



Cape Byron Rudolf Steiner School

Strategic Plan Summary

2016 -2017

Vision

To enable each individual to realise their potential to be self aware, resourceful and resilient with the empathy, skills and initiative to make a positive contribution to the world.

Mission

To provide a nurturing, creative and academic education inspired by the indications of Rudolf Steiner for a healthy social life and the developing human being.

Goals

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| STUDENTS | 1 | Strong Academic and Creative Achievement within a Nurturing Environment |
| | 2 | Balanced, Resilient and Free Individuals |
| TEACHERS | 3 | Excellence in Teaching, within a healthy and sustainable balance |
| COMMUNITY | 4 | Supportive and Cohesive School Community |
| ENVIRONMENT | 5 | Environmentally Sustainable Practices across the School |
| RESOURCES | 6 | Aesthetically Pleasing and Educationally Appropriate Buildings and Resources |
| BUSINESS | 7 | Robust Governance and Management which Supports the Current and Future Needs of the School |

STUDENTS

1. Strong academic and creative achievement within a nurturing environment

Our goal is for each student to reach their academic and creative potential in a teaching and learning program which is developmentally appropriate and utilises a balance of thinking, feeling and willing activities.

Target

- ✚ Improved spelling skills 2-10
- ✚ Increased participation and improved results in STEM subjects in Year 11 and 12
- ✚ Strengthened teaching and learning in Technology and Maths in Primary School 1-6
- ✚ Increased participation and improved results in STEM subjects in Year 11 and 12
- ✚ Increased ICT innovation and excellence across the High School
- ✚ Strengthened provision of differentiated teaching to take into account the range of learning needs in all classes.

2. Balanced, Resilient and Free Individuals

Our goal is to develop balanced, resilient and free individuals through a program of nurtured student wellbeing, through our curriculum and our planned student support services.

Target

- ✚ Ensure curriculum continues to meet the developmental needs of our students as indicated by Rudolf Steiner.
- ✚ Students supported to deal with stress and anxiety, particularly in the senior school.
- ✚ Students in the upper primary and High School to develop the skills to think deeply across a range of topics and to consider their own thought processes.
- ✚ Deliver a cohesive and clearly articulated program which addresses the personal development, wellbeing and personal safety needs of students.
- ✚ Deliver curriculum and pastoral care programs which address the particular needs of Year 8/9 students.
- ✚ Deliver a cohesive camps program from Class 2 to Year 11, which enables students to build on skills and understanding, experience personal challenges and develop social skills in a setting outside the school environment.
- ✚ Behaviour management policies and procedures support the positive management of student behaviour and are known and understood by all stakeholders.

TEACHERS

3. Excellence in Teaching within a Healthy and Sustainable Balance

Our goal is to support teachers so that they can continue their growth and development as professional teachers, teaching from a deep understanding of Steiner education principles, current research and best practice.

Target

- ✚ Develop and implement Teaching Professional Development and Performance Review (Appraisal) processes for every teacher in the school.
- ✚ Develop a continuing deeper understanding of the theory and practice of Steiner Education for all staff
- ✚ Support teachers to ensure that assessment practices are relevant, fair and accurate.
- ✚ Teachers who are new to the school and teachers with identified need are provided with a planned, effective induction/mentoring program
- ✚ Teachers know and actively work with the vision and mission of the school
- ✚ Staff wellbeing nurtured and a supportive team culture developed.

COMMUNITY

4. Supportive and Cohesive School Community

Our goal is to build a strong, supportive, cohesive and valued school community in which members of the community work actively in support of the school's Vision and Mission.

Target

- ✚ Increased parent understanding of the philosophy underpinning Steiner education
- ✚ Increased positive parent participation in school activities.
- ✚ Strengthened links between school and local community
- ✚ Increased parent participation in P&F
- ✚ Vision and Mission living and known through the school community.
- ✚ Establish clear and effective communications between all stakeholders in the school.
- ✚ Support and strengthen the provision of appropriate early childhood services for the school community.

ENVIRONMENT

5. Environmentally Sustainable Practices across the School

Our goal is to be at the forefront of current practice in environmentally sustainable strategies and practices, with an emphasis on strategies that work within our school.

- ✚ Target
- ✚ Measure and reduce the carbon footprint of school
- ✚ Develop and implement a Kitchen Garden program for students from K-6
- ✚ Develop a composting program that composts all organic wastes produced by the school, except paper for recycling.

RESOURCES

6. Aesthetically Pleasing and Educationally Appropriate Buildings and Resources

Our goal is to construct and maintain aesthetically pleasing, functional and flexible learning spaces and administration buildings which meet the needs of teachers, learners and administration staff and which reflect the environment in which the school is located. We also aim to provide high quality, educationally and developmentally appropriate learning resources across the school.

Target

- ✚ Develop a Master Plan for the school and implement first stage of the plan.
- ✚ Keep current school buildings in a well maintained state.
- ✚ Ensure outside play areas are developmentally appropriate and, in the primary school areas, encourage active, creative play.
- ✚ School buildings and grounds kept in a clean and tidy state with staff, students and school community demonstrating a high level of pride and care for our school site.

BUSINESS

7. Robust Governance and Management to Ensure the Current and Future Needs of the School are Met

Our goal is to use the best possible strategic governance and management practices to ensure that the current and future financial, compliance, staffing and resource needs of the school are met and the vision and mission of the school are realised.

Target

- ✚ Board functions in such a way that it can plan to adequately meet the current and future needs of the school.
- ✚ The Administration Team has the staffing and resources to effectively support the day-to-day operation of the school.
- ✚ Financial decisions are informed by a documented financial plan which supports the strategic goals of the school and supports the future financial viability of the school.
- ✚ The school is marketed effectively and efficiency within the local and broader communities.
- ✚ Complete implementation of TASS Administration Software system so that it is working effectively and efficiently to serve the needs of the school.
- ✚ Work Health Safety systems and practices efficient and effective and being utilised appropriately by staff.
- ✚ Clearly articulated policies and procedures meet compliance requirements as well as the functional needs of the school.