



Strategic Plan 2028

Values

- Community
- Professionalism
- Trust
- Abundance
- Growth
- Mindset
- Diversity

Mission

To educate independent thinking people who meet life with courage, and respond with initiative and creativity to the needs of the world and their fellow human beings.

Vision

To be a premier pre-K to Grade 8 Waldorf school providing a holistic education that addresses the intellectual, spiritual, emotional, social and physical aspects of the child. The school develops confident, independent thinkers who have a strong social and environmental conscience and respond to the world with compassion and creativity. The school community honours the child, fosters harmonious relationships and celebrates the wonder of life.

Objective

To be a premier pre-K to Grade 8 Waldorf school.

To cultivate a values-based community centred on the work of Rudolf Steiner, in the context of the world today.

To continuously enliven what we teach (curriculum); how we teach (skill set); and who we are as teachers (energetically/spiritually).

To have the student experience be the centre of our holistic education.

Pathways

TEACHING EXCELLENCE

- School provides holistic education – intellectual, emotional, social, spiritual, and physical
- Each teacher strives to develop socially, emotionally, spiritually, artistically, and academically
- School invests in teaching methods and teachers
- Effective ongoing communication between teacher and parents
- Teachers engage in intentional, effective assessment to inform their teaching
- Teachers engage in effective classroom management

STUDENT EXPERIENCE

- Students are enlivened by the rich Waldorf experience
- Large number of students in upper grades
- New location to reflect values and enriched experience
- Strong connection to teacher, other students and school
- Achieve expected learning goals

FINANCIAL MOMENTUM

- New location funded
- Strong enrolment (good retention & new families)
- Solid investment strategies

LEADERSHIP/GOVERNANCE

- School guided by consistent vision;
- Clear, transparent structure, roles and decision making (Board, PIC, Admin);
- HR management and planning
- Succession planning
- Physical capacity planning

Indicators

- ✓ Healthy development in children
- ✓ Positive staff engagement
- ✓ 90% retention of FT teachers & administration
- ✓ Goals achieved in professional development
- ✓ Our expertise is sought by others
- ✓ High parent satisfaction

- ✓ Enrolment at 90% of room capacity for all grades
- ✓ Students feel cared for and have sense of belonging
- ✓ 90% annual student retention
- ✓ Appropriate resources and supports
- ✓ Student engagement in learning

- ✓ 10% annual revenue surplus
- ✓ Access funds to support new location
- ✓ Competitive compensation

- ✓ Vision carried by the whole community
- ✓ Engaged and committed stakeholders
- ✓ Engaged, collaborative, diligent board and admin team
- ✓ Strong financial stability