

The Camphill School
Coworker Essential Eligibility Criteria

The Camphill School Essential Eligibility Criteria is applicable to all Camphill School live in volunteers

Mission:

Our mission is to create wholeness for children and youth with developmental disabilities through education, extended family living, and therapy so that they may be better understood, they may more fully unfold their potential, and they may meaningfully participate in life.

Philosophy:

The school is a therapeutic, “Curative Educational” community. **Anthroposophy is the basis of Curative Education.** (Anthroposophy from the Greek ‘anthropos’ (human being) and ‘Sophia’ (wisdom)). Rudolf Steiner adopted the term anthroposophy in the early 20th century to describe the approach to the study of the human being and its relationship to the world developed in his writings and lectures. Steiner developed anthroposophy as a school of ‘spiritual science’ or ‘esoteric science’, a systematic pursuit of insight into the nature of the human being and its world that includes knowledge gained through spiritual experience. At the heart of this discipline is a path of inner development, which allows the cultivation of spiritual experience in a way that is consistent with contemporary Western conditions of civilization and allows its results to feed directly into daily life and practical pursuits.

At The Camphill School the members of the community, that includes you and the students, as well as the longer-term coworkers and their families, try to recreate a family atmosphere in each of the houses. The houses are real homes, like the homes you lived in with your family. The houses are actual homes to many permanent coworkers and families. For example, a house that has house parents with children is home for that family. Coworkers and students join this family and live in their home with their children. While homes without families are different, these houses are still homes and not just houses. It depends on everyone in the house to create a genuine house community, a home for everyone.

Live-in Volunteers — called coworkers — are vital to fulfilling our mission. They live, work and learn alongside staff members and children and youth with intellectual and developmental disabilities. Our coworkers are intelligent, compassionate, and enthusiastic, bringing a wide variety of gifts and skills to our community and the young people and children they work with.

Essential eligibility requirements for coworkers must be met. A qualified person is one who can meet the EEC for participation in the program activity.

Essential Eligibility Criteria for Participation at The Camphill School as a Live – in Volunteer.

1. In each of the houses where you are a member, responsibilities are shared. You will be expected to help where necessary. In addition, tasks and responsibilities may vary from house to house, according to the ages and individual needs of the children. You should approach work in The Camphill School as the sharing of a community lifestyle with special needs children and not as a set of fixed duties

normally associated with a paid job. The work is like being part of a family. Yet, you will need to know more about the specifics of these responsibilities and the handbook will provide you with this information.

2. In the home teaching and learning are interwoven into the social life. Here is a list of many areas covered by home life: independent living, socialization, communication, leisure time and hobbies, domestic skills, health care, nutrition, and rhythm (daily, weekly, and seasonally).

3. Be able to stay alert and to focus for 9 hours a day in our residential homes and classrooms, assisting students with special needs in all daily living skills, functional and traditional academic tasks for 6 days a week, followed by one full day off and 2 to 3 hour breaks on each working day.

4. Must be able to respond appropriately to stressors such as: challenging behaviors brought on by the various diagnosis and conditions of our student population, assisting with potential medical emergencies (e.g.: knowledge of emergency protocols for our students, assisting our on campus emergency personnel as needed), helping with night time activity such as insomnia and personal hygiene once a week as part of our part time night watch tasks, working outdoors in all weather conditions, be part of resolving potential tensions brought on by life sharing with up to 10 people.

5. The time needed to settle the students for the night varies according to each student, and may even vary from day to day. In some cases it may be necessary to sit outside the bedroom until you are sure the student is asleep. Therefore, be prepared to be flexible.

You will have to do housework! There is no additional cleaning staff in The Camphill School. You are it! You must be prepared to become a housekeeper when you live in a Beaver Run house. You will have to at least cook, clean, and do laundry. Your house parents will provide you with the training you need to become a good housekeeper.

8. If taking prescription medications Volunteers must be able to maintain proper dosage by self-medicating without assistance from long term staff.

9. The student must be able to perform all tasks related to student care, including the ability to assist students with their varying abilities of mobility which might include pushing a wheelchair or assisting students with simple transitions challenged by their various diagnosis, report any signs of injury or unusual behaviors, perceive and develop and understanding for a students verbal and nonverbal communication.

10. Volunteers must possess the ability to perceive and understand instructions; must possess the ability to use good judgment and remain calm in high-stress situations;

11. Volunteers must Work effectively as a member of a team despite potentially stressful and difficult conditions. This may require problem solving on an interpersonal or group level as well as a willingness to accept differences.

12. Contribute to a safe learning environment – no harassing or abusive behavior of others for any reason.

13. Effectively communicate ideas and concerns on an individual and group level.

14. Have the cognitive ability to learn necessary skills given normal time limitations. The Camphill

School's various preparatory courses (CPR, non – violent crisis intervention courses “CPI”, emergency manual instructive courses and general day to day instructions given by house parents, teachers and therapists on a daily basis).

15.All newcomers are required to participate in the orientation year in Curative Education. The orientation year includes year-long biweekly sessions that provide an introduction to anthroposophical curative education and related topics. In addition, it includes the orientation week program during the last week of August, with an introduction to life and work in The Camphill School, as well as a number of other required courses, such as first aid, CPR, and non-violent crisis intervention.

17.Our life is very intensive, 24 hours a day living together, with full attention to the children’s needs. Free time is precious and usually consists of a full day off every week and about four evenings per week (after children/youngsters are in bed), and some “in-between time” daily. A “social room” is available for coworkers to meet and socialize. E-mail and internet access is provided there. Laptops for personal use are permitted and are used with discretion.

18.There are school policies and regulations which will be explained to you during the first weeks at school. These are your responsibilities and must be adhered to.

21.Everyone lives at the school and participates in the financial/economical life of the community in accordance with school guidelines and policies. In effect, the basic needs of the newcomer (room and board, health insurance, enablement money for his/her life needs) are covered by the school.

22.Financial obligations (loans, debts, dependents) remain the responsibility of the applicant during the time of training.

23.The safety and well being (physical and mental) of the children is of primary importance. The conduct of the volunteer (or participant) must be at all times supportive of this requirement. No use of drugs, no alcohol, no excessive smoking. No smoking in the presence of the children or carrying tobacco while working with children is permitted. All personal life must be adjusted to the demands of the life with exceptional children (see Policies).

24.FBI background checks will be conducted