



# Strategic Plan 2021-204

*Inspiring active learners, developing global citizens*





**Theme:** *Building for the future*

**Vision:** *Inspiring active learners, development global citizens*

**Mission:** *In our community we foster passionate, collaborative, and internationally minded individuals through an engaging and supportive education*

**Values:** *Balanced, Caring, Communicators, Inquirers, Knowledgeable, Principled, Open Minded, Reflective, Risk-Takers*



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# Preamble: *Building for the future*



The KIS three year Strategic Plan for the beginning of the academic year 2021-22 will guide the school through to the end of the academic year 2023-24. This plan was developed using many stakeholders from within the school community as well as research from the the newly created guiding statements. The process included:

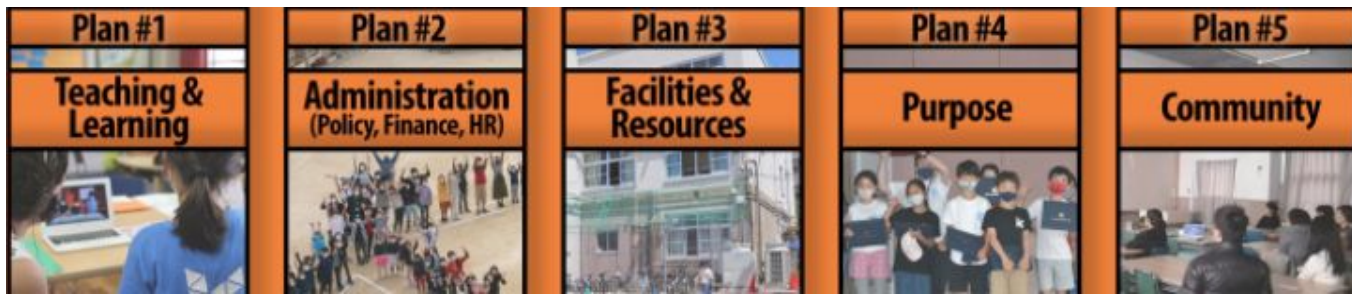
- Community input through the Guiding Statements working group
- Input and interaction from the staff during staff meetings
- Input from student focus groups
- Input from the Executive Board
- Electronic surveys for all faculty, parents, and students
- Building on from the progress of the 2016-21 Strategic Plan

## Reporting

Each plan has a coordinator from the KIS staff. These plan coordinators will provide progress reports to the school leadership and consequently the Executive Board, on a quarterly basis.

An overall Strategic Plan progress report will be part of the school Annual Report, each year.





## Summary - Action Plans

**Action Plan #1 - Teaching and Learning** *The frameworks & approaches employed by the school are significant, challenging, meaningful & relevant for all learners.*

**Action Plan #2 - Administration** *Creates the culture and conditions necessary to support student learning.*

**Action Plan #3 - Facilities and Resources** *The school's facilities & resources support the ongoing development of student learning.*

**Action Plan #4 - Purpose** *Articulates a clear and supportive philosophy for learning.*

**Action Plan #5 - Community** *Creates a culture in which all members of the community see themselves as contributors.*





# Action Plans 2021-204



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**Action Plan #1 - Teaching and Learning** *The frameworks & approaches employed by the school are significant, challenging, meaningful & relevant for all learners.*

**Rationale:** An IB education aims to transform students and schools as they learn, through dynamic cycles of inquiry, action and reflection. Teachers enable and support students as they develop the approaches to learning they need – for both academic and personal success.

**Core Values:** Thinkers, Reflective, Inquirers

**Goals:**

**1.1**

Create an action plan for developing the whole school curriculum to strengthen our approaches to teaching and learning.

**1.2**

Implement a consistent approach to teaching based on a common understanding of concept-based inquiry that is present in all school planning and reporting documentation.

**1.3**

Increase and strengthen collaboration and the transdisciplinary nature of programmes.

**1.4**

Strengthen differentiation strategies and approaches to teaching

**1.5**

Develop protocols and guidelines for effective assessment practices and effectively using assessment data to inform approaches to teaching.



**Action Plan #2 - Administration** *Creates the culture and conditions necessary to support student learning.*

**Rationale:** The school develops stronger alignment between the effective administration of the school and student learning. The overall outcome being whenever a decision is made it is premised with 'How does this affect student learning?' whether this is for academics, purchasing, recruitment, admissions etc

**Core Values:** Communicator, Knowledgeable, Balanced

**Goals:**

**2.1**

A review cycle of policies and procedures of the school including the impact on learning

**2.2**

Establish policies & procedures so that all stakeholders are safe

**2.3**

Ensure that employment practices are current within a local & global context so that the school is seen as an attractive place to work

**2.4.**

Maintain a supportive atmosphere for the community so that all members feel secure & welcomed

**2.5**

Develop a teacher evaluation program

**2.6**

The Executive Board to provide strategic guidance over the future direction of the school

**2.7**

The role of admissions is aligned with student learning needs



**Action Plan #3 - Facilities and Resources** *The school's facilities & resources support the ongoing development of student learning.*

**Rationale:** For effective and safe student learning, the school needs a strong and clear plan of how to best use all facilities, including buildings, educational technology, and teaching staff.

**Core Values:** Knowledgeable, Open Minded, Reflective

**Goals:**

**3.1**

Provide a safe and secure building

**3.2**

Develop an educational technology vision and plan

**3.3**

Increase support and resources for students' academic, social, and emotional needs.

**3.4**

Develop the library as a central element of an IB programme

**3.5**

Develop long term action for the continuity and growth of the school

**3.6**

Further increase clarity and resources on PD





**Action Plan #4 - Purpose** *Articulates a clear and supportive philosophy for learning.*

**Rationale:** There is a clear and consistent understanding and implementation from stakeholders of the school's philosophy and purpose.

**Core Values:** Reflective, Thinkers, Open-Minded, Caring

**Goals:**

**4.1**

Refinement of the core values and a more clear understanding of the global competencies and how they are developing

**4.2**

Establish a common understanding of the purpose of an international approach to education so that all stakeholders (including new families) have a clear understanding of the school's purpose

**4.3**

Develop strategies to ensure the school's Governance effectively supports the school's purpose

**4.4**

Develop a marketing plan to communicate and promote the school's philosophy.



**Action Plan #5 - Community** *Creates a culture in which all members of the community see themselves as contributors.*

**Rationale:** It is important to develop strong structures and communication to support the development of the school community.

**Core Values:** Communication, Reflective, Principled, Knowledgeable

**Goals:**

**5.1**

Clear and easy access to policy documentation, including but not limited to; admissions, assessment, inclusion, and Language

**5.2**

Review the policies and procedures of the school

**5.3**

Parent and student feedback as tools for actions

**5.4**

Develop ways to promote and celebrate our international community

**5.5**

Develop and extend the external KIS community





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