

# Strategic Plan 2025 - 2028

*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*





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Strategic Plan endorsed by MBBSSA Inc Board 25/11/2024

## **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 has offered learning opportunities up to Class 10 since 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, and 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, a desire for lifelong learning, and 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 engagement 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. We provide 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 of compassion 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's 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.



## Area 1 - Student Learning and Engagement

### GOAL

To deliver a high-quality Steiner education with a developmentally appropriate curriculum to engage student learning.

### KEY OBJECTIVES

1. Consistent with Australian Steiner Curriculum Framework.
2. The scope of Steiner education is inclusive Prep to 10, with future planning to expand into Kindergarten and Senior schooling.
3. Active engagement of the parents in their child's education.

### STRATEGIES

1. Regularly review and develop the Birali curriculum to stay abreast of emerging themes.
2. Fully investigate the viability of offering senior schooling, years 11 and 12.
3. Embed consistent targeted literacy and numeracy approaches.
4. Strengthen the years 7 to 10 program with hands-on electives and certificate courses.

### 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. Increased teacher confidence in delivering targeted literacy and numeracy approaches.
4. Improved student literacy and numeracy outcomes.
5. Moderation of student work on a termly basis between mentors or at college meeting.
6. Improved student engagement.



## Area 2 - Student Focus

### GOAL

To value and foster the well-being of students and staff through holistic inclusive collaboration.

### KEY OBJECTIVES

1. Encourage the flourishing of each individual child within a creative, nurturing, and respectful school community.
2. Ensure that Birali Steiner School offers a human-centered education and environment that supports and develops the whole child.

### STRATEGIES

1. Engage the whole child in learning.
2. Maximise the accessibility for all students to the learning environment.
3. Foster collaborative and respectful connections between staff, students and each other.
4. Provide support and guidance to students, addressing their emotional, social and mental health needs.
5. Fostering collaboration across staff bodies.

### MEASURES OF SUCCESS

1. Engagement in referral processes to ensure that all students have access to appropriate adjustments.
2. Student well-being is reflected through positive attendance and engagement.
3. Evidence through observation that students have a sense of belonging, are connected and feel safe in the Birali community environment.
1. Evidence of meeting the cultural diversity of students in every classroom.
2. Wellbeing support is available to address and meet the diverse needs of our students.



## Area 3 - Staff Focus

### GOAL

To acknowledge and celebrate the uniqueness of all staff and build capacities through Professional Development to strengthen staff confidence and well-being.

### KEY OBJECTIVES

1. To foster a communicative, solution-oriented approach between each staff member.
2. To support staff to continue ongoing professional development.

### STRATEGIES

1. Staff are encouraged to actively engage in self-care practices and maintain a healthy work-life balance.
2. Staff are encouraged to actively engage in mentor-mentee relationships to build capacities.
3. Engage staff in Professional Development which builds and enhances existing skills and capabilities.
4. Provide Professional Development opportunities that enable teaching staff to better understand student developmental stages including age-appropriate resources, behavioural expectations and constraints.
5. Provide ongoing professional learning and training to all teaching and support staff to enable the success of delivering Steiner education.

### MEASURES OF SUCCESS

1. Evaluation of the quality of professional learning programs by reviewing staff participation, reflection and feedback.
2. Staff feedback reflects high job satisfaction and an overall healthy wellbeing climate.
3. Regular sharing and documenting at faculty/college meetings, following attendance at professional development courses and workshops.
1. A peer mentorship program has been embedded with clear processes and outcomes.



## Area 4 - Community and Environment

### GOAL

Build strong connections with the school and wider community.

To develop a clear identity which promotes the Steiner education philosophy as a valued learning environment.

### KEY OBJECTIVES

1. Ensuring sustainable growth of Birali through collaborative community connections.
2. A planned and considered approach to parent connection and parent education throughout the school.
3. Embedded Indigenous reconciliation practices across the school community.

### STRATEGIES

1. Strengthen the enrolment process to include parent expectations and alignment with the school's philosophy.
2. Develop a parent education program for families prior to enrolment.
3. Develop a parent education program for current parents that is accessible to all (child minding) with experienced and engaging speakers to inspire and promote understanding and that also includes social opportunities for parents.
4. Engage the wider community by inviting local educators (teachers, principals, early childhood centres) to information/open day events to share what we do to assist with potential referrals.
5. Have a regular, ongoing parent-led study group.
6. Develop a register of family and community skills.
7. Engage parents through ongoing working bees and Parent Meet and Greets.
8. Explore class carer meetings with leadership to support establishing a parent volunteer group.
9. Have ongoing relationships with Indigenous community members to bring a range of experience, knowledge and skills into the classrooms and community events.

### MEASURES OF SUCCESS

1. Increased attendance at parent education events with positive feedback from parents.
2. New families have a better understanding of Steiner education, and school/home relationships are strong as evidenced through increased retention rates.
3. Parents better understand our values and philosophy prior to commencing so that any applications that are withdrawn are from a place of "not for us".
4. High attendance rate at parent education programs for prospective parents, demonstrated through parents enrolling 1 to 2 years prior to commencement.
5. An observable increase in the number of parent volunteers and higher attendance levels at school organised events.
6. A fundraising volunteer group organising various fundraising events across the school year to support projects aligned with the Strategic direction of the school.
7. Indigenous community members engaged in learning and celebrations throughout the year.

## Area 5 - Governance

### GOAL

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

### KEY OBJECTIVES

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

### 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.
- 3.3. Ensure relevant policies and necessary briefs are prepared to meet the objectives of the Birali Board, Birali Steiner School and MBBSSA.
4. Ensure Birali has the necessary resources to provide a quality Steiner education to students and staff are provided with professional development to deliver the Australian Steiner Curriculum Framework.
5. Maintain a measured approach to growth, including Infrastructure and Capital Development considerations.

### MEASURES OF SUCCESS

1. Meeting budget forecasts, bank covenants and enrolment targets with agreed enrolment growth each year.
2. Reporting, statutory compliance requirements and risk management needs are met promptly.
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 well-resourced school in line with enrolment numbers.
5. All growth, capital development and infrastructure needs meet the Master Plan - with staged costings and draft financial analysis.





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