

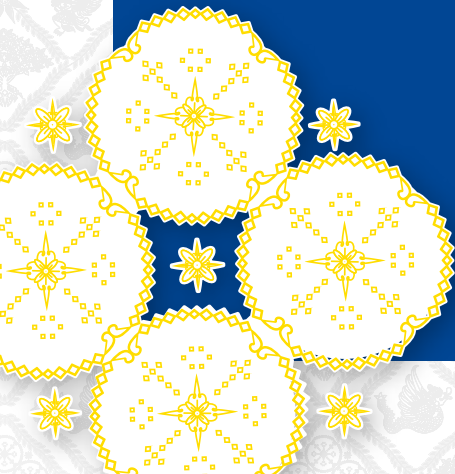


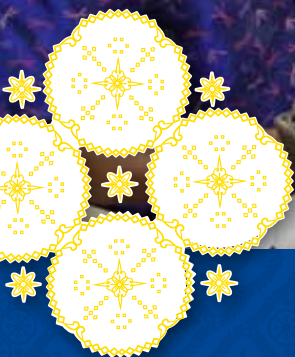
Jakarta Intercultural School



Our Destiny Plans

Impact 2020





Our Strategic Direction

Impact 2020



The world is a rapidly changing place. Schools, in order to provide students the skills and knowledge to be successful in the 21st century and beyond, need to think more globally, become more digital, elevate critical thinking and problem solving skills while tapping into students interests and passions. Our Destiny Plan 2018-2020 celebrates innovation in all areas, inspires and challenges everyone in the community to reach their individual potential, and prepares us as a community to be ‘best for the world.’

This document offers a high-level 2-year overview of our strategic initiatives condensed into 4 areas of focus. Behind each area focus are detailed thoughtful plans which will serve as our compass and performance indicators. The 4 Focus Areas are:

1. Divisional Growth & Learning: delivering relevant, rigorous, inclusive, and coherent learning to all our students.
2. Living & Learning In Indonesia: Celebrating and immersing ourselves in our host country’s culture while maintaining the highest standards of compliance with our governing agencies.
3. Operational Health: ensuring organizational health through fiscal stability and coherent operational practices and policies that provide both short term and long term financial viability.
4. Communicating Our Story: maximizing our potential by shaping and sharing and communicating the JIS story. Celebrating the successes of our students and staff while continuing to build our Culture of Care.

Our overarching goal with the Destiny Plan is to ensure students continue to enjoy the globally recognized JIS experience while striving to **BE BEST FOR THE WORLD**. We look forward to everyone in the JIS community joining us on this learning journey.

Tarek Razik
Head of School

Our Mission

Passionate, inquisitive, and creative – learning in Indonesia to be best *for* the world.

Our Vision

We will inspire joyful, rigorous learning and foster wellness as a pioneering, inclusive and collaborative community.

Our Values

We value perseverance, integrity, responsibility, respect, compassion, balance and fun.

Our Dispositions

We learn by reflecting and relating, by being resourceful and resilient.

Our Strategic Direction

Impact 2020

Teaching & Learning

delivering relevant, inclusive, and coherent learning to our diverse student population

Living & Connecting With Indonesia

maintaining the highest standards of compliance with our governing agencies while being inspired by Indonesian experiences

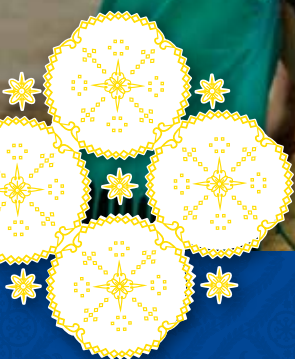
Operational Health

(Facilities, Technology, Risk Management, Transportation, Human Resources, Finances)

ensuring organizational health through fiscal stability and transparent operations

Communicating Our Story

maximizing our potential by shaping and sharing the JIS story



Teaching & Learning Elementary School

IMPACT 2020

Vertical Learning

The Elementary School will further align teaching and learning practices with the JIS Core.

INDICATORS OF SUCCESS

We will...

