



School & Vocational Community for  
Individuals with Special Needs

# Strategic Plan

2025 - 2029



# Step Together Association

**School & Vocational Community**

**For children and adults with additional exceptional needs**

## Mission

Step Together Association is an internationally recognized non-profit organization and diversified institution that believes in the power of education to develop change through several programs. It provides an ecological, holistic, and inclusive environment where each and every person is respected as a unique individual. Aiming to improve its students' quality of life through love, acceptance, equality, and individualized instruction and therapy. Its educational principles, inspired by Rudolf Steiner's, are designed to enhance the holistic capabilities of students by helping them develop their social, cognitive, emotional, and physical skills, thus, equipping them with the necessary tools to be active citizens in their communities. Step Together interfaces directly with the parents through regular engagements providing them with family support and specialized trainings.



School & Vocational Community for  
Individuals with Special Needs

Dear friends, supporters, and team members,

As we step into 2025, we do so with a deep sense of purpose and hope. Step Together has always been more than just a school—it is a community, a family, and a place where every individual is valued, supported, and given the opportunity to thrive. This year marks the beginning of a structured five-year journey, built on three essential pillars: Quality Holistic Education, Inclusion, Equity, and Diversity, and Sustainability.

**Quality Holistic Education - Learning with Purpose.** Every child and young adult who walks through our doors carries a unique story—one filled with challenges and potential. Our role is to meet them where they are and guide them forward with care and commitment. This year, we are enhancing our programs to better support students in their transition to independence, strengthening collaborations with schools, companies, and higher education centers, and deepening our commitment to inclusion. Our goal is to ensure that every learner, regardless of ability, has access to meaningful education, practical opportunities, and a future they can step into with confidence.

**Inclusion, Equity, and Diversity - A Place for Everyone.** Inclusion is not just something we talk about—it's something we live. We believe that every person belongs, and we will continue to advocate for our students to be respected, valued, and included in society. This year, we are expanding our reverse inclusion kindergarten program, where children of all abilities learn and grow together. We will launch a pilot project with a public school, focusing on Waldorf early childhood education. We will introduce initiatives like a Mommy and Me program to create spaces where families can connect and support each other. Beyond our campus, we are working with families (parents and siblings), schools and companies, inviting them not just to observe but to actively engage in inclusive values and practices. And through our vocational training programs in farming, hospitality, and assistant teaching, we will continue to create meaningful employment opportunities, empowering our students to contribute to their communities and build independent lives.

**Sustainability - Building for the Future.** Step Together is not just about today—it's about tomorrow. Our vision is to create something lasting: a self-sustaining community that provides opportunities for generations to come. To support this vision, we are expanding our production unit and vocational training with hands-on workshops in cheese making, bakery production, and community food baskets. Our kitchen will introduce frozen food products, and we are forming partnerships with holistic businesses to integrate sustainability into our work. We are also taking small but meaningful steps, collaborating with local shops and companies to sustain and empower.

**A Journey We Take Together.** But none of this happens in isolation. It happens because of people—teachers, families, partners, and friends—who believe in what we do and choose to walk this path with us, bringing a shared focus on healing, nature, and holistic well-being. We are building something good. Something that matters. And we invite you to be part of it. Because together, we can create a future where every person has a place, a purpose, and the opportunity to shine.

With dedication and commitment,

Rim N. Mouawad

## Vision

To provide quality holistic education rooted in inclusion, equity, and diversity – fostering individual empowerment, creative growth, and long-term sustainability.

Quality  
Holistic  
Education

Sustainability

Inclusion,  
Equity &  
Diversity

Priorities

# Quality Holistic Education

A transformative education must empower both learners and those who guide them. This strategic focus is structured around two interconnected pillars:

## Educational Advancement and Professional Development

The first pillar ensures that diverse learners receive inclusive, structured, and personalized instruction that fosters academic, emotional, and social growth. It integrates therapeutic support, nature-based learning, and competency-focused approaches tailored to individual profiles. The second pillar invests in educators, staff, and vocational trainees through structured training pathways, well-being support, and employability development. Together, these pillars reinforce Step Together's commitment to inclusive, life-centered learning rooted in creativity, sustainability, and empowerment.

## Educational Advancement

### *SDG 4 - Quality Education*

**OBJECTIVE:** Deliver inclusive and adaptive learning experiences that cultivate academic growth, emotional well-being, and life skills through individualized instruction, nature-based methods, and therapeutic integration.

A. Introduce inclusive, multi-profile classrooms starting with kindergarten, supported by adapted facilities, revised curricula, and expanded support services.

B. Implement personalized learning plans and competency-based assessment rubrics, incorporating observational, creative, and nature-based pedagogies.

