



Strategic Plan 2018 (2018-2022)

Date: 25 JULY 2018

Approved by the Helena River Steiner School Board on:

25 July 2018

BRIEF HISTORY

The Helena River Steiner School started off as the Guildford Steiner Playgroup in 2013. Local parents enthusiastically joined this new group where they discovered the value of the Steiner method of nurturing and educating their children.

In 2014, as more Steiner orientated educators and interested family joined, the River Blossom Education Association Inc was formed and the budding early childhood organisation moved to the current premises at 35 Spring Park Rd, Midland which formed part of the old Midland Primary School.

In 2015 the playgroups expanded and several other educational activities were included such as home schooling workshops and curriculum support, and a kindergarten program, one morning a week.

In 2016 the first proper mixed-age kindergarten (3-6 years) was started; operating as an Education and Care Service. The process of applying for school registration with Department of Education was started as well. In December 2016 the name was changed from River Blossom Education Association to Helena River Steiner School. At this point a lease was entered into for the next door property (39 Spring Park Road) for the purpose of housing the new primary class of 2017.

On the 26 June 2018 the School was granted Provisional Initial Registration to provide education to Pre-Kindergarten to Year 6 education at the premises at Spring Park Road, Midland.

Board of Governors

In 2015, the newly incorporated association formed a committee of Steiner teachers to guide the direction of the association's activities. In 2016 some parents joined the steering group also. Together they identified the skill sets required of its steering body in order to successfully govern a school and began advertising for and selecting members to meet the needs. They also began creating a new constitution relevant to school operations. In 2017 the steering committee became the Board and many structures were developed to ensure effective governance and compliance with non-government school registration requirements.

VISION

To provide quality Steiner education through to Year 6 which aims to develop children to be free human beings who through their own initiative impart purpose and direction into their lives and become active citizens as adults.

MISSION

Helena River Steiner School aims to provide education based on the principles of Rudolf Steiner to children and families in the Swan Valley.

We will do this by:

- Fostering the healthy unfolding of each unique individual in a creative, nurturing and respectful community.
- Providing a curriculum and pedagogy appropriate to the developmental stage and needs of the learner. We educate the whole human being in thinking, feeling and willing through learning experiences which engage the head, heart and hands, guided by a sense for goodness, beauty and truth. We seek to inspire love of learning, curiosity for life and moral engagement with the world that will carry on throughout the lifespan.
- Striving to engender care, respect and reverence for the natural cultural and spiritual worlds.

OUR VALUES

Wonder Morality Creativity Authenticity Wellness

The Helena River Steiner School provides an education of the child that engenders:

- **Wonder:** we value a healthy childhood full of wonder and reverence that provides the foundation for a well-balanced, healthy and successful life. We encourage the child's innate affinity with, and marvel of, the natural worlds and the limitless capacity of the human being. We aim for the school years to be full of joy and continuing curiosity, free from the external pressures of society, in order that children may develop as unique individuals who in adulthood have the knowledge, confidence and drive to choose their own destiny.
- **Morality:** we strive to provide a school culture that demonstrates and upholds the value, rights and individuality of all people, that protects and enlivens the natural world and that protects the kingdom of childhood and keeps children safe. We aim to provide a teaching staff who through their actions and deeds provide positive examples to the children in clear thinking, balanced emotions, resilient will and enduring compassion, assisting them to develop into adults who will have the confidence and strength to meet the challenges of life with firmly based sense of morality.
- **Creativity:** we value an education that fosters creativity in all facets of the child's life and are committed to providing a wide-ranging curriculum which includes a balance of

academics, arts, and physical, social and emotional development. By teaching through the arts, students develop a love for their subject and by encouraging creativity and imagination, students develop a capacity to think laterally in later life. As part of the development of creativity the child will be mentored in the art of listening and observation.

