



**Glенаеон**

Rudolf Steiner School

*Meaningful Lives*

**GROWING MORE**  
STRATEGIC PLAN 2024-2027



## INTRODUCTION

Glenaeon's rich history is filled with narratives of inspired teaching, joyous and creative learning and authentic community connection. Since its inception in 1957, our school has evolved to embody the wisdom of this heritage, able to confront contemporary challenges, and well-placed to embrace a hope-filled future in which our graduates can build meaningful lives.

At the heart of any effective strategy lives a manifestation of the school's mission, vision and values, serving as important touch points in the formulation of aspirations for the future. The strategic intent, **Growing More**, and the resulting commitments and priorities are the outcome of a deliberate and collaborative process, with input from the Glenaeon School Board, the school's strategy team, staff, students and parents. The 2024-27 strategy crystallises our identity, builds on our strengths and sets ambitious goals for the future.

Our plan is built on four inspiring commitments, each supported by a set of priorities that will steer our work over the next four years. These efforts will shape the unwritten narratives of our future, positively impacting the children and young people in our care. We look forward to sharing stories of its progress with you.

**Peter Candotti**  
Glenaeon Board Chair

**Diana Drummond**  
Head of School



## OUR MISSION

We provide a holistic and rigorous education that inspires imagination, creativity and the growth of good character within a deeply connected community.



## OUR VISION

*"Our highest endeavour is to develop young men and women who out of themselves are able to impart meaning and direction to their own lives"*

- Dr Rudolf Steiner



# ABOUT US

Glenaeon is an independent Steiner school offering a holistic curriculum from Preschool to Year 12 that meets and enriches the NSW syllabus requirements.

Our educational philosophy and practice was developed by and evolves out of the work of Rudolf Steiner. Our approach to learning encourages expansive thinking, development of the living spirit and profound connection to the wisdom of the past, realities of the present and possibilities for the future.

Learning at Glenaeon takes place in a truly unique setting blending natural and built environments within a deeply connected community – people, place, purpose.

## OUR CORE VALUES

DRIVING OUR BEHAVIOURS IN EVERYTHING WE DO



### INTEGRITY

We do what we say and take responsibility.



### WISDOM

We arrive at decisions through deep learning and conscious thought.



### COURAGE

We commit to brave actions in the face of discomfort and challenge.



### HEART

We act from awareness with compassion and kindness.

## OUR LEARNER ATTRIBUTES

We support the development of habits that inspire a love of learning and help students to lead a meaningful life.



### Free in spirit

Curious, disciplined, reverent



### Able to act

Ethical, capable, creative



### Grounded in Self

Confident, true, humble



### Care for the World




Aware, compassionate, involved

# OUR STRATEGIC INTENT 2024-27

## *Growing More*




### *Growing* **OUR STUDENTS**

To develop students of good character, we must provide a holistic, enriched school experience. This means we continually evaluate and evolve our programs to ensure they support the growth and development of each young person.

-  Understand and enhance our student learning experience
-  Socialise and embed Glenaeon Wellbeing Framework
-  Establish a meaningful service-learning program in High School

### *Growing* **OUR STAFF**

The health of our school hinges on attracting, developing and retaining quality staff. This means we invest in professional learning and professional practices that grow and support our people in accordance with Glenaeon's Mission, Vision and Values.





-  Extend pedagogical understanding and professional practice
-  Broaden leadership capacity across the organisation
-  Enrich staff experience, including wellbeing and career development

"A HEALTHY SOCIAL LIFE ARISES WHEN THE WHOLE COMMUNITY FINDS ITS REFLECTION IN THE MIRROR OF A PERSON'S SOUL, AND WHEN THE VIRTUE OF EACH PERSON LIVES IN THE WHOLE COMMUNITY."

- DR RUDOLF STEINER




### *Growing* **SUSTAINABLY**

To grow our school, we build capacity in our systems, processes, and spaces to ensure we grow sustainably. This means we implement flexible & effective use of spaces, time & resources.

-  Develop and implement road map for enrolment growth
-  Optimise use of all existing spaces and shape those of the future
-  Streamline systems and processes
-  Develop long-term funding plan

### *Growing* **BEYOND**

For us to promote our School as a landmark of educational difference, we must evolve and broaden our influence. This means we stay true to core principles of Steiner education and integrate new ideas through engagement in innovation and research.

-  Sing the signature benefits of a Glenaeon education
-  Expand and leverage connections with the broader community
-  Engage with current research and innovation in education, both nationally and internationally.



**Glennaeon**

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[glennaeon.nsw.edu.au](http://glennaeon.nsw.edu.au)