

In Thinking, Clarity; In Feeling, Inwardness; In Will, Perseverance – Rudolf Steiner



Christchurch Rudolf Steiner School

Our Strategic Plan 2017-2020

Our Purpose

Is to support our students to become independent in their life purpose and direction – creative & free in their thinking, balanced in their feelings, practical & purposeful in their will.

Our Approach

We provide an environment based on the understanding of the human being as described by Rudolf Steiner, enabling all ākonga to develop their potential spiritually (wairua), academically, emotionally (hinengaro), socially, physically (tinana) & culturally.



Our Strategic Aims – working together to achieve our goals

1. Our Steiner/Waldorf special character	2. Inspire & engage children & families in learning	3. Build on our positive environment
<ul style="list-style-type: none"> - Cultivate an understanding of Steiner Education & reflect this in all areas of school life (NAG 1, 2). - Strengthen communication with our community about our Steiner/Waldorf character (NAG 2). - Engage in a Steiner/Waldorf Community of Learning to enable our ākongā to be successful (NAG 2). - Maximise student engagement across all learning areas in line with our purpose and approach (NAG 1). 	<ul style="list-style-type: none"> - Promote high quality teaching & a Steiner curriculum that relates to the 21st century - Use the Steiner/Waldorf Community of Learning Achievement Challenges as a basis for academic improvement in LS and US - Create opportunities to cater for & support children with diverse learning needs (NAG 1) - Promote & celebrate ākongā success at all levels - Refine systems for transition between Kindergarten, Lower School, Upper School & to & from school to help to raise educational achievement. - Honour te Tiriti o Waitangi obligations & ensure opportunities are provided for learning success for Maori, Pasifika and other ethnic groups (NAG 1) - Develop Sexuality programmes that create healthy interpersonal interactional programmes that address challenges within the cyber world 	<ul style="list-style-type: none"> - Strengthen & celebrate our positive culture within our school - Optimise opportunities & manage the physical environment of our school (NAG 1, 4) - Continue to grow a leadership capacity in all teachers, students, staff, Board & Community Association



1. Our Steiner/Waldorf Special Character

Specific Goals	Actions
<p>1. Cultivate an understanding of Steiner Education & reflect this in all areas of school life (NAG 1, 2).</p>	<p>- Develop and provide a robust Professional development plan that ensures beginning teachers have a <u>foundational understanding</u> and that all other teachers deepen their planning and teaching with reference to Steiner pedagogy. -Use experienced teachers to grow Steiner pedagogical capacity with all teachers.</p>
<p>2. Strengthen communication with our community about our Steiner/Waldorf character (NAG 2).</p>	<p>-Communicate with the wider community in our special character talks, events & celebrations. - Engage with the parent community towards an understanding and about Steiner/Waldorf education.</p>
<p>3. Engage in a Steiner/Waldorf Community of Learning to enable our ākongā to be successful (NAG 2).</p>	<p>- Work within the National CoL Achievement Challenges to share best Steiner practice in teaching & learning to raise student outcomes - Share and collaborate Steiner practice with national cluster groups</p>
<p>4. Maximise student engagement across all learning areas in line with our purpose and approach (NAG 1).</p>	<p>-Empower the different sections to discuss ways to support Head, Heart and Hands learning. -Widen child study and teacher inner reflection to address soul and spiritual needs of our ākongā. - Investigate the viability, & decide on, implementation of the Steiner School Certificate - Increase Eurythmy through the Upper School.</p>



2. Inspire & engage ākongā & whānau in learning

Specific Goals	Actions
5. Promote high quality teaching & a Steiner curriculum that relates to the 21 st century	<ul style="list-style-type: none"> - Develop and implement a 21st century pedagogy in curriculum and teaching practice. - Increase hands on learning, outside the classroom engagement and outdoor classroom facilities - Include student voice in reviews of curriculum provision & create where possible alternative programmes for students that are not highly academic e.g. trades based, whilst maintaining special character.
6. Use the Steiner/Waldorf Community of Learning Achievement Challenges as a basis for academic improvement in LS and US	<ul style="list-style-type: none"> -Ensure all Annual Plans and Annual Goals in LS and US reflect the CoL aspirations. -Ensure that all academic aspiration is in line with Steiner/Waldorf pedagogical practice.
7. Create opportunities to cater for & support children with diverse learning needs (NAG 1)	<ul style="list-style-type: none"> - Strengthen & nurture Inclusive Learning Support for students by creating individual programmes where needed, including interviews & goal settings & ensuring they can fully access their education experience - Provide Professional Development for teachers to meet diverse learning needs (include G& T) - Provide resources & tools for teachers to be able to meet needs of students
8. Promote & celebrate akona success at all levels	<ul style="list-style-type: none"> -Encourage an expectation of individual excellence in students, staff & leadership - Celebrate success & striving for one's best & achievement throughout the school
9. Refine systems for transition between Kindergarten, Lower School, Upper School & to & from school to help to raise educational achievement.	<ul style="list-style-type: none"> - Further develop the Awhina support group in kindergarten to school transition. - increase sharing of student information between LS and US to maximize student development.
10. Honour te Tiriti o Waitangi obligations & ensure opportunities are provided for learning success for Maori, Pasifika and other ethnic groups (NAG 1)	<ul style="list-style-type: none"> - Develop a coherent & progressive te reo & tikanga Māori curriculum across the school & ensure, where possible, all reasonable steps will be taken to provide Tikanga & Te Reo - Implement a stronger presence of Māori traditions & protocols during festivals, welcomes, farewells & other events. - Develop stronger relationships with Kura Kaupapa Maori in Christchurch - Deepen understanding, engagement and success for Pasifika students and all the cultures which our school is comprised of.
11. Develop Sexuality programmes that create healthy interpersonal interactional programmes that address challenges within the cyber world	<ul style="list-style-type: none"> -From kinder to class 12 develop a comprehensive programme that grows strong healthy interpersonal physical and emotional relationships -Develop programmes and teacher capacity to address, challenges of social media and the cyber world



3. Building on our positive environment

Specific Goals	Actions
12. Strengthen & celebrate our positive culture within our school	<ul style="list-style-type: none">- Develop strategies and plans that consciously grows nurturing and positive relationships between the wider adult community in the school, e.g. woodwork/knitting groups- Develop a plan to increase US student numbers and retain present students and promote ourselves.- Consult students, where appropriate, to utilize their ideas, involve them practically and empower them.- Further development of the school site to provide a beautiful & sustainable environment, including spaces for reflection & peace and enrolling the wider school in this process.-Support and encouragement for upper school students to join the student council and start trial interest groups during sponsor / assembly time.
13. Optimise opportunities & manage the physical environment of our school (NAG 1, 4)	<ul style="list-style-type: none">- Work towards implementation of Education for Sustainability standards in the Upper School- Integrate & embed the practices of Sustainability in all subjects & areas of the school. Investigate solar power. Plan to reduce carbon footprint in all areas.-Develop a plan, including the wider community, to create outdoor classrooms.
14. Continue to grow a leadership capacity in all teachers, students, staff, Board & Community Association	<ul style="list-style-type: none">- Continual professional & personal development of all staff to foster excellent Steiner pedagogy- Continual professional development opportunities for Board members- Development of systems and purposeful activities that encourage and strengthen trust, compassion & honesty