

Strategic Aim	Goal 1 Excellence for all pupils in our Steiner Waldorf Special Character school.
Annual Aim	<ol style="list-style-type: none"> Teaching practices and learning takes place beyond the classroom. Connections with other kura are sought and maintained. Literacy and Numeracy focus: ākongā, who are not achieving at the expected levels, will be supported by the LSC, TA and classroom teacher.
Target	<ol style="list-style-type: none"> Teachers have connections to support their practice. Our kura is embedded and connected in our geographical place. LSC position to develop systems for support and communication with teachers and parents about ākongā that are not achieving at the expected level. Support TA.
Baseline Data	<ol style="list-style-type: none"> Across school meetings attendance. PD as a place to connect with other kura. Literacy and Numeracy assessment data.

Planning for next year:
<ul style="list-style-type: none"> Consider the question what connections to local kura are valuable and how we can support them. Continue LSC position and consider PD in that area.

Strategic Aim	Nuture the mana of te Tiriti		
Annual Aim	<ol style="list-style-type: none"> 1. Tikaka: Implementing tikaka into the daily life of the kura. 2. Te reo Māori: Staff increase confidence in the class 1 te reo Māori support document as well as methodology of teaching. 		
Target	<ol style="list-style-type: none"> 1. Manifesting our place as a kura in Aotearoa. 2. Increasing staff level of te reo Māori knowledge. 		
Baseline Data	<ol style="list-style-type: none"> 1. Visibility of tikaka in our kura. 2. Varying levels of language knowledge. 		
Actions What did we do	Outcomes What happened	Reasons for variance Why did it happen	Evaluation Where to next
<ol style="list-style-type: none"> 1. Marae visit (including noho Marae), school pepeha, pepeha workshops for community, waiata shared with community. 2. Primary kaiako meetings included a section on te reo Māori and all participants had access to the supporting document. 	<ol style="list-style-type: none"> 1. Tikaka is continuing to grow, Kaiako learning is shared with community. 2. Confidence levels increased and the classes had higher volume of te reo Māori in their daily routines. Well prepared for Marae visit. 	<ol style="list-style-type: none"> 1. No variance. 2. No variance 	<ol style="list-style-type: none"> 1. Continue the work through kapa haka and being strategic about waiata for occasions, mihi whakatau etc. 2. Classes are very comfortable with te reo Māori in their daily lives. New staff will mean more learning.
Planning for next year			
<ol style="list-style-type: none"> 1. Developing the following: school haka, school song, mihi whakatau as welcome for class 1, graduation that includes tikaka. 2. Continue the work in kaiako meetings and allow space for te reo Māori learning, in particular with new kaiako in mind. 			

Analysis of Variance 2025

Strategic Aim	Grow the School		
Annual Aim	<ol style="list-style-type: none"> 1. The school and kindergarten have an implemented strategy from the outset of the year. 2. Kindergarten has a clear strategy going forward in regard to children numbers, buildings, structures. 		
Target	<ol style="list-style-type: none"> 1. Continue the growth of the school towards single stream classes. 2. Kindergarten is sustainably growing. 		
Baseline Data	<ol style="list-style-type: none"> 1. Messages about the school should be visible and clear. 2. Strategy has to be clear to move forward. 		
Actions What did we do	Outcomes What happened	Reasons for variance Why did it happen	Evaluation Where to next
<ol style="list-style-type: none"> 1. Used marketing materials with consistent messaging. Regular open days and opportunities for being visible in the community taken up. 2. Kindergarten and Proprietors have a clear strategic plan. 	<ol style="list-style-type: none"> 1. Marketing material consistent and messages are starting to get to prospective parents. Consistent attendance and open days/school tours. 2. The work towards growing the kindergarten is on its way with clear targets established. 	<ol style="list-style-type: none"> 1. Website has not been completed as we waited for pepeha and guidance for te reo Māori parts. 2. No variance. 	<ol style="list-style-type: none"> 1. Finish website. Develop marketing strategy further to reach more people. 2. Continue the work with the building projects and the master plan for the school site.
Planning for next year			
<ol style="list-style-type: none"> 1. Develop marketing strategy further and target certain age ranges, e.g. younger to grow from below. 2. Continue the work that is on the way to build kindergarten buildings, classrooms and develop the site including a roll cap increase application. 			

Strategic Aim	Foster a healthy community and environment		
Annual Aim	1. Increasing understanding of special character includes the understanding that school is a shared responsibility and held by the entire community.		
Target	1. Community understands and is active in being a parent in the Steiner community.		
Baseline Data	Parent engagement needs consistent work and encouragement.		
Actions What did we do	Outcomes What happened	Reasons for variance Why did it happen	Evaluation Where to next
<ol style="list-style-type: none"> 1. Parent experience evening, sharing vision for school at community hui, collecting attendance data for working bees. 2. Surveys and feedback are sought when appropriate on relevant topics, e.g. engagement with Kaupapa Māori group, growth of the school, structural changes in kindergarten. 	<ol style="list-style-type: none"> 1. Parents value the information and participate well. Working bee participation has been positive. 2. Surveys: fair and camps. Good feedback and feed forward to develop both areas further. Feedback on strategic plan for kindergarten/school sought, positive reception from the community. 	<ol style="list-style-type: none"> 1. No variance. 2. No variance. 	<ol style="list-style-type: none"> 1. Continue nurturing the community through activity and information. 2. Continue consultation and sharing of information if and when appropriate.
Planning for next year			
<ol style="list-style-type: none"> 1. Continue information evenings, including offerings from the community and consider offers from further afield. 2. Ensure some surveys are done so there is continued feedback on areas of interest. 			