

# *Shaping the future*

Our Strategic Plan  
2018-2022



**REGENTS INTERNATIONAL SCHOOL  
PATTAYA**  
A NORD ANGLIA EDUCATION SCHOOL

*Be Ambitious Be Regents*

# Our Vision and Philosophy



# Whole School Development Plan 2018-2022

## STRATEGY 1: Teaching and Learning

- 1.1. **PERFORMING ARTS:** Develop a creative whole school strategy for the performing arts, with significant importance placed on the New York Juilliard school collaboration (Dance, Drama & Music)
- 1.2. **INCLUSION:** Review and refine our mother tongue, English as an additional language (EAL) and world language offering. Develop a strategy to expand provision for students with exceptional and diverse learning needs.
- 1.3. **EXPERIENTIAL:** Develop our ambitious philosophy of an adventurous and compassionate curriculum that will inspire our students and enrich our school identity. Develop a strong, unrivalled experiential and outdoor education programme with a progression of learning outcomes.
- 1.4. **EVOLVE:** Develop a long term strategy for technology integration and CPL for teachers.
- 1.5. **WELLBEING:** To develop existing policies and practices to promote positive behaviour for learning and student wellbeing. To further build on the 2018/19 development plan actions to promote staff wellbeing.
- 1.6. **CURRICULUM REVIEW:** Review our Curriculum content in KS2 & KS3, IGCSE & Diploma Programme options and expand subject choices to create a contemporary/relevant, broader, balanced and personalised programme. Early Years, developing pedagogy and establishing a center of excellence. **ASSESSMENT:** Review assessment practice, policies and procedures. **AFL:** Develop systems and practices to improve internal and external student learning assessment data and exam results. Review academic reports (style/content/language).
- 1.7. **BOARDERS:** Expand provision for our Boarders to have continued access to T & L (spaces/teachers)
- 1.8. **CPL:** Increase the number of GCSE and IB Educators and actively support and enable GCSE and IB related leadership opportunities. Embed the use of NAU as an innovative tool for personal and professional development. Ensure that all teachers are equipped to deliver curricula across the school, including IPC and that every teacher is an EAL teacher. Review current CPL practice and establish a clear policy and long term plan for innovative, contemporary and creative teaching.

## STRATEGY 2: Quality Assurance

Establish a strategic cycle of continual self-evaluation and monitoring of school programs and operations in relation to the impact on student learning by periodic external review through WASC accreditation. (Western Association of Schools and Colleges)

## STRATEGY 3: Recruitment and Retention

Recruit teachers who are committed to contemporary learning and innovative practice and develop a strategy to improve teacher retention.

## STRATEGY 4: Pride

Teaching and learning will be supported and enhanced by a safe, clean and ever changing environment.

## STRATEGY 5: Growth and reputation

We will become the school of choice.



NORD  
ANGLIA  
EDUCATION



# Strategy 1: Teaching and Learning



## 1.1 PERFORMING ARTS

Develop a creative whole school strategy for the performing arts, with significant importance placed on the New York Juilliard school collaboration (

Dance, Drama & Music).

Raise the profile and status of the Performing Arts

Regularly expose all members of the community to the Arts. This includes parents, staff, Performing Arts students, non Performing Arts students and the public

Implement & develop co-curricular and curricular Dance programmes in line with Juilliard Curriculum  
Develop co-curricular and curricular

Drama programmes in line with Juilliard curriculum

Develop a Whole School Music curriculum which provides meaningful, accumulative pathways through Early Primary, Primary and into Secondary

Assess the best timetabling options for drama, music and dance co-curricular activities to enable the delivery of a world class PA programme

Determine which areas of peripatetic drama, music and dance need development to support ICGSE, IB and co-curricular programmes

Assess the staffing needs of each department to allow for delivery to equal programmes

Determine how we can support the curricular and co-curricular programmes with administrative support

Decide how each area of the Performing Arts can be featured within the calendar

Examine how well our spaces are utilised



## 1.2 INCLUSION

Review and refine our mother tongue, English as an additional language (EAL) and world language offering. Develop a strategy to expand provision for students with exceptional and diverse learning needs.

