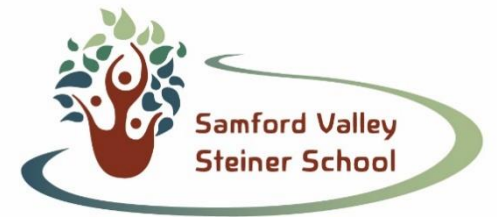


SCHOOL IMPROVEMENT PLAN 2020- 2022



VISION

*ADVANCING SOCIAL AND
CULTURAL RENEWAL
THROUGH SOUND
ANTHROPOSOPHICAL
APPLICATION*



COLLEGE OF TEACHERS MISSION

That Samford Valley Steiner School be a living and contemporary embodiment of the spiritual, cultural, and educational impulse of anthroposophy that contributes towards social renewal in the world.

BOARD MISSION

To provide the welcoming environment and stable framework (encompassing the Board's four pillars) that encourages the maximum number of children to enjoy an education underpinned by the principles of Anthroposophy as given by Rudolf Steiner, whereby, our highest endeavour is to develop free human beings who are able of themselves to impart purpose and meaning to their lives.



VALUES

Samford Valley Steiner School values excellence in education based on honesty, tolerance, reverence, responsibility and hard work.

CORE PRINCIPLES

- SVSS values teachers' inner willingness to teach out of Steiner's human developmental picture in order to deliver a living pedagogy.
- SVSS teachers deliver a rigorous and balanced curriculum through the inclusion of the arts, movement and academics; inspired by the unique nature of the main lesson.
- Professional development in the light of anthroposophy is provided and expected to be pursued with an ongoing commitment.
- Staff and students learn through lived experiences in a beautiful and nurturing natural and built environment.
- SVSS's structure provides a stable framework through collaborative heart leadership.
- SVSS values and respects the uniqueness and dignity of each student, nurturing and supporting each individual's potential to emerge as a resilient, ethical human being.
- Clear, transparent communication which fosters warm, caring relationships and recognises individual contributions, encouraging community growth.

STUDENTS

Improvement Goals 2020 – 2022



To extend the reach of our early years program to cater for younger age groups

To strengthen the enrichment offerings in the Primary school that support and enhance the Class Teacher's work with the students

To further develop and strengthen our student well-being and pastoral care programs

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SPECIFIC INITIATIVES FOR ACTION

- Working group to implement Early Years program for 3-4 year olds.
- Develop a proposal to deliver playgroup services onsite at the school.
- Long-term space to be confirmed for playgroup/s on site.
- Expand the gardening program in 2020 and resourcing to be determined and accommodated in budget.
- Garden Kitchen to be upgraded to accommodate class cooking programs in 2021.
- Review the Language program from Primary to High School.
- Develop and articulate vision for Bothmer Gymnastics program and roll-out time-frame.
- Senior Leadership Team (SLT) to implement the recommendations of the Learning Enrichment working group.
- Focus on student wellbeing and Child Study in faculties.
- Wellbeing Improvement plan to be developed and procedures put in place to support student behaviour and Wellbeing Policy.
- Develop and clearly articulate our school's approach to student wellbeing, curriculum and teaching practices; including behaviour management, learning support, social-emotional and relational development and support of students with special needs.
- Systematic processes for behaviour management to be developed and implemented in the High school.
- Investigate re-enlivening restorative practices.

STUDENTS

Improvement Goals 2020 – 2022



To offer opportunity for as many South East Qld families as possible who are seeking Steiner Education, to access a quality and authentic Steiner experience

To ensure we can continue to offer and further develop a robust and authentic Steiner curriculum to Class 12

To further strengthen and embed artistic opportunities for students

To offer our senior students' opportunity to take up a gesture of leadership in our school and to further facilitate student feeling of connectedness and belonging to school right through the high school years

SPECIFIC INITIATIVES FOR ACTION

- Develop a clearly articulated plan for rolling out enrolment growth K-12.
- Develop role description for Certificate of Steiner Education (CSE) Co-ordinator.
- Gain approval from Queensland Curriculum and Assessment Authority (QCAA) for CSE.
- Review implementation of Australian Steiner Curriculum Framework (ASCF) Arts and Technology Curriculum.
- Investigate and develop a Media Arts program in the High School by 2022.
- Rolling review of curriculum areas.
- Progress new Arts Building by 2022.
- Continue to strengthen the role of the Student Representative Council (SRC).
- SRC to attend Senior Leadership Team meetings every term.
- Continue collaboration with other Steiner schools to progress Youth Conference.

