

A large, modern, multi-story brick building with a flat roof and a prominent white staircase on the right side. The words "INTERNATIONAL SCHOOL OF BUSAN" are visible on the roofline. The building is surrounded by green trees and a grassy area in the foreground.

# Strategic Plan 2020-2024



IDENTITY  
PURPOSE AND  
DIRECTION

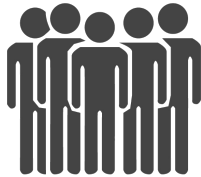


LEARNING AND  
TEACHING



GOVERNANCE  
LEADERSHIP  
AND FINANCIAL  
STEWARDSHIP

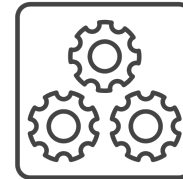
## Areas of Strategic Focus



DEVELOPMENT  
OF HUMAN  
RESOURCES



INCLUSION  
SUPPORT AND  
WELLBEING



INFRASTRUCTURE  
AND OPERATIONS



IDENTITY  
PURPOSE AND  
DIRECTION

## Strategic Initiative 1

Collaboratively develop clear guiding statements that reflect the belief and philosophy of the school community in order to provide renewed purpose and direction.

## Objectives

- Design and implement a process that involves representatives of the entire school community to develop/refine the guiding statements.
- Clearly and consistently communicate the guiding statements to students, parents, and other members of the school community.
- Ensure that there is a strong degree of consistency between the guiding statements and the school's programmes by developing and implementing systems to measure and record their impact on student learning.
- Develop and implement a marketing plan that effectively communicates the school's identity, purpose and direction to the local, national and international community.



GOVERNANCE  
LEADERSHIP  
AND FINANCIAL  
STEWARDSHIP

## Strategic Initiative 2

Provide stable, effective governance and leadership with clear, well-documented policies and procedures that are systematically evaluated and updated in order to support the achievement of schoolwide learner outcomes.

## Objectives

- Review and update all Board policies and procedures, ensuring that they are in alignment with all statutory requirements and support the fulfilment of the school's guiding statements.
- Ensure effective financial management through continued improvements in budgeting, reporting, and internal controls.
- Develop and implement systematic mechanisms that will enable the Board of Governors to seek and consider all stakeholder views.
- Develop and implement an induction programme for all new board members.
- Formalise a schedule for professional development for Governors that will enhance the knowledge and skills essential to effective international school governance.
- Ensure that there is clarity in the evaluation and monitoring procedures for the Head of School and the Board of Governors.





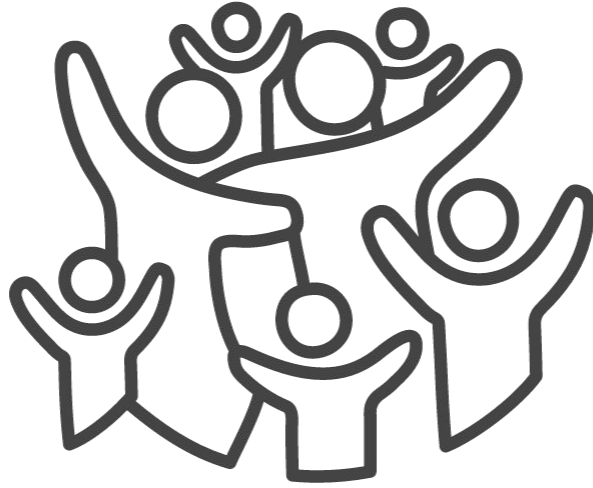
LEARNING AND  
TEACHING

## Strategic Initiative 3

Nurture a collaborative culture of innovation and improvement that ensures we develop digitally literate learners who are challenged, supported and engaged with the wider community to learn about and take action on sustainability, service and our shared future.

## Objectives

- Define and describe high quality learning at our school to enable focused feedback and pedagogical improvement.
- Purposefully use technology to enhance and redefine learning experiences.
- Embed meaningful and authentic service learning opportunities into our whole-school curriculum.
- Develop sustainable communities of practice that will improve learning and teaching at our school.
- Embed the Sustainable Development Goals into our school curriculum to provide learners with the opportunity to take meaningful action.
- Ensure that all learners have access to a balanced programme of sports and creative arts that includes opportunities to represent the school locally, nationally and internationally.



