

Mansfield Steiner School 2022 Annual Report





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Our School

OUR FOUNDATION

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 Maingdample. 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.



Presidents Report

It is my pleasure to present the President's Report for the Governance Committee (GC) 2022 and Mansfield Steiner School's Annual Report and Special Purpose Financial Statements.



2022 has been both an exciting year, the inaugural year of Glenn Hood as Principal and a challenging one as we regrouped after the disruptions of the pandemic in previous years to deliver the educational vision and mission of the school.

The largest strategic project undertaken by the Governance committee in 2022, which is on view for all to see, was the realisation of stage 4 of the Master Plan. The building of 2 new primary classrooms on Woora Woora, the multi-functional arts building and the refurbishment of the administration/staff building. As I walk through these buildings now, not only do I appreciate the physical glory of them, I marvel at the possibilities of education that will be delivered within them and am curious about the students who will breathe life into them now and into the future. Like brick on brick in the actual physical buildings I am reminded of the multitude of decisions over many years that were made, some small and some huge, some with little risk attached and some with enormous risk attached, some popular and some not so popular by the

school particularly at Governance level that laid the foundation for the school we are blessed with today and the bright future ahead for all.

2023 will mark the first time Mansfield Steiner School will deliver a full K to 12 program across all year levels. In acknowledging this achievement by a small rural school whose foundations were laid by a tiny group of enthusiastic parents/teachers commencing with 7 students in 1985, I am again reminded of the building of brick on brick.

Looking to the future, in 2023 the Governance committee will commit to:

- » Commission of the new School Strategic Plan 2024-28
- » Commission the new School Business Plan
- » Continuing and strengthening involvement with the school community and wider Mansfield community

I would like to acknowledge the work during 2022 of my fellow GC members. Once again thank you for your time and commitment to upholding the school's vision and mission and in particular, your candour and ability to make difficult decisions. I also acknowledge the school's leadership team (SLT), the teachers, administrative staff, all other staff and the community of parents and friends of our school and of course our students. I express gratitude to Glenn Hood, our Principal, on his first year of steering this ship. We farewelled Andrew Karzons at the end of 2022, our Operations Manager of 6 years and a valued member of the SLT. Andrew's commitment to professionalism and process will live on. I most of all will miss his humour! The best way to honour Andrew's contribution to the school and all others who come and go is to continue to build brick on brick:

"Our highest endeavour is to develop free human beings who are able of themselves to impart purpose and direction in their lives"

Sarah Lieber
PRESIDENT, Governance Committee



Treasurers Report

I am pleased to present the Treasurer's Report to this AGM, covering the 2022 Financial Year.

As I presaged at the last AGM, 2022 was a challenging year for the school from a financial viewpoint. There were two key elements that affected our finances during 2022.

The first was the building program which commenced in early 2022 and was largely complete by the commencement of school for 2023. 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. Thanks to the hard work of our builder (Travis Purcell, of Purcell Constructions) and our architect (Kerriane Barnes, of Maya & Moss) the building project has run relatively smoothly to budget.

The second is our average class sizes are smaller than we would like. There was a downturn in enrolments overall for the year for a range of reasons, and as a result school enrolment numbers Prep - Year 12 dropped from 181 in December 21 to 173 in December 2022.

With those issues in mind, some headline numbers include;

- » Recurrent income steady at \$4.2m, little changed from the previous year
- » A headline surplus of \$984k, up from \$198k the previous year. While this 'looks' very good, if the 'one-off' building grants were excluded the result would be a deficit of over \$100k.

- » A net operating cash flow of \$1,010k, up from \$451k the previous year. Once again, this is skewed by the building grants received.
- » A balance sheet showing a large increase in assets (ie: new buildings), and also in liabilities (ie: a significantly increased loan)
- » Student fees (per child) for 2023 held steady for the fifth year in a row

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. It was a great loss to the school to lose Andrew's expertise at the end of the year.

Tim Ross
TREASURER, Governance Committee

Principal's Report



Our people are everything. Our students, parents, and staff are what make our school the diverse and vibrant place that it is.

Steiner education is about us all learning to see each other for the people we are and to help each other realise the version of ourselves we might become. We are lucky to be here and to have this community and school to build together. Despite the challenges posed by the COVID-19 pandemic over the preceding 2 years, 2022 was a welcome return to a more normal school rhythm. We were able to run most of our programmed activities and the

disruption to all our daily lives lessened. Mansfield Steiner School has continued to thrive, with new staff and leadership structures and a renewed commitment to the school's vision and mission. The school has made significant investments in its facilities, with ongoing building expansion projects, and has maintained a high level of parent satisfaction, as reflected in the annual parent survey.

