Education
Dunedin Rudolf Steiner
Learning with head, heart and hands

Strategic plan 2021 – 2023 SCHOOL ONLY Updated October 2022- incorporated into the Primary School, the Proprietors Trust and Kindergarten strategic plans

Goal 1 Enhance the expression of special character					
Objective	**Success Indicators**	**Tasks strategies and resources**	**Who**	**Timeline**	**Status at Nov 2022**
Teachers obtain special character training and professional development	All teachers are in ongoing meaningful professional development in Steiner Education	- Primary School Teachers attend Steiner movement training	Primary School/Board	2022 - 2023	Underway
		- The school and kindergarten develop effective reporting mechanisms for teachers' professional development to show the Board and Props	Props Board	2022 -23	For 2023
The governing bodies alongside the College of Teachers develop a mechanism to evaluate and track special character development and monitor its delivery	The school's practices display strong evidence of Steiner special character	- The Props uses the SEANZ special character review tool to review special character practice annually across the school, kindergarten and playgroup - Teachers will review two areas of SEANZ review tool in teacher only days before the new school year	Props Primary School	From 2021 From 2023	Underway For 2023
The delivery of the Steiner curriculum is extended.	Special character components are taught, including (but not limited to) a second language (te reo Māori), woodwork etc.	- Te Reo Māori is the main second language taught (see goal 2) - In addition, the school and kindergarten will further develop its resources of poems and songs in other languages related to the curriculum	See below (Goal 2) Primary School/Board/ Kindy	See below (Goal 2)	Underway
		- Woodwork is delivered in the primary school curriculum	Primary School/Board	From 2022	Underway
The community's understanding of special character is deepened through study and workshops in order to have governors and parents in a more informed position to support special character	Increased awareness of special character in the parent community and in governing bodies	Next step 2022-23 is an internal evaluation of this	Primary School/Board Kindy	2022 2023	For 2023
		The school will share aspects of the arts and general curriculum with the community through a termly report on one curriculum thread as it runs through the whole school Possibility of a group meeting to explore the theme once or twice a year Professional development opportunities are explored for parents on the Board	See below (Goal 4) Primary School/Board Primary School/Board Primary School/Board/ Kindy	See below (Goal 4) 2022 onwards 2023 2023	Underway For 2023 NZSTA 2023

Education
Dunedin Rudolf Steiner
Learning with head, heart and hands

Goal 2 - Nurture the mana of te Tiriti					
Objective	**Success Indicators**	**Tasks strategies and resources**	**Who**	**Timeline**	**Status Nov 2022**
The culture of the school, its pedagogy and operations increasingly reflect Te Ao Māori	A Kaupapa Māori impulse group has been established and has regular meetings	- Establish a Kaupapa Māori impulse group - The impulse group undertakes a review of internal evaluation of kaupapa Māori across the school's operations to inform a kaupapa Māori strategy that is embedded in the school's annual and strategic planning processes	Management Impulse group	2022 -3 2022-3	For 2023 For 2023
	Te reo and tikanga practice is normalised in daily rhythm/ conversation	- Provide ongoing support for staff learning of Te Reo - Funding allows teachers to attend courses, purchase teaching resources and receive support to expand our delivery of te reo Māori, waiata, kapa haka and tikanga	Primary School/Board/ Kindy	2022-3 2022-3	Underway Underway
The physical environment reflects the culture of Te Ao Maori	There is a plan in place of the school's physical environment design, which reflects Kaupapa Māori ideas	- A forum working group (with a name) is established by the Kaupapa Māori impulse group to work on expression of special character and Te Ao Māori in the grounds	Impulse group MT Props	2023	For 2023 underway
Relationships are formed with mana whenua as well as with relevant stakeholders and initiatives	The school has a pool of informed contacts to assist in this kaupapa	Relationships are developed with - Mana whenua - Ministry support workers - Other local initiatives and schools The school offers help in local initiative– eg planting etc or clean up at Harwood	Props Primary School/Board	2022-3	Underway

Education
Dunedin Rudolf Steiner
Learning with head, heart and hands

Goal 3 Grow the School					
Objective	**Success Indicators**	**Tasks strategies and resources**	**Who**	**Timeline**	**Progress Nov 2022**
Increase the roll so that the school is tracking to 96 students by 2027 with at least 12 in each year level from class 1 – 5 by the end of 2023. This will increase financial viability and is a step towards the longer term goal of a single class per year level	Marketing plan in place Student numbers have increased by 18% in class 1 – 5 by the end of 2023 Plan in place	- prepare for marketing plan which aims to fill the school laterally (ie to spaces in class 2 upwards) and also from the foundations – playgroup - Kindergarten - Ensure we maintain important pathways to the school – eg through regular reviews with playgroup, kindergarten, Aurora Tamariki - Spread the story of the school to the local community Create a realistic plan of how and when we will progress to single class per year level - the plan will show what needs to happen when in terms with clear steps.	Management	2023 2023	Underway For 2023
A long-term financial plan for school is developed to increase financial viability and sustainability	The school has sustainable reserves	- A 3 year financial plan is prepared that shows how future funding will be focussed – eg by making the education more accessible to all, or by extending special character resources at the school (eg a handwork room) - The plan also allows for the development of risk management reserves	Management	2022-3	Underway

-

Education
Dunedin Rudolf Steiner
Learning with head, heart and hands

-

Goal 4 - Foster a healthy community and environment					
Objective	**Success Indicators**	**Tasks strategies and resources**	**Who**	**Timeline**	**Status Nov 2022**
To develop and deliver an extended environment curriculum	We have an extended environment curriculum	Re-evaluate what the school does, what we want to do, and what we can do in this area	**Primary school teachers**	**2023**	**Underway**
Continue and enhance community gatherings, events and opportunities for parents to engage with each other and with the school bodies and staff	Healthy connected parent community reflecting our value of whanaungatanga	- A space is provided as a Parent hub for social, craft group work and parent education, discussions - 4 Working bees each year, Parent nights, an annual whole school social event	Primary School/**Board**	**2021-2023**	**Underway**

SMART objectives

Specific
Measurable
Attainable/Achievable
Relevant (to the goal)
Timely (defined deadline)