Develop, implement, support and evaluate an articulated and aligned school wide Learning Support programme (LS)

Develop, implement, support and evaluate an articulated and aligned school wide EAL programme

Provide ongoing job embedded professional development in sheltered instruction -every teacher is an EAL teacher

Provide leadership in the improvement and alignment of curriculum, instructional strategies and materials based on best practices to support LS, EAL in the mainstream classes-not a pullout model

Interventions-develop systems and practices to improve internal and external student learning assessment data and exam results

Interventions - increase student achievement through targeted learning support systems-EAL, SEN

Implement a progress monitoring system of students and programmes -EAL / SEN /Intervention

Work with individual curriculum teams to assist in the development, implementation, and evaluation and revision of curriculum and instruction in order to ensure English language learners have access through differentiation strategies

Communicate and market our Inclusion programme

Implement an intervention system for learning support students



## 1.3 EXPERIENTIAL



**Develop our ambitious philosophy of an adventurous and compassionate curriculum that will inspire our students and enrich our school identity. Develop a strong, unrivalled experiential and outdoor education programme with a progression of learning outcomes.**

Embed the Round Square philosophy into all aspects of the school

Strengthen our Community Partner links

Design and deliver a fully inclusive programme of co-curricular activities

Increase the opportunities for Exchanges

Increase attendance at Conferences

Create a model for Outdoor Education (OE) which enables continued access to OE through the academic year

Increase the visibility of all experiential activities throughout our community

Develop a coordinated approach to links between the co-curricular programme and the Round Square discoveries

Whole School and Community Events

Use of the NAE Share a Dream platform

Expedition access and training

Staff training

Improve our experiential marketing to current and prospective members of the school community

Rewards and accreditation

International Award



## 1.4 EVOLVE

**Develop a long term strategy for technology integration and CPL for teachers.**

Create a 5 year plan and implement Evolve 2.0

Create a whole school EVOLVE CPL Plan

Expand access to technology by enhancing our learning spaces and building on our Apple School partnership

## 1.5 WELLBEING

**To develop existing policies and practices to promote positive behaviour for learning and student wellbeing. To further build on the 2018/19 development plan actions to promote staff wellbeing.**

Create a whole school system for behaviour management

Ensure consistent Safeguarding procedures

Embed the Round Square philosophy into all aspects of the school

Strengthen our Community Partner links

Develop staff well being

Enhance Student well being

To develop school spirit



## 1.6 CURRICULUM

Review our Curriculum content in KS2 & KS3, IGCSE & Diploma Programme options and expand subject choices to create a contemporary/relevant, broader, balanced and personalised programme. Early Years, developing pedagogy and establishing a center of excellence.

**ASSESSMENT:** Review assessment practice, policies and procedures. **AFL:** Develop systems and practices to improve internal and external student learning assessment data and exam results. Review academic reports (style/content/language).

Embed the shared vision of an NAE School

Develop a centre of excellence for the Early Primary Provision

Expansion of the curriculum

Ensure rigorous tracking to support progress for all learners

Design and Implement STEAM vision across whole school

Develop an engaging IPC curriculum across Primary

CPL

Communication

Curriculum/ Planning/ Assessment

Learning Environment

Budget and Resource Management



## 1.7 BOARDERS



**Expand provision for our Boarders to have continued access to T & L (spaces/teachers) Establish a strong identity for Boarding.**

Increase boarding numbers - retain and attract new boarders

Develop Boarding Houses/Spaces to an outstanding standard

Ensure the Boarding House is a safe environment at all times

Improve the links between Boarding and day School staff

Recruit high quality experienced boarding staff and providing them with CPD opportunities