- ensure that our curriculum and professional development reflect the elements of our JIS core.
- support all members of the learning community to *reflectively* seek, offer, and accept feedback as a way to further align beliefs and practice.
- facilitate a deep, common understanding of our pedagogical tenets by increasing collaborative opportunities among members of the two elementary schools.

Teaching & Learning Elementary School

IMPACT 2020

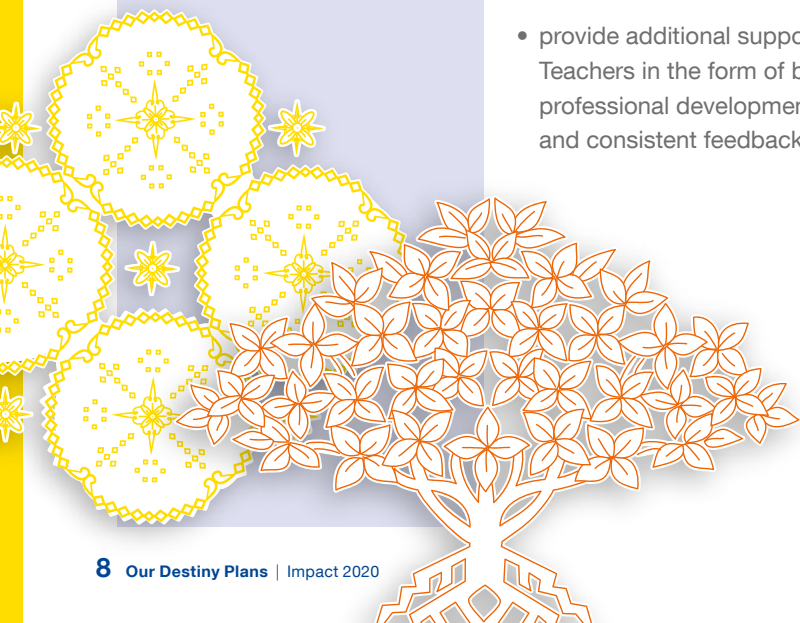
Personalized Learning

The Elementary School will implement the philosophy and pedagogical approaches that support personalised teaching and learning.

INDICATORS OF SUCCESS

We will...

- implement problem-based, project-based, and open inquiry opportunities across curricular areas.
- use a variety of researched based resources and the mathematical standards for practice as a framework to guide us in supporting the development of a child's learning trajectory in mathematics.
- firmly embed a Maker Mindset philosophy within curriculum and practice.
- assess for conceptual understanding and allow for flexibility in the ways children demonstrate their learning.
- provide additional support for Assistant Teachers in the form of book studies, professional development, mentor teachers, and consistent feedback.



Teaching & Learning Elementary School

IMPACT 2020

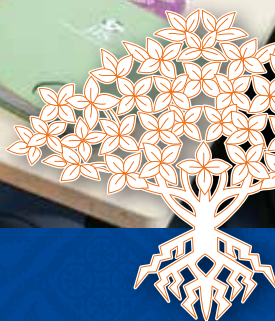
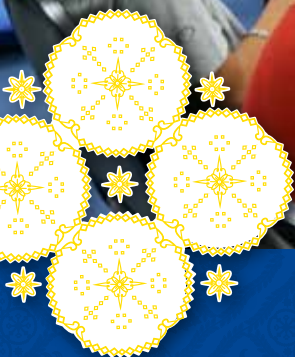
INDICATORS OF SUCCESS

Dispositions

The Elementary School will refine and strengthen the intentional teaching of the JIS dispositions across all learning.

We will...

- use the Learning Dispositions and Competencies when planning and teaching all units and while engaging in environmental and community service initiatives.
- provide students with feedback on the development of their learning through the language of the Learning Dispositions and Competencies.
- continue to build parent understanding of the Learning Dispositions and the Competencies through parent sessions.
- embed Digital Citizenship concepts into the curriculum.
- provide opportunities for students to lead and facilitate within their learning community (assemblies, student leaders, service learning).



Teaching & Learning

Middle School

IMPACT 2020

Vertical Learning

JIS will establish systems and structures to facilitate increased levels of collaboration among the divisions.

Personalized Learning

The Middle School will have established and implemented the philosophy, structures, vocabulary, and pedagogical approaches required to enhance the delivery of personalised learning.

