

DANDENONG RANGES STEINER SCHOOL

Annual Report 2018

www.drss.vic.edu.au

ABN 16 320 548 184



DRSS Committee of Management 2018

January to May 2018

Suzie Brannelly Association Representative (Chairperson)	
Holly de Maria	Association Representative
Karin Penny	College Representative
Marianne Bollman	College Representative
Tamsenne Grogan	College Representative
Wendy McMahon	College Representative / Advisory member
Kylee Grace	Advisory Member (Secretary)

June to December 2018

Karin Penny	College Representative (Chairperson)
Marianne Bollman	College Representative
Emily Hehir	College Representative
Martina Kuhse	College Representative
Stephen Moore	Association Representative
Chris Key	Association Representative
Ben Barkla	Advisory Member
Kylee Grace	Advisory Member (Secretary)

Chairperson's Report – 2018

The healthy social life is found, when in the mirror of each human soul the whole community finds its reflection, and when in the community the virtue of each one is living.

Rudolf Steiner

INTRODUCTION

At the AGM held in May 2018, I was honoured to take on the role of Chair of Committee as Suzie Brannelly retired from this position. Suzie held this role admirably for 2016 and 2017 with the support from the Committee.

GENERAL BUSINESS

- Suzie Brannelly retired at the 2018 AGM
- Tamsenne Grogan retired at the 2018 AGM
- Holly De Maria retired during the 2018 term
- Wendy McMahon retired during the 2018 term
- Steve Moore was elected as an Association Representative at the 2018 AGM
- Chris Key was elected as an Association Representative at the 2018 AGM
- Martina Kuhse and Emily Hehir were elected as College Representatives
- Suzie Brannelly continued to work as an Advisory Member for the period of completion of legal proceedings regarding the Class 3-4 Building
- COM consisted of Karin Penny, Marianne Bollman, Martina Kuhse, Emily Hehir, Steve Moore, Chris Key, Ben Barkla (Advisory role), Kylee Grace (Advisory role – Secretary).
- Kylee Grace resigned at the end of 2018

A lengthy and rigorous staffing procedure followed Kylee's resignation with the position still vacant at the end of 2018.

REMEDICATION AND LEGAL PROCEEDINGS OF CLASS 3-4 BUILDING

COM worked diligently toward resolution of this matter throughout 2018 with a positive and successful outcome toward the end of 2018. COM acknowledges and gratefully thanks Suzie and Kylee's enormous contribution toward a positive and successful outcome for the school in this matter.

FINANCIALS

COM continued to work within strict budgetary guidelines to ensure the ongoing viability of the school whilst also maintaining the integrity and excellence of our standard of education.

The successful outcome of our Class 3-4 legal matter greatly reduced the financial stress on the school and facilitated a return to a positive financial overview.

PROCESSES AND COMPLIANCE

The responsibility of maintaining and improving processes and compliance is an ongoing facilitation of committee work. COM worked actively with Jennifer West in review of our current governance and management structure and the process involved in moving toward a Board of Governance for the school. This process is ongoing and a positive and exciting time of growth and maturation for the DRSS.

IN CLOSING

Having been on COM for five years and Chair for six months I reviewed my responsibilities and time commitment and decided to resign from the Chair position and its responsibilities after the end of 2018 so that I could focus on the Kindergarten upcoming Assessment and Rating process. I am grateful and appreciative of the support of COM in this matter and the work of Steve Moore and Chris Key in stepping in for me when required.

Karin Penny



College of Teachers 2018 Annual Report

In maintaining the staffing reductions of the previous year, the major focus of work for the College of Teachers over 2018 was to recreate pathways of communication and trust across groups to ensure cohesion, stability and the growth of our school.

The College of Teachers engaged Virginia Moller, CEO of SEA to talk with Faculty, Admin and the Parent community about cohesive working relationships across a school. To create pathways of communication, the College of Teachers initiated regular combined meetings with Admin and engaged Lisa Devine to work with us on Roles and Responsibilities, and Accountability and Authority.