- **Authenticity:** we will strive to allow the child to value truth, individuality and authenticity and provide the guidance on moral courage to stand up for what is true and right.
- **Wellness:** we value mental, physical, emotional and spiritual wellness and aim to promote this by providing a holistic education that considers and develops the whole child, and by working in harmony with the natural world. We acknowledge and celebrate our interconnectedness and dependence on one-another, and seek to foster collaboration, tolerance and inclusivity.

STRATEGIC GOALS

CURRICULUM AND PEDAGOGY

To deliver quality Steiner-based, child-centred education with a developmentally appropriate curriculum to the children of the Swan shire and environs up to Year 6.

Goals

1. Develop excellence in delivering Steiner-based education which is aligned with the Australian Steiner Curriculum Framework while meeting the guidelines of the West Australian Education Department by:
 - a. Ensuring recruitment and training of quality Steiner teachers who are dedicated to their task.
 - b. Ensuring that a well-balanced, creatively-focused curriculum is provided which ensures a sound grounding in all facets of education including language, culture, analytics, drama, arts, music and sport.
 - c. Continually reviewing and developing the curriculum and related policies.
2. Ensure teachers are supported in personal growth and professional development by:
 - a. Annual monitoring and review of staff satisfaction and professional development needs and requirements.
 - b. Providing on-going opportunities for high-quality professional development.

PREMISES

To relocate the School to a place which provides security of tenure for the school to develop and thrive:

Goals

1. Identifying a suitably sized property in the Midland/Swan Valley area which will cater for the School's current and future development needs.
2. Preparing and implementing a major Capital Fundraising Campaign to secure the capital and operating funds required to secure the property and build Phase I of the School at its new location.
3. Creating a Project Management Team that will oversee the relocation of the School. The focus will be on using sustainability principles to develop a nature-based environment which is both functional and aesthetically pleasing.
4. Continually develop facilities and services.

COMMUNITY

To enhance the engagement of the school with the community it serves ensuring that it is recognised as catering honestly and openly to community needs.

Goals

1. To expand and promote a growing vibrant school community by:
 - a. Supporting and developing an active and engaged P&F Association
 - b. Assisting the P&F Association to identify needs within the school and promote events and activities which showcase the School's character and philosophy to the wider community.
 - c. Actively promoting a positive profile of the School in the wider Midland/ Swan Valley environs to ensure it becomes a key stakeholder in the community through engagement in school activities such as for example "Festival of the River".
 - d. Ensuring the correct balance between school administration and parent body participation.
 - e. Reviewing the initiative biannually to ensure goals are being met and that corrections are made as required.
2. Engage the community in the child's education by:
 - a. Undertaking an induction process for new parents and extended support to all parents of the School.
 - b. Hosting informative, entertaining talks and workshops on Steiner Philosophy and in particular Steiner education by prominent members of the wider Anthroposophical Community.
 - c. Building collaborative connections with other Steiner Schools in the Perth and Western Australia.
 - d. Developing links with the wider community including regulatory bodies and local community and commercial groups.

GOVERNANCE

To actively improve and develop the Governance of the School..

Goals:

1. Continue to improve and develop an organisation and administrative structure which operates in a transparent, accountable and timely manner.
2. Because of the significant work load required to relocate the School it will be necessary to delegate the implementation and execution of the goals to smaller teams of competent individuals.
3. Recognise the Parent Body as an important component of the School decision making process and therefore promote effective communication between parent representatives and the Board.
4. Continue to develop the Board through effective recruitment, orientation and retention of members who have the necessary skills, experience, commitment and time needed to ensure the school develops and thrives, and meets the needs of the community it serves and the requirements of the government bodies under whose mandate it operates.

FINANCES

To deliver financial sustainability to the School.

Goals:

1. Obtain registration of the School by Department of Education.
2. To implement a marketing strategy to boost enrolments so that the School fills to capacity.
3. Ensure the School remains affordable by actively managing costs by developing a business model for enrolments.
4. Apply for capital and building funds from government and private institutions.
5. Create a model for fundraising and community engagement to capitalise on donor potential.
6. Maintain all financial and legal compliances.
7. Maintain a conservative and measured approach to growth.