INDICATORS OF SUCCESS

We will...

- establish a process to use data across divisions to intentionally individualize support and address student needs.
- collaborate with the High School and Elementary School to establish a system for reviewing and aligning curriculum
- collaborate with the High School and Elementary School to establish a system for reviewing and aligning our support services.

We will...

- implement a research-based, targeted intervention program for our reading/writing and math programs.
- implement flexible schedules for learning support teachers to allow for targeted interventions.
- collaborate with the Elementary School to coordinate the implementation of Inclusion Models.
- define the evidence (data) gathering tools we will use to inform our intervention with students.

Teaching & Learning

Middle School

IMPACT 2020

INDICATORS OF SUCCESS

Wellness

The Middle School at JIS will foster an environment which supports the social, emotional, and physical wellbeing of our community.

Learning

The Middle School will have an articulated engineering program. We will refine our use of the Learning Dispositions and investigate alternative ways for assessment, grading, and reporting.

We will...

- establish and implement guidelines to support our Flex program.
- support parents and students in managing their use of technology (screen time) at home and at school through education sessions.

We will...

- collaborate with the Elementary and High Schools to clearly articulate and document the curriculum and pedagogy of the engineering program.
- host and compete in competitions in the areas of Science, Technology, Math, and Engineering.
- standardize the use of our gradebook and its use when communicating learning.
- review our reporting process to determine if there is a better way to communicate learning to students and parents.
- recommit to the use of the Learning Dispositions as a way to promote personal growth and self-awareness.

IMPACT 2020

Environmental and Community Stewardship

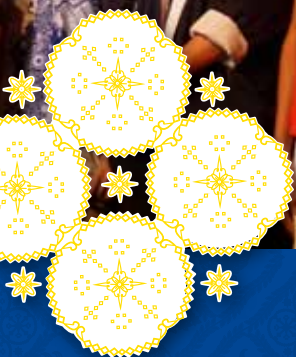
Middle School students will have a greater awareness of their environmental and community responsibilities.



INDICATORS OF SUCCESS

We will...

- collaborate with Elementary School and High School service clubs where Middle School students will work with students from other divisions.
- collaborate with Sodexo, D'toko and Booster to reduce the use of single-use plastics.
- encourage students to develop and lead initiatives that will address environmental issues.



Teaching & Learning High School

IMPACT 2020

Vertical Learning

The High School at JIS will develop a world-class approach to learning and teaching by drawing on its professional affiliations, best practice and internal expertise.

INDICATORS OF SUCCESS

We will...

- ensure that our course, unit, and lesson design are underpinned by cognitive science principles, our vision and mission, and content specific pedagogy.
- develop our Grade 9 and 10 programs to emphasize rigor and ensure articulation with the Middle School and Grade 11 and 12 programs.
- develop clear parameters and practice examples of how technology can support high quality pedagogy and learning.
- seek local opportunities and resources that improve classroom instruction and enhance student learning experiences.
- establish a robust learning support program that aligns with our inclusion philosophy and the diverse needs of our students.

Teaching & Learning

High School

IMPACT 2020

INDICATORS OF SUCCESS

Wellness

The High School at JIS will continue to enhance a culture where students and faculty seek wellness as fundamental element of everyday living.

Co-Curricular

The High School will have a co-curricular program that prioritizes a holistic education for every student.

We will...

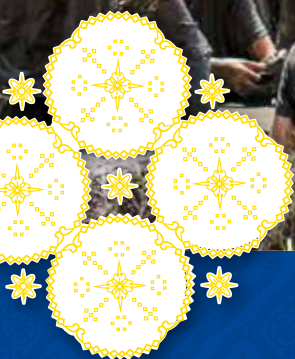
- develop a coordinated wellness program for students and faculty.
- use data to measure wellness in the social, physical, and emotional domains and adjust programming to meet the needs of our community.

We will...

- ensure that 100% of our students are engaged in a co-curricular activity that supports and enhances their growth.
- enhance our co-curricular offerings based on student interest, local resources and faculty expertise.







Living & learning in Indonesia

IMPACT 2020

JIS will integrate Ministry of Education (MoE) requirements into our existing school structures.

