

Leadership and Governance Strategic Plan – Update October 2016

Central Goal:

As a world leader in international education, our motivated students will have the skills, empathy, resilience and ambition to embrace the challenges and opportunities of a changing world.

Strategies

- Promote and maintain ISZL's status as a leading provider of international education on a local and global platform.
- Ensure ISZL Board members model best practice in international school governance and undertake regular governance training.
- Develop strategies to recruit and retain outstanding staff
- Implement systems for ongoing development and appraisal for all employees at ISZL
- Develop tools to measure the successful implementation of the mission of ISZL

Abbreviations used in the document

- DOC Director of Curriculum
- DOSL Director of Student Life
- DOET Director of Educational Technologies
- DF Director of Finance
- DCR Director of Community Relations
- PS Primary School, MS Middle School, HS High School
- SD School Director
- BC Board Chair
- LT Leadership Team

Organisation, Leadership and Governance Goal:

Through strategic leadership, further develop a dynamic, accountable and committed professional learning community that works to realize the school's stated goals.

Strategies:

Strategic Goal	Area	Actions	Date to be achieved	Person/group responsible for achieving this area	Evidence of progress towards achievement
Promote and maintain ISZL's status as a leading provider of international education on a local and global platform.	Marketing	SD to remain on ECIS Board – promoting school's status in international education	Ongoing	SD	SD Completes two 3 year terms, April, 2017.
	Board	ISZL Board to execute a successful new Director search	May, 2016	Board	Appointed Barry Dequanne
	Local Area Relations	DF to host local area Heads of School for annual meeting	May, 2016	DF	Complete

	Local Area Relations	Lobbying Group to be formed to educate and place pressure on local government for subsidies	September – December, 2016	SD / BC	
	International Status	ISZL staff attending and presenting at international conferences	Ongoing	SD	DOET presented at Schoology conference in Miami (July, 2016) DOSL to present on Child Protection at ECIS conference
	International Status	ISZL staff involved in international education committees and accreditation teams	Ongoing	SD	DOET co-chairing accreditation visit DOTL involved with global curriculum group DOTL working directly with IBO.
Ensure ISZL Board members model best practice in international school governance and undertake regular governance training.	Board	Board training conducted by external provider (Adele Hogeson)	April, 2016	Board Governance Committee	Executed

	Board	Review of Board Handbook	December, 2016	Board Governance Committee	Handbook reviewed and various sections in need of an update.
	Board	Board Governance Committee to review Board membership with regard to non-parent members and local representation	December, 2016	Board Governance Committee	
		Board training scheduled for 2016-17 school year			
	Board / SD	School transition Committee to be formed to assist the new Director in his move to ISZL.	May, 2016	Board / SD	Committee formed. Work ongoing
Develop Strategies to recruit and retain outstanding staff	SD	Hire a replacement HS Principal.	November / December 2016	SD	SD using Search Associates. Has been in touch with new SD – who agrees with the process. Ongoing
	Marketing	Review recruitment materials – on web and for taking to fairs etc	September 2016	SD, DCR	

	Administration	Meet with new staff to get feedback on how the recruitment process went and what can be done differently or improved.	October, 2016	SD	Meeting date set for October 24, 2016
	Administration	Agenda recruitment practices and methods for a Leadership meeting.	September / October, 2016	SD / LT	
	Administration	Meet with a group of teaching staff to discuss matters of retention.	October 2016	SD	
Implement systems for ongoing development and appraisal for all employees at ISZL	Administration	Develop a comprehensive package for evaluation of all leadership positions at ISZL	May, 2016	SD	Principal and other LT processes complete. First two LT members evaluated 2015-16 school year.
		Develop comprehensive packages for the evaluation of all support staff at ISZL	December, 2016	DF	Committee formed. Process ongoing, draft documents produced and in process of refinement and discussion.

Develop tools to measure the successful implementation of the mission of ISZL		Await arrival of new Director			
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