



"Our highest endeavour must be to develop free human beings, who are able of themselves to impart purpose and direction to their lives."

Rudolf Steiner

Strategic Plan: 2019 – 2023





Our Essential Purpose

We are committed to the development of an educational journey, based on the principles of Rudolf Steiner, which will further the growth and nourishment of students and our entire community.

To educate our students to:

- Nurture and encourage a strong sense of self and responsibility towards the world;
- Be the best that they can be and do what they need to in order to meet the challenges of the future.

To provide:

- A social, academic, emotional and physical education to the children;
- A well-rounded holistic education to the children – our basis for this is the picture of development given to us by Rudolf Steiner and elaborated in Steiner schools around the world since his time;
- A life-long love of, and a capacity for, learning.

Our purpose is to:

- Provide education to the whole child;
- Support the development of strong, individual, imaginative, creative, and socially responsible children and adults;
- Nurture families and community;
- Create a child safe environment;
- Give the children the foundation to realise their destiny.

Our Values

Values are the core of the school's being; they tell the "how" of what we do, and underpin our policies, processes, and vision for the future. Our values also determine how we interact with each other, and the broader community and environment.

We value an education that is:

Developmental

We value the developmental picture of human consciousness given as a basis for this education by Rudolf Steiner. We believe children need to play, to be part of nature, and to enjoy a time free from the early commercialisation of childhood. We understand that a healthy childhood provides the foundation for ongoing wellbeing in later life.

Balanced

We value this uniquely balanced education which integrates academic excellence with practical learning and creative and performing arts. This nurtures the development of clear thinking and sensitivity in feeling, and the ability to carry these thoughts and feelings into action.

Safe

We value child safety and have zero tolerance for child abuse.

Diverse

We value the unique spiritual nature of every child, recognising that each is on an individual journey of biographical development. We appreciate the diversity of beliefs and experiences that each individual brings to our community and encourage collaboration over competition as the basis for both individual achievement and community harmony.

Creative

We value a shared creative journey in learning that brings together child, family and teacher. We value curiosity, imagination, beauty and wonder, and strive to protect these qualities as part of a lifelong love of learning.

Sustainable

Steiner education develops skills, knowledge and values that promote behaviour in support of a sustainable environment. We acknowledge humanity's interdependence with the future of the natural world. We aim to work in harmony with the forces of nature in a creative and collaborative manner, continuing the traditions of Rudolf Steiner's sustainable agricultural traditions (biodynamics), and working to foster respect for self, others and the environment.

**Receive the child in reverence,
Educate them in love,
Let them go forth in freedom.**

Dr. Rudolf Steiner

Celebrating Our Strengths

The school has many strengths which we will continue to build over the coming years. These strengths were identified by the school community as part of the strategic plan consultation process.

Here are some of the things that we can celebrate about our school:

- Children often say to their parents “I love school” and genuinely enjoy coming to school and learning.
- The school is a safe and welcoming environment for children, parents, staff and the wider community.
- The school is a beautiful and nurturing environment.
- There are opportunities for parents to further their own education through talks and workshops.
- A diverse and strong curriculum is offered which truly engages the children and includes arts, music, drama, sciences, literacy and numeracy, and a respect for nature.
- There is ongoing consultation with the community to create a shared vision for the future.
- Our child-centred approach to learning; based on Anthroposophy, and Rudolf Steiner’s indications, is increasingly supported by current research findings on child development, neurology, and learning.
- The school is financially viable and sustainable.
- There are positive relationships between students and teachers, amongst the students themselves, and within the staff body.
- Teaching staff are professional and highly skilled, and are committed to the education, welfare and growth of the children.
- Staff participate in ongoing professional development to ensure that they continue to develop their skills and expertise.
- The property is large enough to accommodate our vision for the future development of the school and kindergarten.
- We have an Anthroposophical school health consultant visiting regularly to support teachers and children alike, and a skilled and experienced Head of School who guides college and staff in their work together.
- The continuing growth of Buninyong for potential enrolments.

Our Vision for our Students

*"May there reign here spirit-strength in love;
may there work here spirit-light in goodness;
born from certainty of heart,
and from steadfastness of soul,
so that we may bring to young human beings
bodily strength for work,
inwardness of soul, and clarity of spirit.*

*"May this place be consecrated to such a task;
may young minds and hearts here find, servers of
the light,
endowed with strength,
who will GUARD and CHERISH them."*

College Verse. Rudolf Steiner



The future is bright. Our school, kindergarten and playgroup are places which children love coming to each day and love learning, where parents feel valued and included, and where teachers and staff love to work. The students receive a nourishing Steiner educational experience where the teacher has a strong and developing understanding of the Steiner School curriculum in addition to child development from an anthroposophical understanding.