Our curriculum and pedagogy will draw upon the Indonesian context.

INDICATORS OF SUCCESS

We will...

- ensure we have the human resources required to manage compliance with Indonesian government regulations.
- be fully licensed, and students will have the required documentation to study at JIS.
- complete our MoE SPK license extension and national accreditation.
- have a vertically-articulated Indonesian program and exams that comply with MOE requirements.

We will...

- explore the possibility of JIS hosting and participating in Math, Science, Arts, and/or Sports Olympiads.
- structure a provision National exam preparation for our MS and HS students.
- create an IB-accredited Indonesian Studies program for non-Indonesian passport holders.

Living & learning in Indonesia

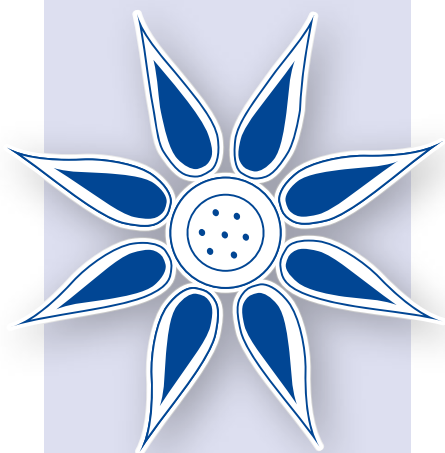
IMPACT 2020

We will maintain and strengthen our links with Indonesia through educational partnerships.

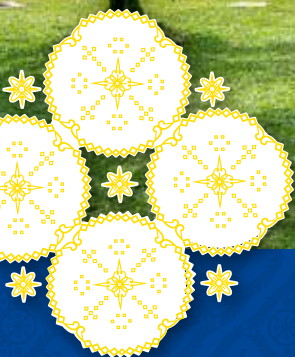
INDICATORS OF SUCCESS

We will...

- see students from our sister school on campus for events and invite our sister school teachers to play a role in our PD days, beginning November 2nd, 2018.
- Establish more opportunities for JIS teachers to contribute to the Innovative Schools Program (ISP).
- have JIS teachers participate in the SPK national convention, workshops, and seminar with a view to hosting this event in the future.
- host the IB Dunia teachers conference,
- maintain and enhance our Indonesian scholarship program.







Operational Health Facilities

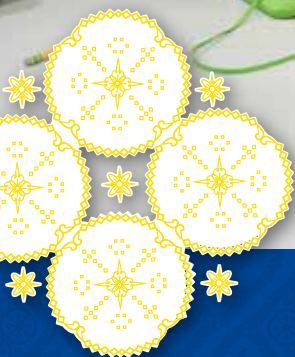
IMPACT 2020

We will have a “data dashboard” to communicate our use of resources and design programs to become a model of sustainability.

INDICATORS OF SUCCESS

We will...

- complete a Sustainability Audit of the energy, water, and waste on campus and track, monitor, and use the data as part of our curriculum.
- draw upon the data from the Sustainability Audit and empower students to lead a cultural and behavioral change on campus by reducing energy and water consumption and improving our recycling program.
- host student and faculty/staff forums to communicate data and brainstorm waste-reduction methods and sustainability improvements.



Operational Health Technology

IMPACT 2020

We will improve the user experience by integrating information and streamlining processes associated with technology at JIS.

INDICATORS OF SUCCESS

We will...

- establish better integration between the Technology Department and the Communications Department.
- ensure, where possible, a “single sign-on” system to access JIS IT system.
- redesign the JIS community website - JISNet.
- replace obsolete Communication Software.
- communicate professional development needs to the HR Department to support Host Country Staff in the use of IT-related systems and skills (Excel, Google, Oracle, etc.).

IMPACT 2020

We will have a comprehensive data management system.

We will ensure the JIS IT environment is safe and resilient.

