

Annual Report

2022



Outstanding education
that lasts a lifetime.



Orana Steiner School encourages deeper, real-world learning; engaging students to reach their full potential through strong partnerships between staff, students and parents, as well as creating a sense of belonging and warmth within a vibrant community.

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About Orana Steiner School

The Orana Steiner School at Weston was established in 1981 and now provides education to students as they progress from pre-school to the last year of secondary education.

Steiner education is designed to nurture the development of the whole human being and therefore gives equal importance to the creative, academic, emotional and physical aspects of each child's development. Teaching and learning are centred on developing heads, hands and hearts.

The School occupies a beautiful site that incorporates natural and landscaped grounds. The curriculum provides a solid foundation in literacy, numeracy geography, history and sciences with a robust programme of music, drama, visual arts, woodwork, technology and physical activity. The Australian Curriculum, Assessment and Report Authority (ACARA) approves the School's curriculum.

The philosophy that underpins the education provides the basis for a universal education which has proved to be adaptable in diverse cultures across all continents. The education places the human being at the centre of all teaching and learning.

OUR VISION, MISSION AND VALUES

Our Vision is to provide an outstanding education that lasts a lifetime.

To achieve this, our mission is to work together with the school community to develop capable, self-assured and creative children of all ages who are positioned to pursue whatever path they choose in life. We do this through age-appropriate learning based on the Steiner philosophy, in a stimulating, beautiful and caring environment.

Our highest endeavour is to provide a purposeful education that will inspire students, to the best of their ability, to work creatively and become aware of themselves as spiritual beings who can contribute positively to global change.

“ Our goal is to provide each child with an outstanding education that lasts a lifetime.





It is important that we discover an educational method where people learn to learn and go on learning their whole lives.

Rudolf Steiner



Message from our Board Chair

As we reflect on 2022, it is clear that this was an exceptionally challenging year, marked by the ongoing impact of COVID-19 restrictions, the rising cost of living, concerns about the School's financial position and leadership instability. Despite these challenges, our staff, parents, and students have shown resilience and adaptability, enabling our School to continue fulfilling its vision.

Governance

The Board thanks all members of the community for their feedback throughout the year. Community feedback provides vital support for the Board in the governance of the School.

On behalf of the School community, my gratitude and thanks go to the Directors, past and current, for their service on the Board. Directors provide significant time and expertise in a voluntary capacity. Their continued efforts are a valued contribution to the strategic direction, governance and leadership of the school.

The Orana Board is committed to improving governance and building our capacity. Legal firm Minter Ellison was engaged to advise on updates to the constitution. Focus was placed on consolidating and strengthening governance practice. This included adopting a Register of Interests to manage potential conflicts of interest.

The Board engaged The Association of Independent Schools NSW to evaluate our performance. The Board also held education sessions on financial stewardship, strategic communications, strategy and risk, strategic planning, child protection and safeguarding and cybersecurity. Policies on Child Protection, Related Party Transactions, Directors' Confidentiality, and Work Health and Safety (WHS) were reviewed and endorsed.

Finances

Another critical facet of the Board's remit is the School's financial management. In July 2022, a revised five-year forecast was presented. The projections were cause for concern but not alarm. It was clear that the Board needed to take positive steps to change the financial trajectory caused by lower-than-budgeted enrolment numbers. If left unaddressed, the situation will become critical in future years. This situation requires and will receive close attention and action from the Board.

Building projects

Early in the year, the Board approved the Visual Art/Year 4 Building to move forward to the Building Approval stage. Unfortunately, the decision to build was set aside early in 2023 due to the rapid rise in building costs (over 25%) and interest rates. The decision will be reviewed when the financial situation is more favourable.

The Music Building also progressed to the detailed design phase (and as I write this report) construction has begun and is estimated to be completed in December 2023. The Board committed to this project, knowing there were cost increases because the Board understands the impact that infrastructure projects have on the advancement of the School. The Music building is within our Arts area, which benefits the whole School.

These projects represent significant steps forward in delivering our unique Steiner curriculum.

Keeping you informed

We know that it is important to provide our community with effective, transparent, and timely communication. In 2022 the Board began providing consistent reporting to the School community after each Board meeting. The Board will continue to provide the summary reports and manage the balance between too much communication and too little. Information sessions have been held throughout the year for staff and parents/carers.

Looking forward

The Board is committed to addressing the challenges and ensuring the School continues to provide a high-quality education that aligns with the principles of Steiner education. The Board is well underway in developing the School's next strategic plan. The plan must respond to the challenging and constantly changing operating environment. The plan will be shared with the community for comment once the draft is sufficiently complete.

We are grateful for the ongoing support and dedication of our staff, parents, and students. We are confident that our collective efforts will enable Orana Steiner School to thrive in the years to come.

