing Families

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## LifeWays Representative Program Application Form

Name of Early Childhood Site \_\_\_\_\_

Address (Street, City, State, Zip) \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

Website (if you have one) \_\_\_\_\_

Contact Person's Name and Position \_\_\_\_\_

I have read the Representative Membership Benefits and the LifeWays Representative Process and Criteria attached below.

Please check one of the following:

Please have a LifeWays Consultant contact me/us right away to begin the process for applying to be a Representative of LifeWays.

I/We have spoken with a LifeWays Consultant and have enclosed the Self-Assessment form with this application. Please contact me/us to set up a site visit.

\_\_\_\_\_  
Name Date

\_\_\_\_\_  
Signature

Please mail to address listed above.