

School Improvement Plan (SIP) RISS - 2022/2023

The SIP is designed by RISS teachers and is in line with our key drivers of change as indicated in our new four-year plan 2022-2026. This document has been elaborated and planned in consultation with curriculum areas, coordinators and support staff. It is also based on the recommendations provided by IB, CIS and NEASC in their re-accreditation or evaluation reports and it has been revised to take into consideration key comments and observations coming from PTA, Parents, Students, Wolfert and official surveys. This Annual Plan delivers actions that are in line with the IB Programme principles and practices for all IB World Schools.

This plan will include the application of “leren loont” 2021-2022, The National Education Strategy (NPO) and the Annual survey to measure schools’ quality of education and provision. In our case an annual survey is delivered via the Kirkland Rowell Survey.

As a semi private school, we have access to Government Subsidies (Leren loont). This makes it possible to put extra effort to work on the quality of instruction and professional development that benefits all our students.

PART A The sections are divided using our *Key Drivers of Change*. They are:

- 1) Leadership & love of learning.
- 2) Curriculum & love of learning.
- 3) Community, wellbeing & love of learning.
- 4) Professional Development & love of learning.
- 5) Organisation & love of learning

Part B This plan will also include the elaboration of the *Nationaal Programma Onderwijs* (NPO). It is based on the four principles of the Wolfert School Group NPO document :

- 1) Learning gaps (or learning entitlement for all via opportunities, progress and achievement);
- 2) Development of executive functioning skills;
- 3) Student wellbeing;
- 4) Staff Resilience and Wellbeing - Readiness for the future.

Part C contains improvement strategies on the student satisfaction survey (Kirkland Rowell Report 2022).

PART A: SIP 2022-2023

1. Leadership & love of learning				
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
School accreditation process to deliver CIS/NEASC Preparatory report.	January 2022 to October 2022	MGS as CIS Prep Visit Coordinator and leads		Submit Sample from Domain A September 19 to CIS. Submit full Preparatory Report October 31 2022
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Continue our policy development & implementation. Key documents for this year are Recruitment policy, Privacy Policy, I-DEA Policy and Relationship Policy.	October 2022 to July 202e	LT, PLT and Staff		Documents approved by the MR after wide consultation.
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Create instances of specific action and provision for HE within the Middle Years (Grade 9 and 10) to foster interest, participation and research towards future career preferences.	September 2022 to March 2023	HE Coordinator		Walk-in services for students Individual interviews for target years. Complete surveys. Promote benefits of the IBCP early on as another offer to access tertiary education.
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome

Create one single platform that delivers information to all teachers on MMP, Yellis, MidYis, ALIS and IB to analyse current provision.	September 2022 to June 2023	LT, CLs & DGR		Platform in place. Training and brainstorming benefits. Curriculum Leaders draw out potential actions for this year.
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Development and progression of key curriculum areas: RISS Rose, RISS Reach and IBCP	September 2022 to June 2023	LT, IBCP & IBDP Coordinators		Delivering grade 6 and 7 RISSRose. Delivering RISS Reach in Grade 10. Survey students' perception of the courses for RISS Rose and Reach. Complete IBCP Grade 11. Assess its delivery via students results, staff assessment and students' evaluation.
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Curriculum Subject Review Foundation. Students' assessment of delivery and performance of specific subjects. This year Mathematics, English and Science.	September 2022 to June 2023	CLs and students		Create student surveys by CLs. Deliver documents to students. Results analysed and actions to be taken amongst faculty members and Head of Section.
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Monitor, evaluate and review the current school state in relation to Inclusion via Diversity, Equity and Anti-racism	September 2022 to June 2023	PLT, LT and CLs		Create a wide report that establishes current

to establish equitable learning ecosystems that are more responsive to the role of an international school.				<p>positionality.</p> <p>Action plan for 2023-2024.</p> <p>Establish vision that involves staff to evolve into a more I-DEA international school.</p>
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Establish a Crisis Team that targets more recurrent and needed cases to work with families and/or external agencies to protect students progress and continuity of education and wellbeing.	September 2022 - July 2023	MGS, Crisis team	The crisis team is composed of LT, Head of Counselling, Nurse and Attendance Coordinator.	<p>Team meets six times a year. Agenda led.</p> <p>Emergency meetings are held with specific cases.</p>

