



## School Development Plan 2019-22

The BSGC School Development Plan (SDP) was developed as part of our commitment to self-reflection and improvement, and a move towards the school's stated Vision:

*To realize the unique potential of each student, equipping them with the skills, knowledge and values to succeed in an ever-changing world, inspire social responsibility and a commitment to lifelong learning.*

Annual work within the SDP moves the school closer to achieving this visionary statement, enhancing and extending the learning of BSGC students. Clearly identified goals within the SDP also clarifies the school's priorities, unifies effort and cultivates a common understanding of the future direction of the school's development.

### Main Aims of the SDP 2019-22

- Physical and Emotional Health and Wellbeing – Develop a community that is aware, articulate and able to identify and improve wellbeing and health.
- Global Citizenship – Prepare our students to be capable, compassionate and active custodians of the world.
- Teaching and Learning – Incorporate Rosenshine's teaching framework so that effective and proven pedagogy is effectively used across the school.
- Attract and Retain – Ensure that potential students, families and staff are aware and aligned to the vision, values and worth of The British School so that they are drawn to the school, committed to making positive contributions and becoming active participants and champions of its education.
- Resources and Infrastructure – Provide facilities and resources that supports dynamic and active learning within a growing school, whilst contemplating physical health and wellbeing and our roles as global citizens.

### Annual Work

Every academic year each Aim is broken into components that are more manageable and articulated within the school's annual Objectives. Responsibility for work within these objectives is assigned to teams and individuals within the school who specify their work within action plans dedicated to achieving the stated Objective. The Aims and Objectives for 2019-20 are set out below.

### Senior Management Objectives

Each member of the SMT sets and agrees annual objectives to work towards that will enable and facilitate specific sector growth and development.

### Aims and Objectives 2019-20

Global Citizenship Aim - Prepare our students to be capable, compassionate and active custodians of the world.

#### **Objectives**

- Students across the school to have curricular opportunities to develop knowledge and understanding related to Global Citizenship.
- Specific service opportunities introduced or extended during the 2019-20.
- BSGC expectations developed and implemented on reducing waste, rigorous recycling and reducing use of plastic in all areas of the school.

- School community to participate in a service activity as its annual Family Day.
- BSGC support staff to review and amend school working practices and systems to improve sustainable features.

Wellbeing Aim - Develop a community that is aware, articulate and able to identify and improve wellbeing and health.

#### **Objectives**

- Provide training, information and learning opportunities for staff and students to develop awareness, common language and strategies that enhance and support wellbeing.
- Staff to consider and include appropriate strategies for enhancing student wellbeing in their lessons.
- Improve students' understanding and habits related to healthy eating, specifically related to snacks and school lunches.
- Increased opportunities for students and staff to participate in recreational and physical activities.
- Provide staff with opportunity to reflect and share ideas on wellbeing in the Performance Development.

### Aims and Objectives 2020-21

Due to the COVID-19 situation the main thrust of the SDP was paused or much less emphasis was placed on continuous development in this area. However, developmental work continued but tailored the unique situation that post Lockdown Spain posed for BSGC.

Aim - To support the integration of students and staff back into the school post-lockdown, ensure that strong distance learning provision is in place and provide wellbeing support.

#### **Objectives**

- Ensure that COVID Protocols are rigorous and secure to ensure that the BSGC community are confident to continue in-person schooling at BSGC.
- Establish procedures and support teaching so that effective and useful learning is experienced by all students from Year 1 to Year 13 when using their mobile learning devices.
- Provide CPD and additional time for staff to develop a better understanding of the scope and potential techniques for enhancement to be with students or on a personal level.
- Ensure that processes and staff awareness is focussed on identifying students whose learning or wellbeing was affected negatively during the lockdown.
- Provide training and opportunities for staff to effectively intervene with students whose learning fell behind during the lockdown.

### Main Aims and Objectives 2021-22

**Wellbeing** - Develop a community that is aware, articulate and able to identify and improve wellbeing and health.

#### **Objectives**

- Appoint a Designated Wellbeing Lead to guide and champion positive mental health across the school.
- Provide opportunities for 'students' voice' to be heard.
- Develop opportunities, a supportive environment and common language for students to feel able to express and share feelings on their wellbeing.
- Provide opportunities for staff share their thoughts and concerns in a non-threatening and time efficient way.

- Establish a Wellbeing Working Party to elicit staff input and contributions to whole school wellbeing strategies.
- Train members of the Wellbeing Working Party in Mental Health First Aid.
- Identify strategies and actions to support the teaching and development of wellbeing across the school's curriculum.

**Global Citizenship** - Prepare our students to be capable, compassionate and active custodians of the world.

**Objectives**

- Acquire knowledge and understanding of local, national and global issues and the interconnectedness and interdependency of different countries and populations.
- Develop a sense of belonging to a common humanity, sharing values and responsibilities, based on human rights.
- Learn to act effectively and responsibly at local, national and global levels for a more peaceful and sustainable world.

**Teaching and Learning** – Incorporate Rosenshine's teaching framework so that effective and proven pedagogy is effectively used across the school.

**Objectives**

- All teachers study and consider Rosenshine's Principles, identifying aspects where they are comfortable and those where further work is required.
- Preparatory work completed by September 2022 for implementation in 2022-23.

**Attract and Retain** – Ensure that potential students, families and staff are aware and aligned to the vision, values and worth of The British School so that they are drawn to the school, committed to making positive contributions and becoming active participants and champions of its education.

**Objectives - Staff**

Retention

- Robust and fluid channels of communication to ensure staff issues, concerns and suggestions are heard.
- Review school day timings to create a flexi-day
- Increase opportunities for professional development, growth and professional responsibility.
- Human Resource to act as the central focus support and care of school personnel.
- Compensation Package, including salaries, reviewed and improved.

Attraction

- Salaries – competitive and attractive.
- Address Brexit issues.
- Continued use of an external employment specialist to guide the teacher appointment and visa applications for summer '22.
- Timely notice of resignation, including an incentive for early notification.
- Ensure we have a wide field of suitable candidates, with consideration of EU nationals, although always seeking the most suitable candidate.
- Candidates well informed about the school and position, to including info on strengths and limitations.
- Support and guidance on appointment to ensure candidates are well informed, comfortable and on target for the Visa application.

**Objectives - Students**

Attraction

- Ensure full awareness and clear knowledge about BSGC is achieved within the local community.
- Clear and consistent messages highlighting the school values, strengths and priorities are regularly communicated so that prospective families understand and are aligned to the school's vision and mission.
- Build on the South School's strengths to increased student roll.
- Ensure an efficient Admissions Process so that clear and timely information is shared with prospective families so that they can be fully considered.

#### Retention

- Celebrate and ensuring extensive and regular sharing of BSGC achievements, and those of our students, with the school and local communities.
- Provide clear and explicit information on university access, school support with vocational guidance and the achievements of former pupils in their fields of further study and work.

**Resources and Infrastructure** – Provide facilities and resources that supports dynamic and active learning within a growing school, whilst contemplating physical health and wellbeing and our roles as global citizens.

#### Objectives

- Continue infrastructure improvements and resources enhancements to ensure a positive, supportive and appealing learning environment.
- In South School, extend and renovate the classrooms, playground and other facilities to provide a learning environment appropriate for the Pre-Nursery students.
- Investigate and identify options to relieve pressure on existing space and extensive waiting lists in Tafira.