



STRATEGIC PLAN 2014-2018



REGENTS
INTERNATIONAL SCHOOL
PATTAYA



“You can mandate from awful to adequate but you have to unleash excellence”

Joel Klein, Chancellor, the New York City Board of Education



INTRODUCTION

The aim of the Strategic Plan for Regents International School Pattaya is to determine and guide the educational direction of the school over the next 4 year period. The Plan drives a continual process, which includes annual Primary School and Secondary School Development plans, a Boarding strategy and an annual feedback cycle. In this way, the Strategic Plan is designed to remain flexible, relevant and up to date. Any new initiatives not already identified in the plan will be considered through time and in relation to the priorities identified herein.

Regents International School Pattaya is a very successful school with high standards and examination results at all levels. We must strive to continually improve these since they provide the vital pathway to further educational opportunities for our students. At the same time, we have a duty to prepare our students for their fast-changing, globally connected, technology-rich future. We must help our children develop contemporary values, attitudes, and attributes that prepare them to be successful in this world.



While our strategic goals set out what we specifically aim to achieve over the next 4 years, our longer-term goal for the school is to make Regents International School Pattaya an international leader in the way modern, contemporary, successful schools operate and think.

We must aim to be a school in which *all* students perform at the highest levels.

This Strategic Plan is designed to be collaborative and inclusive with the express goal of developing a strategic direction for the school that the whole community feels is jointly owned and understood. It will remain constantly important to seek and act upon input and direction from staff, parents and students.

Everything we do must focus on the individual learner and their learning.

Excellence in everything we do.



THE FUNDAMENTAL BASIS

The foundation to success for our students is a contemporary, inquiry-based, learning environment. We must strive to create a world class personalised learning environment in which all students perform at the highest levels, in all areas. This is best done through an inquiry-based technology-rich environment which blends traditional subject disciplines and various learning platforms, both within and beyond school.

While achieving all of the above, we aim for all of our students to be successful on a range of measures including external examinations.



WE WILL:

- Review, and if necessary, update the school's Mission Statement
- Develop the whole school learning culture through which all members of community have a focus on life-long learning, engender and embrace a 'growth mindset'
- Build upon the professional development programme at Regents International School Pattaya with a particular focus on best practice in contemporary international education
- Develop and implement a whole-school ICT strategy specifically designed to support, enhance and transform learning
- Continue to develop our tracking and individual student support and assessment systems to ensure that all students achieve at high levels in all areas

The key areas identified for strategic development that will underpin and ensure the best possible learning environment and secure the school's future success and prosperity are:

- Teaching and Learning
- Curriculum
- Leadership
- Community
- Facilities and Resources
- Growth and Reputation



TEACHING & LEARNING

WE WILL:

1. Recruit and retain the finest staff in all areas of the school's operating locally, regionally and internationally
2. Provide excellent professional development jointly for primary and secondary colleagues with a particular focus on contemporary education which reflects best practice in British international schools
3. Create structures and procedures that promote more opportunities for leadership responsibilities in school, through a distributed leadership model



4. Foster teacher-led approaches to investigate current best practice in personalised learning environments and make recommendations on how to implement them. Focus on 'how we learn'
5. Develop structures that support Leadership for Learning
6. Promote the use of Nord Anglia University as a tool for personal professional development
7. Create opportunities for continuing professional development on Ambitions Based Learning
8. Review the Performance Management Policy to ensure consistency of opportunity and accountability.



CURRICULUM

Regents students should have access to the most challenging, contemporary curricular, and ELP and extra-curricular programmes that fully prepare them for a globally connected and fast-changing world. Programmes should be based on best international practice and should promote a strong sense of intercultural understanding and global engagement.

They must be rigorous, vigorous and actively develop attitudes. Values and characteristics that will allow our students to be successful in their futures. The combination of the National Curriculum of England and Wales and the programmes of the iGCSE and International Baccalaureate provide the best platform to do this.

WE WILL:

1. Review the whole-school curriculum to ensure we are offering the most appropriate balance of programmes, subjects and challenges best suited to contemporary learners and incorporating best international and British practice
2. Further develop the culture of high performance learning, embed Ambitions Based Learning in the curriculum at all levels and develop a school-wide learning style which strips away any contradiction, inconsistencies or competing philosophies which hinder progress or create obstacles to learning
3. Review and develop the extra and opportunities at school to create a broad and balanced programme including creative (performers/workshops) academic and competitive activities
4. Create a development plan for the whole-school creative and performing arts curricula. Special focus to be given to opportunities arising from the NAE global orchestra initiative and the significant importance of the New York Juilliard School association
5. Create a development plan for the whole-school Languages (MFL, Thai) and strategically address EAL provision within the curricular and co-curricular programmes
6. Create a development plan for student leadership within the curriculum to include the study of global leadership (Global Classroom) as well as the continued promotion of student voice and student leadership in the school
7. Research alternative timetabling methods and system to allow flexibility for a range of learning opportunities as well as a smooth transition across schools and key stages
8. Develop opportunities for global engagement for all our students, in which they actively participate in curricular ventures with other students around the world, through Round Square, the Global Classroom and other initiatives
9. Develop and implement a whole-school ICT Plan, specifically designed to support; enhance and transform learning including a fully accessible and reliable VLE and a school-wide assessment and feedback programme
10. Review and develop the structures and procedures for student well-being throughout the school
11. Further develop systems and practices to continue to improve external exam results
12. Review and develop Career guidance and links beyond Regents International School Pattaya including university admissions and other future pathways



