

Dunedin Rudolf Steiner School

Strategic Plan 2025 -2028

1. Goal 1 Excellence for all pupils in our Steiner Waldorf Special Character school.

Implementation /Action for Annual Plan	2026	2027	2028
	<p>Teachers are engaged in meaningful PD including as required:</p> <ul style="list-style-type: none"> • Specialist learning areas. • Special character. • Literacy and Numeracy. 	<p>Teachers are engaged in meaningful PD including as required:</p> <ul style="list-style-type: none"> • Specialist learning areas. • Special character. • Literacy and Numeracy. 	<p>Teachers are engaged in meaningful PD including as required:</p> <ul style="list-style-type: none"> • Specialist learning areas. • Special character. • Literacy and Numeracy.
<p>Implementation /Actionplan</p>	<ul style="list-style-type: none"> • Induction program before school starts for new staff, including: how the school works and our special character. • Mentoring for new staff so they receive meaningful and ongoing support. • Appropriate PD for all staff. - All staff to attend across school meetings. - Teaching staff to attend College. 		

	<p>Curriculum review document refined:</p> <ul style="list-style-type: none"> • PE • Woodwork <p>Literacy and Numeracy analysed.</p>	<p>Curriculum areas reviewed and added to if seen necessary.</p> <ul style="list-style-type: none"> • History • Gardening and Sustainable living <p>Literacy and Numeracy analysed.</p>	<p>Curriculum areas reviewed and added to if seen necessary.</p> <ul style="list-style-type: none"> • Practical Projects and Work Experience • Life Sciences <p>Literacy and Numeracy analysed.</p>
Implementation /Actionplan	<ul style="list-style-type: none"> • Curriculum areas reviewed. Changes implemented if appropriate. • Literacy and numeracy analysed by staff and changes made as necessary. 		
	<ul style="list-style-type: none"> • Attendance: monitored and AMP implemented 		
Implementation /Actionplan	<ul style="list-style-type: none"> • Following the revised attendande Management Procedure • Analyse impact • Focus on lateness 		

2. Nurture the mana of Te Tiriti

2025	2026	2027	2028
	<p>Continue the support of teachers' te reo Māori language learning with didactics and regular repetition of language.</p> <p>Explore timetables slots for language learning.</p>	<p>Reviewing confidence level of staff to widen timetabled slots for more classes. Staff need to be equipped with language as well as methodology.</p>	<p>All classes have timetabled slots of te reo Māori language learning.</p>
Implementation /Actionplan	<ul style="list-style-type: none"> • Continue work on supporting te reo Māori document with class teachers. • Kapa Haka and te ao Māori space to be developed: sharing of work in assemblies, community gatherings, festivals (Matariki), etc. 		
	<p>Continuing to work with Kāti Huirapa Runaka ki Puketeraki in regard to developing our site, names, history etc.</p> <p>Nurturing our partnership by implementing tikaka into our protocols so it is woven into the fabric of our everyday life.</p>	<p>Continuing to work with Kāti Huirapa Runaka ki Puketeraki in regard to developing our site, names, history etc.</p> <p>Nurturing our partnership by implementing tikaka into our protocols so it is woven into the fabric of our everyday life.</p>	<p>Continuing to work with Kāti Huirapa Runaka ki Puketeraki in regard to developing our site, names, history etc.</p> <p>Nurturing our partnership by implementing tikaka into our protocols so it is woven into the fabric of our everyday life.</p>

Implementation /Actionplan	<ul style="list-style-type: none"> • Mihi whakatau for class 1 welcome • Matariki festival for community • Kapa Haka sharing regularly • Workshops for community • School haka • School waiata • Classroom names 		
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3. Grow the School

	2026	2027	2028
	Marketing strategy reviewed and further developed. Marketing messages checked and revised if needed. Marketing strategy continued.	Impact of marketing reviewed and strategy refined if necessary.	Changes (if appropriate) implemented.
Implementation /Actionplan	<ul style="list-style-type: none"> • School tours, including advertising. • Attending events if and when appropriate, to advertise the school. • Continue focus on parent education, e.g. empower parents to speak about the school 		

	and strong messaging around results to ensure retention of children.		
	Master plan for site developed, including resource consent and roll cap application. Architectural plans for new kindergarten buildings drawn.	Start build of ECE space if found achievable, allowing for more children in the kindergarten space.	Continue build of ECE space if found achievable, allowing for more children in the kindergarten space.
Implementation /Actionplan	<ul style="list-style-type: none"> • Complete roll cap application. 		

4. Foster a healthy community and environment.

2025	2026	2027	2028
	Review and develop next steps to: Extend on community understanding of ownership of the school in all its facets. Community input and work is	Review and develop next steps to: Extend on community understanding of ownership of the school in all its facets. Community input and work is	Review and develop next steps to: Extend on community understanding of ownership of the school

	understood as a vital part of who we are and what we do.	understood as a vital part of who we are and what we do.	in all its facets. Community input and work is understood as a vital part of who we are and what we do.
Implementation /Actionplan	<ul style="list-style-type: none"> • Parent experience evenings. • Class meetings (how do we increase attendance). • Workshops and offerings from the community. 		
	Survey the community regularly on topics of relevance.	Survey the community regularly on topics of relevance.	Survey the community regularly on topics of relevance.
Implementation /Actionplan	<ul style="list-style-type: none"> • Health curriculum survey. 		