



ib schools  
australasia

# **MANSFIELD RUDOLF STEINER SCHOOL & KINDERGARTEN INCORPORATED**

## **Annual Report 2021**

MANSFIELD



STEINER SCHOOL



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## **Our School**

### **OUR FOUNDATION**

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**The Mansfield Rudolf Steiner School had its beginnings when, in 1986, a small group of children began their education in a parent-built mud-brick room at Maindample. In the early days the parents carried the enormous task of building, developing, maintaining and running the school without government support or funding. In 1985 the school received formal registration and a certain amount of government funding followed.**

Years of hard work, determination, passion and faith saw the school overcome many setbacks and challenges. It grew into a vibrant community offering a creative and innovative educational option in the Mansfield district.

By 1996 the school had outgrown the Maindample site and with a successful application for Capital Funding the decision was made to move into Mansfield. Subsequent years have seen a series of building programs develop the beautiful and well- resourced school which exists today.

### **SCHOOL STRATEGIC VISION**

The next 5 years. It is important during this process that we involve all key stakeholders and provide the road map into the future. Our Current Strategic Plan expires in 2023.

### **SUPPORTING THE CURRICULUM**

The school follows the Australian Steiner Curriculum framework.

The school fosters an evolving awareness with this specific curriculum. Unique to Steiner schools is the role of the class teachers who guide classes through many years as guardians and mentors. The primary years of Mansfield Steiner School are rooted in the ideal that the needs of childhood must be honoured and progressive and traditional values hereby find their balance. Students gain confidence and can be inspired to a high level when the same teacher is with them year after year.

Teachers use a multi-sensory approach to learning and work rhythmically and imaginatively with students. Music plays a key role in the curriculum and all students play recorder together each day and a stringed instrument from Year 3. Respect for the natural environment and seasonal cycles is encouraged through the celebration of a range of festivals (seasonal, cultural and faith) during the year.

### **RESPONDING TO STUDENT ENROLMENT TRENDS - SCHOOL GROWTH**

The school has experienced steady growth since it was established in 1986 in the small hamlet of Maindample. The capital investment in the school is expected to support greater demand and enrolment growth. Enrolments continue to grow as parents seek continuity and certainty that children can complete their education at the school. The school has a solid reputation locally and further abroad. The school attracts local families and families from outside the local area who move to Mansfield to attend the school.

### **SUPPORTING QUALITY EDUCATIONAL OUTCOMES**

The school's reputation has been further enhanced over recent years, as our graduates have excelled in other educational settings. For a very small school in a rural setting, we are unique, and our reputation is slowly but steadily growing.



## OUR VISION

*Our Vision is a School Community of free, responsible and ethical contributors to our contemporary world.*

## OUR MISSION

*Mansfield Steiner School aims to awaken and inspire students critical thinking, emotional intelligence and artistic expression on a global scale, supporting their development to become open minded and ethical individuals who can design their own lives with initiative and purpose.*

## OUR VALUES

- » Upholding the rich educational and spiritual philosophy that underpins Steiner Education.
- » Cultivating a deep understanding of child development in order to nurture the full measure of a human being - body, soul and spirit.
- » Honouring the need for a healthy childhood: to play, to feel part of the natural world and to be free from the influence of commercialisation.
- » Creating a learning environment that balances creative expression, critical thinking, empathy, compassionate understanding and ethical action.
- » Striving towards a professional culture that is committed to quality, transparency, innovation and principled leadership.
- » Developing organisational structures that foster respect, collaboration and open communication between people.
- » Appreciating beauty and working out of reverence for the natural world.
- » Building sustainable and welcoming physical structures that facilitate healthy learning, working and playing.

### SCHOOL LEADERSHIP TEAM (SLT)

**Frances Cummins** PRINCIPAL

**Glenn Hood** DEPUTY PRINCIPAL

**Andrew Karzons** OPERATIONS MANAGER

**Kate Hood** SECONDARY SCHOOL COORDINATOR

**Sue Plumb** International Baccalaureate (IB) COORDINATOR

### GOVERNANCE COMMITTEE (GC)

**Sarah Lieber** PRESIDENT

**John Bowen** VICE PRESIDENT

**Tim Ross** TREASURER

**Scott Ersvaer** SECRETARY

**Rosie Brennan, Catherine Yencken and Ingrid Ueno**

*The School supports and promotes the principles and practice of Australian democracy, including a commitment to elected government, the rule of law, equal rights for all before the law, freedom of religion, freedom of speech and association, the values of openness and tolerance.*

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*We receive funding from both the Federal and State Governments*





## President's Report

It is my pleasure to present the Presidents Report for 2021 and Mansfield Steiner Schools' Annual Report and Special Purpose Financial Statements.

