



DILMUN SCHOOL  
ADLIYA, BAHRAIN

**STRATEGIC PLAN  
DILMUN SCHOOL  
ADLIYA, BAHRAIN  
*2015-2019***



# STRATEGIC PLAN for 2016-2019

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## STRATEGIC PLAN for 2016-2019

**“Providing a nurturing environment to stimulate creativity and individuality”**

What We Do:

### MISSION

At Dilmun school, we foster the love of learning in an innovative and cooperative climate which empowers all students to be confident, productive, caring and responsible citizens.

Where We Want to Be:

### VISION

To be the best starting block of education in Bahrain, where children acquire, demonstrate, articulate, and value knowledge & critical thinking skills that will invariably help them contribute and succeed in a complex, changing world.

What We Believe in:

### PHILOSOPHY/CORE VALUES

The philosophy of the school focuses on the values of hospitality, harmony, tolerance, and excellence. Dilmun school offers a balanced program that focuses equally on all vital aspects of education. This creates a healthy environment where children are motivated to develop not just their individual talents, but also to achieve their best academically.

How Will We Get There:

### THEORY OF ACTION

IF we continue to incorporate our previous strategies that yielded expected results, WHILE using innovative techniques to address other minor issues in the quality of outcomes, processes, and quality assurance, THEN we will be able to provide a rich learning environment for our students that amply prepares them to be ready for the next stage of their lives



## STRATEGIC PLAN for 2016-2019

What We Want to Accomplish:

### GOALS

1. Improve campus environment and learning facilities
2. Improve student progression and development
3. Improve faculty performance
4. Improve implementation of strategies (both management and teaching)

How We Will Achieve Our Goals:

### STRATEGIES/ACTION PLANS

1. Relocate the school to better premises with developed facilities.
2. Introduce a modified curriculum, and monitor the progression and acquired skills of students regularly. Ensure that the students who graduate from one stage to another have acquired adequate knowledge and skills to assist them with the next stage of their education.
3. Introduce new technologies that go hand in hand with improved teaching strategies, for e.g. Smart boards, tablets etc.
4. Train current faculty in differentiation and student centered learning.
5. Encourage teachers to challenge students adequately throughout the year, in all the subject areas, through creative activities, projects and tasks.
6. Recruit qualified faculty to fill certain gaps in departments.
7. Establish clear targets for each department and clarify their roles and responsibilities.
8. Regularly monitor progress, and maintain accountability in all sectors.



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How We Will Assess Progress on Our Goals:

### TARGETS

Adequate attainment of measurable outcomes for each of the goals mentioned → elaborately discussed against each goal in the Strategic Planning Tables

### STRATEGIC PLANNING TABLE

GOALS	STRATEGIES/ ACTION PLANS	TARGETS	MONITORING/ ACCOUNTABILITY
1) Improve campus environment and learning facilities	<ul style="list-style-type: none"> <li>- Relocate the school to better premises with developed facilities.</li> <li>- Introduce new technologies that go hand in hand with improved teaching strategies, for e.g. Smart boards, tablets etc.</li> </ul>	<ul style="list-style-type: none"> <li>A) Marked improvement in parent, student and teacher satisfaction surveys.</li> <li>B) Increase in student intake by 30% by the end of the current academic year i.e. 2016-17.</li> </ul>	<p>Surveying teachers, students and parents</p> <p>The resident accountant must make sure that the facilities are within budgetary constraints.</p>
2) Improve student progression and development	<ul style="list-style-type: none"> <li>- Introduce a modified curriculum, and monitor the progression and acquired skills of students regularly.</li> <li>- Ensure that the students who graduate from one stage to another have acquired adequate knowledge and skills to assist them with the next stage of their education.</li> <li>- Encourage teachers to challenge students adequately throughout the year, in all the subject areas, through creative activities, projects and tasks. Provide any support necessary.</li> </ul>	<ul style="list-style-type: none"> <li>A) At least 40 % of the students at all levels show improvement in initial assessments in the next grade in the current academic year i.e. 2016-17.</li> <li>B) At least 35% of the students show improvement in assessments centered on independent learning and analytical skills by the end of the current academic year i.e. 2016-17.</li> </ul>	<p>Regular Department meetings agendas to provide an update on the progress of tasks in the improvement plans.</p> <p>Regular reports submitted to the senior academic staff on lesson plans, techniques employed and resultant student progress.</p> <p>Monthly reports by Senior academic staff to management about student progress and necessary areas of improvement</p>
3) Improve faculty performance	<ul style="list-style-type: none"> <li>- Train current faculty rigorously in differentiation and properly drafting assessments and analyzing results to cater to individual</li> </ul>	<ul style="list-style-type: none"> <li>A) Within a month of training completion, all academic staff must track student data, analyze it, and compile reports about</li> </ul>	<p>Management must provide a professional development plan and agenda for teachers with proper justifications from</p>



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	<p>student's needs. Also train teachers in appropriate remedial and enrichment techniques to improve performance of students on the fringes.</p> <ul style="list-style-type: none"> <li>- Train current faculty in student centered learning</li> <li>- Recruit qualified faculty to fill certain gaps in departments.</li> </ul>	<p>action plans based on the findings.</p> <p>B) At least 20% improvement in the academic achievements of under achievers. At least 10% improvement in academic achievements of medium-over achievers by the end of the current academic year i.e. 2016-17.</p>	<p>previous training analysis.</p> <p>Senior academic staff must monitor teacher progress after training, and report on developments to the management. Monitoring can be done through report analysis and class observations.</p>
<p>4) Improve implementation of strategies (both management and teaching)</p>	<ul style="list-style-type: none"> <li>- Establish a proper and accountable governing body.</li> <li>- Establish clear targets for each department and clarify their roles and responsibilities.</li> <li>- Regularly monitor progress, and maintain accountability in all sectors.</li> </ul>	<p>A) At least 50 % of the targets in the plans should be achieved by the middle of the academic year 2016-17.</p>	<p>Circulation of the plan to appropriate faculty to oversee their execution.</p> <p>Regular Department meetings agendas to provide an update on the progress of tasks in the improvement plans.</p> <p>Checklists and reports sent by senior academic staff on a monthly basis that provide details on lesson planning, assessment, grades, and strengths &amp; weaknesses in department plans.</p>



## **STRATEGIC PLAN for 2016-2019**

### **STRATEGIC PLAN EXECUTION & REFINEMENT**

The above tables represent the initial draft for the Strategic Plan for the period 2016-2019.

Quarter-year check-ins shall be performed to help us stay on the plan's trajectory. Following the end of the school year however, an annual report of the progress will be generated and utilized to

- a) Evaluate the achievements of the year &
- b) Assess how the goals, plans, targets, and monitoring processes can be improved for the following year

A focus on continued improvement will keep our strategic plan updated and flexible, as our annual, quarter-year and monthly reviews will allow us to respond to minor and major environmental changes that may affect the plan's progress. Continuous adjustments can make sure that the plan always stays in line with the vision of the school.