Our school and kindergarten enrolments continue to grow and improve, with committed teachers and support staff, and an engaged school community. Our students have a love of learning, strong social connections, and continue to thrive.



We remain committed to developing the curriculum and improving learning outcomes for children. As prescribed in the annual School Improvement Plan, we focus on one curriculum area each year upon which we can further improve.

We have further developed our connections and contributions to the wider community working with a local organisation where students and the school community give

back to those in need through community service. We have also nurtured a relationship with an international sister school.

Our students leave our school with confidence in themselves, in their skills and care and take interest in the world. They are well prepared for the next step in their educational Journey.



Goals:

- Within the requirements of our community - offer a year 7 and 8 program.
- Conflict resolution & restorative justice program running for students with a whole school approach including possible community workshops and teacher and student workshops.
- Children to regularly take part in local community events, such as musical performances; fundraising for humanitarian causes; tree planting and community service opportunities.
- Kindergarten and Prep to be operating 5 days a week due to increased enrolments.
- Regular connection opportunities with the local indigenous community.
- A second Kindergarten on site or in Ballarat central.
- Garden to kitchen program for the students.
- A School Bus.
- Playground equipment and sporting facilities considering the needs of all age groups including Classes 7 & 8.
- Offer a bush craft program.
- Offer Forest Early Childhood programs.
- A thriving and adventure based outdoor education program, streamlining class camps.
- A sister school connection with an international Steiner School.
- Students leave here with the skills and capacities needed to successfully transition to their various secondary schools across the private and state sector.
- Strong educational support program to support students of all abilities in our classes to reach their potential. This includes the regular teacher reflection, aides where needed, class movements and the Integrated Listening System Program.
- Student library to centralise books and resources.
- Provide the best Anthroposophical health and wellbeing program which includes Curative Eurythmy, Extra Lesson and Anthroposophical Medicine.



Our Vision for our Community



Our school community is healthy and vibrant. Parents enjoy organising and participating in community events and fundraisers. The parents hold an annual parents' social function where everyone can come together to strengthen their connections. We have several workshops throughout the year held by those within our community that have skills that can be shared within the wider community. We have regular parent talks to ensure all are aware of the benefits of a Steiner Education, and the benefits to parents on incorporating the philosophy into their own homes.

The health and wellbeing of staff, parents and children continue to be our priority. We have further developed our Anthroposophical health and wellbeing program that includes opportunities for parents and staff to benefit from Anthroposophical Medicine. We have strong connections with the wellbeing professional within our community and they hold workshops throughout the year.

We have become known in the wider community as a hub for educational workshops and as a place of excellence for the arts and music. We offer an annual art exhibition that raises our profile in the community and raises funds for the school.

Our Autumn Fair grows in strength every year, continuing to generate exposure for our school and an opportunity for parents to contribute to the growth of the school.



Goals:

- Parent education on health and wellbeing.
- Parent led social and community connection events.
- Parent and community education programs.
- Bio-Dynamic gardening and farming.
- Animal Husbandry educational program.
- Promote the hall for hire within the outside community to promote the school and engage the community.
- Workshops for arts and cooking from the community each term.
- Annual art exhibition in hall.
- Regular produce swap meetings.

Our Vision for our Environment

As you enter the school, you are greeted by a beautiful water feature and kitchen garden overflowing with produce. The children work in the kitchen garden, growing food that they will harvest, prepare and eat together.

We have upgraded existing facilities, adding additional equipment for the children to enjoy. Our Master Plan is in place for the further development of the school site and we are planning for the next stage of development of the grounds and buildings.

Goals:

- Expand the current prep room to allow for extra enrolments.
- Focus on development of the property and the connection to the area across the dam – including a boardwalk around the dam.
- Relocate the Hard Craft area and incorporate a working maintenance space and storage.
- Increase the size of school kitchen gardens.
- Develop the site for the expansion into the year 7 and 8 program.
- Develop the site for a biodynamic farm.
- Develop the Early Learning area within the property.
- Build stronger connections with local environmental groups for assistance and advice on land development.



We would like to acknowledge and thank our current Committee of Management members for their support in developing this Strategic Plan. Thank you also to Barbara Fischer for facilitating our community consultation process and to our community for supporting the playgroup, kindergarten and school to work towards the vision we collectively hold.