Despite the negative impacts of COVID-19 in 2021 the Mansfield Steiner School has continued to deliver its educational vision and mission.

Many strategic decisions made in past years laid foundation for the school's goal to deliver a Steiner based education from Kinder to Year 12. With the International Baccalaureate (IB) partnership being granted in 2019, it is rewarding, as a committee member, to witness completion of this expansion with the Graduation of the school's first IB students at the end of 2021. It is a significant achievement, firstly, to the IB graduates for their success and all involved in their educational journey and secondly to the school members past and present who contributed to the building blocks of this journey. A meaningful reflection indeed.

In 2021 the committee received advice from Fran Cummins of her planned retirement and was therefore charged with recruiting a new Principal. To this end the committee commissioned an independent Leadership review of the school. Libbi Turner, a SEA Professional partner ably and enthusiastically carried out this review. The resulting report has assisted the committee in the principal and leadership recruitment for the school and will also provide the incoming principal with valuable data to shape the new leadership team. At the end of 2021, after a long recruitment process the committee was pleased to announce the recruitment of Glenn Hood to the position of Principal and we wish him all the best in his new position in 2022.

Throughout the year the committee continued to support the school in "not defining the classroom by 4 walls". There were many iterations of the camps that complement the curriculum. At Board level this translates to risk assessment review and approval. It was pleasing to see as many camps as was possible in the circumstances go ahead.

As reported last year Government funding was secured through the Block Grant Authority



for the next stage of the masterplan building project. With the impact of COVID-19 and increasing building costs the project required much review and negotiation with both the BGA, our Architect and Project Manager and contracted builder. It was pleasing to see the project commence in late 2021.

As well as the commencement of the major building works in 2021 the kiln room was commissioned to secure the new kiln. The kiln was generously donated to our Arts Department and is a very welcome addition to the ceramic program. A review and upgrade of the school's internet services was also commissioned.

Child safety remains at the top of our agenda, and I outline below child safe improvements made this year:

- » Building of a new Kindergarten fence with improved entry/exit gate and security.

Looking forward to 2022 the Governance Committee will commit to:

- » Reviewing the current strategic plan in preparation for creating the Strategic Plan 2023-28
- » Working with the Project Steering Team to ensure buildings will be open and functional for Term 1 2023.
- » Continuing and strengthening involvement with the school community and wider Mansfield community
- » Support new Principal transition into 2022

**Sarah Lieber** PRESIDENT, GOVERNANCE COMMITTEE



## Treasurer's Report

For a second year, our school life was significantly impacted by the consequences of COVID-19. The impacts of this were felt in our financial performance, as they were in all other aspects of school life.

Overall, however, we achieved a pleasing financial result. Some headline numbers include;

- » Recurrent income of \$4.2m, up from \$3.6m the previous year
- » An operating surplus of \$198k, down from \$329k the previous year (but still respectable)
- » A net operating cash flow of \$451k, little changed from \$452k the previous year
- » Income tracked fairly closely to budget, however expenses were broadly over budget at least partly due to COVID-19 related expenses
- » Student fees (per child) for 2022 held steady for the fourth year in a row
- » Growth of school (prep to year 12) enrolments from 164 (Dec 2020) to 181 (Dec 2021). This was mainly due to an additional year group (our first Year 12).

Of note for the current year is the building program which commenced in early 2022. This is a significant undertaking for the school, with an overall budget of approx. \$2.5m, funded by a mixture of government capital grants and new borrowings. The ongoing need for new building and other capital investment is the reason why the school needs to budget for operating surpluses each year.

The financial outlook for the current year is much more challenging. The loss of a number of enrolments at the end of 2021 (many due to parent dissatisfaction relating to COVID-19 measures) have put us under significant budgetary pressure which is likely to impact the school over the year ahead.

