Kamaroi
RUDOLF STEINER SCHOOL

Strategic Plan 2011 - 2014

A foundation for life
Strategic Plan – Building on Success

Content

Vision & Mission

Values
  • Imagination
  • Connection
  • Initiative

Principles

Key Drivers
  • Learning Community
  • Community outreach
  • Facilities
  • Organisational Sustainability
From the Principal

Kamaroi’s strategic plan for 2011 – 2014, establishes a framework to build on the successes of our thriving school. Our vision, Foundation for Life, will be enhanced by the implementation of this 3 to 4 year strategy, at the heart of which are our core values.

In today’s complex world, and with the many challenges our young people will be facing, it has never been more important that children experience a balanced curriculum - one that places great importance on imagination and creativity and fully engages feelings, will and intellect. A curriculum that instils confidence in self and a sense of social and environmental responsibility. By building these foundations, we can empower young people to see a more positive future which they believe they can help create.

Our strategic plan strongly reflects and supports these key priorities of Steiner education and I am excited about and committed to being part of bringing it to fruition.

From the Board Chair

The development of the Kamaroi Strategic Plan for 2011-2014 has been an exciting process which has involved input from the Kamaroi community. Our core values of imagination, connection and initiative will underpin all decision making and be used to review and monitor our progress. The educational environment is continually changing and our strategic plan allows us to respond to these changes whilst providing a rich, vibrant learning community. We look forward to working together to realise our strategic plan over the next 4 years.
Vision, Mission and Values

In 2008/2009/2010 an extensive process of consultation and discussion occurred to review and agree to Kamaroi School’s continuing vision, mission and core values.

The following vision/mission and values continue to underpin all Kamaroi’s activities and form the foundation for the strategic plan.

Vision/Mission: Foundation for life

Kamaroi Rudolf Steiner School provides a rich, vibrant learning community where imagination, connection and initiative are living and evolving.

We aim to provide a strong foundation for life, equipping young people with capacity to impart purpose and direction to their lives with a strong sense of ethics, contributing to a creative, compassionate and cohesive society.

Values: Imagination, Connection, Initiative

Kamaroi School aims to deliver an education based on the stages of human development, as described by Rudolf Steiner. It is a learning organisation with core values of: Imagination, Connection and Initiative.

Imagination: bringing thinking to life through imaginative teaching and learning within a culturally rich, integrated curriculum which balances academic, artistic and practical learning experiences.

Connection: developing a love of and engagement in learning within a supportive learning community which focuses on connection – with self, each other and the world – thus nurturing in the child confidence, and a positive attitude towards others and the future.

Initiative: the development of responsible, flexible and resilient individuals who impart purpose and direction to their lives.
**Principles**

**Principle one: A values rich, living and evolving curriculum**

Kamaroi provides a Steiner curriculum that is values rich and is oriented towards moral growth, social consciousness and citizenship.

It encompasses a deep understanding and acknowledgement of the changing nature of young people as learners and the challenges and demands that will continue to shape their learning in the future. We believe that a rich, well balanced, coherent and imaginative curriculum in primary school lays solid foundations for a life-long engagement in, and love of, learning. What we do as parents and educators now – nurturing ways of thinking, feeling and being within an ethic of care – will lead to valuable knowledge, skills and purposeful actions later on.

The curriculum continues to evolve through research-based critical reflection incorporating Steiner based as well as broader educational research.

**Principle two: Holistic perspectives**

The school recognises the holistic nature of the development of children – intellectual, emotional, spiritual and social. Social/emotional and artistic development is integral to not only academic development and achievement but also to the development of individuals who are innovative, optimistic and resilient learners.
Principle three: A school based on community values
Kamaroi School is an educational institution where community values of respect, responsibility and relationship underpin all activity. It is a place where children and parents develop a strong sense of belonging.
At Kamaroi we believe the way we work is an important part of the education itself and this is reflected in the high priority we place on a healthy parent/school partnership within the context of a shared vision. The strong links that students and families forge in the school community, the high level of parental involvement in students’ learning within a strong philosophical/values base, helps lay solid foundations for the development of responsible, flexible and resilient individuals who impart purpose and direction to their lives.

