



Birali Steiner School Beachmere STRATEGIC PLAN 2021-2024



May we strive together with good will
To form a community
Where the gifts of each one are acknowledged
And where each one does one's best

That the highest spiritual powers
May help us bring forth a school, worthy of all children
That they may learn to live and breathe in spirit awareness
Blessing the world with their deeds.

- Rudolf Steiner

BRIEF HISTORY

Birali Steiner School began in 2013. Proactive local parents had discovered the value of the Steiner approach for nurturing and educating their children. The Moreton Bay Birali Steiner School Association Inc was formed and the developing school organisation was located at the Beachmere Community Hall. Birali Steiner School was accredited as an Independent School registered in Queensland in 2013 for Prep to Class 6. The school moved to its current location in late 2018, with a beautifully designed architectural presence on a 26-acre site in Beachmere. A Middle School was established in 2020 with a combined Class 6/7/8. The school will offer learning opportunities up to Class 10 by 2023. Our own name, **Birali** (pronounced Ber-ra-lee) was gifted to us by a valued indigenous elder and inspired by the name of a creative spirit named Biral.

BIRALI BOARD OF DIRECTORS

The Moreton Bay Birali Steiner School Association Incorporated that began in 2012 formed a committee of Birali Community members – Birali's Foundation Families - to support and guide the direction of the association's activities, a new constitution was developed at this time relevant to school operations. In 2015, the Birali Board engaged community and parent members and developed increasing structures to ensure effective governance and compliance with non-government school registration requirements.

VISION

Birali Steiner School's Vision is to educate the whole child learning through head, heart and hands offering a curriculum responsive to the developmental phases in childhood ensuring a positive foundation for a purposeful and productive adulthood is cultivated.

MISSION

At Birali Steiner School, we strive together to deliver an education that honours, nourishes, and develops the creative spirit of the child. Our school aims to kindle in young people, courage, determination, a sense for truth and beauty and a desire for lifelong learning, with an understanding of respect for the traditional custodians of the land on which the school is founded.

We do this by providing developmentally appropriate learning experiences that encompass and emphasise:

- physical development and connection to the natural world
- advancement of the social and feeling life
- development of artistic and creative capacity
- cultivation of living thinking through engaging in academic studies

Our educators bring the Steiner pedagogical approach to life, in our unique Birali context, so that young people may develop a healthy and lively connection to others, their natural environment and their own individuality.

With this foundation, the young person can go forth into the world with a broad and deep knowledge base, a feeling of their own social competency and a benevolent sense of individual freedom.

OUR VALUES

Birali Steiner School values are underpinned by Anthroposophical beliefs and Steiner principles.

Wellness: At Birali Steiner School, our community values and fosters wellness in body, soul and spirit through providing a holistic education and environment that develops the whole child, and supports every community member, acknowledged through collaboration, tolerance and respectful inclusive engagement.

Creativity: A wide-ranging curriculum that includes a balance of academics and arts with physical, social and emotional development is offered through the learning environment at Birali Steiner School. By promoting creativity and imagination, students are encouraged to develop a capacity to think laterally in their later life.

Compassion: Our staff strive to offer an example through their actions and deeds, through clear thinking, balanced emotions and unconditional love for the children, colleagues, the community and our natural world. Enhancing the development of students to become confident adults who care for others.

Wonder: A sense of wonder and reverence is cultivated in each child by encouraging the child's innate affinity with the natural world. Birali learning environment stimulates curiosity and love for other beings and natural phenomena.

Authenticity: Our Birali Steiner learning focuses on striving to encourage the child to value truth, individuality, integrity and authenticity. Our Birali Steiner School community provide guidance on moral courage to stand up for what is good, true and beautiful.

Birali Strategic Plan Aspirations: 2021 - 2024

Area 1 - STUDENT LEARNING ENGAGEMENT

GOAL

Deliver high quality Steiner, student-centred education with a developmentally appropriate curriculum, which grows organically with the community we serve.

KEY OBJECTIVES

1. Excellence in delivering a Steiner education, which is consistent with the Australian Steiner Curriculum Framework, and which meets the requirements of the Australian National Curriculum.
2. Explore future opportunities for organically growing a comprehensive Pre-Prep to full Secondary Education Model.
3. Expand secondary education opportunities for Class 7-10 students in the area.

STRATEGIES

1. Deliver a well-balanced, creatively focused curriculum which ensures a sound grounding in all specialist facets of education including but not limited to language, culture, academics, drama, arts, music, and physical education.
2. Review and develop the curriculum and related policies that are aligned to strategic goals.
3. Provide a strengthening and comprehensive Middle School Program Classes 8-10 in 2022-2024.
4. Build collaborative professional connections with other SEQ Steiner Schools.
5. Consider the viability and timeline of implementing a future Kindy (Pre-Prep) program.