As I have done each year, I once again acknowledge the contribution of Operations Manager Andrew Karzons and his team in looking after the school finances.

**Tim Ross** TREASURER, GOVERNANCE COMMITTEE



## Principal's Report

When the calendar ticked over from 2020, there was a collective sigh of relief as we all expected that the 2021 school year would be an easier year for Mansfield Steiner School, and for all Victorian schools in general. Unfortunately, this was not to be. 2021 was another year of disrupted education with prolonged periods of Remote Learning, cancellations of festivals and postponement of camps.

The experiences of the previous year had stood teachers in good stead, as familiarity with Teams technology, promptly delivered work packages, balanced online learning interspersed with meaningful practical activities and daily Class meetings ensured the least disruption as possible to students' learning. There was an emphasis on communication with all students and families during the Remote Learning period: Teacher parent interviews were held via Teams and the welfare of students and families during the difficult time was managed by class teachers and the wellbeing coordinator. As in the past year the emphasis was to support families as much as possible.

Naplan Online testing for years 3,5,7 and 9 was held in May. The results showed that in Class 3 the results showed many students were below the state average due to lack of confidence with the technology and unfamiliarity of the layout of the tests. The results in the upper years were more positive but overall, it was still a small cohort of students sitting the test as many parents withdrew their children. There were some very strong individual performances

*May there  
reign here spirit strength in love  
May there work here spirit light in goodness  
Born from certainty of heart and from  
steadfastness of soul  
So that we may bring to young human beings  
Bodily strength for work, inwardness of soul  
and clarity of spirit  
May this place be consecrated to such a task  
May young minds and hearts, here find,  
servers of the light,  
Endowed with strength, who will guard and  
cherish them  
Blessings On Our School...*

and the school generally had some very strong results in some areas particularly Reading and Writing. The Learning Support Team (LST) continued to use diagnostic testing to support students who required extension or were experiencing difficulties. Extra lesson therapy also complemented classroom activities in the Primary school. A Speech Therapist visited the school on a fortnightly basis working with designated funded students and a classroom assistant was employed on a part time basis to work in the primary classes with students with additional needs.

2021 was Mansfield Steiner School's first Year 12, with a cohort of six students undertaking the final year of the Diploma of International Baccalaureate. Given that these students were trail blazers, and having spent two years in and out of lockdowns, the results were outstanding and a testimony to the dedication of the staff and students' commitment to achieve their very best. The IB Diploma scores are awarded out of a total of 45 and then converted by VTAC (Victoria Tertiary Admissions Centre) to an ATAR score for tertiary admission. The conversion revealed all students passed with exceptional results. Scoring a class average of 91.3 including some perfect scores.

Camps remained an integral part of Mansfield Steiner Schools' curriculum, but regrettably COVID-19 restrictions prevented many of the annual intra state and interstate camps to proceed. A revised Australian Cultural exchange was organised for Year 10s with the students spending 2 weeks at Wadeye, a remote Indigenous community, a week in the Northern Territory, two weeks learning to sail and studying marine ecology in the Whitsundays and joining the Cairns Hinterland Steiner School for a boat building Main Lesson. It was a rewarding term with the fortunate students discovering the complexities of their own country as well themselves. With the disappointments of camps being constantly postponed, all teachers were determined for their classes to have the best learning experiences possible within the confines of the restrictions. Every class from Class 3 and above went on at least one camp. Year 9 were able to carry out many Outdoor experiences participating in varied and exhilarating programs. We were very fortunate due to our proximity to the snow for all classes from Prep to enjoy a Ski program.

The COVID-19 restrictions caused a disruption to the rhythm and routine of the school year, with parent involvement and community events altered to student only or cancelled. The celebration of seasonal festivals is an enriching part of the school's culture and the lack of these spiritual connections did have an impact on the cherished community life of the school. Despite the restraints all classes performed a Class play and these were all filmed and shared with appreciative families. Unfortunately, Mother Nature was not on our side and the Music Concert and Christmas Festival also had to be disbanded. The introduction of vaccination mandates also caused a distraction and added a final challenge to the school year with some families and staff members choosing to leave the school and to pursue other directions in life.

