



STRATEGIC PLAN 2024-2027

<p style="text-align: center;">Ō Tātou Whāinga - Our Focus</p>	<p style="text-align: center;">Ō Tātou Aratohu - Our Direction</p>	<p style="text-align: center;">Ō Tātou Hua - Our Results</p>
<p>Our Statement We value integrity, inclusivity and respect, and enable students to become creative, critical thinkers who positively contribute to our community.</p> <p><i>Receive the child in Reverence. Educate in Love. Let each go fourth in Freedom. Rudolf Steiner, 1861-1925</i></p>	<p style="text-align: center;">Strategic Priorities & Projects</p>	<p>Progress Indicators</p>
<p>Commitment We are committed to the important place of Māori as tangata whenua, the bicultural foundation of Aotearoa, New Zealand, and Te Tiriti o Waitangi. We are committed to celebrating diversity and providing learning opportunities for each student to strive for excellence, realise their potential, and develop an understanding of social responsibility. We are committed to respecting individual and cultural differences, while celebrating what unites us.</p>	<p>A. Our Vision</p> <ul style="list-style-type: none"> • Pride in our school, perceptions, expectations • Our special character • Culture of excellence 	<ul style="list-style-type: none"> • Enrolled students • Number of registered members of the MPS Alumni • Likelihood of staff, students, whanau recommending MPS (on a scale of 1-10) to friends or colleagues as a place to send their child or work • NCEA L3 endorsements • UE pass rate
<p>Our Way We take pride in doing what brings mana to our kura, our community, our whanau and ourselves. We encourage a sense of belonging and caring for each person in our school and we endeavour to relate, create and inspire. These ideals are underpinned and enhanced by the values of: Manaakitanga, Whanaungatanga, Tūmanakotanga</p>	<p>B. Exceptional staff</p> <ul style="list-style-type: none"> • Support for and development of purposeful Steiner pedagogy courses to support student learning expectations • Leadership capacity within staff • Recognition for our staff 	<p>Outcomes and Milestones</p>
<p>Collective Ambition A standout learning community that realises our students' potential now and for the future.</p>	<p>C. Community connections</p> <ul style="list-style-type: none"> • Steiner parent education seminars (RSST lead) • Engagement with whanau and our wider community • Alumni connections (RSST lead) 	<ul style="list-style-type: none"> • Our Vision is understood and demonstrated in the attitude and actions of every student • Strong whanau relationships underpinned by a sense of belonging and being valued • Beautiful buildings and grounds • Vibrant classrooms full of energy • National awards for excellence in education, sports, performing arts • Continued pride in the school on the part of students, staff and whanau • Alumni actively invested in a wide range of activities around the school
	<p>D. Energised profile</p> <ul style="list-style-type: none"> • Marketing plan (RSST lead) • Community presence • Marketing function (RSST lead) 	
	<p>E. Quality facilities</p> <ul style="list-style-type: none"> • New Playground • Kitchen upgrade • Refurbishment and revitalisation of our auditorium • Revitalisation of school grounds • Whare refurbishment 	

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Ō Tātou Whāinga - Our Focus	
Our Statement	We value integrity, inclusivity and respect, and enable students to become creative, critical thinkers who positively contribute to our community.
Commitment	We are committed to the important place of Māori as tangata whenua, the bicultural foundation of Aotearoa, New Zealand, and Te Tiriti o Waitangi. We are committed to celebrating diversity and providing learning opportunities for each student to strive for excellence, realise their potential, and develop an understanding of social responsibility. We are committed to respecting individual and cultural differences, while celebrating what unites us.
Our Way	<p>We take pride in doing what brings mana to our school, our community, our whanau and ourselves. We encourage a sense of belonging and caring for each person in our kura and we endeavour to Relate, Create and Inspire. These ideals are underpinned, enhanced and enriched by the values of:</p> <ul style="list-style-type: none"> • Manaakitanga: demonstrating respect and responsibility by uplifting the mana of each person, through empathy, tolerance and celebration of diversity. • Whanaungatanga: demonstrating participation, leadership and service through working with others and making connections within our community. • Tūmanakotanga: demonstrating aspiration, high expectations and excellence, through a growth mindset, creativity, commitment and resilience.
Collective Ambition	A standout learning community that realises our students' potential now and for the future.



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Ō Tātou Aratohu - Our Direction

Strategic Priorities & Projects

Strategic Essence

The essence of this strategic plan is centred on building pride throughout our kura and raising our profile.

