

AL-BAYAN BILINGUAL SCHOOL

STRATEGIC PLAN

2006 – 2013

School Mission

Founded in 1977, Al Bayan Bilingual School is a non-profit Arabic-English university preparatory educational institution which fosters an environment for students to develop the intellectual qualities, ethical values, and positive attitudes required for effective participation and leadership in the overall development of Kuwait and the rapidly changing world.

School Philosophy

We believe that we are educating students for the rapidly changing world of the 21st century. We agree that technological, social, and economic trends indicate that, more than ever, success and an enriched life will depend upon:

- The mastery of communication skills, including writing, reading, speaking and listening.
- the development of problem-solving skills, technological capabilities, critical thinking, and analytical abilities needed to deal with an increasingly complex world.
- The cultivation of an international and multi-cultural perspective and skills that will enable one to take advantage of professional opportunities in the international sphere.
- An understanding of the historic, economic, geographic, and environmental forces that have shaped the modern world and the ability to use this knowledge to better comprehend the present and anticipate the future.
- The ability to work with others as part of a team and to experience leadership effectively and appropriately.
- The capability for personal autonomy and motivation for a life of continuous learning.
- Strong self-confidence, resourcefulness, self-esteem, and assertiveness.
- An appreciation of the essential ingredients for sound physical and emotional health, and the capability to utilize the resources available to realize these values and to deal with the stresses of an active life.
- A well-defined code of ethics, values, and standards that is not dependent upon a controlled environment.
- Effective development and instruction in the fine arts; health, recreation, and physical development; leadership and team play; aesthetic awareness; ethics; and psychological growth.

STRATEGIC GOALS AND OBJECTIVES

The issues for action identified at the Strategic Planning Retreat have been organized into the categories below. Each category has an overall goal and a series of objectives, or action for the school to take to make the objectives a reality and accomplish the strategic goals.

- Curriculum and Instruction
- Technology as a Resource
- Instructional Technology
- Diversity
- Safe and Orderly School
- Home/School Community
- Professional Development
- Human Resources
- Strategic Plan Evaluation

CURRICULUM & INSTRUCTION:

GOAL STATEMENT: BBS' curriculum and instructional practices are based upon on the updated body of learning research which identifies the factors that make schools optimum learning environments and are most likely to improve student performance.

OBJECTIVES:

A BBS uses Curriculum Mapping as a comprehensive framework for its curriculum, which includes Essential Questions, Assessment Techniques & Skills, Content, Resources, Timeline & Sequencing and Unit Plans & Team Planning.

B BBS identifies and uses best practices in instruction and assessment based on current research.

C Students demonstrate improved language proficiency in English and Arabic in all subject areas.

D Students demonstrate improvement in problem-solving and critical thinking skills

E Students perform at, or above grade or course level English, Arabic, Mathematics and Science.

F Students' are provided with increased exposure to, and participation in drama, art, and music across the curriculum.

TECHNOLOGY AS A RESOURCE

GOAL STATEMENT: BBS selects, purchases, upgrades and maintains an IT infrastructure and resources based upon current educational research on technology and optimum student performance, and provides timely, efficient training for students and staff.

OBJECTIVES:

A BBS develops a consistent, ongoing plan for purchase, upgrade and maintenance of software and hardware which is based upon:

- Current research on technology and optimum student performance
- School-wide goals for student mastery and use of technology
- Effectiveness as a teaching and learning tool
- Identified needs for improvement of teacher and student IT competence

B Updated security systems are consistently implemented for all IT components.

INSTRUCTIONAL TECHNOLOGY

GOAL STATEMENT: Instructional technology at BBS is based upon current educational research on technology and optimum student performance, and students/teachers utilize technology as a learning tool.

OBJECTIVES

A The school has a vertically aligned, comprehensive IT curriculum for grades KG to twelve with clearly articulated minimum competencies and mastery goals including:

- Mastery of the use of technology to process, organize, communicate and evaluate information in order to answer questions and solve problems
- Improvement of writing skills
- Improvement of reading skills
- Improvement of mathematics skills
- Improvement of academic performance of students with learning disabilities

B IT applications/components in each subject area are integrated from KG through grade twelve.

C Students have access to updated online learning technology that supports research-based maximum learning and performance.

D The required minimum IT competencies of staff are identified and continuously assessed.

E IT training for teachers is timely, efficient and focused on meeting:

- _ Required competency levels
- _ Skills in the utilization of technology as a teaching and learning tool to facilitate student competence and mastery goals

DIVERSITY

GOAL STATEMENT: BBS students are provided with opportunities to experience, understand, and accept human diversities.

OBJECTIVES:

- A Advisory classes address issues of human diversity.
- B Students have increased interaction with human diversities.

SAFE AND ORDERLY SCHOOL

GOAL STATEMENT: BBS provides a safe and orderly environment for all.

OBJECTIVES:

- A A process is developed to define unacceptable student behaviors and a systematic way to measure them.
- B Unacceptable student behavior decreases annually.
- C Revised behavior expectations are clearly and systematically articulated to the school community.
- D All teachers are systematically and regularly trained in the school's discipline policies, procedures and behavior management and discipline.
- E The Advisory Program is re-evaluated and recommended changes are scheduled for 2008-09.

HOME-SCHOOL COMMUNITY

GOAL STATEMENT: The community of BBS students/staff and parents communicate and work together cooperatively to support student development, well-being and maximum student performance.

OBJECTIVES:

- A Effective vehicles are in place for effective communication between the school and parents/community.
- B Opportunities are provided for parents to be involved in targeted activities of the school.
- C School facilities are utilized as a school and community resource.

D Opportunities are in place for all staff members from all school Divisions to communicate and interact professionally and socially.

E Effective vehicles are in place for staff/administration communication

A A lunch program and a canteen serving healthy food operate efficiently on the school campus

G Conservation and a clean school environment are seen as a responsibility of the school community.

H Promotion of a positive attitude toward school and positive school spirit is an ongoing activity.

PROFESSIONAL DEVELOPMENT

GOAL STATEMENT: BBS provides a coherent, school-wide professional development program that supports teachers as self-reflective educators and increases the competency of all BBS staff to improve student performance.

OBJECTIVES:

A school-wide, needs-based professional development plan is implemented and updated annually.

B A comprehensive and sensitive orientation is provided for newly hired staff each fall.

C Internal staff resources are Identified and systematically utilized for ongoing professional development.

D Funds allocated to PD are based upon identified student performance needs and are sufficient to support a comprehensive, effective PD program.

E Support staff is provided with appropriate training to perform required tasks.

HUMAN RESOURCES:

GOAL STATEMENT: BBS' salary and benefits package for all staff is comprehensive, supportive, and highly competitive in Kuwait.

OBJECTIVES:

A The school offers a competitive salary and benefits packages including increments and longevity, housing and transportation.

B The Board develops a definition of competitive salary and benefit package in Kuwait, the Middle East and in the international sphere”.

C Overseas and non-overseas employees are paid as per the BBS Compensation Policy

D The school has, and disseminates evacuation plans overseas and non-overseas employees in case of civil disturbances or war.

E The school provides comprehensive medical insurance for overseas and non-overseas employees.

F The school offers after-school services, including the use of school facilities, to staff.

STRATEGIC PLAN EVALUATION

GOAL STATEMENT: The BBS strategic plan is reviewed annually, adjusted to reflect [changed] strategic environmental realities and student performance information/results, and effectively communicated to all staff.