The new Class 1 & 2 buildings and two new 2D and 3D Art / multi-purpose secondary rooms, were under construction for all of 2022. While there was a certain amount of disruption that accompanied this development the resulting facilities are excellent, and we were thrilled to take advantage of them in 2023.

Another significant change in 2022 was to increase the time allocation to Heads of Faculty and to split the Deputy Principal position between the Head of Primary and Head of Secondary roles. The school

also expanded the School Leadership Team (SLT) to 7 members, including all heads of faculty. This change has enabled a better flow of information as well as a whole school approach to our planning.

Fran Cummins stepped away from the principal role at the conclusion of 2021, but officially retired mid 2022. Fran's contribution to the school has been simply immense and we can only imagine the dedication, hard work, and sacrifice required to guide the school to the point that it is now. The entire school community is grateful to Fran for her contributions, and we will continue to benefit from her efforts for many years to come.

Continuing with the great COVID shake up, we welcomed many new families and staff to our community and said farewell to others.

We are grateful for the many years of care and hard work that Taryn Baker, Maaïke Steiner, and Jane Nealon gave to the younger students in Morning Star and Rosa Mundi. Many of us had our first experiences of what Steiner education was capable of through the connection they made with our own children and will cherish these experiences. Pat Dowling also departed the school this year, and his amazing skills as a gardener and a maker have created a splendid environment for the community and our children to be educated in. There is hardly a plant in the school that does not owe its existence to Pat, and we are forever grateful for the beauty he created.

Andrew Karzons left to pursue new opportunities in December 2022. His contributions to the growth of the school were significant, and his role in improving our processes and procedures to enable this growth cannot be overstated. We have all benefited from his work and are thankful for his kindness and dedication.

With every departure there comes wonderful new staff full of new visions and inspiration to help our school grow and develop. In 2022 we welcomed Leith Pierce, Celeste Cleason, Tim Cook, Nicholas Koschitzke, Felicia Gomez, Amy McMahon, Carly Vagala, Danielle Andreasen-Cocker, Dion Hall, Karolyni Da Vila, Suz McKay, Brad Dowling, and Finella Wadge. We also welcomed to the board Nicole Nye, Sally Batten and Janette White.