Strategic priorities

The five strategic priorities, established by the Board from staff and whanau feedback for the next four years are:

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| A. Our Vision: Reinvigorating Our Vision as the reference point for the school's values and expectations. |
| B. Exceptional staff: Supporting and enabling staff to achieve their professional and personal aspirations and to be inspiring leaders of learning. |
| C. Community connections: Forging mutually beneficial relationships with whanau, alumni, mana whenua and the wider community. |
| D. Energised profile: Ensuring more people know about what makes Michael Park School successful in impacting the lives of our students and whanau. |
| E. Quality facilities: The cultural and physical environment supports everyone to thrive. |



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Ō Tātou Aratohu - Our Direction		
Strategic Priority	Critical outcomes	Projects
A. Our Vision Reinvigorating our vision as the reference point for the school's values and expectations.	Objectives: <ul style="list-style-type: none"> Greater clarity in what our vision means for every student Every student and staff member lives and breathes our vision Progress and performance measures: <ul style="list-style-type: none"> Student voice Embed our vision Student achievement Number of sport teams School orchestra We are a Kapahaka school, all of us perform 	A1. Pride in our school, perceptions, expectations Further develop and implement elements of our vision, reframe expectations to provide clarity throughout the school, role model pride and shape perceptions of Michael Park School.
		A2. Our special character Promote and use our statement in promotional material to showcase our kura as a Rudolf Steiner school in Aotearoa, New Zealand. Bring our students, whanau, staff and community along for the journey and celebrate it. Develop main lesson and curriculum content throughout the school to reflect the transitional journey of child development throughout the school.
		A3. Culture of excellence Further develop a commitment to achievement by all students, be it academic success, performing arts success or achievement in sports.



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Ō Tātou Aratohu - Our Direction		
Strategic Priority	Critical outcomes	Projects
<p>B. Exceptional staff Supporting and enabling staff to achieve their professional and personal aspirations and to be inspiring leaders of learning.</p>	<p>Objectives:</p> <ul style="list-style-type: none"> • Staff who understand Steiner pedagogy, the developing curriculum and how that is implemented in the classroom • Staff who have a positive, solution-focused mindset • Staff are supported and enabled to grow personally and professionally, and know they make a difference <p>Progress and performance measures:</p> <ul style="list-style-type: none"> • Staff survey • Proportion of staff undertaking special character workshops and training • Number of staff undertaking te reo Māori immersion courses • Thorough special character induction and mentoring process for all new staff 	<p>B1. Support for and development of purposeful Steiner pedagogy courses to support student learning expectations Provide professional learning and development opportunities for staff to expand their understanding of Steiner pedagogy practices in the classroom which support student learning expectations. Grow and support the uptake of staff to enrol into te Reo Māori immersion courses.</p>
		<p>B2. Leadership capacity within staff Identify and provide opportunities for staff to develop their leadership capabilities, both within school and the wider educational sector, through professional learning and participation in the implementation of the strategic plan.</p>
		<p>B3. Recognition for our staff Investigate and implement ways to acknowledge the exceptional efforts and achievements of staff that are personally meaningful to them.</p>



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Ō Tātou Aratohu - Our Direction		
Strategic Priority	Critical outcomes	Projects
<p>C. Community connections Forging mutually beneficial relationships with whanau, alumni and the wider community.</p>	<p>Objectives:</p> <ul style="list-style-type: none"> • Commitment to Te Tiriti o Waitangi and Mana Whenua connections • Whanau are engaged with their children’s education and connecting with the school • Stronger connections with alumni • MPS students contribute to the community • Community invites Michael Park to engage in collaborative projects <p>Progress and performance measures:</p> <ul style="list-style-type: none"> • Community survey • Number of whanau attending special character workshops/seminars • We are a Kapahaka school, all of us perform • Community attendance at drama, Kapahaka and orchestra/ musical performances • Sports teams become good ambassadors for the school 	<p>C1. Steiner parent education seminars (RSST lead) Develop a parent education programme for our community to support whanau to further their knowledge and understanding of Steiner Education and what that looks like for the development of the child while attending Michael Park School. Use the opportunity to highlight parallels between Steiner Philosophy and Te Ao Maori to support a child’s development through school.</p>
		<p>C2. Engagement with whanau and our wider community Develop and implement a strategic plan for community engagement and partnerships.</p>
		<p>C3. Alumni connections (RSST lead) Build an active network of 1000 alumni by the end of 2026. Reach out to existing members and revitalize their membership.</p>



