



Strategic Plan 2020 - 2024

Contents

Introduction	3
Priority Area One	4
Enriched, Contextual and Progressive Delivery of the Steiner Curriculum	4
Success Indicators	4
Targets.....	4
Priority Area Two	5
Professional, Creative, Inspired and Inspiring Staff	5
Success Indicators	5
Targets.....	5
Priority Area Three.....	6
Meaningful Community Engagement	6
Success Indicators	6
Targets.....	6
Priority Area Four.....	7
Positive Leadership from Governing Body and Executive Management Team.....	7
Success Indicators	7
Targets.....	7
Priority Area Five.....	8
Continued Investment and Future Planning for a Quality Learning Environment	8
Success Indicators	8
Targets.....	8
Document and Version Management.....	9

Introduction

Priority Areas:

1. Enriched, contextual and progressive delivery of the Steiner Curriculum,
2. Professional, creative, inspired and inspiring staff,
3. Meaningful community engagement,
4. Positive leadership from GB and management,
5. Continued investment and future planning for a quality learning environment.

These have been taken from collaborations with staff, management, community and Governance.

Each priority area is further broken down into:

- Outcomes
- Success indicators
- Strategic directions
- Strategies and
- Targets.

This strategic plan will guide further school documentation, including but not limited to, classroom planning, operational and policies and procedures.

Over the life of this plan, the school will conduct a number of self-assessment processes to ensure that we are reviewing our progress of the strategies outlined, in relation to the targets set. Self-assessment focusses on three main questions:

- How are we performing in relation to the targets (achievement),
- How do we know this? (evidence),
- What are we doing about it? (planning and refinement).

Priority Area One

Enriched, Contextual and Progressive Delivery of the Steiner Curriculum

Outcome

LTSS students develop a lifelong love of learning, resulting in balanced and healthy individuals capable of contributing to society.

Success Indicators

- Engaged and active learners,
- All domains of our students' development are addressed,
- Equipped to meet the challenges of a changing world, locally and globally.

Strategic Direction

Consolidate and improve the delivery of the curriculum as well as develop the specialist areas.

Strategies

Growth in the Primary school to single stream over the next three years.

Develop the staffing team to cohesively deliver the curriculum.

Focus on the Art specialist areas in Primary school and academic specialists in the Middle School.

Targets

- Moderated work sample file to guide teacher's assessment of student learning achievements. This will be developed inhouse by staff and further collaborated with colleagues at other Western Australian Steiner Schools, completed by 2022,
- Staff parent/student surveys annually to measure school satisfaction and
- One Primary class teacher recruited each year until single stream is achieved in 2023, in addition to specialist teachers.

Priority Area Two

Professional, Creative, Inspired and Inspiring Staff

Outcome

LTSS has a strong staff retention committed to their school and students thereby staff enrich the school community beyond their classroom walls.

Success Indicators

- Internal mentorship with peers and management,
- Staff wellbeing is a priority to ensure invigorated teaching performance,
- Ongoing relevant PL opportunities with a focus on Steiner education,
- Classroom learning encompasses the whole child and
- Contributions to extra-curricular activities are undertaken with whole-heartedness.

Strategic Direction

Nurture and nourish staff professional and personal capacities.

Strategies

Staff PL continues to be well supported fiscally.

Additional administrative staffing to facilitate the time available for the monitoring of staff wellbeing and classroom health and happiness.

Opportunities for staff to volunteer to lead a new or existing initiative.

Targets

- Termly peer observations and check in with the Education Manager/mentor and
- “Initiative garden” – a place for ideas to be planted and grown, tended by staff.

Priority Area Three

Meaningful Community Engagement

Outcome

LTSS has a dedicated, inspired community who joyfully participate in school life and growth.

Success Indicators

- High participation levels in school activities by the community,
- Opportunity for collaboration with school leadership and
- Strong and positive advocacy of the school by our community.

Strategic Direction

Meaningful shared collaborations between family life and school life.

Strategies

Offer workshops, study groups, forums (e.g. World Café).

Additional administrative staffing to facilitate the time available for the community engagement.

Targets

- Calendar developed of community enrichment activities,
- Community engagement supported fiscally and
- Outreach to relevant internal as well as external facilitators.

Priority Area Four

Positive Leadership from Governing Body and Executive Management Team

Outcome

LTSS is solidly established and prepared for sustainable growth and development.

Success Indicators

- the core values of the school are at the forefront of decision making,
- strong fiscal management, risk mitigation and best practice to all things pertaining to governance,
- operational realm of the school is professionally led by EMT which is actively supported and monitored by GB and
- community and staff hold confidence and faith in the school leadership.

Strategic Direction

The leadership team routinely self-assess and review school performance and respond in a timely and appropriate manner.

Strategies

Ensure school documents are reviewed regularly and aligned with Steiner Education initiatives as well as Registration Standards.

Portfolio model continues to be implemented to monitor the school and student performance.

Targets

- Include leadership performance as a survey question for community and staff,
- School is operating within budget and with required surplus intact and
- Leadership engages with relevant professional learning opportunities.

Priority Area Five

Continued Investment and Future Planning for a Quality Learning Environment

Outcome

LTSS is safe, aesthetically pleasing, sustainable and enriches the teaching and learning.

Success Indicators

- Planning is thoughtfully staged and communicated to stakeholders,
- Teaching staff and community are satisfied with school resources.

Strategic Direction

The leadership team stage the school site to 2023 and beyond.

Strategies

Projected budget and enrolment numbers considered at all stages.

Document reflection from stakeholders regarding current infrastructure.

Thoughtfully considered materials and aesthetics in regards to school site.

Targets

- Primary school has the infrastructure required for single stream, workshop for Middle School, basketball completed, grounds are grown and maintained by 2023 and
- Staged plans are communicated to stakeholders each semester via vision board.

Document and Version Management

Version Date	Governing Body Approval Date	Written/ Amended by	Review Date (Annually)
Oct 2020	Nov 2020	GB/EMT	Oct 2021