



DUNEDIN RUDOLF STEINER SCHOOL

2020

CHARTER

DUNEDIN RUDOLF STEINER SCHOOL CHARTER

Mission statement

Our school will enable each pupil to become a free, responsible and caring individual with purpose and direction in life, with an awareness of the environment; an individual who, as a citizen of the world, can contribute to the future.

“Receive the child with Reverence, Educate the child with Love, Let each go forth in Freedom”
Rudolf Steiner

Our children will be confident, connected, actively involved, lifelong learners.

Our Values

- Steiner pedagogy - which is age-appropriate, arts-based and referenced to the principles of truth, beauty and goodness
- Sanctity of childhood – free of undue rush and pressure, fostering a sense of wonder
- Whakapapa – interconnectedness with the natural world and each other
- Hauora – spiritual, emotional, physical and mental well-being
- Whanaungatanga - recognition of the humanity in each individual, the need for community and for manaakitanga of the community
- Kaitiakitanga - responsibility and guardianship of our environment and culture on behalf of future generations and childhood

Vision

We are a vibrant community with children who grow to know themselves as true kaitiaki of their future.

Strategic Goals

1. **Excellence in Steiner Education** so that children are creative thinkers, socially aware and reaching their academic and artistic potential. All children are provided with the full Dunedin Steiner curriculum, linked to the New Zealand curriculum.
2. **Growing the Roll** - a financially and pedagogically viable Primary school, offering Steiner education up to the start of High School, ultimately accommodating separate classes at each age level.
3. **Building Community** - the development of a healthy community, respecting the many cultures of Aotearoa New Zealand and honouring its bicultural foundation in the Treaty of Waitangi.
4. **Governance and Management** - to improve clarity and cooperation in operational processes.

Dunedin Rudolf Steiner School - Strategic Plan for the next three years

Strategic Plan for the next three years

1. Excellence in Steiner Education so that children are creative thinkers, socially aware and reaching their academic and artistic potential. All children are provided with the full Dunedin Steiner curriculum, linked to the New Zealand Curriculum.

Target	2020	2021	2022
Special Character focus	To enhance special character delivery and establish the College of Teacher's mana as the kaitiaki of the special character of the School. Focus on Handwork and Games.	Evaluate practice Review 2020 research and general special character practice and provision. Focus on Te Ao Māori and music, Festivals and art.	Evaluate practice
Achievement in literacy and maths	To develop the roles of the Maths and Literacy Community of Learning (COL) teachers in order to support and raise levels of achievement in numeracy and literacy including those learners of special focus.	Review COL roles and numeracy/Literacy achievement with focus on Class 6/7 and their level of readiness for high school	Ongoing review of focus group progress and new class 6/7 levels of achievement.

2. Growing the roll - A financially and pedagogically viable Primary school, offering Steiner education up to the start of High School, ultimately accommodating separate classes at each age level.

Target	2020	2021	2022
To grow the roll	70 students on roll Roll cap lifted	Marketing outreach	Marketing outreach to grow the roll and move towards single classes, ultimately with 24 in each class 1-7.
	New enrolment scheme in place		

3. Building community - The development of a healthy community, respecting the many cultures of Aotearoa New Zealand, and honouring its bicultural foundation in the Treaty of Waitangi.

Target	2020	2021	2022
To build a healthy community	Strengthen the School's commitment to Aotearoa's bicultural setting.	Ongoing development work according to progress in prior year	Review progress.
	Create and monitor effective Staff wellbeing survey.	Review progress.	

4. Governance and Management – to improve clarity and cooperation in operational processes.

Target	2020	2021	2022
To foster clarity	Improve Principal's reporting to the Board.	Review	

Annual Plan 2020

Strategic goal 1. Excellence in Steiner Education so that children are creative thinkers, socially aware and reaching their academic and artistic potential. All children are taught the full Dunedin Steiner curriculum, linked to the New Zealand curriculum.