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Ō Tātou Aratohu - Our Direction		
Strategic Priority	Critical outcomes	Projects
<p>D. Energised profile Ensuring more people know about what makes Michael Park School successful in impacting the lives of our students and whanau.</p>	<p>Objectives:</p> <ul style="list-style-type: none"> • Clarity around the Michael Park School brand and identity • Successes are intentionally acknowledged, celebrated and more widely publicised • Tertiary educational institutions and business organisations recognise the qualities of MPS graduates <p>Progress and performance measures:</p> <ul style="list-style-type: none"> • Number of enrolment applications and acceptances • Marketing plan developed (by the RSST) and implemented within six months (August 2024) • Number of positive messages online and in the media 	<p>D1. Marketing plan (RSST lead) RSST identify and develop a comprehensive marketing plan to raise awareness, increase enrolment and generate support among targeted audiences. Internal marketing – harness word-of-mouth endorsement and promote a strong sense of pride within the school community more consistently, and overtly celebrating the achievements of present and past students across a range of social media.</p>
		<p>D2. Community presence Explore opportunities to expand the range of activities in the community in which students are involved, eg. ecological projects or community service which provide learning experiences that underpin our values.</p>
		<p>D3. Marketing function (RSST lead) Undertake a cost/benefit analysis to determine the value of employing a dedicated person to implement and monitor the marketing plan, as well as the operation and logistics of the school fair.</p>



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Ō Tātou Aratohu - Our Direction		
Strategic Priority	Critical outcomes	Projects
<p>E. Quality facilities</p> <p>The cultural and physical environment supports everyone to thrive.</p>	<p>Objectives:</p> <ul style="list-style-type: none"> • Development of spaces that are reflective of purposeful future-focused education within a Steiner school in Aotearoa, New Zealand. • A creative, innovative and welcoming environment that reflects our special character and inspires students and staff • Implement and refresh a property master plan and grounds landscape plan <p>Progress and performance measures:</p> <ul style="list-style-type: none"> • Kitchen refurbishment by 2025 • Auditorium refurbishment by 2025 • Playground constructed by 2026 	<p>E1. New Playground</p> <p>Secure funding (including sponsorship) for a school playground that provides a purposeful experience for our lower school students</p>
		<p>E2. Kitchen upgrade</p> <p>Secure funding and confirm a construction date to upgrade the kitchen to a commercial standard that can be used for teaching and external purposes.</p>
		<p>E3. Refurbishment and revitalisation of our auditorium</p> <p>Upgrade foyer carpet, reupholster seats, upgrade IT system and PA speakers</p>
		<p>E4. Revitalisation of school grounds</p> <p>Identify areas of the school that impact on first impressions (paint work, grounds, pathways) and develop a program for upgrades.</p>
		<p>E5. Whare refurbishment</p> <p>Explore options to install a kitchenette and toilet facilities.</p>



STRATEGIC PLAN 2024-2027

Ō Tātou Hua - Our Results		
Measures	Baseline	Stretch target
	2024	2027
Enrolled students	340	390
Number of registered members of the MPS Alumni (RSST)	-	1000
Likelihood of staff, students, whanau recommending MPS (on a scale of 1-10) to friends or colleagues as a place to send their child (percentage assigning 8, 9 or 10)	-	80%
NCEA L3 endorsement	64%	75%
UE pass rate	90%	95%
Number of academic scholarships (examination results)	1	12
Number of tertiary financial scholarships	4	10

By the end of 2027 it is expected that the following will have been put in place and achieved
✓ Our Vision is understood and demonstrated in the attitude and actions of every student
✓ Strong whanau relationships underpinned by a sense of belonging and being valued
✓ Mana whenua and our kura have a collaborative relationship that is visible to all
✓ Scheduled parent events throughout the year relating to Steiner pedagogy and the developing curriculum that supports a child to succeed
✓ Beautiful buildings and grounds
✓ Vibrant classrooms full of energy
✓ National awards for excellence in education, sports, performing arts
✓ Pride in the school on the part of students, staff and whanau
✓ MPS Alumni actively invested in a wide range of activities around the school
✓ Te Ao Māori is an integral component throughout the school
✓ 1/3 of staff are enrolled or have completed a te Reo Māori immersion course