Learn. Grow. Flourish.

SEBSS Strategic Action Plan 2023

Goal 1: Curriculum
To lift learner curiosity, engagement, resilience and achievement through a contemporary approach to educating the whole child
To have deep awareness of the formative forces and development of the child in acknowledging that the child is the curriculum

Actions	Led By	Priority	Expected Outcomes
Projects – woodworking, cooking, chickens, gardening / composting Music – Singing lessons, violin lessons, recording Seesaw portfolios Art and crafts	**RW** **RW, AL, SM** **MW, AT, JK** **Teachers** **SD**	**H** **H** **H** **H** **H**	Enriched and enlivened curriculum working with Steiner indications on rich tasks in a contemporary context through authentic experience and using IT as the mirror, magnifying glass and window. Development of the will and active engagement through projects and performance. Engaging the feeling life and imagination through creative self expression, music and the Arts. Document and celebrating learning and progress using IT tools
Sport Days – Cross Country, Tabloid Sports Swimming Lessons Camp – 1 night BWP, 2 days Minjerribah (class 2 – 5) Use of parks/reserves Excursions - Indigiscapes, foreshore, freshwater creek	**TB** **TB** **TB** **KB, TB, MW** **MW, KB** **KB, SD** **KB**	**H** **H** **H** **H** **H** **H** **H**	Active engagement in the outdoor environment as the 3rd classroom and developing a deep appreciation and connection to our local community Use of local resources in the area and fostering sustainability - mobile library, foreshore care, active play Developing greater independence and increased capabilities to self manage impulsivity and care for belongings Gross motor, fitness and well-being through active engagement, developing sporting skills, teamwork and passion for sports Feeling a deep connection to country through stories from Quandamooka people and the Elders

Festivals – Harvest, Winter, Spring and Twilight Christmas Medieval feast and tournament Celebrations birthdays, anniversary Production – The Little Three Pigs Christmas Performance at RPAC	**Teachers** **MW, KB** **Teachers** **MW, KB** **AT, MW, KB**	**H** **H** **H** **H** **H**	Sharing our learning with our community - celebrating our learning Enlivening the curriculum through active participation, role play and performance Building high standards for presentation and the work required in practicing and developing skills and capabilities

Goal 2: Property To continue to develop the property in a manner that is well planned and designed to be aesthetically pleasing, safe, supports the curriculum, is responsive to the Steiner Education indications, well managed resources and meets regulatory requirements			
Actions	**Led By**	**Priority**	**Expected Outcomes**
Ongoing and preventative maintenance Guttering replaced Trees trimmed and gutters cleaned – potential quiet garden area	**RW** **RW** **RW**	**H** **H** **M**	Following organised maintenance schedule List of contractors Items repaired promptly
Construction **-** Council works - Fence	 **RW** **Contractors**	 **H**	Meeting council requirements

Carpark Rubbish bin screen Easement	**Contractors** **RW** **BB**	 **L** **H**	

Goal 3: Finance To ensure the school remains financially viable through achieving appropriate grants, meet regulations and auditing accountability, expenditure is aligned to budgets and priorities, effective and transparent financial systems			
Actions	**Led By**	**Priority**	**Expected Outcomes**
Audits and Reporting Obligations Oversight Budgets Smart, secure, cost-effective, transparent systems	**MW, CH** **MW, CH** **MW, CH** **MW, CH**	**H** **H** **H** **H**	Open and transparent process and satisfactory audits completed Budgets followed and any variances explained and reported Planned monthly expenditure Effective use of ZERO Engagement of accountant and financial auditors
Funding for additional needs	**KB**	**H**	In the process of gathering data through observations, work samples Building relationships with the child, family and allied professionals. Ongoing informal and planned formal consultation and development of EAP's Sought information from parents - to attain a deeper level understanding of the child, diagnostic information
Grant seeking opportunities Fundraising	**Board Committee**	**M**	Sub committee working on opportunities for additional funding and grants to assist with the development of projects

Goal 4: Staff
To have a faculty with strong, diverse staff who complement each others, flexible, maximises strengths and expertise and commitment to the school's vision for learning
To encourage development of the artistry of the teacher who crafts and bring vitality the curriculum in term of deep knowledge of Steiner indications, inner work and a dedicated pedagogical love for the child

Actions	Led By	Priority	Expected Outcomes
Flexible arrangements Retention and recruitment Strong pool of staff/relievers known to children and families Maximising diverse interests, skills, strengths and expertise	**MW, Board** **MW, Board** **MW, Board** **MW, Board**	**H** **H** **H** **H**	Highly skilled staff with diverse strengths and capabilities to add to be able to offer the highest quality educational outcomes for the children Consistent staffing and regular relievers who have solid relationships with children and are aligned in approaches Strong relationships are built as the class remains together throughout junior or middle years. Teachers and aides work with classes, whole school and fluid groupings so well known to all the children and can support each other in their roles Diverse staff - cultural backgrounds, ages and gender
Performance Appraisal Staff information site	**MW** **KB**	**H** **M**	Robust and rigorous system for attestation and professional development so there is accountability, as well as professional growth Rich feedback provided for self-improvement and critical reflection is encouraged
Professional Development Vision development Curriculum and assessment Professional research	**MW** **MW** **MW** **Teachers**	**H** **H** **H** **H**	Shared professional development and collegial discussions that share information as well as encouraging critical thinking. Action research informed by theory and translated into practice through iterative cycles.

