



THE INTERNATIONAL  
SCHOOL OF MONACO

# ISM Strategic Objectives for Academic Year 2023-24





# Overview

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**Domain A**  
Purpose & Direction

**Domain B**  
Governance, Ownership  
& Leadership

**Domain C**  
Curriculum

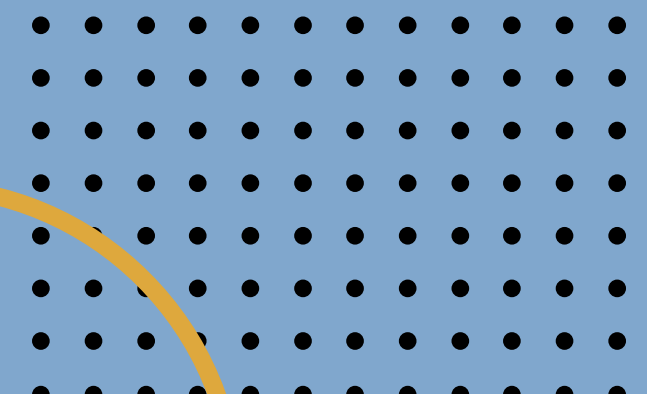
**Domain D**  
Teaching & Assessing  
for Learning

**Domain E**  
Well-Being

**Domain F**  
Staffing

**Domain G**  
Premises, Facilities, Tech  
Systems & Auxiliary Services

**Domain H**  
Community &  
Home Partnerships





# Domain A: Purpose & Direction

- *To effectively map global citizenship opportunities throughout the school to ensure that there is a shared understanding and full implementation of the school's definition.*
- *To ensure all policies comply with the CIS code of ethics and evaluate DEIJ needs and requirements.*
- *To review the implementation of the admission policy in light of the guiding statements and our DEIJ statement to ensure that all new families are clear as to the purpose and direction of the school.*
- *To review and update the current Inclusion Policy.*








## Domain B: Governance, Ownership & Leadership

- *To ensure all Board members have an understanding of their strengths and areas of development and implement a formal process for Board Self-Evaluation based on the Guiding Statements and high standards of school governance.*
- *To develop a procedure to better prepare for significant changes in leadership and personnel.*
- *To devise a communication strategy for the strategic plan for all appropriate stakeholders.*
- *To implement as part of the quality assurance process a system of 'deep-dives' led by appropriate King's colleagues, with reports for SLT and Board of Trustees.*
- *To review the Board of Trustees articles to ensure that they are appropriate and supportive of good governance, including review and evaluation of the King's contract.*
- *To ensure that leaders understand and appreciate the cultural diversity across the ISM community and use this to strengthen the values of the school.*
- *To strengthen and develop a commitment to DEIJ and ensure staff are appropriately trained.*
- *To ensure consistent implementation and consistency of communication of all school policies.*
- *To ensure successful re-accreditation with the Council of International Schools (CIS).*



## Domain C: Curriculum

- *To ensure that curriculum planning sheets link to our learning principles and that extension opportunities are built into all curriculum planning templates.*
  - *To ensure the implementation of the PYP/MYP curriculum links to our TGs, LPs and changing needs of our students.*
  - *To develop the new PYP/MYP curriculum planning templates and review the TGs in light of the PYP/MYP, including implementing the use of Toddle.*
  - *To develop a strategy to fully embed Global Citizenship and Intercultural learning in the Curriculum, including developing an assessment framework for GC and IL.*
  - *To develop an assessment framework for Digital Citizenship.*
  - *To ensure successful implementation and authorisation of the PYP/MYP.*
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## Domain D: Teaching & Assessing for Learning