2. Curriculum & love of learning

Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Continue building our Learning Diversity provision via specific training to enhance expertise with special focus on Social Thinking.	September 2022 - June 2023	LD team		To provide three workshops on areas of SEN related to memory, autism and differentiation.
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Continue the development of our RISS Rose project by streamlining Grade 6 offer and delivering Grade 7 courses.	September 2022 - June 2023	MSW & GOU		<p>Grades 6 and 7 new courses delivered and reflected in ATLAS.</p> <p>Grade 7 new programme delivered and assessed via results and survey.</p>
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Continue with the RISS Reach programme into Grade 10. This time including a targeted approach to explain its purpose and benefits, especially in Grade 9.	September 2022 - June 2023	MWR		<p>Successful completion of Grade 10 course assessed and reflected in ATLAS.</p> <p>Students surveyed on value added recognition.</p>
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Monitor the deployment and use of ATLAS as a tool that informs about our curriculum horizontally and diagonally.	September 2022 - June 2023	MGS & CLs		<p>All ATLAS Unit planners reflected on it after a year.</p> <p>Deliver an annual analysis of our current provision to staff.</p>

Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
<p>Literacy Project: One Book, One School. A whole school initiative that provides a book to every member of the school community students and teachers for them all to read. The book is Green Rising by Lauren James. The text will inspire teachers and students to produce a number of events and learning events using this book as a source of inspiration and discussion.</p>	<p>September 2022 - June 2023</p>	<p>JBI & MGS</p>		<p>Establish via a survey the number of individuals reading the book.</p> <p>Events that planned to celebrate the project such as fastest reader.</p> <p>Transdisciplinary lessons that take the book as inspiration. This is noted via lesson observations.</p>
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
<p>Formal opening of the IBCP programme. The school will commence in September 2022 with its official delivery.</p>	<p>September 2022 - July 2023</p>	<p>IBCP Coordinator and IB Lead</p>		<p>Gain learning lessons to assess the current approach to its delivery.</p> <p>Observe lessons via DOT.</p> <p>Ensure the programme is within ATLAS.</p> <p>Survey students on perception and progress.</p> <p>Assess equity of the promotion criteria for Grade 11 IBCP students.</p>
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
<p>Homework approaches, benefits and effectiveness. The school needs to reconsider homework as a tool for</p>	<p>September 2022 - July 2023</p>	<p>CLs, PLT and LT</p>		<p>Strategic proposal to commence in 2023-2024</p>

learning. Students are concerned about the quality and quantity of the current offer.				
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Community Learning Cafe or CLC. The purpose is to come together to participate in different learning offers brought by staff or departments in an environment of collegiality and enjoyment. This is to promote interdisciplinary experiences.	September 2022 - July 2023	LT to organise		To deliver a total of six events in the year covering different areas of concern such as pedagogy, wellbeing and staff welfare.
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Monitor, review and evaluate the provision of the IBDP programme with emphasis on teaching and learning (andragogy) and the use of data (Insight).	September 2022 - July 2023	IBDP coordinator, IB Lead & Data Coordinator		Strategic proposal that guarantees and defines ATL in the senior years. Consultation results with CLs on the use of DATA. Incorporate this one within the all school single platform created by DGR.
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Monitor, review and evaluate the provision of the IBCP year 1 programme with emphasis on teaching and learning, student wellbeing and progress.	September 2022 - July 2023	IBCP coordinator and IB Lead		Promotion criteria reviewed and assessed after CP 1 completion. Survey students' perception of the programme as well as the wider view of the programme.

Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Monitor and evaluate the provision of specific faculties. This year Maths, English and Science	September 2022 - July 2023	CLs		Survey consultation given to students. Analysis and actions between curriculum members and LT for 23/24. Publish results via our bulletin.

3. Community, well-being & love of learning

Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Review pastoral programmes in light of the pandemic, but also of more current issues related to mental health issues linked to social media and I-DEA.	September 2022 to June 2023	Heads of Section and Tutors		Programme reviewed in ATLAS. with updated content on issues such as depression, anxiety, panic attacks. Restorative Practice training.
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Continue applying for Government Subvention to ensure we improve the quality of provision via staff training and /or offer specialist provision.	September 2022 to June 2023	LT		Successful application approved by the government. Invest in areas identified and government approved.
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Staff wellbeing partnership. Consult with staff as to what needs to be done to support their work when it comes to time commitment to our core business: children welfare, teaching and learning.	September 2022 to June 2023	LT		Staff consulted in August 2022 on the Staff Wellbeing partnership for 22/23.
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Government Staff Alleviation funding. This is approximately €62000 euros to support and control the number of hours staff dedicate to PPA.	September 2022 to June 2023	LT		All staff consulted on options. Create a proposal document that enables all of us to make a decision on the best use of this financial aid.

Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Review the effectiveness and organisation of our House System and events.	September 2022 to 2023	Community and House Mentor Coordinators and house mentors and student council		<p>New strategic concept in the organisation of the house system.</p> <p>This will involve students, LT and Community and House Mentor Coordinator.</p>
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Parents in Partnership project that seeks to make a special provision for our families with the view to make them part of our school community as key stakeholders, i.e., to hear from parents we do not hear from.	September 2022 to 2023	Head of Counselling, LT and school nurse.		<p>Provision of targeted workshops for parents and/or communities.</p> <p>Parental audit that captures their views as to what they need support wise.</p> <p>Strategic Proposal for 23/24.</p>

4. Professional Development & love of learning

Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Continue developing and reinforcing Inquiry Based Learning (IBL) as the pedagogical model across RISS, but with emphasis on questioning.	September 2022 - July 2023	CLs and LT		CLs to monitor staff delivery in line with learning via formal and informal observations. DOT observations that focus on the use of questions.
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
New staff trained on IBL to ensure that they are able to deliver lessons within this pedagogical framework. This includes new teachers and interns.	September 2022 - July 2023	LT		Asynchronous virtual training by Trevor Mackenzie. Lessons observations pre and post training.
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Curriculum Leaders receive formal training on coaching locally and internationally to support our teacher within a growth model of lesson observations.	September 2022 - July 2023	CLs and Internship Coordinator		Harvard Coaching Training delivered to most of our CLs Local training by Leiden University to upskill teachers when working with interns. Specific for those who have student teachers within their faculties.
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome

Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome

5. Organisation and love of learning

Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Continue developing a budget that enables savings without compromising teaching, learning and wellbeing.	September 2022 - July 2023	MGS, MRU	Monthly meetings are in place.	To finish the year without a deficit.
Further develop Data Protection and Privacy Laws (GDPR) awareness by expanding roles and responsibilities and ownership of potential risks in the handling of Data owners.	September 2022 - July 2023	LT and PLT		Establish a Data Management Team with key members in charge of data management. BOOR training provided on GDPR on an annual basis. Privacy Policy development and implementation.

PART B: Nationaal Onderwijs Programma (NPO) or National Education Strategy 2022-2023.

1. Learning Gaps (or Learning entitlement for all via opportunities, progress and achievement)

Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Appointment of a dedicated Numeracy Teacher to support students with moderate to major difficulties in Maths.	September 2022 - July 2023	Head of LD, LT and LD members		
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Expand the number of colleagues supporting the Learning Diversity Department to consolidate and expand support across the school with literacy and numeracy.	September 2022 - July 2023	CL Maths, LT and Head of LD		<p>Increased number of colleagues within the team.</p> <p>Provide more Task Hours for the project.</p> <p>New members trained on specific areas within SEND.</p>
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
The programmes RISS Rose and RISS Reach deliver an interdisciplinary offer that fosters communication, vocational approach and longitudinal preparation for an IB Education.	September 2022 - July 2023	LT, HE coordinator and IB Coordinators		<p>IBDP and IBCP coordinators' visits to the programmes</p> <p>IBDP/CP Coordinators provide an assessment report on impact.</p>

				HE Coordinator to design a proposal of action to support students future career prospects with emphasis on IBCP.

2. Development of Executive functioning skills

Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Implement and create a new programme that develops students' oracy, presentation, research and literacy skills. Commencing in Grade 6 and 7 in September 2021. This in collaboration with Wolfert Lansing.	September 2021 - July 2022	LT, MSW,	This programme needs to be reviewed in June 2022 to ascertain its continuity for another year.	<p>Formal launch and implementation of RISS Rose Programme for September 2021 in collaboration with Wolfert Lansing.</p> <p>Monitor, evaluate and review the programme via students' survey, staff observation and assessment of ATLAS units compared with ground delivery.</p>
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Specialist Booster/nurturing numeracy sessions to enable students to access with confidence their Maths Curriculum.	September 2021 - July 2022	CL for Maths and Head of LD.		<p>Formal assessment that registers student' progress.</p> <p>Reducing the number of students that are in the programme by the end of the year.</p> <p>Monitor lack of progress and involve LD when necessary.</p>

3. Student Wellbeing

Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Increase the number of hours for staff delivering tutoring to provide extra support for students for the next two years.	September 2022 - July 2023	Heads of Section and tutors.		<p>Increase the normal 80 tutoring hours to 120. This will be called <i>tutoring plus</i> and finance in some cases with a small contract.</p> <p>This will be consulted with staff.</p>
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Monitoring students wellbeing and their school perception for timely action and identification of students at risk.	September 2022 - July 2023	LT, Tutors, DGR		<p>Students sit Optimus Wellbeing surveys in October 2022 to establish areas of risk.</p> <p>Meeting with students and families at risk.</p> <p>Inform staff of results for information and action amongst their tutees.</p> <p>Training with Mark Finnis on Restorative Practice.</p>
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome

Strengthen the counselling provision by creating the Head of Counselling with a full time input.	September 2022 - July 2023	LT, counsellor and new member within the team.	This programme needs to be reviewed in June 2022 to ascertain its continuity for another year.	Appoint a new counsellor (MLA) with local knowledge and expertise to aid students at risk. Invest in external expertise where necessary and appropriate to support students who need a more targeted offer.
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Establish a Crisis Team that targets more recurrent and needed cases to work with families and/or external agencies to protect students progress and continuity of education and wellbeing.	September 2022 - July 2023	MGS, Crisis team	The crisis team is composed of LT, Head of Counselling, Nurse and Attendance Coordinator.	Team meets six times a year. Agenda led. Emergency meetings are held with specific cases.
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Targeted workshop for parents that deal with Education, Relationships and Wellbeing.	September 2022 - July 2023	Heads of section, LD team, Counsellors		Restorative practices training with Mark Finnis. The Power of an Education for Grade 6 parents with Jim Roberson. Stress management and online safety training with Allison Ochs.
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Create a culture of wellness in school by establishing more student voice and self-advocacy events that foster community involvement.	September 2022 - July 2023	LT, Community and House Mentor coordinator.		Town Hall meetings with students as an open house event in the school. One per term.

				<p>Showcase issues and possible solutions on a wall presented in the town hall meetings.</p> <p>Review of the Student Charter for RISS application.</p> <p>Participation within the PLT team.</p>
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Additional trips for students at the beginning of the year and in February to provide more opportunities for building relationships and a sense of belonging.	September 2022 - July 2023	LT, Community and House Mentor coordinator.		<p>Trip at the beginning of the academic year 2022-2023.</p> <p>Trips in Grade 8 in 2023</p>

4. Staff Resilience and Wellbeing - readiness for the future

Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Address staff workload and enhance wellbeing with the implementation of diverse actions and projects to improve morale and school perception.	September 2022 - July 2023	LT and SMU		<p>Staff wellbeing advisor and Head of Counselling provides workshops on wellbeing and mental health.</p> <p>Review 2022 staff wellbeing partnership that identifies basic actions to address internal workload.</p>
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Enhance staff participation and consultation on school decisions via the creation of a strategic group composed of permanent members and non-permanent ones. The nature of the meeting is open and focuses on pedagogy. This time the group will be joined by a student and parent representative.	September 2022 - July 2023	LT and PLT, Parent and student		<p>Pedagogical leadership team (PLT) meets with responsibility to advise on matters related to the implementation of diverse projects, but linked to staff wellbeing.</p>
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Invest in specific actions that will help staff morale as a whole within the school. These actions are in line with the specific suggestion made by them.	September 2022 - July 2023	LT & staff	This programme needs to be reviewed in June 2022 to ascertain its continuity for another year.	<p>Provide school lunch to all staff.</p> <p>Buy in cover rather than using staff in situ to cover for staff planned absences and where possible for student needs.</p> <p>Bring in external invigilators to cover for January mocks exams and IB/IGCSE examinations to</p>

				alleviate staff internal workload.

PART C: School Response to the Student Satisfaction Survey (Kirkland Rowell survey February 2021).

Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Monitor and analyse more continuously the state of the school, its perception and progress that includes teachers, students and parents.	One in December 2022 and another one in March 2023	LT & DGR		Kirkland Rowell Satisfaction survey.
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Establish yearly monitoring progress to ascertain students' perceptions of themselves and the school for pastoral care purposes.	October, February and March	LT & DGR		Optimus Wellbeing Survey
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Enhance staff participation and consultation on school decisions via the creation of a strategic group composed of permanent members, non-permanent ones, students and parents for this new academic year.. The nature of the meeting is open and focuses on pedagogy.	September 2021 - July 2022	LT & staff		
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome
Review the delivery and provision of homework across the school to be used as an effective tool for learning and wellbeing for all students.	September 2022 - July 2023	LT, CLs, Tutors, students and parents		Curriculum Leaders to put forward a proposal to LT and Staff. The resulting strategy to be implemented 2023-2024
Improvement strategy	Timeline	Who is responsible?	Monitoring Progress & Comments	Outcome

<p>Enhance the school culture of celebration for students' achievements and identity.</p>	<p>September 2022 - July 2023</p>	<p>LT, CLs, Tutors, students</p>	<p>Investment on resources, guest speakers, Prefect medals, Design, etc.</p>	<p>One key assembly per term to celebrate students' positive influence on the school and its community. Students will be awarded with medals and recognition.</p> <p>Celebrate the presence of the students council and classroom representative via a programme of media promotion that highlights contribution and service to the school.</p> <p>Review the current house system and a proposal put forward.</p>