2021 was a most irregular and difficult year. As a school we have coped with disappointments and risen to the challenges of lockdowns, cancellations, COVID-19, Remote Learning, IB exams, directives, losses and restrictions. Thoroughly and steadily, the school has navigated the hazards and reached the end of 2021 feeling keen, robust and confident to face the rigours of



another year.

Deep appreciation and thanks to the Governance Committee, the students, teachers, staff, parents, past and present, for contributing to and supporting Mansfield Steiner School on its rich, strenuous journey to an exciting and vibrant future bringing the finest Steiner Education to the students of Mansfield.

Now, more than ever before, Steiner education is recognised as a highly valued approach to develop flexible and agile thinking and an ability to collaborate and thrive in a 21st Century world. Gonski 2.0 highlighted the need for a contemporary education to emphasise critical and creative thinking, social skills and problem solving - delivering a deep sense of purpose, connectivity and agency to enact change. These are the hallmarks of a Steiner Education.

Our approach sets students up for a life of contribution and achievement, fulfilment and success, and gives them the confidence and capability to forge their own paths as free, morally responsible and resilient people.

Steiner Education Australia

**Fran Cummins** PRINCIPAL



## QUALIFICATIONS OF OUR TEACHING STAFF

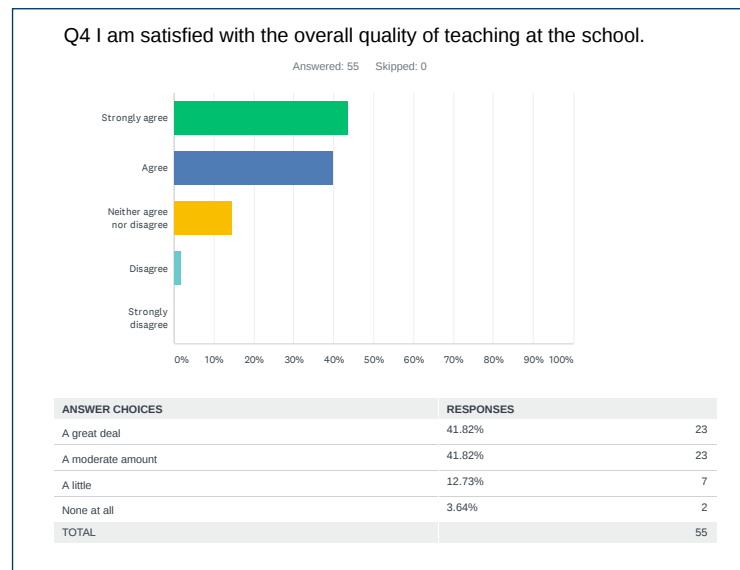
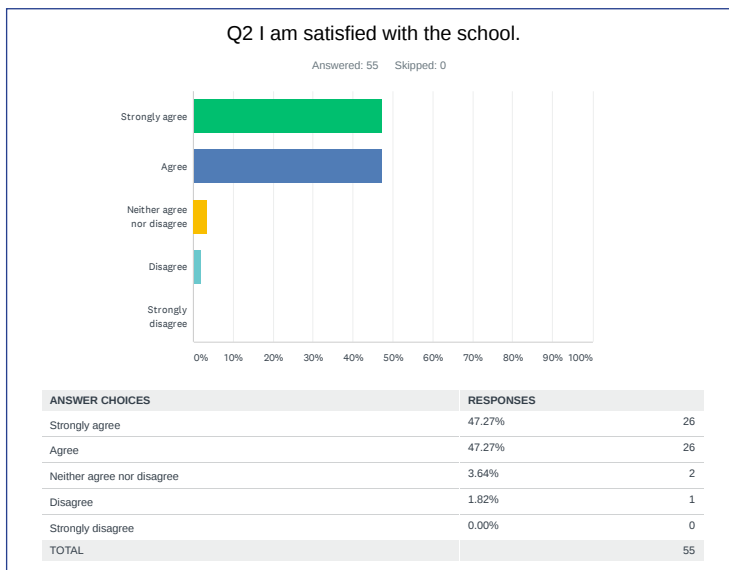
Bachelor of Arts (Honours)	1	Graduate Diploma (Special Ed)	1
Bachelor Agriculture Science	1	Graduate Diploma Business	1
Bachelor of Music (Hons)	1	Graduate Diploma in Teaching and Learning	1
Bachelor of Applied Science	2	Graduate Diploma -Literacy studies	1
Bachelor of Arts	8	Graduate Diploma of Education	10
Bachelor of Arts (Honours)	2	Graduate Diploma of Music	1
Bachelor of Business	1	Graduate Diploma Steiner Education	1
Bachelor of Business Management	1	Master of Applied Learning and Teaching	1
Bachelor of Education	4	Master of Applied Psychology	1
Bachelor of Exercise Science	1	Master of Arts	2
Bachelor of Music	3	Masters of Applied Positive Psychology	1
Bachelor of Outdoor Education (Extended)	1	Masters of Teaching	2
Bachelor of Science	1	Narrative Therapy Certificate IV	1
Bachelor of Science/Education	1	Teachers Certificate	1
Bachelor of Social Work	1	Teachers Certificate (Specialist)	1
Bachelor of Teaching	1		
Bachelor of Teaching (Early Childhood)	1		
Bothmer Gym Training	2		
Certificate IV in Assessment & Workplace Training	1		
Certificate IV in Training and Assessment	2		
Certificate of Rudolf Steiner Education	10		
Diploma of Arts	1		
Diploma of Early Childhood	1		
Diploma of Education	3		
Diploma of Gold and Silversmithing	1		
Diploma of Languages-Indonesian	1		
Diploma of Teaching (Primary)	1		
Extra Lesson	1		
Graduate Certificate in English Literature	1		
Graduate Certificate in Sustainability	1		
Graduate Diploma - Exercise	1		