Rachel Thomas
Chair, Orana Steiner School Board

Message from our Acting Principal

Looking back over 2022, it has certainly been a year of change. The year began with Covid restrictions where we still had to adjust some of our normal ceremonies and events. We were creative in how we could still celebrate our Orana traditions, although it is noted that we couldn't meet our normal standards. Restrictions continued to be in place throughout Term1 for camps, events, parent numbers allowed on site and many staffing challenges due to mandates. Throughout the year these restrictions reduced and we were able to head back to some normality.

The life of the school quickly flowed into full swing, everyone wanting to make up for lost time, this included our staff, parents and students. The year became very full and busy with student learning, interschool sporting

events, excursions, camps, drama performances, learning journeys, parent meetings on site, winter festival, spring festival, Christmas carols, twilight concerts, Year 12 Projects, P&F markets and a magical spring fair that was whipped up in an extraordinary time frame by our P&F, Class 4 parents and the community.

I am very grateful and thankful to all staff in the way they worked for the children and the school – supporting students, families, and the school throughout this year and the last few years through all the Covid impacts. I certainly felt blessed in having everyone back on school grounds at the completion of the year, celebrating the work of the school and students and feeling connected again.

Our College continued our pedagogical work together with a real focus in 2022 on what it means to be a Steiner teacher today at Orana. Staff created an Orana set of principles based on the SEA Core Principles over a number of meetings. It was wonderful to see the staff collaborating together, discussing a range of ideas and views in each of the Foundation areas for this to eventuate.

Thank you to all our parents and carers for your support and understanding throughout 2022. We look forward to continuing our regular school life and routines throughout 2023.

Kelly Armstrong
Acting Principal



Orana Steiner School provides a beautiful community for children to learn and grow.

Heidi, Orana parent

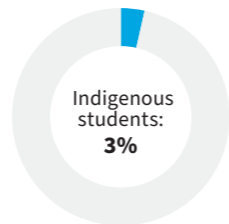
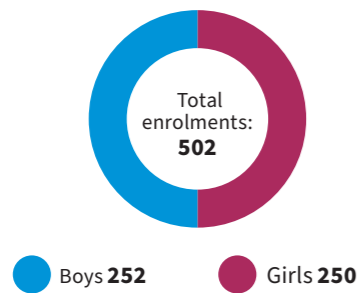




Student information

The data on these pages is taken from Orana Steiner School's entry to the Government Census in August 2022. The students enrolled at Orana Steiner School at the time of the Census was 502

Student enrolment



Attendance

Student attendance rate	Percentage
All students	91%
Indigenous students	72%
Non-indigenous students	91%

Student attendance level (proportion of students attending 90% or more of the time)	Percentage
All students	46%
Indigenous students	17%
Non-indigenous students	47%

2022 NAPLAN results

Compared to all Australian students

	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	438	416	402	436	405
Year 5	597	489	479	562	529
Year 7	585	539	544	553	571
Year 9	633	586	598	647	610

Well above Above Close to Below Well below No comparison available

NAPLAN participation for Orana Steiner School is 81%

Workforce composition

The following data shows the composition of our teaching staff according to the Government Census in August 2022. There are no indigenous staff members at this school.

Workforce composition in 2022

Type	Count				FTE		
	Primary	Secondary	Both	Total	Primary	Secondary	Total
Principal	0	0	1	1	0.5	0.5	1.0
Teaching	20	18	10	48	21.2	22.4	43.6
Non-teaching	11	3	13	27	13.9	8.1	22.0