STAFF

Improvement Goals 2020 – 2022



To ensure that all teachers have opportunity to broaden and strengthen their understanding of the pedagogy and underlying philosophical ethos of the school.

To utilise the skills and knowledge of our experienced staff to contribute to broader educational dialogue and thus promote the benefits of Steiner Education

To ensure that SVSS continues to be able to access quality teachers trained in Steiner Education

SPECIFIC INITIATIVES FOR ACTION

- Reflect and investigate Whole School Professional Development (PD) days e.g. will PD days be linked to a theme for the year?
- Individual PD directly linked to teacher goals.
- Whole School Faculty meetings to focus on strengthening teachers understanding of the K – 12 pedagogy at SVSS.
- Encourage and support staff to undertake focused action research and celebrate staff achievements in this area.
- Two teacher interns budgeted for 2020.
- Research and develop a High School Intern program by 2022.
- Strengthen relationships with universities to encourage student teachers to undertake practicums at SVSS.
- Seek opportunities for staff to offer guest lectures in Universities.
- Continue to offer a rich conference program that supports our Professional Development program, including hosting the 2021 Steiner Education Australia (SEA) Teacher's Conference and a Wellbeing Conference in 2020.
- Host SEA's Governance, Leadership and Management Conference in 2020.
- Investigate the World Youth Conference and ability to host a second one.
- Vital Years attended by all the Early Childhood faculty.

STAFF

Improvement Goals 2020 – 2022

To ensure that Eurythmy continues to be supported as a central curriculum offering at SVSS and in the broader Australian Steiner school context.

To strengthen collegiality and further the collaborative working of staff

SPECIFIC INITIATIVES FOR ACTION

- Continue support for Pacifica College of Eurythmy by reallocating Eurythmy budget in 2020 and provide space for a minimum of 4 years (from 2019).
- Investigate opportunities with Pacifica for Eurythmy to be brought to classes in 2020.
- Continue to embed structured mentor and collegial partnership programs.
- Investigate coaching as a practice to support teacher development.



COMMUNITY

Improvement Goals 2020 – 2022

To create a healthy and shared culture of communication

To continue to expand and grow our community and extend the reach of Steiner Education

To foster increased engagement in parent/community education

To ensure a balance between investing inwardly and looking/reaching outwardly

SPECIFIC INITIATIVES FOR ACTION

- Create a Community Communication Strategy.
 - Make decisions in a timely manner and communicate to the community in alignment with our Communication Strategy.
 - Upskill teachers in communicating with parents as partners.
 - Find opportunities to work more closely with PAFA.
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- Clearly articulate our points of difference as part of the marketing strategy and education for current stakeholders.
 - Improve management of retention throughout the student years.
 - Increase retained connection and involvement of school alumni.
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- Continue to offer and invest in parent education initiatives e.g. Cuppa Time, Parent Info Evenings, endorsed speakers sharing with the community.
 - Create a comprehensive framework for a parent education pathway from Kindergarten – Class 12 to be delivered by Class Teachers and Class Guardians.
 - Continue to develop the Parent Outdoor Program (POP).
 - Update and expand the school's Outdoor Education handbook and website information.
 - Continue to develop Music program and share with community e.g. MAD nights, Drama productions.
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- Senior Leadership Team to keep abreast of and involved in international perspectives and bring international speakers to the school.
 - Foster and strengthen bi-lateral relationships with local aligned community groups, other Steiner Schools, Universities, Steiner Education Australia, Independent Schools Queensland.
 - Keep abreast of the national education landscape by finding opportunities to present at conferences.



ENVIRONMENT

Improvement Goals 2020 – 2022



To embed sustainable consciousness and practice into all school operations, classroom practice and individual and group activities in and around the school.

To increase opportunities for students to engage with the natural world and environment

To ensure that our students have opportunity to experience, understand and value the unique world view and relationship to the natural world, of the Australian Aboriginal people.

SPECIFIC INITIATIVES FOR ACTION

- Continue to embed the implementation of a whole school Sustainability Plan and Policy; covering infrastructure development, grounds, operational practices, and curriculum enrichment activities.
- Develop further the Vision for Country.
- Begin implementation of the Vision.
- Deepen and enliven the Outdoor Classroom curriculum, beginning with some classes in 2020.
- Provide regular Indigenous speakers and workshops to students.
- Develop meaningful school relationships with local Brisbane Indigenous people.
- Include a Central Australian experience into the High School camp program that focusses on Indigenous culture and awareness.