INDICATORS OF SUCCESS

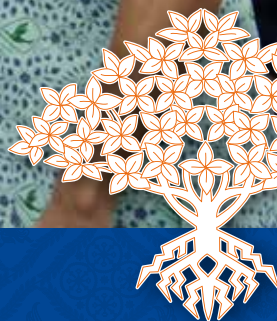
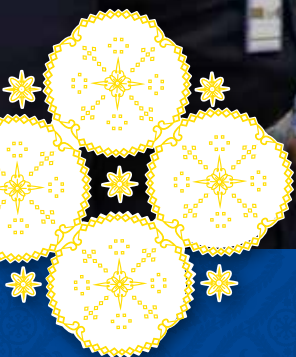
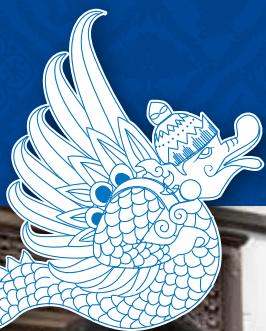
We will...

- have clear policies for managing contacts and relationships data, including name and address standards, and communication options.
- have an HR dashboard to provide access to key employee metrics.
- establish criteria for supporting, recording, live streaming events.
- have a video management system for archiving and remixing video content.

We will...

- develop protocols and security guidelines for granting permission to access secure information.
- install a new firewall and content filtering system.





Operational Health Risk Management

IMPACT 2020

We will ensure that recommendations from the annual Risk Assessment are considered and included in the annual budget.

We will ensure that the security and emergency response infrastructure remains operational.

INDICATORS OF SUCCESS

We will...

- apply recommendations in the annual Risk Assessment when planning the budget designed to strategically fund initiatives.

We will...

- develop and implement a five-year, Board of Management approved plan to outline how security infrastructure will be developed year by year so that we continue to mitigate security threats.
- ensure the integrity of our fire fighting capability and emergency response teams at each campus.
- have a 24/7/365 Safety & Security Communication Centre with modern monitoring and reporting infrastructure.
Systems to include:
 1. Fire, smoke, and heat detection systems
 2. CCTV monitoring systems
 3. Key control systems
 4. Initial Incident Reporting protocols

Operational Health Risk Management

IMPACT 2020

We will ensure that campus emergency procedures are understood and upheld.

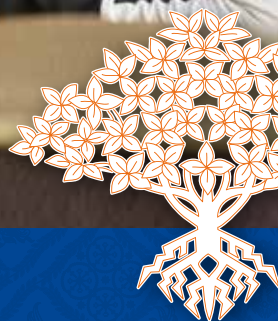
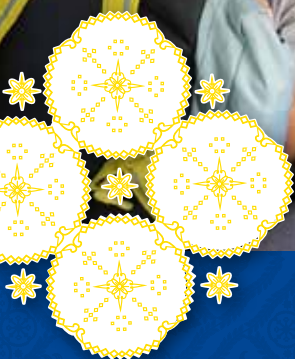
INDICATORS OF SUCCESS

We will...

- maintain and enhance all aspects of our emergency procedures and implement them on a pre-planned basis through scheduled and unscheduled emergency drills.
- we will ensure all faculty are certified annually with CPR and Child-Safeguarding training.







Operational Health Transportation

IMPACT 2020

We will improve communication with parents and students.

We will streamline and digitize our bus attendance processes.

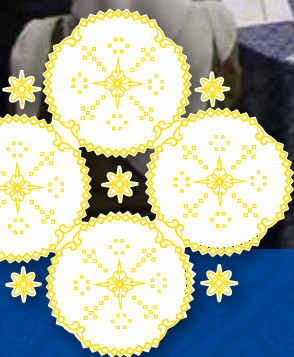
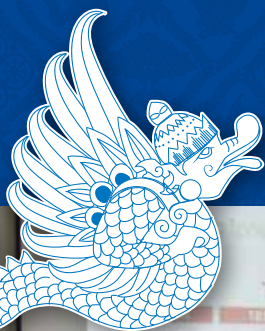
INDICATORS OF SUCCESS

We will...

- design a system whereby parents may register for bus service online.
- design a system where parents can communicate directly with transportation regarding changes to their transportation plans.

We will...

- select a system and implement a plan to facilitate online digital tracking of bus attendance and field trip management.



Operational Health Human Resources

IMPACT 2020

We will review job descriptions and compensation packages and adjust accordingly.

We will develop a training program for office skills and health and wellness for all Host Country Staff.

