



The NIS School Development Plan (SDP)

2022-2023 Goals

The NIS “School Development Plan” (SDP) is an action plan which represents a synthesis of the goals and tasks that were identified in the most recent CIS and WASC self-study and final team report, the various PYP, MYP and DP authorization/validation processes and our own planning. These are the key areas of focus which, if comprehensively addressed, will ensure that we can deliver our mission.

There are eight areas of focus: (1) Learning; (2) Well-being; (3) Staff; (4) Trust & Understanding; (5) Finance & Development; (6) Facilities, Resources & Operations; (7) Risk & Safety, and (8) Governance & Leadership. Each of these contains goals which represent an area of focus which we believe can be addressed in one academic year.

Within each area of focus the school has identified one or more targets, and within each target one or more goals. These goals form the focus of our collective work over the course of the 2022-23 school year.

LEARNING

“All students will be challenged and supported to make acceptable levels of progression in their learning.”

GOAL L1:

The “Mission and Guiding Statements” will be mapped in the written curriculum, visible in the taught curriculum and successfully evidenced in the assessed curriculum.

To Complete in 2022-23:

- The guiding statements will be mapped in the written curriculum and housed in an agreed common location.
- Assessment will be an integral part of teaching and learning, in that it aligns to and informs instruction, and so that feedback can be used by teachers, students and parents as agents of their learning.
- The definition of learning (concepts, knowledge, skills & dispositions) will explicitly guide the ‘how’ of learning aligning the type of learning (knowledge, skill, concept, disposition) to appropriately aligned instructional models and/or core instructional strategies.
- The mission and associated guiding statements will have been reviewed and revised with stakeholder input such that they are research-based and relevant to our community.
- The definition of learning will include a ‘Learning Outcomes’ document which defines what attainment of the guiding statements looks like as children progress through their learning journey at NIS.
- Complete a policy review of all core learning policies to ensure continued alignment with international best practices and the NIS mission and guiding statements

GOAL L2:

Learner variability and diversity is valued and accommodated in classrooms, and all students are appropriately supported and challenged by their learning experiences in line with our mission and guiding statements.

To Complete in 2022-23:

- Develop and implement provision for those learners able to work at a level beyond the planned curriculum to ensure that all NIS students are challenged and have the opportunity to be successful.

GOAL L3:

Resources beyond the school shall be used to enrich and enhance learning in line with the guiding statements.

To Complete in 2022-23:

- Develop and implement a revised plan for extended learning trips in the NIS secondary school so that these trips support and enhance learning in line with the mission

WELL-BEING

“Ensure for a learning environment in which every child is physically and emotionally safe, has voice and agency and is able to develop and express their individual identity.”

GOAL W1:

The school has informal, formal, and confidential channels through which students can give feedback regarding their learning and wellbeing in order to influence not only their daily experiences in and out of class but also school-wide policy and processes.

To Complete in 2022-23:

- Age-appropriate mechanisms for students to provide student voice shall be reviewed such that students have agency and impact over their own learning and wellbeing.

GOAL W2:

The school day is organized to maximize the learning and wellbeing of students, staff and the wider community.

To Complete in 2022-23:

- Conduct a review of the daily schedule to ensure that time is best used to support student learning and well-being school wide.

STAFF

“Recruit, retain and support qualified teachers and staff who are committed to our mission and objectives”

GOAL S1:

Maintain regulatory compliance in human resources practice in a manner that is appropriate to a diverse workforce in an international school environment.

To Complete in 2022-23:

- Complete Staff Hours and Time Policy (RFA005)" by developing policy/practices which (i) protect the flexible international working practices to which NIS staff are accustomed while also enabling NIS to report those practices in a manner that is congruent with Japanese expectations
- Revise and submit the official Rules of Employment to the prefecture.

GOAL S2:

Ensure that the salary and benefits packages are effective in maintaining the healthy and mission-aligned recruitment and retention of staff.

To Complete in 2022-23:

- Conduct and implement a staff salary and benefits review which is supportive of the school's need to attract and retain staff who are committed to the mission and objectives of NIS and who are effective in advancing this mission in their work.

TRUST & UNDERSTANDING

“Build and sustain trust and understanding among all our constituents.”

GOAL TU1:

NIS shall ensure that its programs, systems and structures are all fully mission-aligned and informed by the CIS “Code of Ethics”, the United Nations “Conventions on the Rights of the Child” and a commitment to principles of diversity, equity, inclusion and social justice.

To Complete in 2022-23:

- The school will examine issues of Diversity, Equity, Inclusion and Justice in order to define and implement meaningful changes in line with our mission and broader ethical responsibilities.

GOAL TU2:

NIS shall ensure strong home-school partnerships in the support of learning and well-being guided by the NIS Mission and Guiding Statements.

To Complete in 2022-23:

- As we exit the restrictions of the COVID pandemic, NIS will renew, consolidate and embed connections that ensure for trust and understanding between home and school in service of student learning and well-being.

FINANCE & DEVELOPMENT

“Develop plans to ensure the long-term financial stability of the school”

GOAL FD1:

Ensure the effective implementation of development, marketing and student recruitment strategies sufficient to secure the long-term sustainability of the school.

To Complete in 2022-23:

- The eight strategies for revenue generation will be effectively implemented and deliver student recruitment sufficient to meet the financial targets of the four-year recovery plan.

FACILITIES, RESOURCES and OPERATIONS

“Provide and maintain buildings, grounds and programs that are educationally and environmentally appropriate”

GOAL FRO1:

NIS shall aspire to the promise of its Guiding Statements by promoting policy, practice and infrastructure which mitigates our environmental impact.

To Complete in 2021-22:

- The school's new ECO committee shall drive forwards, in partnership with the Foundation for Environmental Education, in order to deliver green flag status for NIS by June 2024.

GOAL FRO2:

NIS shall ensure that its campus and facilities meet the promise of the guiding statements.

To Complete in 2022-23:

- A campus development plan, encompassing capital development priorities shall be developed.

GOAL FRO3:

NIS shall ensure that its operational processes meet the promise of the guiding statements.

To Complete in 2022-23:

- All support offices will document core processes and related tools in the agreed format in the new NIS Operations Manual(s).

RISK and SAFETY

“Uphold high standards of personal and organizational safety through the maintenance of a risk-aware culture”

GOAL RS1:

The school maintains clearly documented and effectively implemented best practice policies and procedures related to child protection, safeguarding, data protection and community wellbeing.

To Complete in 2022-23:

- A comprehensive review of well-being & safeguarding policy and practice shall be completed such that all NIS policies meet or exceed international standards, are cross referenced and are effectively implemented.

GOVERNANCE and LEADERSHIP

“Actively support, promote and ensure the successful implementation of the school's mission and strategic goals”

GOAL GL1:

Ensure that there is educational and financial planning appropriate to support the school's viability and the implementation of the Guiding Statements, and that these plans are appropriately communicated to the school community.

To Complete in 2022-23:

- A comprehensive strategic planning process which informs the schools strategic direction and results in the development and implementation of costed strategic and operational planning shall be completed.
- The school will be successfully on track for reaccreditation (CIS/WASC) and re-authorization (IB) during the 2023-2024 school year.

GOAL GL2:

Ensure that the board is empowered and understood by the wider community in its fiduciary, strategic and generative roles.

To Complete in 2022-23:

- The board as an entity shall build and consolidate its relationships with parents, staff and students in order to enhance understanding of the role of the board.