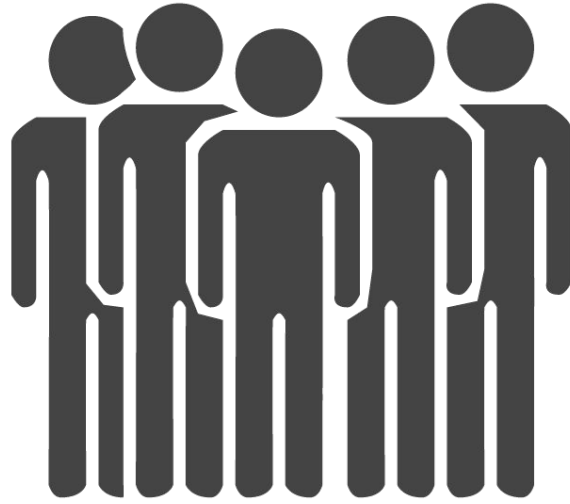
INCLUSION  
SUPPORT AND  
WELLBEING

## Strategic Initiative 4

Provide a safe, inclusive environment where all learners are engaged, challenged and supported.

## Objectives

- Define and describe high quality differentiation at our school to increase access and participation for all learners.
- Further develop, inclusive, mainstream support for students with learning and/or special educational needs and support for their teachers.
- Comprehensively review all Health, Safety and Security policies and procedures, ensuring that they are aligned with best practice and statutory requirements.
- Comprehensively review all Safeguarding and Child Protection policies and procedures ensuring that they are aligned with best practice and statutory requirements.
- Identify ways to further support the mental health and wellbeing of all learners on campus.



DEVELOPMENT  
OF HUMAN  
RESOURCES

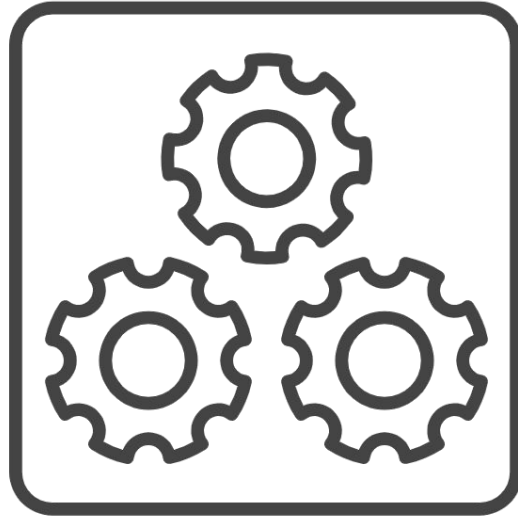
## Strategic Initiative 5

Ensure that staff have clearly defined roles and responsibilities with opportunities for professional development that is supported by a process of meaningful evaluation and feedback.



## Objectives

- All staff and faculty have clearly defined roles and responsibilities with centrally stored job descriptions that are regularly reviewed, updated and easily accessible for all members of the school community.
- Systematic opportunities exist for regular feedback, reflection and review using the school's definition of high quality learning and teaching, in addition to defined roles and responsibilities, as the criteria for success.
- Systems are put in place to ensure that there is planned, purposeful professional development provided for all staff which is aligned with the school's goals for development and improvement as well as identified personal professional needs.
- Measures to determine the impact of professional development on schoolwide learner outcomes are developed and implemented.



INFRASTRUCTURE  
AND OPERATIONS

## Strategic Initiative 6

Develop a financially, operationally and environmentally sustainable campus that will meet the needs of our student population.

## Objectives

- Collaboratively review, plan and implement measures to lessen ISB's environmental footprint.
- Review all outsourced providers to ensure that a cost-effective, high quality service is offered to the school that does not impact negatively on finances.
- Develop benchmarks and guidelines for staffing and budgeting to ensure the optimization of all physical and human resources.
- Ensure that the designated space, location usage of all classroom and office space is appropriate for the needs of the current school population and reassign usage, as required, to meet the school's needs.
- Develop conservative, realistic budgets that have designated budget lines for campus maintenance and development, loan repayment and contingency.