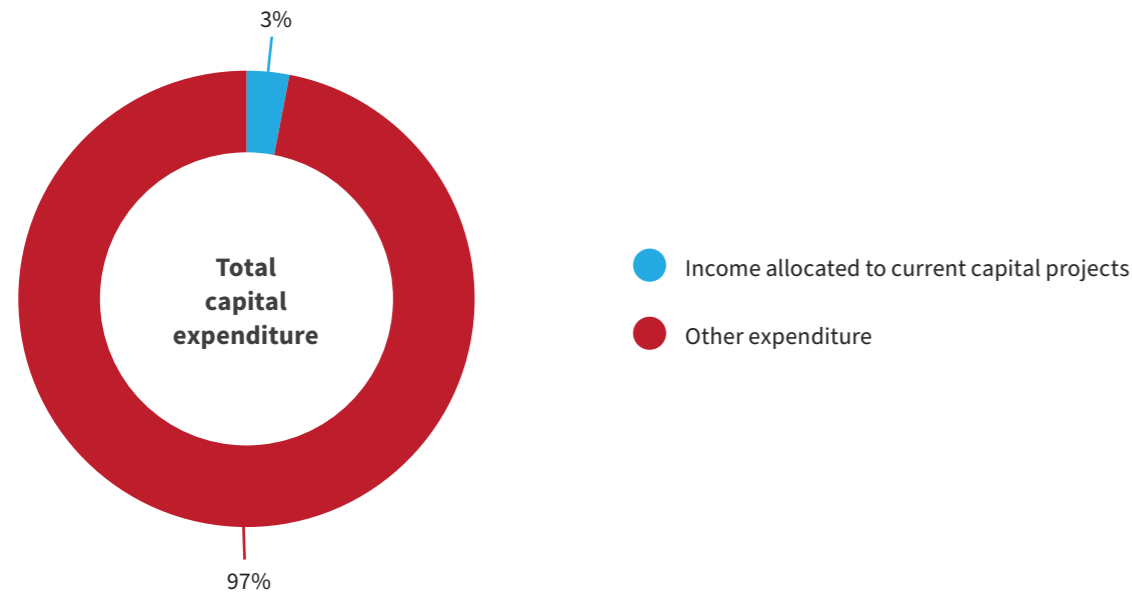
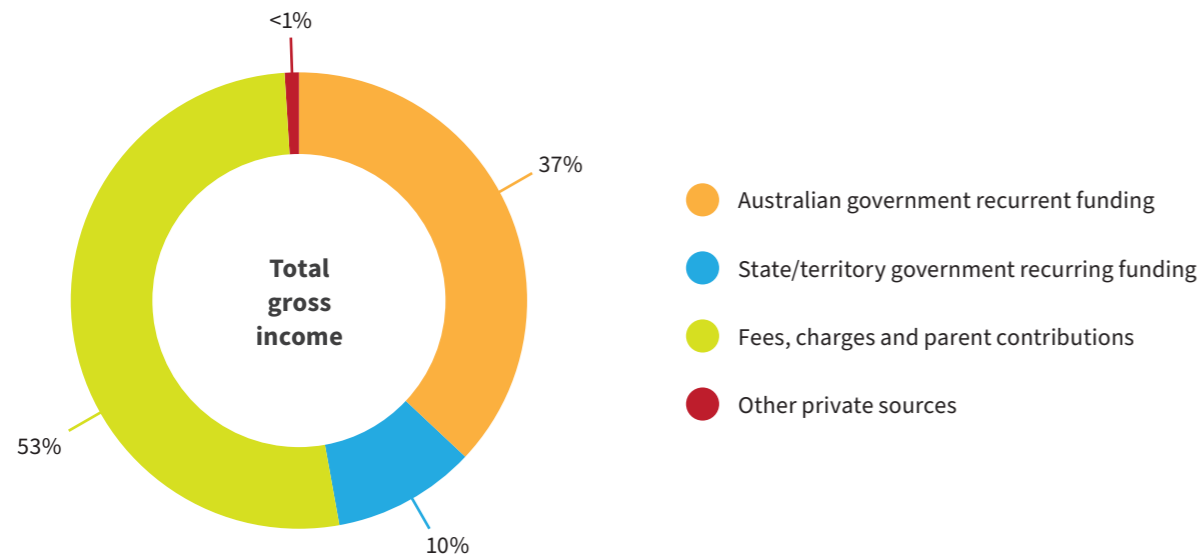
Professional development

In 2022, the staff participated in a variety of professional development opportunities that supported the School to achieve its strategic objective of fostering an innovative, versatile, competent and committed staff. The professional development opportunities aim to assist the staff in delivering a high-quality Steiner curriculum and in meeting our statutory obligations. The professional development opportunities also enhanced staff capabilities, allowing them to develop further creative and confident students who are innovative thinkers and progressive global citizens within a Steiner philosophy.



Financial summary

The School is registered with the Australian Department of Education, Employment and Workplace Relations, through the ACT Education Directorate. It receives some of its funding from the State and Federal Governments.



The Orana Board

The Orana Steiner School Board is responsible for governing the School and focuses on the strategic directions of the school.

2022 Members of the School Board

- Board Chair **Rachel Thomas** (Appointed May 2021)
- College Chair **Brenda Goggs** (Appointed Nov 2020)
- Deputy Chair **Amy Castro** (Appointed May 2022)
- Elected Member **Chris Boswell** (Appointed March 2019)
- Elected Member **Andrew Lazdovskis** (Appointed May 2022)
- Elected Member **Wesley Smith** (Appointed May 2022)
- Elected Member **Jemima Turner** (Appointed Nov 2022)
- Elected Member **Chris Chenoweth** (Resigned Nov 2022)
- Elected Member **Tamara Lancaster** (Resigned March 2022)
- Elected Member **Simon Nash** (Resigned March 2022)
- Elected Member **Susan Wishart** (Resigned July 2022)
- Elected Member **Gail Wright** (Resigned May 2022)

I certify that to the best of my knowledge and belief the data and information reported in this Annual School Board Report represents an accurate record of the school's operations in 2019 and meet the requirements of the Australian Education ACT, 2013.

Acting Principal Signature:

Date: 30 June 2023

I approve the report, prepared in accordance with the provision of the Australian Education Regulations 2013.



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