



**KINABALU
INTERNATIONAL
SCHOOL**

NURTURING GLOBAL CITIZENS



VISION 28



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Introduction

KIS delivers academic excellence and promotes global understanding in students between the ages of 3 years and 18 years. We educate the whole child through a broad and balanced curriculum which is facilitated by fully qualified and highly experienced teaching staff. We place strong emphasis on the academic development of each child, as evidenced by our excellent examination results. Our extra-curricular, enrichment and pastoral care programmes support the social and emotional well-being of our students. We are proud of the community ethos of our school. Our governance, leadership, teaching and support teams are fully committed to continued self-evaluation and school improvement.

At Kinabalu International School we are dedicated to providing an excellent education in a caring, respectful environment, challenging students to achieve their full potential as successful global citizens.

We celebrate individual and cultural diversity

We are honest, responsible and accountable for our actions

We treat everyone with dignity and respect

We support each other and recognize the importance of everyone's well-being

We work with others to make the world a better place

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Challenge & Opportunity

To remain a leader in international education, and to effectively educate our students for their futures, KIS must address the challenges and opportunities of living in this time of unprecedented change. Over the past two years, our Board and Leadership Team have led our community through a significant review.

Increasing challenges to our environment, our economy and to social inclusion and equity drive the need for innovative solutions to ensure environmental, economic, and social well-being. To solve the world's most intractable problems, our students must not only be skilled at using the new applications and tools created by technological advances and have the computational thinking skills to understand and solve problems using complex data, they must also be empathetic, transdisciplinary designers and collaborators.

Learning experiences are more meaningful when they are designed around questions, issues and problems that come from the students themselves. Given the amount of information that bombards us daily, cognitive load management is a crucial skill for our students to manage and make sense of their world to become successful global citizens.

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Challenge & Opportunity

We know that the educational environment must evolve towards more flexible, learner-driven, problem-based and personalised learning. The need is for a learning ecosystem that fosters the formation of creative, collaborative groups; groups that converge to challenge their own and others' assumptions; an environment where students engage in learning that matters to them and that will make a positive difference to their own world and experience.

Organisations increasingly see diversity as a driver of innovation; the ability to collaborate in complex teams is an important skill for everyone, not just those who work in global companies or who will live overseas. Groups displaying a range of perspectives and skill levels outperform like-minded experts.

Simply being part of a multi-national, multi-racial, multi-age environment will not accomplish inclusivity. We must evolve the understanding of our identities to a more nuanced and complex view and acknowledge that we are simultaneously members of many groups and our identities are interwoven and overlapping. We must provide intentional experiences to help our students develop intercultural competency.

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Purpose & Direction

The Purpose and Direction of the school will be clearly communicated to and understood by all members of the KIS community. High quality learning will be defined, delivered and regularly evaluated. The leadership will ensure that all policies and practices are fit for purpose and aligned with the school's guiding principles. The Board of Governors will regularly evaluate its roles and responsibilities in order to support the ongoing development of the school. The Board of Governors, with the school's Leadership Team, will continue to ensure that the financial status of the school will be well managed, secure and sustainable in order to meet future needs and development.

Goal	Purpose	Timeframe
Policy Audit	Maintain up-to-date protocols	Annual audit and review of all policies
Curriculum Audit	Ensure relevance for purpose and that scope and sequence is optimal	Every two years
Financial Audit	Secure and sustain alternative developments to support growth & development	Annual budget review and allocate development funds to support planned change
School Fees	To be analysed and reviewed to support the growth and development of school	Annual fee review and audit
Student Enrolment	Increase numbers to maintain two class form entry and maximise class space	10% increase for enrolment year on year

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Student Learning

The school is committed to every child achieving their full potential. Particular emphasis is to be placed on discovery and problem-solving in lessons and we will provide appropriate educational resources to promote enquiry-based learning. The school will ensure that the taught curriculum closely follows the English National Curriculum and that it is adapted to our local setting, whilst taking account of global initiatives. The school will recruit and retain excellent staff. The School will commit to a rigorous and ongoing professional development programme for our staff. Student progress will be monitored and communicated using data and internationally recognised standards. Students will be fully involved with the setting and achievement of their learning goals. The use of media and information technology will be planned and articulated in the written and taught curriculum. The school will ensure that its facilities are maintained and developed in order to maximise all learning areas; this will aid staff and provide for students' learning needs.

