



## School Charter - Strategic Plan

2016-2018

**Mission statement:** To help each and every student progress towards becoming free, responsible and caring individuals, able to impart purpose and direction in their own lives and as citizens able to contribute in manifold as well as unique ways to human society

*“In thinking, clarity;  
in feeling, warmth of heart;  
in willing, thoughtfulness”*















*Rudolf Steiner (1861-1925)*

## Introductory Section - Strategic Intentions

<b>Vision</b>	Instilling integrity, creating inner freedom, and awakening moral and social responsibility – for humanity and the world
<b>Values</b>	<ul style="list-style-type: none"> <li>📖 Excellence – <i>Kairangitanga</i>: by aiming high, persevering and having the courage to push through challenges</li> <li>📖 Innovation – <i>Auahatanga</i>: inquiry and curiosity - by thinking critically, creatively and reflectively</li> <li>📖 Diversity – <i>Kotahitanga</i>: acceptance of different cultures, languages, learning needs and ways of thinking</li> <li>📖 Equity – <i>Ture</i>: through fairness and social justice</li> <li>📖 Community and Participation – <i>Hapori</i>: having impulse to take action and contribute to the well-being of individuals and wider society.</li> <li>📖 Ecological Sustainability – <i>Kaitiakitanga</i>: a sense of connection with, and care for, community and the environment</li> <li>📖 Integrity - <i>Tika, Pono</i>: by being honest, responsible, accountable and acting ethically</li> <li>📖 Respect – <i>Mana</i>: hauora, care for physical, emotional, spiritual and mental health both of self and others</li> </ul>
<b>Māori Dimensions &amp; Cultural Diversity</b>	Raphael House embraces the premise that kaupapa Māori and te reo Māori me ona tikanga are essential aspects of teaching and learning in Aotearoa, in accordance with the three Treaty principals of protection, participation and partnership. When developing policies and practices we work to reflect New Zealand’s cultural diversity and the unique position of the Māori Culture within it.
<b>Special Character</b>	The School is a Rudolf Steiner / Waldorf School, in which Rudolf Steiner’s Art of Education is practised. Anthroposophy, its concept of the universe, the world and the human being, is the basis of the art of education and of all endeavour in the School. The education with a special character includes festival observances and religious education, which is Christian in its broadest sense, free of dogma or sectarianism.

<b>Review of Charter and Consultation</b>	<p>The Board consulted with parents and the wider community, seeking feedback on key questions, by:</p> <ul style="list-style-type: none"><li>▣ the Principal discussing strategic questions with class representatives</li><li>▣ Board members' attendance at class parent meetings and community events, and handing out of written surveys</li><li>▣ posing the questions in the School's newsletter</li><li>▣ seeking feedback directly from the School's key stakeholder bodies (the Parents Teachers and Friends Association (<b>PTFA</b>) and Te Rōpū Tautoko i nga kaupapa Māori (<b>Te Rōpū</b>)).</li></ul>
<b>Supporting documents</b>	<ul style="list-style-type: none"><li>▣ Budget</li><li>▣ Policies and procedures</li><li>▣ Annual Plan</li><li>▣ Property Plan</li><li>▣ Integration Agreement</li><li>▣ Memorandum of Understanding between the Board and the Rudolf Steiner School Trust (Wellington) (<b>Trust</b>)</li><li>▣ National Administration Guidelines</li></ul>

## Strategic Section

Strategic Aims	Core Strategies for Achieving Strategic Aims - 2016-2018
<b><i>Aim 1: Inspiring Students</i></b>	
Raphael House's delivery of the New Zealand Curriculum and the Steiner / Waldorf Curriculum results in highly engaged and socially responsible students with exceptional capacity for learning.	<ul style="list-style-type: none"> <li> Continue to identify and address changing barriers to learning, including for our priority learners</li> <li> Continue to focus on enhancing literacy and numeracy skills schoolwide</li> <li> Prioritise Māori / Pasifika achievement</li> <li> Deliver on meeting the needs of our gifted and talented students</li> <li> Continue to improve learner-focused data collection and response</li> </ul>
<b><i>Aim 2 : Inspiring Community</i></b>	
All parents and whānau are actively encouraged and empowered to support our students to achieve success in their learning through effective engagement and communication and their involvement in the cultural and spiritual aspect of the school	<ul style="list-style-type: none"> <li> Engage family / whānau in all aspects of school life, including festivals</li> <li> Engage, and build strategic links with, community groups - particularly iwi and hapu and contributing schools</li> <li> Continue to provide parents and whānau with the opportunity to attend classes to further their knowledge of anthroposophy and Steiner / Waldorf curriculum, and Te Reo and Tikanga Māori, and encourage attendance</li> <li> Encourage parents and whānau to be actively involved in the PTFA and Te Rōpū</li> <li> Provide regular achievement reporting to parents</li> </ul>
<b><i>Aim 3: Inspiring Professionals</i></b>	
Raphael House demonstrates excellence in teaching, learning and administration, underpinned by Steiner / Waldorf pedagogy and curriculum and the spirit of te Tiriti, to assist our students to realise their full potential.	<p>Recruit, retain and develop the best professionals through:</p> <ul style="list-style-type: none"> <li> effective advertising and outreach</li> <li> acting as a good employer, including supporting and encouraging inter-culturally competent and responsive practice</li> <li> providing appropriate comprehensive professional development for all staff</li> <li> encouraging experienced staff to share best practice to further the School's development</li> </ul>

<p><b><i>Aim 4 : Inspiring the future</i></b></p>	
<p>Raphael House has a sustainable future, supported by sound finances, property, governance, personnel and communications / IT for the long term.</p>	<ul style="list-style-type: none"> <li>📄 Work to ensure better community understanding of the School's needs</li> <li>📄 Ensure there is adequate resourcing to meet the Strategic Goals, by: <ul style="list-style-type: none"> <li>📄 working to accurately predict special character funding needs</li> <li>📄 developing a strategy to achieve more predictable and manageable income streams</li> <li>📄 developing a new 10-year property plan together with the Trust</li> <li>📄 developing an IT plan</li> </ul> </li> <li>📄 Work with the Trust to develop a common vision focused on student achievement and upholding the School's special character</li> <li>📄 Practise strong governance</li> <li>📄 Ensure that our Steiner / Waldorf curriculum is pertinent and evolving for our place in Aotearoa in the 21st century</li> <li>📄 Investigate and develop sustainable education principles for the School</li> </ul>