

Teaching and Learning 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.

School wide Goal Areas within next 3 years

2015-2016 This year we will be responding to areas from the evaluation and accreditation reports, in order to facilitate this each campus will develop campus-specific goals for the year related to curriculum. The first two staff development days will be dedicated to supporting these initiatives. The February staff development days will be dedicated to looking at child safety at ISZL.

2016-2017 Service, Action and Experiential learning

2017-2018 Transdisciplinary and Conceptual learning

The future school-wide goals will be developed in 2018 after a review of the strategic plan is completed.

Abbreviations used in the document

- DOC Director of Curriculum
- DOSL Director of Student Life
- DOET Director of Educational Technologies
- CLT Curriculum Leadership Team
- MYPC Middle Years Programme Coordinator
- PYPC Primary Years Programme Coordinator
- AMYPC Assistant Middle Years Programme Coordinator
- PS Primary School, MS Middle School, HS High School

Teaching and Learning Goal

Students engage with innovative teaching and learning practices that empower them to become adaptable and motivated learners, able to make the most of all opportunities to achieve their personal goals.

Strategies:

Strategic Goal	Area	Actions	Date to be achieved	Person/group responsible for achieving this area	Evidence of progress towards achievement
Develop a concept based, differentiated and holistic curriculum	First Language (Excluding English and German) Language Provision	To create a clear written document framing the provision at ISZL to be shared with the community.	October 2015	DOC	Agreement at Leadership Team to the document.
		<i>A document was shared via the newsletter with parents, an email to all staff and an update of the schools website has also taken place.</i>	March 2015	DOC/First Language Coordinator	Newsletters, communications etc.
		A programme of communication to the parent community.	May 2016	DOC/First Language Coordinator	
		<i>A number presentations to parents have taken place</i>			
		The development of documentation for inclusion in the admissions process. <i>Complete and on-line April 2016</i>			
		Appoint a whole school First Language & EAL coordinator	January 2016	Director	Appointment
		<i>Appointment complete December 2015</i>			

		Investigate further connections to celebrate Swiss culture in the curriculum. – Investigating links with the host community	Ongoing	Language depts.	Managebac Newsletters Assemblies, trips
		Policy developed to assign students in Language A or B	Dec 2016	First Language Coordinator, Language Leaders	Policy Document

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Develop a concept based, differentiated and holistic curriculum	Career Related Education at ISZL	Establishment of a working committee to guide the implementation of career related programmes at ISZL. <i>Group has members from HS leadership, curriculum team and consultation with College Counselors</i>	August 2016	DOC	Committee established
		Strategic plan for the implementation of career related educational programmes to be drafted after discussion with all stakeholders. <i>Discussions held with stakeholder groups and presented to Ext. LST May 2016</i>	September 2016	Group, CLT, DOC	Strategic plan
		Board approval will be sought on agreement of the Ext. LT and recruitment and implementation for 2017-2018 planned	August 2017	DOC, CLT	IB and BTEC Authorisation and implementation of curriculum
Continue to refine pedagogical practices for our students to engage effectively with our curriculum	Library and Librarians	Investigate how the library staff can be further integrated into collaborative planning (with departments) - <i>Document was created by library review committee and shared with LT</i>	December 2015	MS,DH,SB,DOC,KL,P S, Library Staff	Document guiding the strategic direction of the librarians and the library team.
		Document will be amended to include recommendations from LT and further discussions	May 2016	Zug Campus Principal, DOC	

		<p>Explore the allocation of librarians at all campuses. – <i>amended document will include recommendation</i></p> <p>Facilitate the meeting of librarians across campuses to develop their central role in the curriculum programme.</p>	December 2017	Principals, CL	
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Continue to refine pedagogical practices for our students to engage effectively with our curriculum	Literacy	A whole school <i>language review</i> will take place incorporating the work done by the primary language review committee including a review of the Language Policy with shared input from stakeholders	August 2018	AMYPC*. DPC* Group will contain HS and MS teachers.	Minutes from the group, recommendations document
		Updated language policy	Dec 2018	D.O.C, Leadership Team	New Language Policy
		Language development and understanding needs to be made more explicit across all disciplines and recorded in curriculum documentation.	August 2017	Subject Leaders, CLT	Curriculum Documentation
		Revise the nomenclature of the Language acquisition courses to phases so that the transition to Grade 11 courses is more transparent. – communication to parents has occurred and documentation updated	August 2018	Subject Leaders, CLT	Curriculum Documentation
		Further develop staff awareness and understanding of the Language policy and ensure that it is clear to all stakeholders. Increase awareness that “All teachers are teachers of language”	August 2018	Principals, CLT	Minutes of meetings
			August 2018	CLT, HOD, Subject Leaders	Staff survey