LEADERSHIP

As a leading and well regarded successful international school, we believe that we are educating the world's future leaders. As such, we help students who lead by example, have high levels of integrity and encapsulate the values, attitudes and attributes of Nord Anglia Education and the International Baccalaureate Learner Profile.



WE WILL:

1. Develop a leadership philosophy that the school community embraces and understands
2. Develop a set of core leadership values for our students, that focus on leading by example
3. Instil a common language for leadership throughout the school
4. Research, develop and implement appropriate leadership programmes
5. Research, develop and implement appropriate character/personal development programmes to support the leadership programmes
6. Actively foster the values of community and community service throughout the school
7. Continue to develop a culture of distributed leadership among the staff at Regents International School Pattaya



COMMUNITY

Regents' strength is the active engagement of the wider community. The best learning takes place when the staff, students, parents and wider community are working in strong partnership for the benefit of the students. Although we come from many different backgrounds and cultures, we have a shared humanity and responsibility and we enrich each other through our differences.



WE WILL:

1. Foster a sense of community in the school in which all members have an active role to play
2. Further develop a strong sense of intercultural understanding in our students and the wider school community
3. Explore the best opportunities for global engagement for all our students, in which they actively participate in curricular ventures with other students around the world, through a variety of appropriate initiatives
4. Develop ways to utilise the skillset of our parent body for the benefit of student learning
5. Develop strong, effective communications systems within, across and beyond the school at all levels
6. Develop even stronger links with local community partners that strengthen the school's position in Pattaya and that provide additional opportunities for our students



FACILITIES AND RESOURCES

Our students and staff must be provided with the very best resources and infrastructure to optimise learning for everyone.



WE WILL:

1. Create a plan that identifies the school's needs for optimal learning spaces and environments as it expands
2. Develop strong, effective communications systems in the school at all levels and embed a new information management system (iSAMS) effectively to support effective, coherent and accessible data management across all areas and users.
3. Develop and implement a whole-school Technology Plan specifically designed to support, enhance and transform learning
4. Review and optimise the use and maintenance of the current learning spaces both indoors and outdoors
5. Review and optimise the use of the current learning resources and materials across the school including an audit, database and strategy to streamline and make more effective the ordering system
6. Ensure a high standard of risk assessment and health and safety for all activities and locations. This includes site security as well as the need to address the use of the school and its resources by visitors throughout the year



REPUTATION AND GROWTH

Regents International School Pattaya is a popular and successful school.

Admissions and Marketing are key functions as we strive tirelessly to sustain and grow our reputation across the region, nationally and internationally. As a key member of the NAE family of schools, we want to secure our future and consolidate our position by being the school of choice for students, parents and teachers. In view of growing popularity, the school's location in a rapidly developing residential and commercial infrastructure, along with the desire to grow for both commercial and educational reasons, it is critical to this next phase of the school evolution that we expand and develop strategically.



WE WILL:

1. Define and refine the school's unique offer; our USP; our distinctive proposition
2. Utilise fully the school's existing capacity across all areas of the site.
3. Plan for growth. Design, build or remodel to accommodate additional students. This includes identifying and addressing areas where facilities are inadequate, not fit for purpose or dilapidated
4. Sharply focus on the school's boarding offer to ensure that Regents International School Pattaya is the best boarding school in Thailand. A full strategic development plan will seek to grow numbers, boost the reputation of the facility, create dynamic ways to attract new students locally and internationally as well as explore new markets for this fundamentally important aspect of the school
5. Continue to celebrate the school's achievement and develop new marketing strategies to boost the school's reputation, raise awareness amongst potential partners and customers and establish a reliable and secure demand for places as it is possible in the prevailing international schools market.
6. Review and address the school's sense of one-ness and whole-school community thinking and operating. A fully connected school at all levels will be important to engender and nurture in view of growing numbers and expanding estate. New ways to build links physically, educationally, communally, practically and logically across all functions and component parts of the site will be explored, trialled and implemented.
7. Create increasingly broader partnerships, especially within the growing family of NAE schools to which we can contribute and from which we can mutually benefit. The power and potential of this corporate breadth will be researched and exploited wherever possible.



During the course of this Strategic Plan, the school will be presented with new initiatives and opportunities. Since we need to be able to ensure the overall direction of the school as well as the quality of any new developments, new initiatives will only be considered if:

- They are consistent with, and contribute to our mission
- They are consistent with nurturing an environment of Ambitions Based Learning
- They are preceded and accompanied by appropriate staff development if needed
- They can be resourced appropriately for effective implementation

