



RYGAARDS SCHOOL
INTERNATIONAL AND
DANISH DEPARTMENTS

RYGAARDS SCHOOL

STRATEGIC PLAN

2013 - 2017



VISION FOR RYGAARDS SCHOOL

To ensure our long-term future as an exceptional school, with Christian values, excellent academic standards and the vision that education can transform the world.

To ensure a long-term future as a school, building on its heritage:

- **excellent academic standards**
- **based upon Christian values**
- **enriched by its multi-cultural diversity**
- **creative and open to new challenges, convinced that education can transform the world**

VISION WITH VALUES



RYGAARDS SCHOOL
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VISION FOR THE STRATEGIC PLAN

We will provide an excellent values and standards based education that recognizes and unlocks the unique qualities of our diverse community of learners through the strategic allocation and application of our resources.



STRATEGIC AREAS

- **Teaching and Learning**
- **Learning Environment**
- **Professional Development, Recruitment and Retention of Staff**
- **Organisation and Leadership**
- **Sustainable and Effective Governance**
- **Finance**
- **Marketing and Communication**



TEACHING AND LEARNING

To empower and inspire our community of learners through a broad, balanced curriculum that recognises and develops the unique qualities of each individual

- Establish a representative working party with the remit of enhancing our co-curricular and extra-curricula provision
- Establish a systematic approach to the collection and analysis of data that informs teaching and learning
- Implement a whole-school approach to teaching that embraces the unique needs of our learners
- Examine, evaluate and review collaboratively our school curricula in order to align curriculum content, consistency and challenge, whilst ensuring transparency and accountability
- Develop the appropriate use of technology to enhance teaching and learning



LEARNING ENVIRONMENT

To develop, through purposeful resourcing, the physical and virtual spaces to enhance the learning experience and well-being of our community

- Ensure student input and ownership of the development of the learning environment
- Create a Facilities Improvement Master Plan that addresses and prioritises our resource needs and facilitates our shared Teaching and Learning Strategies
- Audit, research and develop Technology and Information Literacy resources to support and enhance learning and teaching
- Establish standards to celebrate and showcase student achievement



PROFESSIONAL DEVELOPMENT, RECRUITMENT AND RETENTION OF STAFF

To attract, develop and retain outstanding educators who are committed to the continual advancement of the school's mission and vision

- The SLT will establish a targeted, accountable and structured Professional Development system focused upon broadening professional networking opportunities, enhanced INSET provision and in-house expertise
- Review pay and conditions in order to attract and retain outstanding educators
- Enhance in-house career development opportunities in order to energise and empower staff and attract dynamic new educators
- Establish a meaningful appraisal, mentoring and peer-review system that constructively facilitates individual and collective professional development



ORGANISATION AND LEADERSHIP

Through strategic leadership, further develop a visionary, dynamic, accountable, and committed professional organization that works collaboratively to realise the school's ambitions

- Perform systematic reviews of the school's organisational structure to ensure the most purposeful, efficient and effective delivery of all operational functions
- Review the most effective use of human capital and resources throughout the organisation, in line with the current size of the school, to ensure an ongoing commitment to excellence



SUSTAINABLE AND EFFECTIVE GOVERNANCE

To create an effective, accountable, strategically focused and committed board of governors whose leadership, expertise and oversight ensures the successful implementation of the school's mission and vision

- Review the composition of the board and the required expertise
- Review, formalise and communicate the mission and vision of the school
- Institutionalise regular board training
- Establish a process to develop and implement dashboard management that utilises comparable, realistic, reliable and relevant metrics
- Systematic review of school policies



FINANCE

To ensure a solid financial foundation from which to grow in strength to meet the strategic ambitions of the school

- Develop financial planning processes that reflect the needs of the strategic plan
- Develop responsible monitoring of the school's cost structure in order to ensure efficient allocation of resources
- Review the price/value ratio in relation to income streams
- Review, evaluate, develop and generate additional sources of income streams



MARKETING AND COMMUNICATION

To promote our brand to make Rygaards the school of choice and to ensure strong relations with and affinity to internal and external communities

- Develop a marketing and communication plan
- Define and communicate the brand to raise the profile locally, nationally and internationally
- Establish an alumni platform to enhance their affinity to the school
- Improve the effectiveness of communication within Rygaards' community