C. Fortify therapeutic and transitional support within the learning journey, including coordinated intake, early intervention, and tailored transitions.

D. Deploy enhanced digital and manual tracking systems aligned with IEPs and monthly observations, fostering transparency and learner autonomy.

## Professional Development

### *SDG 8 - Decent Work and Economic Growth*

**OBJECTIVE:** Equip staff, students, and trainees with the tools, confidence, and learning environments needed to grow professionally, lead with empathy, and transition toward meaningful employment.

A. Develop structured internal training systems across departments, including competency rubrics, peer mentorship, and “trainee-to-trainer” programs.

C. Initiate inclusive teacher training initiatives and early childhood training curricula adapted to Waldorf and special education contexts.

B. Broaden staff and therapist learning pathways through specialized training, wellness initiatives, and supervisory frameworks for ongoing development.

D. Construct vocational tracks that prepare individuals for transition to work through applied learning, supervised placements, and employability coaching.



# Sustainability

Long-term success requires a strong foundation built on financial stability, environmental responsibility, and proactive crisis management. To ensure Step Together remains resilient and continues providing high-quality education and services, we are working toward two sustainability pillars:

## Economic and Ecological

Our goals include securing diverse and sustainable revenue streams, optimizing financial practices, reducing environmental impact, and embedding sustainability into every aspect of our organization. These efforts are guided by our values of empowerment, innovation, environmental stewardship, and organizational resilience.

## Economic Sustainability

### *SDG 9 - Industry, Innovation, and Infrastructure*

**OBJECTIVE:** Build financial independence and organizational resilience by expanding income-generating initiatives, engaging donors through transparent partnerships, and strengthening operational efficiency across production and fundraising.

A. Attain financial sustainability through clear sponsorship packages, multi-year agreements, annual feedback surveys, donor events, and optimized budgets, including crisis reserves.

C. Expand current product offerings, increase production capacity through retailer partnerships and a mini-mart/kiosk, and improve efficiency with upgraded equipment.

B. Build a distinct brand for the production units with cohesive visuals and messaging, strengthen online visibility via a website and Instagram, and align digital platforms with evolving products.

D. Form a Crisis Management Team (CMT), train staff in emergency response and communication, and maintain a coordinated, organization-wide calendar.

E. Launch a mental health and stress management program with counselling, peer support, and wellness initiatives while maintaining transparent communication.

## Ecological Sustainability

### *SDG 13 - Climate Action*

**OBJECTIVE:** Promote long-term ecological responsibility by improving energy efficiency, implementing sustainable resource management systems, and expanding green infrastructure across all operations.

A. Strengthen energy efficiency and infrastructure through gradual expansion of renewable energy sources and integration of low-energy systems.

B. Establish sustainable land use and cultivation practices by advancing garden and farm initiatives focused on ecological regeneration

C. Improve internal waste management and resource use by scaling composting efforts, optimizing material cycles, and minimizing environmental impact across facilities.



# Inclusion, Equity & Diversity

Equity, inclusion, and diversity are not simply values – they are guiding principles that shape structures, policies, and relationships across the organization. This strategic component is grounded in two pillars:

## Therapeutic Services and Humanistic & Inclusive Engagement

The first pillar focuses on strengthening and expanding therapeutic offerings to ensure every individual receives comprehensive support that addresses emotional, developmental, and behavioral needs. The second centers on promoting inclusive practices and community integration by transforming engagement with parents, schools, and society. Together, these pillars champion social participation, resilience, and accessible opportunities for all individuals, regardless of ability or background.

## Therapeutic Services

*SDG 3 – Good Health and Well-being*

**OBJECTIVE:** Promote diversity and equity by creating accessible, inclusive community spaces and vocational opportunities that support individuals with diverse needs.

A. Enhance service quality through holistic assessments, upgraded protocols, restructured caseloads, and improved therapeutic tools and systems.

B. Re-establish a dedicated intake and assessment unit to streamline onboarding, referrals, and evaluation processes across departments.

C. Develop external and crisis-focused services by launching individualized therapy offerings for external clients and deploying a mobile Emergency Pedagogy unit for trauma-informed institutional support.

## Therapeutic Services

*SDG 10 – Reduced Inequalities*

**OBJECTIVE:** Foster a culture of collaboration, accessibility, and inclusion by expanding partnerships, developing inclusive education models, and empowering community participation.

A. Strengthen family involvement through a structured Parent Committee capable of organizing and co-leading inclusive initiatives.

B. Pilot an inclusive Waldorf Kindergarten in a public school setting, integrating holistic teaching methods to promote inclusive education in mainstream systems.

C. Partner with universities to develop accessible higher education pathways for students with special needs, starting with a supported pilot program.





  
**Step  
Together**