

INTO THE WORLD 2016 – 2020

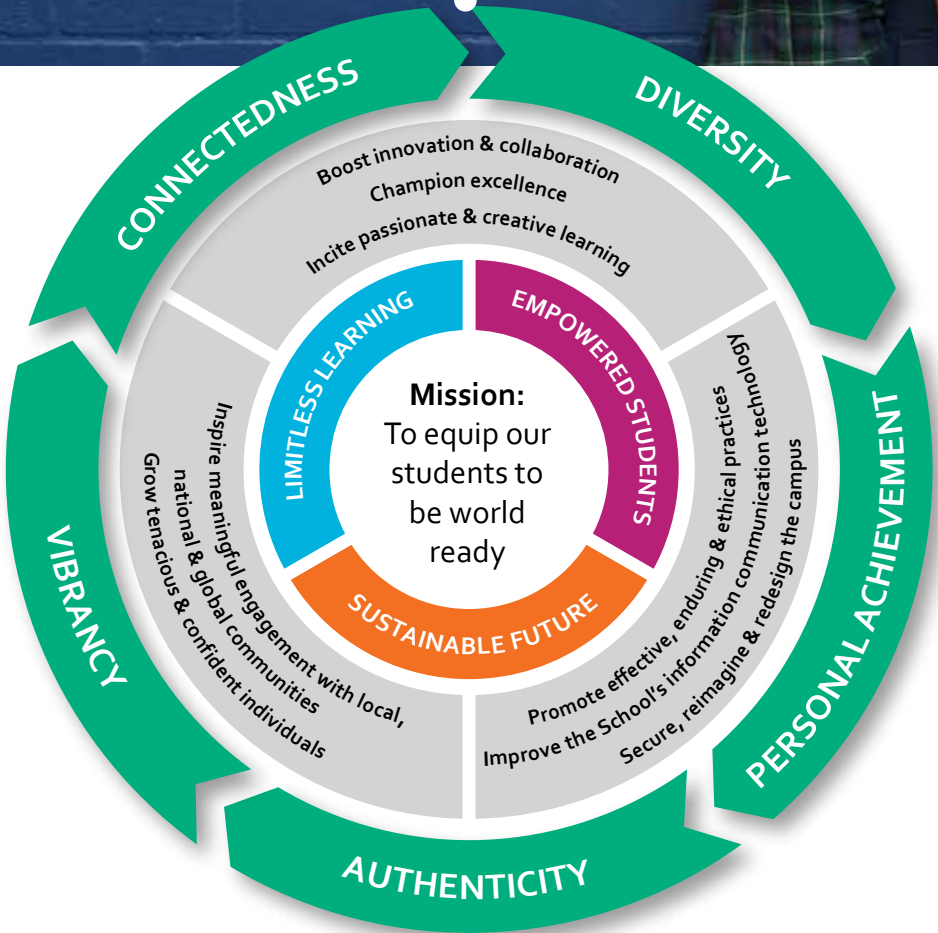
IMPLEMENTATION PLAN



International
Grammar School

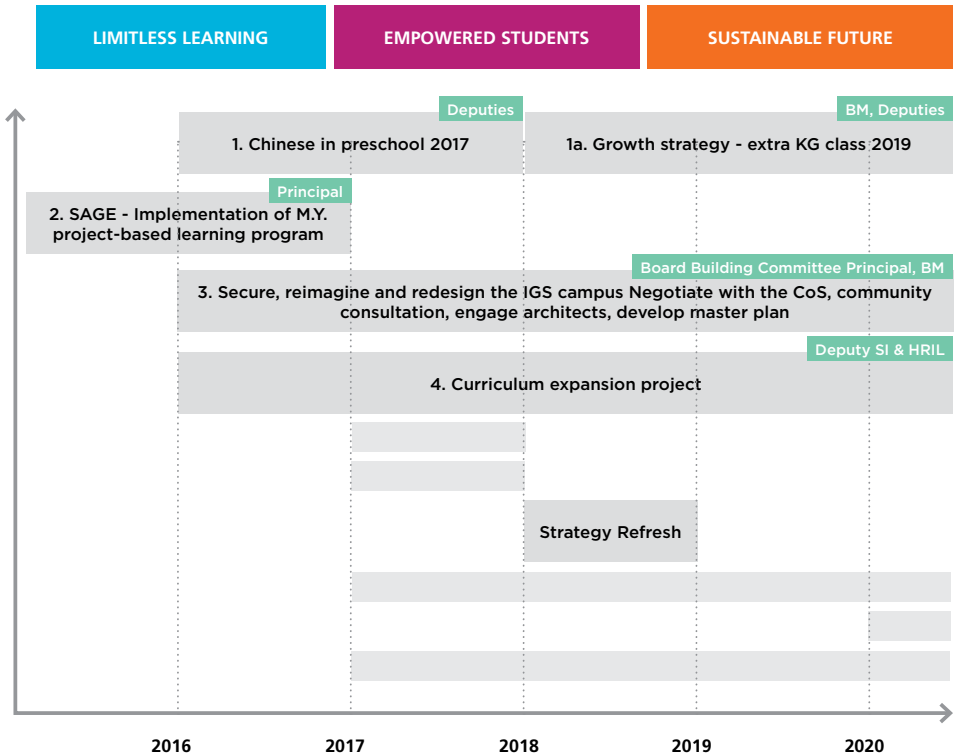


STRATEGY WHEEL

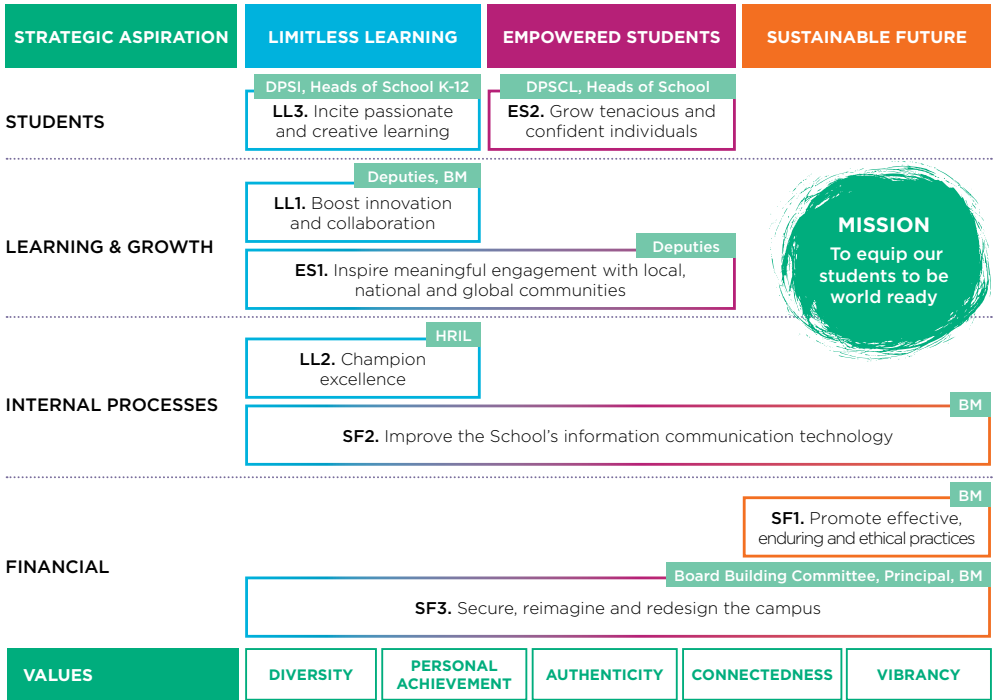




DEVELOPMENT OF STRATEGIC INITIATIVES 2016-2020



IGS STRATEGY MAP



KEY TERMS

STRATEGY MAP

Focuses the School's efforts, supports the choice of appropriate measures to report progress in implementing the strategy, communicates the strategy, captures implementation of the SP on one page

BALANCED SCORECARD

A report used by Management to track the actions, projects and initiatives implemented by staff within their span of control and to monitor the consequences arising from these

