



CHARTER 2017

Dunedin Rudolf Steiner School 1 Fern Road, Maia Dunedin 9022

Tel 03 471 2163

www.dunedin.steiner.school.nz

DUNEDIN RUDOLF STEINER SCHOOL CHARTER

MISSION

Our school will enable each pupil to become a free, responsible and caring individual with purpose and direction in life, with an awareness of the environment, an individual who as a citizen can contribute to the future.

“Receive the child in Reverence, Educate the child with Love, Let each go forth in Freedom”

Rudolf Steiner

Our children will be:

CONFIDENT

CONNECTED

ACTIVELY INVOLVED

LIFE LONG LEARNERS

VALUES

Education of the whole child – head, heart and hands	Provision of an age-appropriate arts-based approach to the full curriculum	Recognition of the humanity in each individual and the need for community	Anthroposophy informs our endeavours and our understanding of the human as a being of body, soul and spirit.
Nurturing the child through an age appropriate curriculum that brings content and skills at optimal developmental times	Protection of childhood	We acknowledge our place in the runaka o Kai Tahu and we support the principles established by the Treaty of Waitangi which are participation, protection and partnership	

STRATEGIC GOALS

Children who are creative thinkers, socially aware and reaching their academic and artistic potential. All children are provided with the full Steiner curriculum, linked to the New Zealand Curriculum, and assessed where appropriate against National Standards	A financially and pedagogically viable Primary school, offering Steiner education up to the start of High School, accommodating separate classes at each age level.	The development of a healthy social community, respecting the many cultures of Aotearoa New Zealand, and honouring its bicultural foundation in the Treaty of Waitangi.
--	---	---

This Charter should be read and considered in conjunction with a number of key documents. These include:

The Annual Plan
 The budget
 The Board’s Strategic Plan
 The School’s Curriculum

Dunedin Rudolf Steiner School - Strategic Plan for the next three years

1. Children who are creative thinkers, socially aware and reaching their academic and artistic potential. All children are provided with the full Steiner curriculum, linked to the New Zealand Curriculum, and assessed where appropriate against National Standards

Target	2017	2018	2019
Achievement in literacy and numeracy	Keeping current with Steiner Learning steps so that assessment and reporting reflects the school's special character. Ensuring the progress of students towards achieving National Standards by the end of Class 7 (year 8)	See improved achievement results based on analysis of student achievement data in 2017	See improved achievement results based on analysis of student achievement data in 2018
	Review the effectiveness of the school curriculum	Continuing review of curriculum delivery	Continuing review of curriculum delivery
Special Character subject focus	Science with a focus on the environment	Science with a focus on the environment	All children to participate in the music curriculum

2. A financially and pedagogically viable Primary school offering Steiner education up to the start of High School accommodating separate classes at each age level.

Target	2017	2018	2019
Number of children on roll increased to allow for teachers to cover separate class levels	44	50	55
Increased transition from kindergarten through to school	Increase on prior year	Increase on prior year	Increase on prior year
Retain students from Primary into Intermediate years	Develop a plan to retain these students	Implement the plan	Review the plan's effectiveness
Implement whole school strategic goals	Incorporate into 2017 Charter	Progress through new Charter aims	Review the progress through new Charter aims
Moving towards a full Steiner Curriculum	Refine how Steiner curriculum delivered to composite classes	Implement where appropriate	Review implementation

3. The development of a healthy social community, respecting the many cultures of Aotearoa New Zealand, and honouring its bicultural foundation in the Treaty of Waitangi

Target	2017	2018	2019
To build a healthy community	Strengthening of parental participation, awareness of philosophy.	Ongoing development	Ongoing development work according to progress in prior year
To build healthy communications and foster relationships beyond our school community with clarity on our special character	See annual plan – and to work on initial draft of marketing plan	Ongoing development work according to progress in prior year	Ongoing development work according to progress in prior year
To reflect our bicultural context	Teacher focus on te Reo . Follow national Steiner direction and consolidate local marae contacts	Ongoing development work according to progress in prior year	Ongoing development work according to progress in prior year

Annual Plan 2017

Strategic goal 1: - Children who are creative thinkers, socially aware and reaching their academic and artistic potential. All children are provided with the full Steiner curriculum, linked to the New Zealand Curriculum, and assessed where appropriate against Steiner Learning Steps

Annual Goal	Objective	Strategy – how will we achieve it?	Who ¹	When reported to BoT	Evidence to show the objective has been met/ is in progress
1. Mathematics Keeping the school current with Steiner Learning steps for mathematics so that assessment and reporting reflects the school's special character while ensuring the progress of students towards achieving National Standards by the end of Class 7 (year 8)	All teachers keep up to date with the revised 2017 edition of the Learning Steps	Teacher meetings to review Learning Steps for each class level	All primary teachers	August November	Up to date assessment data on system – checked six monthly Principal's reports to the Board
	9 year olds in class 3 are progressing as expected against Steiner Learning Steps, and any special needs are identified and addressed.	Monitoring by teacher of 9 year olds including a twice yearly assessment that is then reviewed and discussed in primary teacher meetings. Any learning needs are identified and appropriate learning plans implemented	Class 3 teacher and primary teachers Class 3 teacher and primary teachers	August November	Principal's reports to the Board
	Support the Class 5 so that basic maths facts knowledge is achieved at or above in learning steps by all Class 5 students	Monitoring by teacher. Keep a regular review of how the class is progressing throughout the year	Class 5 teacher	August November	Principal's reports to the Board

¹ Key to persons responsible R Barrington (Principal), P Johnstone (Class 5 and 6 teacher), C Ridout (Executive Officer), J Plant (Class 1 and 2 teacher), James Guthrie (Class 3 and 4 teacher) MT (Management Team).