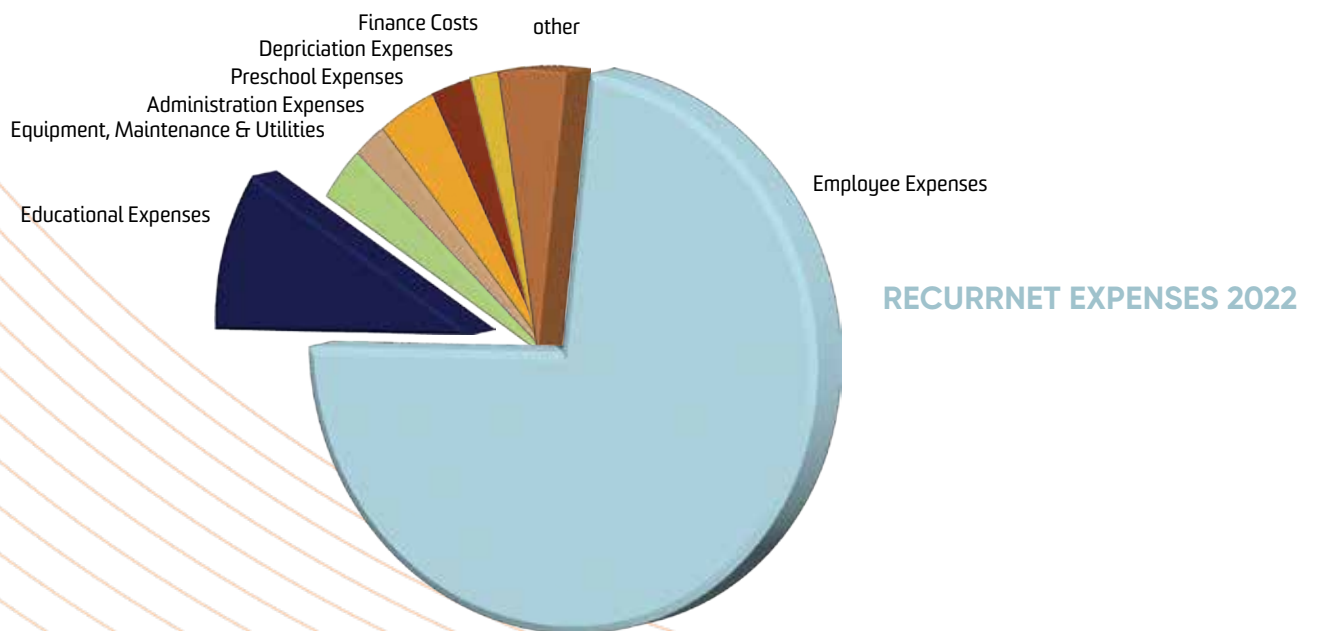
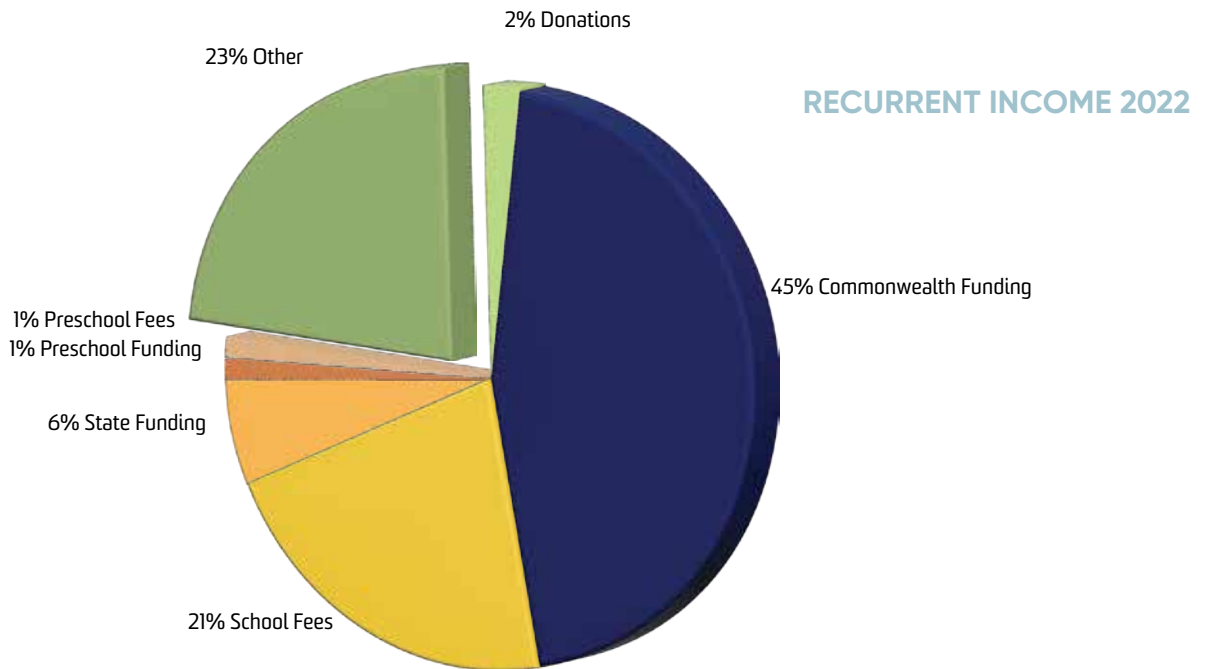
Growth and change always bring challenges and there was ample growth and change throughout

2022. Our community has largely taken this change in its stride, and I thank everyone who has been a part of the journey in 2022 and look forward to continuing to develop this incredible school with you in the coming year.