15 MEASURES OF THE BALANCED SCORECARD - A SUMMARY

1. Staff goals, action plans, projects
2. Student academic results
3. Satisfaction surveys
4. Student learning outcomes in middle years program
5. Teacher impact in the classroom
6. Quality of learning opportunities for students locally, nationally, globally ...
7. and for staff
8. Student effort
9. Student hope, engagement, wellbeing, faith entrepreneurial spirit
10. Financial performance measures
11. Enrolment targets & measures
12. Advancement targets & measures
13. ICT targets & measures
14. Acquisition strategy
15. Projects of the Master Plan Framework

ASPIRATION 1 - LIMITLESS LEARNING

Balanced Scorecard

STRATEGIC AREAS OF ACTION	MEASURE How could we measure success?	TARGET What level of performance is targeted?	WHO Responsibility
Boost innovation and collaboration	<p>1 Through annual program of staff goal setting, dept action planning & the portfolio of key strategic projects (Terms 1,4)</p>	<p>100% staff participation, driving effective ongoing professional conversations, feedback, support and performance management of all staff; successful implementation of projects within the project management framework</p>	<p>Deputies/ Business Mgr.</p>
Champion excellence	<p>2 By analysing and tracking HSC results, ATARs, university offers, NAPLAN data (Terms 4,1)</p>	<p>Upward trends in all key performance indicators: For the HSC: Nomination and selection for HSC Showcases for best major works, All Rounders (Band 6 in at least 10 units including English), First in Course, Top Achievers (top 10 students in state), Distinguished Achievers (Band 6 in at least one course), Percentage of courses in which cohort performed above the state mean, Percentage of Band 6s achieved vs potential Band 6s (SMH School Ranking), Courses in which students did not meet the minimum standard Band 2, Courses in which 100% of students scored in the top two bands , How far the cohort in each course performed above the state, ATARs and university offers For NAPLAN: Substantially above All Schools and above Similar Schools in reading, writing, spelling, grammar and punctuation, numeracy, upward trends in Gains for students in reading, writing and numeracy</p>	<p>Head of Research & Innovative Learning</p>
	<p>3 By conducting annual national school opinion survey for students, staff & parents (Term 3)</p>	<p>In School Opinion Survey Satisfaction across all survey items indicated by a mean of between 4-5 on all survey items, higher satisfaction levels than benchmark schools</p>	<p>Head of Research & Innovative Learning</p>
Incite passionate and creative learning	<p>4 By measuring student outcomes in PBL program (Terms 3 & 4)</p>	<p>A mean of 3-4 (high - very high) in levels of engagement, learning, challenge and achievement in Eminence (Year 5), Information Research Task - IRT (Year 6), SAGE Program (Years 7-10)</p>	<p>Heads of School (K-12)</p>
	<p>5 By measuring teacher impact through Educator Impact (EI) (Terms 2, 4)</p>	<p>Upward trends in teacher impact in key areas against benchmark schools</p>	<p>Deputy Principal Staff & Innovation</p>

ASPIRATION 2 – EMPOWERED STUDENTS Balanced Scorecard

STRATEGIC AREAS OF ACTION	MEASURE How could we measure success?	TARGET What level of performance is targeted?	WHO Responsibility
<p>Inspire meaningful engagement with local, national and global communities</p>	<p>6 By developing a register of local, national and global learning opportunities offered to our students and tracking and evaluating student participation and the quality of outcomes (Terms 1, 3)</p>	<p>A rich and diverse suite of learning opportunities that meet key quality criteria</p>	<p>Deputy Principal Students and Campus Life</p>
	<p>7 By developing a register of local, national and global learning opportunities offered to our staff and tracking and evaluating staff participation and the quality of outcomes (Terms 2, 4)</p>	<p>A rich and diverse suite of professional learning opportunities that meet key quality criteria</p>	<p>Deputy Principal Staff & Innovation</p>
<p>Grow tenacious and confident individuals</p>	<p>8 By measuring and tracking student academic effort twice a year from Kindergarten to Year 12 on school reports (Terms 2, 4)</p>	<p>Growth in percentage of students with effort grades 1 and 2 (1: excellent 2: good 3: more effort required: 4 unsatisfactory)</p>	<p>Heads of School K-12</p>
	<p>9 By using the Australian Gallup Student Poll annually to measure and track levels of hope, engagement, wellbeing & entrepreneurial spirit in students from Years 5 to 12. (Term 3)</p>	<p>Upward trend against the nation (participating schools) in students who are:</p> <ul style="list-style-type: none"> • hopeful for the future • engaged with their studies • thriving in terms of their wellbeing • entrepreneurial in their outlook 	<p>Deputy Principal Students and Campus Life</p>