Implementation of Round Square IDEALS and Discovery Framework

Extend the Boarding Activities Programme

Provide the best academic support for our students

Policies and Procedure: to be incorporated into the whole school policies

Annual review of 2019-20 Boarding routines

Boarding CAPEX Projects

## 1.8 Continued Professional Learning (CPL)

**Increase the number of GCSE and IB Educators and actively support and enable GCSE and IB related leadership opportunities. Embed the use of NAU as an innovative tool for personal and professional development. Ensure that all teachers are equipped to deliver curricula across the school, including IPC and that every teacher is an EAL teacher. Review current CPL practice and establish a clear policy and long term plan for innovative, contemporary and creative teaching.**

Continue to actively target IB and new primary curriculum educators through specialist recruitment platforms

Create a learning community at Regents where teaching and learning is innovative and teachers are highly trained

Ensure recruitment and retention of the best teachers in the world

Celebrate and showcase our teachers as transformative learners

Foster and embed Julliard and MIT/STEAM across all subjects to create anti-disciplinary learning

Provide ongoing job embedded professional development in sheltered instruction -every teacher is an EAL teacher

Review of CPL practice 2018-19 to impact 2019-2020

Use NAU as a flipped learning tool to support internal CPL and empower Regents' staff to become Nord Anglia University Fellows

Develop teachers' ability to use relevant educational technology to redefine teaching and transform classrooms into dynamic learning environments through the SAMR model

Provide ongoing job embedded professional development in sheltered instruction -every teacher is an EAL teacher

Foster and embed Julliard and MIT/STEAM across all subjects to create anti-disciplinary learning

Provide ongoing job embedded professional development in sheltered instruction -every teacher is an EAL teacher

Ensure that TAs have a positive impact on student outcomes

Review of CPL practice 2018-19 to impact 2019-2020

## Strategy 2: Quality Assurance

**Establish a strategic cycle of continual self-evaluation and monitoring of school programs and operations in relation to the impact on student learning by periodic external review through WASC accreditation.**

**(Western Association of Schools and Colleges)**

Communicate the vision in order to engage all stakeholders

Have an established representative working party to lead accreditation

Have clear, strategic steps necessary for WASC accreditation Initial Visit Process

Complete the Self-Study and full visit process

Assessment of the student programme and its impact on student learning with respect to the ACS WASC criteria

Clarification of the school's purpose and the schoolwide learner outcomes



## Strategy 3: Recruitment & Retention

Recruit teachers who are committed to contemporary learning and innovative practice and develop a strategy to improve teacher retention.

Early Primary, developing pedagogy and establishing a center of excellence

Recruit teachers who are committed to contemporary learning and innovative practice

Develop a strategy to improve teacher retention

Increase the number of IB Educators and actively support and enable IB related leadership opportunities

Embed the use of NAU as an innovative tool for personal and professional development

Review current CPD practice (inc MMB) and establish a clear policy and long term plan for innovative, contemporary and creative teaching

Introduce a 360-degree feedback for leaders and feedback for teachers from students and or parents to engage the community in reflective practice

Review of salaries, benefits and conditions

Review Performance Management

## Strategy 4: Pride

Teaching and learning will be supported and enhanced by a safe, clean and ever changing environment.

Carry out a full "Operation tidy up" of the School grounds, cupboards, classrooms and empty spaces

Identify 5 year plan for CAPEX and building expansion projects

Introduce new procedures for school entrances and tighten up security across the campus

Increase standards of cleaning across the school grounds

Implement all H & S tasks on Rivo and maintain close relationships with NAE regarding standards, expectations and risk assessments

Introduce a proactive, preventative maintenance programme across the school

Obtain 100% compliance with CP staff certificates and review and implement a Child Safeguarding Policy

Provide regular feedback to improve the Cafeteria services

## Strategy 5: Growth and Reputation

We will become the school of choice.

Embed our Regents philosophy, vision and goals.

Consistently deliver our brand image and key messages in all communication

Celebrate 25 years of Regents to promote our position as the leading school in the area

Deliver 5 star customer service to our parents and prospective parents

Events that showcase our points of difference

Increase enrolment

Build Alumni links to use as proof of success

Strengthen our reputation as the leading school in the area

Visual signage around school that highlights our points of difference

Develop our communications policy

Develop our video quality and library

Plan for site remodel of the Admissions and Marketing space



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