PLEASE NOTE: Staff who have more than 1 qualification will be counted more than once in the above qualification table. Therefore the total number of staff by qualification type may be more than the total number of teaching staff.



## PARENT SATISFACTION SURVEY

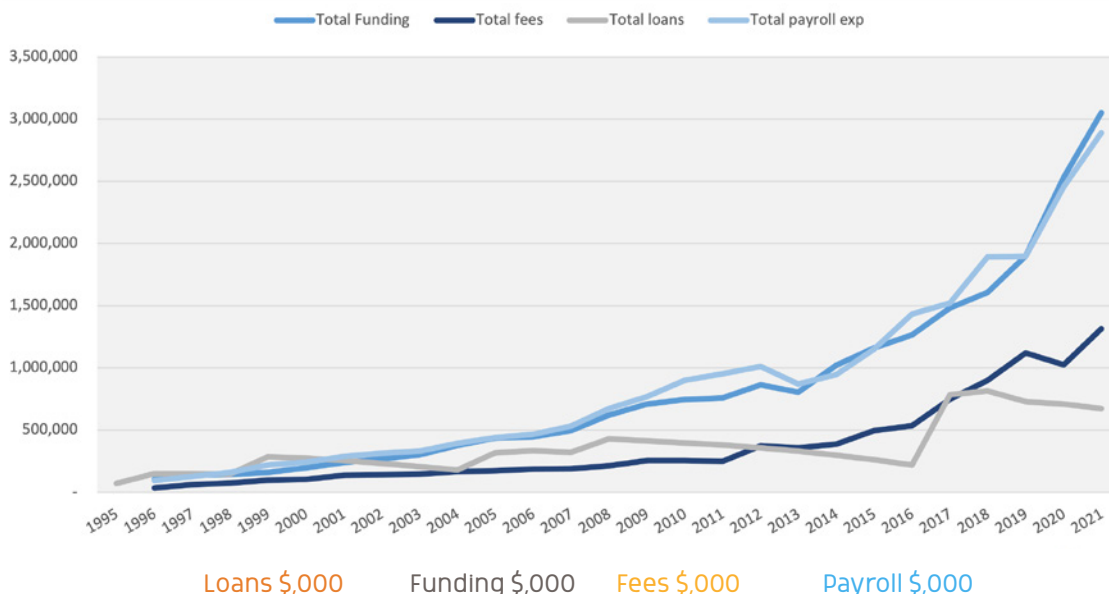
A Parent satisfaction survey was conducted to measure satisfaction across a number of key areas, below are extracts from this recent survey results.



