

The Redeemer International School Thailand

Three Year Action Plan - Year 3

Revised: August 15, 2005

Goal: To promote a collegial culture by encouraging participation of all stakeholders in developing operations, curriculum, resources and facilities for the purpose of school improvement.						
Objectives	Time Line	Tasks	Professional Development	Responsibility	Checkpoint/Completion	Evidence
1. Caring Environment 1.1 To provide viable and meaningful ways in which to meet the academic and extra-curricular needs of all students (WASC recommendation #4 of 6)	August-May	1.1.1 Introduce community service to all grades 1.1.2 Develop guidance activities to assist students with transitions: <ul style="list-style-type: none"> • Beyond HS • ES – MS • MS – HS • RIST – RIS 1.1.3 Extend Student Council to include MS 1.1.4 Create an Extended Day Program to respond to student needs and interests *1.1.5 Encourage staff and students to actively engage in activities that promote school spirit and values	<ul style="list-style-type: none"> • Advisement 	<ul style="list-style-type: none"> • Principal • Assistant Principal • Activities Coordinator • Counselor • Student Council Advisor • Community Service Coordinator 	November and April; ongoing	<ul style="list-style-type: none"> • Minutes of meetings • Newsletters • Unit Plans
2. Communication Decision-Making 2.1 To put in place the necessary policies and practices to ensure clear communication and school decision-making among all stakeholders (WASC recommendation #5 of 6) 2.2 To review the purpose and mission so that the school's unique character is maintained, clearly articulated, and understood by all stakeholders (WASC recommendation #1 of 6) 2.3 To revise Action Plans directed at school improvement in a way that ensures active participation of all stakeholders in development, implementation, and evaluation (WASC recommendation #2 of 6)	August -May	*2.1.1 Develop procedures for communication among stakeholders 2.1.2 Continue to communicate and promote understanding and commitment to the language policy 2.1.3 Use PTA and Student Council to ensure parent, student, and community involvement 2.1.4 Develop, implement, and evaluate teacher, parent, and student orientation activities to clearly communicate school purpose and mission 2.1.5 Use Departments and School Development Committees to revise, monitor, and evaluate the Action Plans 2.1.6 Provide opportunities during faculty meeting for discussion on issues related to students and learning	<ul style="list-style-type: none"> • Cross-cultural communication • Negotiating conflict 	<ul style="list-style-type: none"> • School Manager • Headmaster • Principal • Asst. Principal • Chairs of School Development committee • Department Heads • Community Service Coordinator 	November and April	<ul style="list-style-type: none"> • Procedural Manual • Stakeholder satisfaction • School wide action plan • Departmental action plans • Evaluation criteria
3. Curriculum and Instruction 3.1 To continue to develop and refine the written curriculum so that it is clear, well-articulated, and aligned, with well-defined standards and benchmarks (WASC recommendation #6 of 6)	August - May	*3.1.1 Ensure conformity between the written and taught curriculum *3.1.2 Continue collaborative planning and assessment 3.1.3 Explore ways to develop vocabulary and fluency in reading 3.1.4 Use school without walls and other fieldtrips to promote interdisciplinary curriculum and enhance student learning	<ul style="list-style-type: none"> • Examining student work • Atlas Curriculum Mapping • Teaching reading strategies (ESL in the mainstream) 	<ul style="list-style-type: none"> • Principal • Asst. Principal • Dept. Heads 	November and April	<ul style="list-style-type: none"> • Curriculum handbook • Curriculum maps • Unit Plans • Reading assessment data
4. Staff Development 4.1 To improve student learning through relevant staff development that is tied to individual, departmental, and school-wide goals	August - May	4.1.1 Continue to work towards establishing a learning community 4.1.2 Collect data to assess the effectiveness of staff development. *4.1.3 Help teachers to use local resources to increase the number of classes participating in School Without Walls 4.1.4 Encourage peer observations and collaborative planning and assessment	<ul style="list-style-type: none"> • Examining student work • Workshops • Study groups • Peer observation • Mentor and teacher leadership training 	<ul style="list-style-type: none"> • Principal • Asst. Principal • Dept. Heads • Activities Coordinator 	November and April	<ul style="list-style-type: none"> • Staff development plan • Evaluation criteria • Professional portfolio • Peer observation
5. Tracking Student Progress 5.1 To continue to develop assessment practices and use the results to inform and drive the development of curriculum and instruction (WASC recommendation #3 of 6)	August - May	*5.1.1 Continue to follow up on student performance within RIST to detect patterns of achievement and needs for instruction 5.1.2 Collect and analyze data on the performance of students who have transferred to RIS 5.1.3 Examine student work to guide instruction and curriculum development	<ul style="list-style-type: none"> • Examining student work 	<ul style="list-style-type: none"> • Principal • Assistant Principal • Department Heads • Counselor • Database Coordinator • Counselor 	November and April	<ul style="list-style-type: none"> • Curriculum Maps • Unit Plans • Lesson Plans • Standards-Based Report Cards
6. Resources and Facilities 6.1 To facilitate utilization of resources and facilities that effectively ensures equitable access for all students	August -May	6.1.1 Coordinate with the Sports Director of RIS to make arrangements for RIST students to benefit from RIS after school programs 6.1.2 Coordinate with canteen to provide healthy nutrition 6.1.3 Continue to provide resources for the emerging curriculum and RIST library 6.1.4 Maximize the use of RIST & RIS facilities to enrich teaching & learning	N/A	<ul style="list-style-type: none"> • Headmaster • Principal • Assistant Principal • Activities Coordinator 	November and April	<ul style="list-style-type: none"> • Student report cards • Co- and extra-curricular activities

* most important tasks selected by Faculty