

# STRATEGIC PLAN

## 2025-2029



WILLUNGA WALDORF SCHOOL

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## Willunga Waldorf School

### *Strong-Balanced-Dynamic*

*Provides an education that nurtures the whole child – head, heart, and hands, guided by the principles of Waldorf Education.*

#### **VISION:**

To educate and enable responsible contributions to the community's ongoing health, both local and global.

#### **MISSION:**

To provide an education from Early Childhood to Class 12 derived from a deep understanding and respect for the developing and unfolding human being, inspired by Rudolf Steiner's work.

#### **VALUES:**

A deep understanding and respect for the developing, unfolding human being guiding our education and interpersonal relationships.

A culture of ongoing learning, reflection, and self-development.

Collaboration, trust, and support in professional relationships.

The fostering of connectedness and partnership with parents, caregivers, and the wider community.

Responsible stewardship of our social and physical environment.

#### **STRATEGIC PRIORITIES:**

1. Deliver a curriculum underpinned by an anthroposophical understanding of human development.
2. Foster connection, shared values, and a vibrant school community.
3. Promote an environment that empowers our staff to deliver an educational program of excellence based on Steiner Pedagogy.
4. Ensure strong governance and long-term financial stability.
5. Address infrastructure needs to meet the school's growth.

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## Deliver a curriculum underpinned by an anthroposophical understanding of human development

- Ensure an inclusive, safe and supportive learning environment in which all students may learn.
- Ensure a balanced and robust Steiner curriculum is delivered which encompasses academic, physical and social/emotional learning.
- Foster the development of students who are resilient, compassionate and respectful who maintain a strong sense of self and interest in others.
- Deliver a unique Senior School curriculum with recognised post-school pathways emerging from our South Australian Steiner School Certificate.
- Continue to refine and enhance curriculum planning, programming, assessment and reporting.



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## Foster connection, shared values, and a vibrant school community

- Create an inclusive community by including First Nations perspectives, strengthening partnerships with Indigenous communities, and supporting reconciliation through our Reconciliation Action Plan.
- Enhance knowledge and understanding through our community education programmes.
- Build connection and belonging across the school community by fostering open communication, respectful relationships and active community involvement.
- Build and strengthen partnerships with universities, local organisations, and the broader education sector to expand learning opportunities, promote Steiner education, and support the development of future Waldorf teachers.
- Increase the visibility and engagement with the schools' Parents and Friends group.
- Implement a marketing strategy that highlights the school's unique offerings and achievements to strengthen the school's presence and connection with the broader community.
- Develop a strategic approach for engaging our school alumni as valued members of the community.



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Promote an environment that empowers our staff to  
deliver an educational program of excellence based on  
Steiner Pedagogy

- Provide opportunities for meaningful school-based Steiner training and mentoring.
- Promote opportunities for professional and personal development.
- Promote a culture of staff wellbeing by supporting a healthy relationship between self and others via physical, emotional, and mental health support.
- Continue to recruit and retain high-quality staff who align with the school's vision, values and educational approach.
- Continue to provide opportunities and systems for clear communication to enable staff to collaborate effectively.
- Maintain a living culture that recognises each staff member's value, contribution, and commitment to our school.
- Support a healthy and inclusive College that is held as the heart of the school.



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## Ensure strong governance and long-term financial stability

- Ensure the School Council and sub-committees comprise members with appropriately diverse skills and experiences.
- Continuously improve governance and financial and risk management through professional development of School Council and sub-committee members and the Leadership Team.
- Ensure long-term financial sustainability by managing revenue, costs and strategic financial planning.
- Continue to implement a sustainable business plan that ensures financial stability to support the school's growth.
- Develop a succession plan for key roles in the school.
- Ensure the school operates within a sound risk management and compliance framework.



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## *Address infrastructure needs to meet the school's growth*

- Ensure the infrastructure growth of the school is planned according to a financially sustainable model.
- Develop and execute the school's Master Plan, to support the school's vision, and ensure our infrastructure growth meets the needs of our community.
- Aim to minimise the school's environmental footprint to contribute to a healthier planet and model sustainable practices.
- Incorporate contemporary technology to enable adaptability, creativity and innovation.





WILLUNGA WALDORF SCHOOL FOR RUDOLF STEINER EDUCATION

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