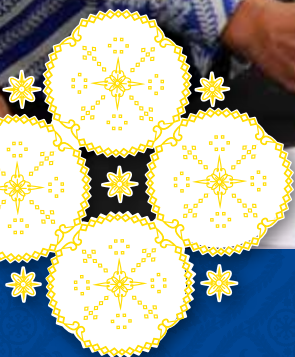
INDICATORS OF SUCCESS

We will...

- update the position descriptions of our Classroom Assistants, Assistant Teachers, and Departmental Assistants.
- rewrite and/or reorganize the Personal Regulations and Collective Labor Agreements to make it more “user friendly” and analyse the expat salary and benefits package at JIS to ensure we remain competitive.
- review, update, and align salaries for all Host Country office positions.
- implement a Disposition-based evaluation process for all Host Country Staff.

We will...

- establish annual job training plans for each host country department.



Operational Health Finances

IMPACT 2020

We will communicate relevant information to stakeholders, regarding the financial health of the school.

We will build alternative revenue streams and realize cost efficiencies by synergizing the efforts of the Advancement Office, the Human Resources Department, and the Operations Department.

INDICATORS OF SUCCESS

We will...

- develop a visually-impactful online site to provide parents with pertinent financial information.
- gather data from stakeholders to analyse perceptions of transparency when communicating information about the school's financial health.
- enhance communication with parents, regarding payment deadlines, to increase the number of parents who pay on-time.

We will...

- establish a plan and set targets to fund the school's programs.
- develop a two-three year plan, synergizing operations and finances between the Advancement Office, the Human Resources Department, and Facilities Department.

Operational Health Finances

IMPACT 2020

We will ensure the school's fiscal strength through long-term planning, capital budgeting, and develop a healthy reserve fund.

INDICATORS OF SUCCESS

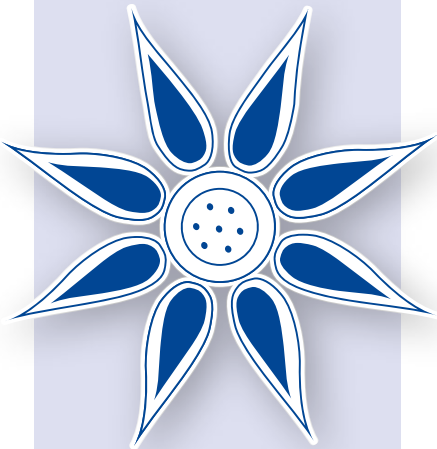
We will...

- establish and implement a protocol to measure and communicate improvements in operational efficiency.

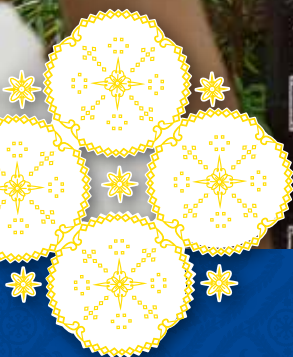
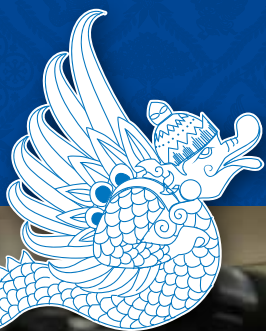
Examples:

1. new buildings vs. old buildings efficiency
2. tax payment vs. surplus utilization
3. compensation & benefit plan

- develop a five-year plan to grow and replenish the reserve fund.







Communicating Our Story

IMPACT 2020

We will define, write, and share the JIS story as it directly relates to our Mission, Vision, Value, and Disposition statements.

We will have branding, marketing, public relations guidelines and tools which will allow community members to learn, share, and add to the story of JIS.

INDICATORS OF SUCCESS

We will...

- develop methods for gathering community feedback.
- have a digital asset management system in place to effectively archive our history and share our message, ensuring that all public means of communication, including the website, social media, press releases, etc., adhere to a standard which appropriately represents the JIS community.

We will...

- create a branding handbook that reflects our core values and will guide all JIS entities to maintain consistency in branding and messaging.
- provide access to our digital asset management system so that community members can share content and add to our story.
- ensure that all internal and external means of communication adhere to our branding guidelines.