Principle four: Building and supporting individual and team capability
The school recognises that teachers are the key resource influencing student achievement. The school strives to attract and retain high quality teaching and administrative staff through development of strategic recruitment practices which reflect our core values. In addition, the continuing development of a ‘learning community’ ethos where new and expansive patterns of thinking are nurtured and there is shared ownership and responsibility helps to ensure staff are committed and find meaning in their work.
Principle five: Excellent physical resources

Kamaroi recognises that the rich cultural and aesthetic nature of the environment - natural and built - is a reflection of the Steiner educational perspectives and promotes the achievement of educational outcomes, development of aesthetic sensitivities and sense of well being of the child. The children learn in beautiful classrooms and the school is surrounded by natural bushland.

Principle six: Use of Technology

Human communication mediated by digital technology can be detrimental to early childhood and early primary education, where rich communication and relationship building and multidisciplinary learning promotes deep learning and rich scaffolding for later ICT (Information and Communication Technology) work.

This ‘unplugged’ experience is also seen as crucial to development of creativity, original thought and an ‘uncluttered’ self image – a solid foundation for later application of creativity in the use of and enthusiasm for ICT in its many forms.

Within the context of much informal use of digital technology in the home and community, there will be continued strong emphasis on the creative arts, speech and movement in the curriculum.
Strategic Plan 2011 - 2014: Building on success

KEY DRIVERS: Our strategic plan has been developed around the following key areas

1. Learning Community

The school continues to focus on strengthening the creative arts program, environmental programs, Aboriginal perspectives, social skills as well as the academic program to promote the development of imaginative, creative thinking and purposeful action/initiative in students. This will be in the context of the implementation of the Australian Steiner Curriculum, the development of which Kamaroi continues to play a significant role.

At Kamaroi, the class teacher is supported and students guided by specialist teachers for speech and drama, eurythmy / dance / movement, music, handcraft, sport, library and Spanish. The academic curriculum is thus integrated with class plays, seasonal festivals, orchestra, choir, an outdoor education program as well as gardening, cooking and woodwork. A whole-school conflict resolution / social skills program will continue to be embedded into the life of the school as part of this rich and broad curriculum.

A comprehensive parent education program interfacing with teacher training and connecting with the above areas will continue to be offered at Kamaroi.
2. Community outreach

Kamaroi will focus on establishing itself as a school which engages with the broader community - within our local area and beyond, including Aboriginal communities, diverse cultural communities and the global community.

Implementation of the Steiner National Curriculum, an ACARA approved alternative to the ACARA National Curriculum will provide much opportunity to raise the profile of Steiner education in general and Kamaroi School in particular. Regular talks and professional development events will occur at Kamaroi for the Steiner and broader educational community utilising the improved facilities, including our hall. 21st birthday celebrations will showcase the school to the broader community and past, present and future parents. The celebrations will also be a springboard for the development of an alumni program and deepening of Aboriginal perspectives in the school community.

Steiner based holiday programs and extended after school activities will help to ensure a wider group of children experience a Steiner experience which focuses on creativity and development of imagination.

Establishment of school community service programs will connect students to local and global contexts creating real student agency and meaning in the lives of students.

Kamaroi Cultural evenings, providing varied and high quality artistic performances will continue to be offered to the broader community, with more opportunity for increased frequency and variety due to our new hall space.
3. Facilities and resources

Our goal is to provide the ecologically sustainable built and natural environment to support children's learning.

Recent major improvements include the building of a school hall, new remedial education room, music practice room, costume and storage rooms, plus a new space, including courtyard, for our parent association activities. A new staff room is also being built.

Future developments to occur in the next 3 years underneath the hall will include a permanent craft classroom, additional toilets including a disabled access toilet, another music tutoring room and a school kitchen. All of the above will outlook onto a new piazza area providing outdoor education and community opportunities.

In addition improvements to the class 1 play area and expansion of the class vegetable gardens will occur. A major renovation and extension of the library is to be undertaken as well as major landscaping and new entrance to the school, incorporating ecologically sustainable design principles and increased environmental education opportunities.
4. Organisational sustainability

Kamaroi aims to offer affordable schooling whilst ensuring sufficient surpluses are generated to maintain quality teaching and staff; improvement of facilities, including additional land; and to ensure the school can continue to thrive for the foreseeable future.

Kamaroi is proud of its successes and recognises that ongoing good governance and strong leadership are critical for all outstanding organisations.

Being a key school of choice is Kamaroi’s goal, and this will be evidenced by increased waiting lists, use of website, increasing numbers on school tours and organised events for the school community, as well as increasing interest from the broader educational community.