- To review the Teaching and Learning Policy and Learning Principles to ensure the continued development of pedagogical approaches and that it is in line with the PYP/MYP.
- To develop a system to measure the link between challenge and outcomes.
- To strengthen the Learning Support Department and ensure that teachers are more aware of individual learning needs.
- To investigate the feasibility of seeking Apple Distinguished School Status and develop a strategic plan to gain accreditation during the year 2024/25.
- To develop consistency and communication between areas of school and departments and further review of the admissions policy to ensure that students are able to access the ISM curriculum.
- To ensure clear measures and evaluation strategies for progress towards digital citizenship are put in place.
- To fully embed Global Citizenship and Intercultural Learning in the curriculum including developing a communication strategy for Global Citizenship and Intercultural Learning.
- To develop the translanguaging culture of the school and celebrate language diversity through the curriculum in order to better support students with language needs through assessment, admissions, teaching and learning.
- To review the bilingual curriculum in light of the PYP/MYP implementation strategy.
- To develop a language assessment framework through global citizenship and develop the use of translanguaging to better support literacy.
- To improve student agency for reflection & self-assessment through the implementation of the marking & feedback policy.
- To extend teachers' repertoire of assessment strategies in line with PYP/MYP & ensure these are aligned with curriculum planning.
- To strengthen the current tracking and monitoring of student performance, particularly in IBDP/CP and IGCSE years in order to improve further student outcomes.
- To review the reporting processes in line with PYP/MYP.