Goal	Purpose	Timeframe
Staff Development & Training	Ensure all staff highly skilled, values driven and reflective practitioners	Ongoing development both internally and externally
Recruitment & retention of high quality staff	Safer recruitment practices, motivational experience and incentives to retain high quality staff	Develop and maintain staff beyond initial contract
Increase use of technology to support student assessment, tracking & communication	Develop tracking and reporting & assessment procedures as well as tools to communicate	Systems set up to support input in next year and maintained over following years with greater use
Development of EYFS & KS1	To continue creation of play based learning areas throughout Key Stage	Review of current provision and implementation over next two years

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Digital & Global Citizens

The school will develop a digital citizenship definition and policy that promotes a positive culture and supports the safe and responsible use of digital technology in all areas of learning. The school will incorporate and maintain the use of, and access to, digital technology to enhance and extend students' learning. The school will evaluate and improve the existing digital teaching resources to facilitate future growth.

The school will continue to promote and celebrate a multicultural, inclusive community. The school will develop clear definitions of intracultural and intercultural education and global citizenship; these will inform all school policies and programmes and will be included in the school's statement of values. The school will continue to promote strong intercultural and intracultural appreciation and empathy to ensure respectful and responsible leadership, conflict resolution and environmental stewardship. The school will continue to ensure that the taught curriculum is relevant in a rapidly changing and culturally diverse world. The school will endeavour to create long-lasting links with the local community and beyond.

Goal	Purpose	Timeframe
Embed our definition of high quality learning across the school community	To promote understanding and acceptance to develop high quality learning across the school	Over the next academic year and to be audited and reviewed annually
Audit the one to one programme for effectiveness	To embed and utilise a one to one device use across the school to support digital learning	Audit the secondary school in the next year and review processes in the primary KS2 section
Language availability	Greater range of mother tongue languages which can be accessed and studied through school	Audit and review with curriculum changes made over next two years
Community links and liaisons	Increase awareness and support on local, national and international levels	Develop programmes for outreach and service learning over next two years

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Student Wellbeing

The school will ensure that the KIS Mission, Vision and Guiding Principles are aligned with the principles inherent in the UN Convention on the Rights of The Child and that they are communicated to and understood by all stakeholders. The school will ensure that appropriate IT security systems are in place. The school will ensure that its Health and Safety Policies and procedures are reviewed and updated regularly. The school will ensure that policies that impact student well-being, such as the Anti-bullying Policy and the Good Standing Policy, are reviewed and updated regularly. The school will ensure that all students understand where to go in school to seek help when they need it. The school will ensure that background checks are conducted on all staff and regular school volunteers. The school will maintain an appropriate balance between physical resources [e.g. classrooms, playgrounds, PE areas, assembly space and corridors] and student numbers so as to ensure that learning and safety take priority.

Goal	Purpose	Timeframe
Safeguarding	Ensure all appropriate members of community to be properly trained and understand systems	Annual training and refresher with audit and review of procedures and policy
School Façade and Grounds	To be updated and promote aesthetics of school environments	Modernisation in stages over next three years.
Multipurpose Hall (MPH)	Creation of new indoor space to accommodate more opportunities for student enrichment	Planning to take place over next two years with construction across three
Learning Spaces	Current spaces to be evaluated and repurposed for maximum learning efficiency	Across next two years to allow development in conjunction with opening of MPH

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Overview

Teaching & Learning

Enhance our educational programmes to support all students to develop and achieve their full potential



Language and Culture

Expand our language learning and intercultural experience to nurture global citizenship



Community & Inclusion

Advance our commitment to an open inclusive community which provides equitable opportunities and wellbeing to all



Learning Environment

Create learning spaces that inspire, support and enhance student learning, wellbeing and collaboration



Organisational Effectiveness

Upgrade and align school processes and systems to more effectively support student outcomes and communication





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