Annual Plan 2017

Strategic goal 1: - Children who are creative thinkers, socially aware and reaching their academic and artistic potential. All children are provided with the full Steiner curriculum, linked to the New Zealand Curriculum, and assessed where appropriate against Steiner Learning Steps

Annual Goal	Objective	Strategy – how will we achieve it?	Who ²	When reported to BoT	Evidence to show the objective has been met/ is in progress
2. Literacy Keeping the school current with Steiner Learning steps for literacy so that assessment and reporting reflects the school's special character while ensuring the progress of students towards achieving National Standards by the end of Class 7 (year 8)	All teachers keep up to date with the revised 2017 edition of the Learning Steps	Teacher meetings to review Learning Steps for each class level	All primary teachers	August November	Up to date assessment data on system – checked six monthly Principal's reports to the Board
	9 year olds in class 3 are progressing as expected against Steiner Learning Steps, and any special needs are identified and addressed.	Monitoring by teacher of 9 year olds with a particular focus and assessment twice a year, which is then reviewed and discussed in primary teacher meetings. Any learning needs are identified and appropriate learning plans implemented	Class 3 teacher and primary teachers Class 3 teacher and primary teachers	August November	Principal's reports to the Board

² Key to persons responsible R Barrington (Principal) , J Plant (Class 1 and 2 teacher), James Guthrie (Class 3 and 4 teacher), Pene Johnstone (Class 5 and 6 teacher MT (Management Team)), Clare Ridout (Executive Officer).

Annual Plan 2017

Strategic goal 1: - Children who are creative thinkers, socially aware and reaching their academic and artistic potential. All children are provided with the full Steiner curriculum, linked to the New Zealand Curriculum, and assessed where appropriate against Steiner Learning Steps

Annual Goal	Objective	Strategy – how will we achieve it?	Who ³	When reported to BoT	Evidence to show the objective has been met/ is in progress
3. Science To raise student knowledge and awareness of the natural environment and to actively pursue this through the curriculum.	To embed the environment more strongly within the curriculum.	Draft an environment curriculum for each class level Implement the curriculum	PJ All primary teachers	August	An environment curriculum Principal's report on the environment curriculum
	To enhance the school's natural environment.	Regeneration work in the forest alongside education	All primary school teachers	August	Changes in the forest. Principal's report
	To actively engage the students in gardening practices	Class gardens nurtured through the year. Dragon compost heap created as part of autumn festival Harness parent expertise in science and the environment by inviting them to contribute to curriculum delivery	All primary teachers All primary teachers RB	August August August	School gardens Principal's reports to the Board

³ Key to persons responsible R Barrington (Principal), P Johnstone (Class 5 and 6 teacher), C Ridout (Executive Officer), J Plant (Class 1 and 2 teacher), James Guthrie (Class 3 and 4 teacher) MT (Management Team).

Annual Plan 2017

Strategic Goal 2: - A financially and pedagogically viable Primary school offering Steiner education up to the start of High School. Financially viable with a composite of not more than 2 year levels in one class by 2020 accommodating separate classes at each age level by 2025.

Annual Goal	Objective	Strategy – how will we achieve it?	Who	When reported to BoT	What will the evidence be to show the objective has been met/ is in progress
4. To work towards having a financially and pedagogically viable school	To have 52 students enrolled in the Primary school by the end of 2018 (so working towards in 2017)	To support class parent nights throughout the school and kindergarten.	RB & all teachers	May	Principal's report with review of school and kindergarten numbers
		Combine the school and kindergarten handbooks so that kindergarten families have a greater picture of the primary education.	CR	May	Handbooks are combined
		To effectively communicate with kindergarten families so that they are aware of the value of Steiner education for their child, with a focus on parents of kindergarten 4 year olds.	RB/SL	May	Principal's report
		To include more promotional material in the fortnightly newsletter and to promote the school in local papers	CR	May	Newsletter/ local papers
		Provide a talk at the Teachers' College or other centres on Steiner Education.	RB	May	Principal's report
		To hold an open morning	RB	May	Principal's report
		To hold a Dad's night.	RB	May	Principal's report
		To welcome interest in the school by having the principal available for more interviews and class teachers open to visitors coming to classrooms	RB	May	
	To manage resources effectively	To create a 3 year financial plan that shows how the school will operate with different roll numbers. Teachers to discuss and document their approach to composite class main lesson delivery.	CR All teachers	March May	The 3 year financial plan Principal's report

Annual Plan 2017

Strategic Goal 3: Development of a healthy social community, respecting the many cultures of Aotearoa New Zealand, honouring its bicultural foundation in the Treaty of Waitangi

Annual Goal	Objective	Strategy – how will we achieve it?	Who	When reported to BoT	What will the evidence be to show the objective has been met/ is in progress
5. To build a healthy social community	Foster class parent communities	Ensure effective class parent nights held and attended by parents. To obtain feedback on what the parents wish to gain from these meetings.	RB	September	Principal's report will show list of meetings and numbers attending
	Engage the parents in the primary school curriculum delivery	Harness parent expertise in science and the environment by inviting them to contribute to curriculum delivery	RB	August	Principal's report
	To revitalise termly working bees	Increase encouragement to participate. Create a solid engagement with working bees through the College of Teachers support of them.	RB	September	Principal's report to show working bees and numbers attending
	To bring the school and kindergarten community together	To analyse the benefits of holding an annual meeting for the whole community and to hold one if deemed effective	MT	September	Principal's report
6. To reflect our bicultural context	To ensure our curriculum and its delivery reflects our bicultural context	Incorporate national developments in Steiner Maori curriculum in our curriculum Consolidate contacts with local marae and organise visit Support staff in learning of te Reo and waiata	RB	September	Principal's report