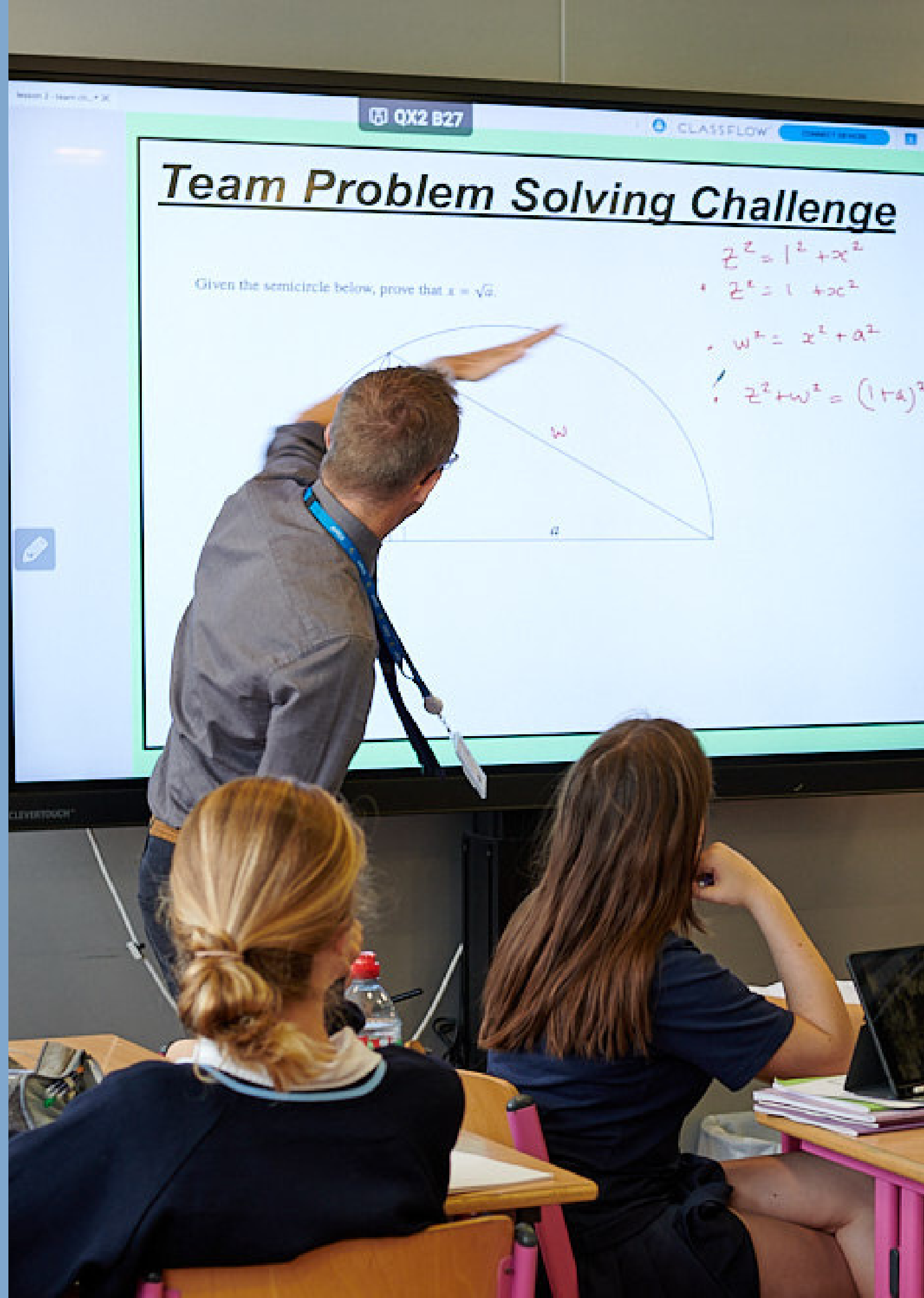


# Domain E: Well-Being

- *To review the wellbeing practices of the school with the support of a consultant through a wellbeing deep-dive.*
- *To develop further the staff training opportunities for Safeguarding and implement the recommendations from the wellbeing deep-dive.*
- *To continue ongoing scenario based staff training on incident reporting for CPOMS.*
- *To complete external Optimus accreditation and recognition.*
- *To embed the Educational Visits Policy and implement the review of the trips procedures.*
- *To implement a GC, IL and I-DEA strategic plan including to review the PSHE curriculum through the consideration of a range of external partnerships.*







## Domain F: Staffing

- To enhance collaborative planning time for teaching staff and develop a succession planning structure, especially for members of the leadership team.
- To develop a culture of learning between colleagues and foster an environment for sharing and reflection linked to the Learning Principles.
- To develop a system where the QA and appraisal process better informs strategic priorities and PD opportunities.
- To strengthen and develop a commitment to DEIJ and to empower the multilingualism committee to focus on inclusion.
- To ensure all job descriptions are fully up to date and easily accessible.



# Domain G: Premises, Facilities, Technology Systems & Auxiliary Services

- *To ensure that all emergency protocols and critical incident plans are fully reviewed and updated to meet local regulations and international best practice.*
- *To ensure the Testimonio design is aligned with the school's definition of high-quality learning.*
- *To review our ICT planning and spending in light of the move to Testimonio II and the latest digital innovation strategies to further enhance teaching and learning.*
- *Testimonio technology planning*
- *To ensure appropriate review and consultation with all stakeholders regarding the development of the ICT budget.*
- *Testimonio auxiliary staff planning.*
- *To ensure the school takes appropriate actions regarding its environmental sustainability wherever possible, including recycling.*
- *To fully review, plan and manage the school move to the new Testimonio premises (see separate planning).*
- *To ensure that a dedicated environmental steering group including student involvement in sustainability practices is established & encouraged through the student councils and student senate.*







## Domain H: Community & Home Partnerships

- *To review the information gathered from families at Admissions, how they are reported to the staff and used to enhance communication.*
  - *To implement the approved ISM Capital Campaign Fundraising Strategy, including the holding of a successful GALA event to raise sufficient funds in order to ensure the provision of the best possible educational environment for the students in Testimonio II.*
  - *To review the need for an "approaches to learning coordinator" and/or "service learning coordinator" in order to ensure students are actively making an impact locally and internationally to enrich their learning and leadership skills.*
  - *To ensure the effective implementation of the revised career and university guidance counselling structure, including quality assurance, extended provision to lower secondary and review of CAS and Work Experience provision.*
  - *To develop the environmental steering group and develop DEIJ in our cross-curricular programmes.*
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