Teacher/faculty meeting	**Teachers**	**H**	Sharing the story of the development of the school and practice wisdom with wider educational faculties Ongoing self development and engagement with SEA and ISQ as industry leaders
Professional Networks SEA, ISQ James Nottingham Conference Visit to Minjerribah Mentoring the mentors	**MW, KB** **MW, KB** **MW, KB** **KB**	**H** **H** **H** **H**	Professional alignment with peak bodies and professional networking locally, nationally and internationally Visit to Minjerribah Island and building relationships with the Elder

Goal 5: Wellbeing and safety
To maintain a protective space where each individual is free to express themselves and managing risk in a healthy way
To meet the whole person through embracing learning in holistic way engaging the head, heart and hands
To offer a place of wellbeing for children and staff with good work/ life balance, balanced rhythms to the day, restorative practice, inclusion

Actions	**Led By**	**Priority**	**Expected Outcomes**
Audits Risk Assessments	**RW** **MW, KB**	**H** **H**	Maintenance of a safe environment for adults and children through meeting compliance requirements
Staff Child Protection Training Emergency Training			Meeting legal legislative requirements, staff week versed in procedures so aware of responsibilities and know what to do through training completed
Wellbeing plans/ information Work/life balance	**All staff**	**H**	Staff wellbeing is a priority Flexible arrangements in place to maintain good work life balance SEBSS is a great place to work and staff know they add value, working each day with joy in our step

Promoting diversity and inclusion	**KB**	**H**	We see diversity as a strength and that it enriches our lives as well as appreciating the many ways of being and learning of students and staff Protective space where each child can learn and grow free from harassment and bullying
Restorative practice	**MW, KB**	**H**	An approach that protects the dignity of people and restores fractured relationships. Alternative to punitive approaches and encourages the learning about rights and responsibilities Strategies for resolving conflict

Goal 6: Community
To engage in CoP partnerships to gain leverage - professional networks, parent engagement, event, festivals and celebrations
To have clarity over the school's story and sharing the journey with wider community

Actions	**Led By**	**Priority**	**Expected Outcomes**
Quandamooka relationships with Elders RAP Jandai school name	**MW, KB, SM**	**H**	Forging and strengthening relationships with Quandamooka people through slow respectful engagement Building relationships with people on Minjerribah, visiting sacred sites and feeling the connection to country
Film company AVA Redland City Choir	**MW, AT** **AT** **AT, MW, KB**	**M**	Extraordinary opportunities to promote the school and community awareness of Steiner Education Extra curricular opportunities for the children to learn from highly proficient experts
Professional networks – SEA, ISQ, Challenging Learning, Steiner Schools	**MW, KB**	**H**	Professional networking with peak bodies and professional presenters, offering high level professional development with the wider community, parents, teachers and allied health

Professional networks - visits Relationships with Steiner schools and local schools Potential strand in a high school	**Board Committee**	**H**	Supporting the development of and seamless transition into a local high school to continue their journey of Steiner Education
Festival celebrations each term – shared meals Production Community events – sport days, Twilight Christmas Craft group Pre-school visits	**Teachers** **MW, KB** **TB** **MW, KB** **SD** **MW, KB**	**H** **H** **H** **H** **M** **H**	Building the village approach through community gatherings so the school becomes part of the village green. Helping to build connections and lasting memories shared by children and families
Newsletters Seesaw Marketing – Website/parent lounge,Staff room, FB, EOI, newspaper, documentary, foundational journal	**KB** **Teachers** **KB, KM** **KB, MW**	**H** **H** **H** **M**	Good ongoing two way communication systems making it easy for people to access information and ensuring that processes are followed Developing community awareness and commitment to Steiner Education and the benefits to the developing child

Goal 7: School Improvement

To decide strategies relevant to the processes and setting priorities for achieving the strategies and how the strategies are to be achieved

To regularly monitor the achievement of the strategies

To report annually about the achievement of the strategies to the school's community, including staff, students, parents and guardians.

Actions	**Led By**	**Priority**	**Expected Outcomes**
Collection of data - Student Achievement	**SEBSS board**	**H**	Ongoing cycle of seeking feedback to inform planned improvement, long and short term strategic goals and implementation plans and appropriate reporting

- Parent/Staff Survey (Survey Monkey) - Parent interviews - Student consultation - Staff training retreat - Information and data provides details for formulation of the 3 year Strategic Plan - Annual reporting to Stakeholders (November)	**MW, KB**		