Strategic Goal	Area	Actions	Date to be achieved	Person/group responsible for achieving this area	Evidence of progress towards achievement
Ensure that the ISZL culture, guided by the Mission Statement and the Vision for Ethos and Culture remains at the heart of teaching and learning	Collaboration	Establish a system that continues to guarantee regular dedicated collaborative planning time that all required teachers can attend for horizontal and vertical planning purposes. – <i>MS and HS schedules amended to identify collaborative planning times and also new opportunities developed at HS</i>	Ongoing	Divisional Leadership Teams	Schedules, Meeting minutes
		Develop opportunities for the DP/AP teachers to collaborate horizontally and develop planning meeting agendas to ensure that horizontal articulation is addressed – <i>Meetings now included in regular cycle, collapsed days now occur 4 times a year to further facilitate this.</i>	Dec 2015	HS Principal, DP/AP coordinator	Calendar or collapsed school days. Minutes of meetings
		Investigate how the continued development of interdisciplinary units can be supported at MS and HS and to investigate how we can organise dedicated time for the planning of these units and how teachers can be supported (MYP). – plan whole school goal	Dec 2017	MS and HS leadership teams MYPC and AMYPC	Calendars and schedules of meetings.IDU planners
		A review of the scheduling in the Primary schools to facilitate the inclusion of the specialists and Vertical articulation including the instrumental music lessons.	July 2017	PS Leadership Teams, PYPC	Updated schedule

Strategic Goal	Area	Actions	Date to be achieved	Person/group responsible for achieving this area	Evidence of progress towards achievement
Develop a concept based, differentiated and holistic curriculum	Curriculum Planning and Articulation	Key concepts, related concepts and global contexts identified for all units. Statement of inquiry and inquiry questions developed for all units. (MYP)	Jun 2016	All MYP teachers	Unit planners
		Subject group overviews produced for each subject group (MYP)	June 2016	HoD/SubCo	Subject group overviews available on shared platform
		Develop the use of global contexts as contexts for inquiry (MYP)	Ongoing	All MYP teachers	
		Establish system of regular reflection and review of unit plans for MYP Next Chapter – <i>investigate ways to develop the retreats to allow for more opportunities</i>		MYPC AMYP HoD/SubCo HS and MS leadership	Unit planners and subject group overviews
		Develop a shared understanding and practice of learning experiences to enhance the development of the IB learner profile attributes.	June 2017		Minutes Calendars
		Differentiation strategies and resources will be mapped out EY-12	July 2017	CLT, Divisional leadership teams	Unit planners and Minutes
		Confirm the alignment of the ISZL learner outcomes to the new MYP and PYP outcomes. <i>Document produced and shared with CLT and subject leaders</i>	July 2017	CLT, All Teachers	Unit planners and Minutes
			July 2016	DOC	Analysis document

Strategic Goal	Area	Actions	Date to be achieved	Person/group responsible for achieving this area	Evidence of progress towards achievement
Develop a concept based, differentiated and holistic curriculum	Improving Interdisciplinary and transdisciplinary understanding	Introduce the “Fostering Interdisciplinary Learning and Teaching guide” in the MYP programme.	July 2015	MYPC, AMYPC	Minutes of meetings
		Establish interdisciplinary understanding and development across the MYP through the participation of all MYP teachers in collaborative planning of the horizontal curriculum	July 2018	CLT	Curriculum Analytics Student Achievement
		Build a shared understanding of what transdisciplinary and interdisciplinary learning is and to reflect this in curriculum planning	July 2018	CLT, Divisional Leadership Team, Team leaders	Curriculum Documentation
Continue to refine pedagogical practices for our students to engage effectively with our curriculum		Through key concepts and global contexts identify opportunities for authentic interdisciplinary units and develop existing cross/curricular units in the MYP Programme – <i>Opportunities identified planning still to occur</i>	Dec 2017	MYPC, AMYPC, Divisional Leadership Teams	IDU planners, Curriculum Analytics
		Explore interdisciplinary understandings in the DP/AP programmes. Including the use of TOK as a tool to facilitate interdisciplinary learning.	August 2016	Core Team (HS), DP/AP Coordinator, TOK leader	Curriculum Analytics