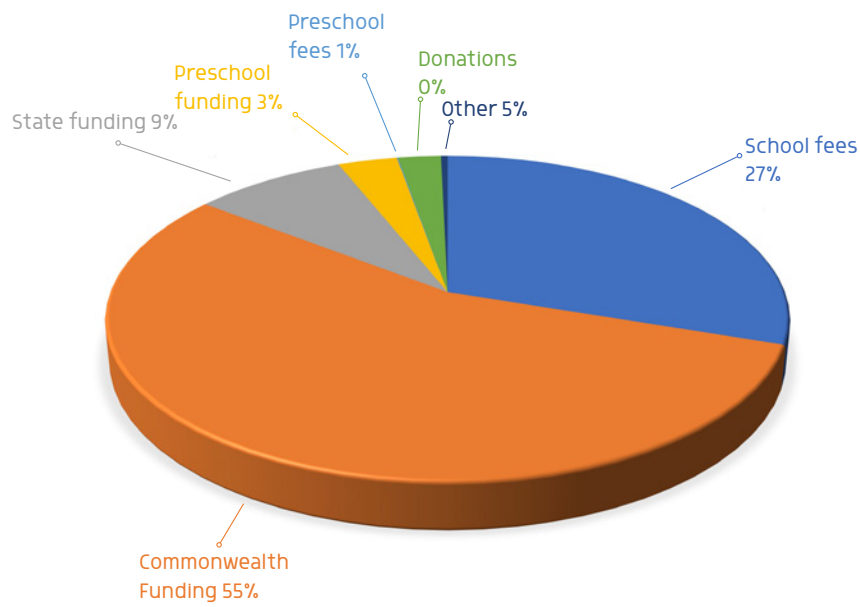
## School Financial's

Due to the continued increase in enrolments through the additional year level and stronger numbers coming through the school experienced strong growth in both fee revenue and grant income.

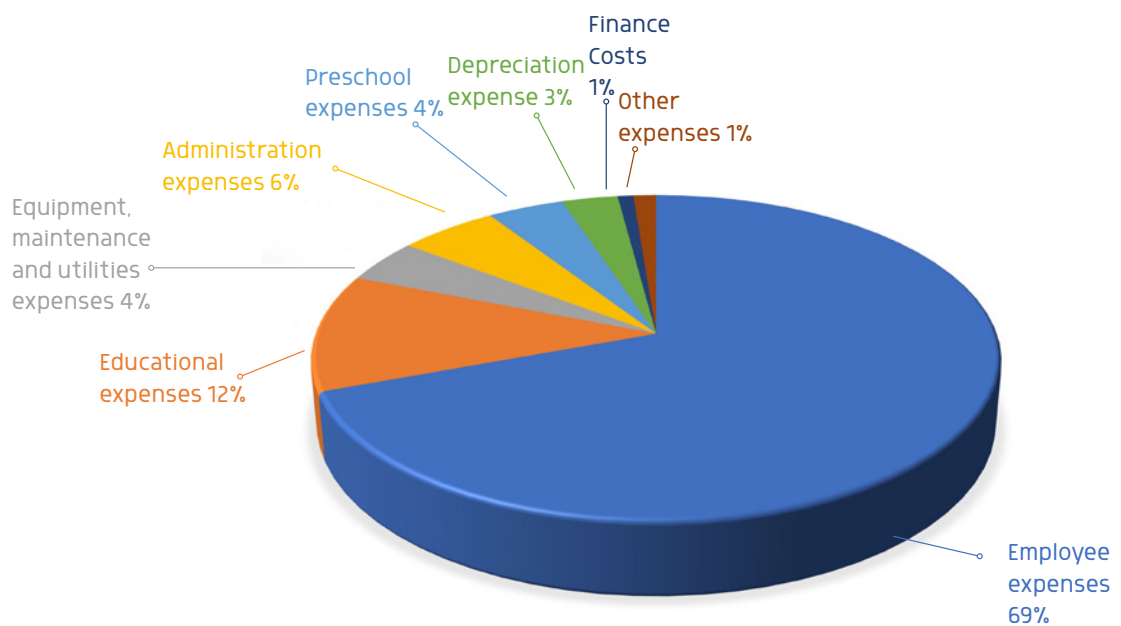
## SCHOOL FINANCIAL STATISTICS 1995 - 2021



## RECURRENT INCOME



## RECURRENT EXPENSES











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