Communicating Our Story

IMPACT 2020

We will be able to demonstrate our contribution to our host nation and how the implementation of our mission, vision, value, and disposition statements is reflected in our participation in the community around us.

We will communicate our story and brand to new employees and families.



INDICATORS OF SUCCESS

We will...

- develop positive media relations and increase social media activity as it relates to the good work of JIS and our community.
- develop ties with host nation organizations which reflect the core values of JIS.
- engage in strategic partnerships such as co-branding opportunities or joint ventures that reflect and further the values of JIS.

We will...

- develop a strategy to share our story with new employees and families, building brand awareness and an appreciation of the JIS experience.



IMPACT 2020

DELIVERABLES

Teaching & Learning

delivering relevant, inclusive, and coherent learning to our diverse student population

- Align the various elements of the JIS Learning Experience EY-12 (Pedagogy, Assessment Practices, Reporting, Professional Development)
- Implement an EY-12 system to organize our curriculum around standards
- Audit, define and align the EY-12 approach to Inclusion

Living & Connecting With Indonesia

maintaining the highest standards of compliance with our governing agencies while being inspired by Indonesian experiences

- Adhere to Ministry of Education (MoE) requirements
- Strengthen links with Indonesia through educational partnerships and experiences

Operational Health (Facilities, Technology, Risk Management, Transportation, Human Resources, Finances)

ensuring organizational health through fiscal stability and transparent operations

- Develop an ability to analyze efficiencies in operations through the development of a “data dashboard”
- Develop a three year Financial Plan: Operating and Capital
- Develop a healthy reserve fund
- Quality audit of risk management protocols

Communicating Our Story

maximizing our potential by shaping and sharing the JIS story

- Redesign the website (JISnet)
- Develop a branding, marketing, and public relations strategy; seek alternative revenue streams

DATA POINTS

Quantitative Data

- IB/AP results
- Standardized Testing results (ISA)
- Stakeholder surveys
- Evidence of Professional Development strategies in Action
- University Placement of Choice

Evidence of Documentation

- Handbooks, Protocols, Guidelines, Systems

Compliance:

- Evidence of good standing within the MoE's legal framework

Programs:

- Development of Offsite Distance Education Facility
- Indonesian Scholarship program
- Impact of Service Learning- JIS Peduli
- Professional Development opportunities with teachers in Indonesian schools: Innovative School Program (ISP)

Quantitative Data

- Evidence of identified cost efficiencies from Operations
- Evidence of healthy reserve fund

Plans and Reports

- Development of the three year Financial Plan
- Report from Risk Management assessing strength of risk management protocols

Quantitative Data

- Increase number of applicants
- Increase student enrolment
- Increase alumni participation
- Evidence of additional revenue streams

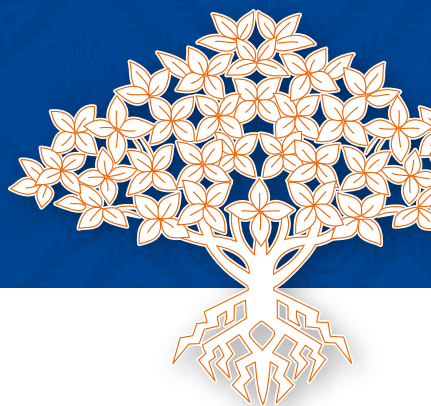
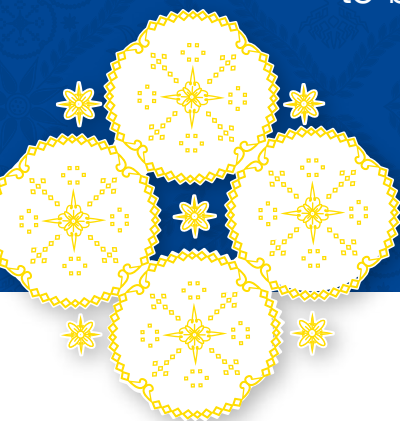
Plan

- Evidence of a comprehensive branding, marketing and Public Relations plan



Passionate Inquisitive Creative

Learning in Indonesia
to be best *for* the world





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