Annual Goal	Objective	Who is responsible	When reported to BoT	Evidence to show the objective has been met/ is in progress
1.1. To enhance special character delivery and establish the College of Teacher’s mana as the kaitiaki of the Special Character of the School	By the end of 2020 the College of Teachers has reviewed and rewritten the statements in the Charter.	Principal	Joint meetings	Charter
	Throughout 2020 the staff will demonstrate in their planning and teaching a growing understanding of Steiner education through study of the Foundations of Human Experience by Rudolf Steiner and informed by the SEANZ ¹ Special Character guidelines.	Principal and teachers	Principal’s reports	Classroom observations Student work Teachers’ Plans. Classroom visits by colleagues and Principal focused on special character. Festivals and events which demonstrate thoughtful planning and enhance the gesture in relation to special character. Minutes from meetings. Regular visits and follow ups by Principal Mentoring and PD with focus on special character practice, especially for new teachers. Regular study to inspire practice. New teachers will have opportunities to visit other Steiner schools.
1.2. To develop the roles of the Maths and Literacy Community of Learning (COL) teachers in order to support levels of achievement in numeracy and literacy	Throughout the year, honorary “in school” leaders in literacy and maths will be accessible for support, advice, direction and research. The school will provide a timetable that allows time for study, reporting, advisory visits and conferences. This network building will facilitate the sharing of problems and practice to achieve a nationwide improvement in levels of achievement and accelerate the learning of pupils with learning differences.	Maths/ James Lit/ Jane	Twice yearly in the maths/ literacy report from the principal	Terms of reference are established for the Maths and Literacy Community of Learning (COL) teachers Meeting notes Kahui Ako (COL) meeting notes/ reports Shared resources Results from in class performance / formative and standardised summative results Increase in creative engagement and positive attitude towards maths.

¹ SEANZ – Steiner Education Aotearoa New Zealand – the national umbrella organisation for Steiner Schools, Kindergartens and other Steiner education establishments

Annual Plan 2020

Strategic Goal 2 - Growing the Roll - a financially and pedagogically viable Primary school, offering Steiner education up to the start of High School, ultimately accommodating separate classes at each age level.

Annual Goal	Objective	Who	When reported to BoT	Evidence to show the objective has been met/ is in progress
2. To grow the roll	By the end of term 1, an application to increase the school's roll cap will be submitted to the Ministry of Education (MoE).	Proprietors	Prop's report to BoT end of term 1	Prop's report
	The new enrolment scheme is signed off and submitted to the MoE by end of term 1.	Board of Trustees	Monthly Board meetings – verbal updates	BoT report
	Subject to consent to increase roll cap, the management team will embark on a marketing programme to be executed once consent is given, and thereby enrol more students.	Management team	Monthly Board meetings – verbal updates	Marketing strategy documentation

Annual Plan 2020

Strategic goal 3: Building community - The development of a healthy social community, respecting the many cultures of Aotearoa New Zealand, and honouring its bicultural foundation in the Treaty of Waitangi

Annual Goal	Objective	Who is responsible	When reported to BoT	Evidence to show the objective has been met/ is in progress
3.1. To strengthen the school's commitment to Aotearoa's bicultural commitment .	<p>Pupils gain a fuller understanding of Aotearoa's bicultural heritage by increasing teachers' capacity to teach content related to bicultural aspects of Aotearoa</p> <p>The School's curriculum will include up to date History of Aotearoa, achieved through teacher study and building a partnership with local iwi.</p>	CoT and management team	Principal's report to the BoT	<p>Observations of and track records:</p> <p>Festivals</p> <p>Pupils' work</p> <p>Age appropriate mihi, pepeha, whakatauki for each main lesson.</p> <p>Combined classes.</p> <p>Waiata</p> <p>Minutes of community gatherings</p>
3.2. To improve the board's ability to monitor and foster the wellbeing of staff	3.2 The wellbeing of the staff is surveyed and supported by an annual survey informing follow up and action	BOT	June	<p>A survey that is drafted in collaboration with the College of Teachers.</p> <p>Results of survey and subsequent report with follow up</p>

Strategic goal 4: - Governance and management – to improve operational processes

Annual Goal	Objective	Who is responsible	When reported to BoT	Evidence to show the objective has been met/ is in progress
4.1 To establish clear and effective reporting	New template for Principal's reports to the Board to be used from Term 2 onwards.	Principal and BoT	When completed.	Minutes of BoT