Much consideration has been given to work load expectations and decision-making processes throughout the management layers.

The work continues in a spirit of good-will and co-operation.

Staffing:

- Advertising and interviewing staff replacements for German and Eurythmy.
- Appointment of German teachers **and** planning for Eurythmy teacher to recommence in 2019.
- Review of Specialist teachers and, in the case of new teachers, appointment as a permanent staff member.
- Mentoring and support of Class One Teacher 2018.
- Review of Class One Teacher 2018 and appointment as a permanent staff member.
- Tamsenne Grogan completed the school journey with her current class.
- Decision to extend Prep and Class One staffing and days of operation to five days to begin 2019.

Roles and Responsibilities:

- College of Teachers roles reviewed and redistributed among teachers.
- An additional Child Safe Officer appointed.
- VRQA contact person appointed.
- New Reportable Conduct legislation investigated and training undertaken.
- Advisory Group of experienced teachers formed to meet with and support Business Manager on weekly basis to inform decision-making
- Learning Support Team continue to provide significant support across classes.
- Review of documentation required for NCCD externally audited with excellent results.
- Off-site evacuation Drill occurred.

Policy Work:

- Continuation of Policy Review schedule with many policies reviewed over the year.

Professional Development:

- Class teachers attended week-long teacher intensive training at Glenaeon Steiner School
- Fortnightly Study continued – Solving the Riddle of the Child by Christof Wiechert

- Fortnightly Child Study schedule across classes continued.
- Whole class study implemented.
- All teachers attended in-house Child Safe training.
- All teachers attended in-house Evacuation and Lock-Down training.
- First Aid, CPR and Anaphylaxis update and training for all staff.

Curriculum Management:

- Continued development of a whole-school approach in Literacy and Numeracy.
- Workshop on the Therapeutic and Anthroposophic View on Inclusion in Classrooms by Wolfgang and Tanya.

Much consideration was also given to Student Wellbeing in relation to our enrolment processes, particularly with new legislation, an increasing number of enquiries relating to children with learning needs and larger classes. This discussion is on-going and student learning and wellbeing continue to be monitored.



Planning and Assessment:

- Continued assessing and reporting against National Steiner Curriculum and 8 Key Learning Areas.
- Formatting of Reporting Records to meet learning needs.
- Providing Records of learning needs, meetings and follow-up to Learning Support Team.

Outreach:

- Planning and implementation of programs for Education Week, Open days, School tours, Taste of Steiner Curriculum day and Market day with Publicity Group.
- Planning and implementation of an Orientation evening for parents beginning the School Journey.
- Planning and implementation of a series of Parent Information evenings with Publicity Group.
- B.D. workshops implemented.
- On-going Weed Management Work in our bushland area.
- On-going Gardening Work and Guidance throughout the school with Landcare and South Dandenong Community Nursery.
- Investigation of RAP (reconciliation) program.
- Planning to implement Aboriginal language program.



Through our continuing commitment and engagement with the community to develop relationships, we move forward as a vibrant, growing school.

Marianne Bollmann & Carol Farmer

Co-College Chairs

Publicity and Fundraising Report

The aim of the Publicity Group is to fundraise for and publicise the school through running activities throughout the year which showcase the school. In 2018 there were six active members in the group – with one member retiring and a former member re-joining the group.

In 2018, we coordinated a number of different publicity and fundraising activities, talks and workshops.

- April – Easter Fundraiser, Green Kids Expo Information Stall and Talk
- May - Mother's Day Stall and Education Week Activities
- June - Belgrave Lantern Parade and Earn and Learn
- September - Father's Day Stall
- October - Spring Fair and Market Day and Stringybark Festival information table



Our biggest fundraising effort was the Spring Fair and Market Day. In 2018 we raised \$10, 279 for the school, which is our highest profit to date. We also ran the Easter fundraiser, Mother's Day and Father's Day stalls. While these are small scale fundraisers, we do believe these smaller activities provide a service to the school community.