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Ensure that the ISZL culture, guided by the Mission Statement and the Vision for Ethos and Culture remains at the heart of teaching and learning	Action and Service	Continue to develop and articulate a whole school approach to Action and Service in the curriculum to be shared with all stakeholders.	August 2017	DOSL, Experiential Learning Coordinator, Extended Leadership Team, Community and Service Leaders	Updated documents, website, community communications
		Continue to develop an intrinsic and ingrained culture of service and action. Local service and action opportunities should continue to be developed.	August 2017	CLT, Experiential Learning Coordinator, Community and Service Leaders	Student Reflections
		Review strengths and weaknesses of Action and Service in the four curriculum programmes.	December 2017	School-wide Group, Leadership Team	Analysis shared with Extended Leadership Team and Faculty
		Investigate the possibility of reducing and offsetting Carbon emissions that result from school "action" in order to model "responsible action".	August 2016	Cultural Committee, CLT	Decreased Carbon Footprint
		Reinforce awareness of individual, local national and world issues in the written curriculum	Ongoing	All faculty	Curriculum Documentation
		Opportunities for action identified in the curriculum. This will be a whole school focus.	August 2017		Curriculum Analytics

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Develop a concept based, differentiated and holistic curriculum	Approaches to Teaching and Learning	<p>Develop a EY-12 articulation of ATL (transdisciplinary skills) in the ISZL curriculum.</p> <p>Develop the delivery of the ATL programme in collaborative planning meetings. –<i>Cross campus meetings held, divisional meetings and collaborative planning time all allocated to support this</i></p> <p>PSHE and Curriculum outcomes to be reviewed</p> <p>Whole school ATL Focus</p> <p>Teachers further develop the planning of ‘approaches to learning skills’ to produce an ATL chart</p>	<p>Dec 2017</p> <p>Dec 2016</p> <p>August 2017</p> <p>2015-16</p> <p>December 2016</p>	<p>CLT, Team Leaders, Sub CO, HOD, ATL Leader</p> <p>CLT, ATL Leader</p> <p>D.O.S.L. D.O.C, CLT, ATL Leader, Divisional Leadership Teams</p> <p>MYPC, AMYPC</p>	<p>Curriculum Analytics</p> <p>Training opportunities for staff</p> <p>New PSHE outcomes created and shared and in ManageBac</p> <p>PD Days, Minutes of meetings, Curriculum Documentation</p> <p>Chart produced</p>
Continue to refine pedagogical practices for our students to engage effectively with our curriculum	Academic honesty.	Review the Academic Honesty policy to include recent IB and external publications. Improve the visibility of the Academic Honesty Policy around the school and facilitate the alignment of practices	December 2016	APs, Librarians	Updated Policy, Orientation Schedule, Meeting minutes

Strategic Goal	Area	Actions	Date to be achieved	Person/group responsible for achieving this area	Evidence of progress towards achievement
By clear articulation and review of our needs, we ensure the facilities enhance teaching and learning, and our community spirit	Student Information System Reporting and Portfolios	Selection of a new SIS system. – <i>iSAMS selected following extensive review and consultation group findings</i>	December 2015	SIS Group, LT	Selection complete
		Development of a school-wide system for the recording of student progress.	August 2017	Divisional Leadership Teams, DOC, CLT	Reports, Student Data, Parental communications, SIS
		The use of ManageBac for the monitoring of student involvement in service needs to be made common practice across all programmes.	Sep 2015	CLT	Student Reflections
		A review of current reports will follow the implementation of the new SIS.- <i>Extensive consultation with all stakeholders and approval from LT, reports are now being finalized with LS and teacher completion feedback.</i>	August 2016	Leadership Team, CLT, Subject Leaders, Team Leaders	New school reports
		A review of current reporting practices and the development of e-markbooks and e-portfolios	August 2017	DOET, CLT, Divisional Leadership Teams	Widespread use of e-portfolios
		Develop student e-portfolios and student-led and three-way conferences to share student work.	Ongoing		

Strategic Goal	Area	Actions	Date to be achieved	Person/group responsible for achieving this area	Evidence of progress towards achievement
Continue to develop differentiated assessment strategies that are meaningful and motivational and drive teaching and learning	Educational Data	<p>Improve the synthesis of all available assessment data, e.g. from standardised tests as well as school data, to inform DP teaching and implement systematic student target-setting.</p> <p>Develop an on-line markbook for the recording and sharing of student assessment</p>	<p>On going</p> <p>August 2017</p>	<p>DOC, CLT, Extended Leadership Team</p> <p>DOC, DOET</p>	<p>Summary reports, tracking reports</p> <p>Markbook selected, staff training, Data Analysis. Parental access to data.</p>