MEASURES OF SUCCESS

1. Evidence from curriculum and planning documents that indicates a well-balanced and creatively focused curriculum is being implemented.
2. Evidence that the curriculum and related policies have been reviewed.
3. Evaluating the provision of a well-resourced and well-planned Middle school program.
4. Increased professional relationships with SEQ Steiner schools.
5. Viability report for Kindy program completed by end 2024.

Area 2 - STUDENT and STAFF WELLBEING

GOAL

To value and foster the well-being of students in body, soul, and spirit.

To acknowledge and celebrate the uniqueness of each individual staff member through collaboration, tolerance, and inclusivity.

KEY OBJECTIVES

1. Encourage the unfolding of each individual child in a creative, nurturing, and respectful school community.
2. Ensure that Birali Steiner School offers a holistic education and environment that supports and develops the whole child.
3. Encourage and foster a proactive solution-oriented approach within and between each staff member.

STRATEGIES

1. Engage the whole child in learning through thinking, willing and feeling, engaging the 'Head, Heart and Hands'.
2. Maximise the accessibility for all students to the learning environment.
3. Promote and engage in a collaborative respectful approach to connections and communications.
4. Engage staff in Professional Learning which builds and enhances existing skills and capabilities in wellbeing for our staff and our students.

MEASURES OF SUCCESS

1. Evidence from the Wellbeing and Enrichment team that all students have access to a holistic and supported learning environment.
2. Evidence that the staff have expertise and appropriate training in student wellbeing.
3. A positive staff culture is evident, shown by staff retention, engagement and feedback through regular reviews.
4. Evaluation of the quality of professional learning programs by tracking staff participation, reflection and feedback through staff appraisals and surveys.

Area 3 - COMMUNITY and ENVIRONMENT

GOAL

Build strong connections with the parent community, association members, and the wider community.

Encourage and actively promote a Steiner Education opportunity which maximises and advocates for our school as a significant and valued Learning Environment.

KEY OBJECTIVES

1. Engagement of the community in the students' education.
2. Ensure 'growing Birali' is through organically and environmentally appropriate and sustainable approaches and that this continues to be a significant and a priority expectation of all the Birali community.

STRATEGIES

1. Host School Tours for prospective enrolments and undertake Induction processes for new parents.
2. Offer extended support to all parents of the school.
3. Host informative, interesting talks and workshops on Steiner philosophy, and in particular Steiner education.
4. Develop links with the wider community including local community and commercial groups, such as local Kindergartens and as well as government and regulatory bodies.
5. Promote Biodynamic Gardening principles.
6. Commit to environmentally appropriate and aesthetically appealing design and construction.

MEASURES OF SUCCESS

1. Documented data on school tours including the number of attendees and conversions to enrolment; and tracking the effectiveness of the induction sessions for new parents through parent surveys at least annually.
2. Evidence of talks and workshops hosted by the school through documentation and seeking feedback from participants through parent surveys at least annually.
3. Increased community enquiries and increasing enrolments across all classes, with growing wait lists.
4. Increased links and regular communication with the wider community.
5. Thriving Biodynamic gardens.
6. Evaluating the design and construction of new buildings and spaces for their environmental impact and aesthetics.

Area 4 - GOVERNANCE

GOAL

Prioritise the development of an emerging school through diligent, compliant, engaged, and relevant Birali Board governance.

KEY OBJECTIVES

1. Ensure a clear direction and vision through undertaking strategic planning for the Birali Steiner School and community
2. Ensure ongoing financial capacity and viability.

STRATEGIES

1. Prudent financial oversight of funding, resources, and ongoing budget of the Birali Steiner School and MBBSSA.
2. Actively oversee and monitor all statutory and regulatory compliance requirements.
3. Ensure relevant policies and necessary briefs are prepared to meet the objectives of the Birali Board, Birali Steiner School and MBBSSA.
4. Effective and appropriate consultation with the Birali Leadership Team.
5. Oversee and monitor the quality of the educational programs provided by school.
6. Maintain a measured approach to growth, including Infrastructure and Capital Development considerations.

MEASURES OF SUCCESS

1. Meeting budget forecasts, bank convenance and enrolment targets with agreed enrolment growth each year.
2. Reporting and statutory compliance requirements are met in a timely manner.
3. A strategic plan is published and communicated to all stakeholders with results of key objectives accounted in the school, association and board annual reports, meeting minutes and monthly reports.
4. A strong working relationship exists between the Board and Leadership Team evidenced in annual reviews.
5. Compliance with all relevant educational standards is evidenced in reports from school leadership and available at Board meetings.
6. All growth, capital development and infrastructure needs meet the Master Plan - with staged costings and draft financial analysis.