In 2018, we held three separate events as part of Education Week. Twenty-two families attended (enquiring and current) the Early Childhood Open Day. Twenty-three families attended the Primary Campus Open Day and 14 people attended the Taste of Steiner Curriculum Workshop. We had very positive feedback from visitors. At least seven children enrolled in the school and kinder after attending these events.

Talks and workshops held in 2018:

- Steiner Education: an Education for the 21st Century – Virginia Moller
- Green Kids Expo Stall and Talk: Why I Chose Steiner Education for my Children – Louise Gilbert
- The Nine Year Old Crossing – Irmhild Kleinhenz
- The Six Year Cycle & Beyond – Staff and Alumni

At the end of 2018, the Publicity and Fundraising Group launched a new DRSS website and have started working on a video project.

Karen Frazier Walsh



2018 Business Manager Report

2018 Overview

2018 was a very good operational year, with a surplus of \$688,197 reported. This large surplus was in part due to the finalisation of the Class 3/4 building remediation works, as well as income and expenses being maintained at a similar rate to 2017. This healthy surplus leaves the school in a comfortable position to continue to deliver a high quality Steiner education.

Income

Income remained steady in 2018 with an overall increase of only approximately 0.25%. This followed a 30% increase in income in 2017 largely attributed to a rise in student enrolments, greater funding, increased tuition fee and donations. The level of income was maintained in 2018.

Student enrolment numbers decreased from 136 in 2017 to 129 in 2018, however 2018 tuition fee income was slightly higher than 2017 due to a higher level of on-time fee payments as well as debt recovery.

The lower enrolment numbers resulted in a decrease in State Government Funding, however there was an increase in Commonwealth funding resulting in an overall funding increase for the year of \$28,500.

During 2018 DRSS was again successful in receiving an ISV Interest subsidy grant.

Fundraising income was also favourable as a result of successful fundraising events, particularly the Spring Fair with the largest profit ever.



Expenditure

2018 operating expenditure was only 2% higher than 2017 expenses. Overall, expenses were similar to 2017 expenses with increases in classroom materials, a greater provision of fee relief provided, and Administration staff wages increased bringing them into line with industry standards.

Legal Settlement

The legal settlement of the Class 3/4 building remediation works was concluded in December. The details of the settlement are subject to a confidentiality clause.

Cash Flow Position

Cash flows during 2018 were tight for several months in advance of government funding payments. Cash inflows and outflows were carefully and strategically managed throughout the year.

The cash position for 2019 is comfortable as a result of the 2018 surplus net cash provided by DRSS's operating activities.

The 2018 budget was prepared to reflect predicted recurrent income and expenditure, with the aim of achieving a cash surplus to bring DRSS into a healthy financial position and this has been achieved.

Enrolments

In 2018 DRSS had total enrolments of 131 students in Prep to Class 6. Big Kinder had 22 children, Little Kinder had 26 children and there were 65 children enrolled in Playgroup.

Attendance

Student attendance at the school in Semester 1 2018 was 92.8%, with 79% of students attending at least 90% of the time.

In Term 3, overall attendance was 89.5% of students, with only 28.9% attending at least 90% of the time.

The major reason for absence was illness, accounting for approximately 35% of absences, with holidays accounting for another 20%. Government expectations are that children will have an attendance rate of at least 90%.

NAPLAN

In 2018, two Class 5 students sat the NAPLAN tests. The cohort of students sitting the tests was too small to report on the results.

A huge thanks to Kylee Grace who finished as Business Manager at the end of 2018. Kylee played an absolutely invaluable role in her two years as Business Manager working with Committee of Management and staff to turn the finances of the school around and leaving the school in a healthy financial position. She also set up many new systems and procedures to ensure its continued smooth running. It was fitting that in her last month a long-running legal dispute was settled favourably for the school.

Cath Lanigan
Business Manager

the sun with loving light
Makes bright for me each day.