ASPIRATION 3 – SUSTAINABLE FUTURE

Balanced Scorecard

STRATEGIC AREAS OF ACTION	MEASURE How could we measure success?	TARGET What level of performance is targeted?	WHO Responsibility
Sustainability - Promote effective, enduring and ethical practices	<p>10 By measuring financial performance through:</p> <ul style="list-style-type: none"> Developing a financial plan for IGS Annual audit Annual ASBA/Somerset Non-Government Schools' Financial Performance Survey and benchmarking report <p>(Terms 1, 3)</p>	<p>Achieving all objectives of the financial plan</p> <p>Best practice financial performance on all measures and positive endorsement from auditor</p> <p>Favourable ratios in comparison with similar schools and positive endorsement of strengths from the Somerset report</p>	Business Manager
	<p>11 By developing an Enrolment Management Plan that measures key enrolment data, trends and forecasting, and facilitates the growth strategy for enrolment to 2025 (Term 1, 2, 3, 4)</p>	<p>Enrolments to grow by 175 students in Primary by 2025</p> <p>100% enrolment in each year group</p> <p>>80% retention of students from Year 6 into Year 7</p> <p>Upward trends in application and conversion rates</p>	Business Manager
	<p>12 By developing an Advancement Plan (Terms 1, 4)</p>	<p>Achieving all objectives of the Advancement Plan</p>	Business Manager
Improve information, communication technology	<p>13 By developing an effective ICT Plan as a companion to the Strategic Plan and its 3 aspirations (limitless learning, empowered students, sustainable future) and measures its achievement of outcomes (Terms 2, 4)</p>	<p>Best practice in information communication technology (ICT) pedagogy, skills development for staff and students, resourcing and infrastructure.</p>	Business Manager
Secure, reimagine and redesign the campus	<p>14 By developing, adopting and implementing an effective acquisition strategy for the school (Term 2, 4)</p>	<p>Increase ownership of the school's five major sites from 40% towards 100% and/or improve lease terms</p>	Board Building Committee/ Principal / Business Manager
	<p>15 By developing, adopting and implementing an effective master plan framework for the school (Terms 1, 2, 3, 4)</p>	<p>Completion of high quality building projects within the master plan's timeframe and the school's cap ex budget</p>	Board Building Committee/ Principal / Business Manager



WHAT IS THE REPORTING SCHEDULE?

TERM 1

Spoken reports by leadership team members at final leadership team meeting of term

TERM 2

Briefing papers and presentations by LT members at semester 1 leadership team conference

TERM 3

Spoken reports at final leadership team meeting of term

TERM 4

Briefing papers and presentations at semester 1 leadership team conference

The Principal reports on strategic initiatives at each Board meeting.

IGS RECOGNISED AS EQUIPPING STUDENTS TO BE READY FOR THE WORLD

CATEGORIES OF EXCELLENCE

- Excellence in educational innovation - DPSI
- Outstanding HSC results- HRIL
- Excellence in project-based learning programs - Heads of School
- Excellence in local, national and/or global leaning opportunities - Deputies
- Excellence in school design - Principal/BM

PUBLICATION VENUES

- School-based: InFocus, Jigsaw, INK, social media platforms, professional development
- External conference presentations
- Local, national, international media
- Academic research papers
- Educational awards & prizes (eg National Trust Heritage Award for SAGE program)



International
Grammar School

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