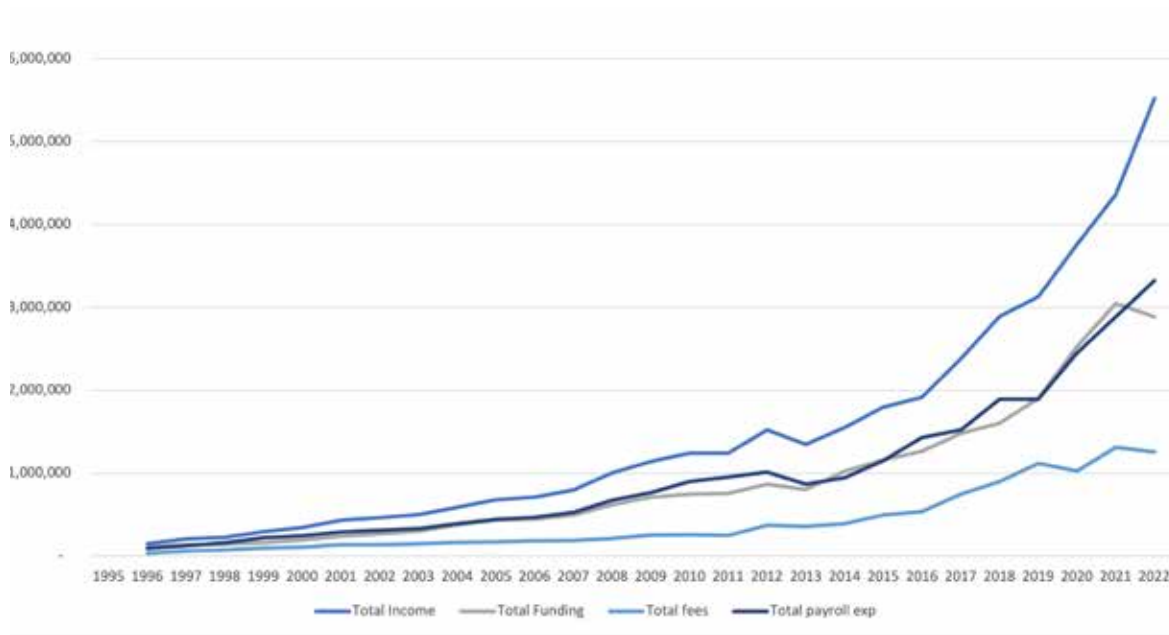
Glenn Hood
PRINCIPAL



School Financials



SCHOOL FINANCIAL STATISTICS 1995 - 2022



Attendance Report

Prep	88%
Class 1	89%
Class 2	89%
Class 3	87%
Class 4	88%
Class 5	90%
Class 6	88%
Year 7	87%
Year 8	87%
Year 9	86%
Year 10	96%
Year 11	94%
Year 12	n/a

Average attendance for students in 2022 was 89% and the following table shows details for each class

ATTENDANCE MANAGEMENT

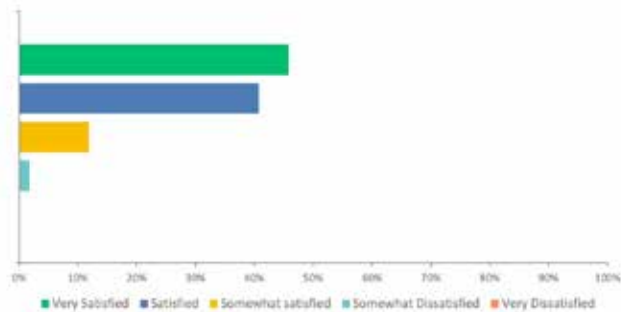
Attendance rolls are marked each morning and afternoon, any unexplained absences are reported to the office for follow-up. Any prolonged absences are required to be supported by satisfactory evidence and/or require a further discussion with the school Principal. Students with ongoing low attendance are also monitored and if required appropriate authorities are notified.



Parent Satisfaction Survey results

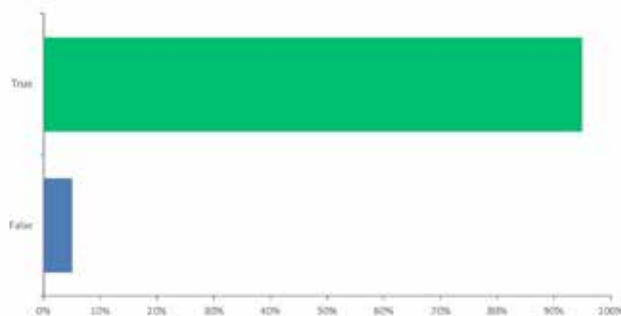
Q1: I am satisfied with the school.

Answered: 59 Skipped: 0



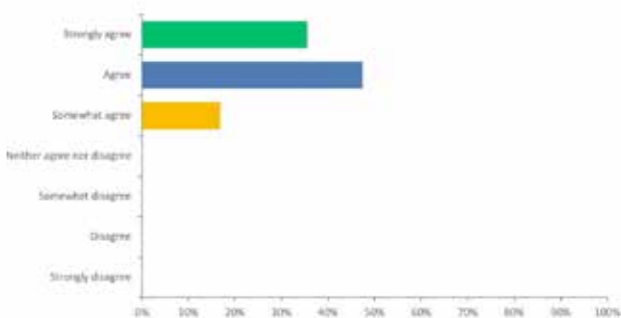
Q2: My child/ren has a positive relationship with their teacher.

Answered: 59 Skipped: 0



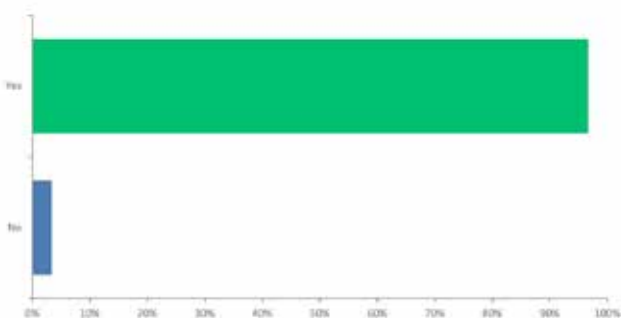
Q3: I am satisfied with the overall quality of teaching at the school.

Answered: 59 Skipped: 0



Q5: Creativity is important to me.

Answered: 59 Skipped: 0





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