Michael Oak Waldorf School

April 2025

STRATEGIC PLAN 2025 TO 2027

Our Vision

At Michael Oak Waldorf School, we envision a future where every child is awakened to their intellectual curiosity, emotional intelligence, and courageous action and is equipped to meet life with purpose and compassion, contributing meaningfully to the world around them with clear minds and steady hearts.

Michael Oak Waldorf School

Our Values

Ubuntu

We value the unique contribution of every human being.

Integrity

We are inspired and guided by the qualities of goodness, beauty and truth.

Insight

We work from a deep understanding of the developmental stages of childhood as set out by Rudolf Steiner.

Collaboration

We foster a supportive triangle of child, parent and teacher.

Consensus

We make decisions guided by respectful collaboration and thoughtful consensus.

Diversity

We value and nurture our community's rich cultural tapestry.

Reverence

We have a reverence for the natural environment, and this is reflected in a curriculum steeped in nature.

Michael Oak Waldorf School

Our Strategic Objectives

For the next three years (2025-2027)

- To grow and sustain enrolments by offering an excellent Waldorf education by marketing the school to the broader community.
- To ensure lasting relationships with existing families while enhancing the school's reputation in the wider community.
- To recruit, nurture and retain exceptional staff who are committed to providing an excellent Waldorf education, engaging in ongoing training and enrichment.
- To establish and maintain secure, efficient, and adaptable administrative processes and systems, supported by a highly skilled team prepared to meet evolving internal and external demands.
- To ensure strong leadership in the school by actively enhancing and strengthening the Governance through continuous improvement and development.
- To achieve long term financial sustainability that enables capital investments, while ensuring fees and staff remuneration remain competitive.
- To enhance and sustain the school's physical spaces, ensuring they serve the pedagogical needs of the children and remain safe, appealing and welcoming to the school community.

Michael Oak Waldorf School

Our Strategic Objectives (abridged)

For the next three years (2025-2027)

Grow Enrolment Through Excellence

Strengthen Community Relationships

Attract and Support Staff

Establish Robust Administration

Enhance School Leadership

Ensure Financial Sustainability

Care for the Physical Environment