

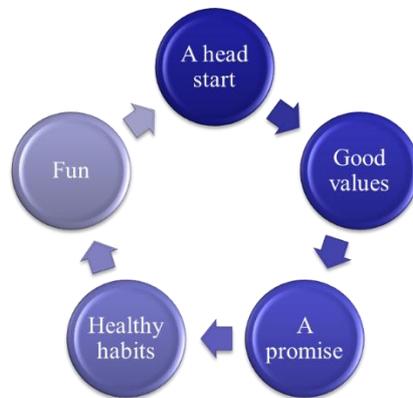


Futuraskolan
International

Organization Development Plan Year 2020 - 2021



The National Educational directives underpin the work in our schools and preschools and we develop and pursue our efforts in relation to these. Our vision is; **The Best Stepping Stone for Future World Citizens.** We strive towards our vision by giving our students and children a *head start, good values, a promise, healthy habits* and *joyful experiences*. These goals, connected to both the Educational Act and the National Curriculum, it's immersed in what we do both centrally and locally in each of our schools and preschools as we develop and evaluate all that we do. It is from these areas as well as the underlying basic premise of *balance*, which we use to formulate our six overall goals.

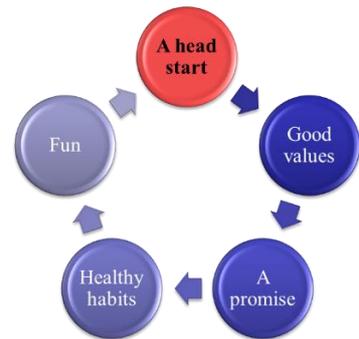


The Futuraskolan School Development Plan for the entire organisation is drawn up by the leadership team in collaboration with the ongoing quality program at each school and preschool. The Principals then work with the employees and develop their Local Development Plans in accordance with the central structure. The central School Development Plan and the Local School Development Plans are external documents.

A Head Start

Futuraskolan's students are given a head start in life by being introduced and surrounded with a global perspective, and a broad insight and understanding of other cultures and good knowledge in English.

We provide our children and students with the knowledge, skills and understanding needed to meet an ever-changing world through our well-proven international models of learning, based on evidence-based research.



Goal

Futuraskolan International's students get a Head Start in a global and ever-changing world.

	Organizational Results 18/19	Organizational Results 19/20
Futuraskolan contributes to an International mindset for my child	84.5	87.7
My School has an international mindset	84.6	84.4
I contribute to fulfill Futuraskolan International's vision	97.4	95.1
My English is improved thanks to the School	70.5	71.6

Analysis

The results of our survey responses exceed the predetermined parameters set forth by Futuraskolan as our families and students in the community recognize that we have a true international mind-set in our schools and preschools.

Based on the development in our schools and preschools in this area we have increase the goal in this area to reflect that 90% of our parents and teachers contribute to an international mind-set for their children and that 85% of our students think that their school has an international mind-set.

Please see the attached appendix to view our complete set of results for grades 6 and 9.

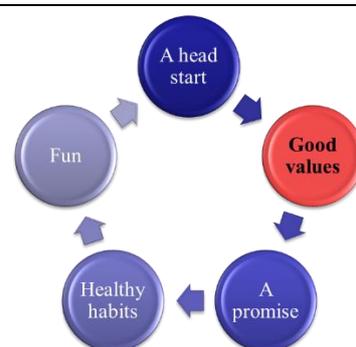
Goals and Key focus areas for 2020/2021

Action	Responsible	Due date
Phase two implementation of our Academic Checklist	Head of Pedagogic Development	Quarterly reports indicating the progress of the program, an assessment on its development from a student success perspective and continued analysis and adjustments to ensure that the goals of the initiative are reaching the members of the student, teaching and student support communities.
Middle Leaders Development Program	CEO	Tom will have monthly meetings with the Middle Leaders who were chosen by our Principals and Preschool Principals as covering the six areas of school management. These are developmental workshops with the aim of equipping our Middle Managers to take a more active role in the school and preschool development process.
The implementation of our Global Citizenship Project	Head of Global Citizenship Project and CEO	International outreach initiatives begets an international focus for our students and members of the community. We are initiating the first year of a development process to ensure that every school and preschool has a local community development process and an international partnership process. This process is aimed to support the UN Sustainable Development goals within our curriculum and foster an International mind set for our students.

Good Values

Futuraskolan International has a strong set of values. The values that best describe our culture are;

Progressiveness, Energy, Respect. These values should permeate our entire organization.



Goal

Futuraskolan International's employees, students/children live and act from a PER perspective.

	Organizational Results 18/19	Organizational Results 19/20
I am satisfied with how I am treated when I contact the school.	89.1	90.3
I'm satisfied with how I'm treated by the adults at school.	81.1	81.8
At my workplace we work actively with the values of Futuraskolan (PER)	90.1	87.4
I believe in Futuraskolan International's vision and values (PER)	97	97

Analysis

The results of our survey responses exceed the predetermined parameters set forth by Futuraskolan as our families and students in the community recognize that our value ground is evident in our schools and preschools.

Based on the positive development in our schools and preschools in this area we have increase the goal in this area to reflect that 90% of our parents and teachers feel that PER is an active part of their workplace and that they encounter a respectful dialogue when they contact the school. For their children 85% of our students should be satisfied how they are treated by the adults in the school.

Please see the attached appendix to view our complete set of results for grades 6 and 9.

Goals and Key focus areas for 2020/2021

Action	Responsible	Due date
The implementation of our Global Citizenship Project	Head of Global Citizenship Project and CEO	International outreach initiatives begets an international focus for our students and members of the community. We are initiating the first year of a development process to ensure that every school and preschool has a local community development process and an international partnership process. This process is aimed to support the UN Sustainable Development goals within our curriculum and foster an International mind set for our students.
Middle Leaders Development Program	CEO	Tom will have monthly meetings with the Middle Leaders who were chosen by our Principals and

		Preschool Principals as covering the six areas of school management. These are developmental workshops with the aim of equipping our Middle Managers to take a more active role in the school and preschool development process.
Our Traditions	CEO	Our Traditions represent an engaging way for the students in the Futuraskolan Community to display their skills and knowledge within the extension criteria in the National Curriculum. These include a Futuraskolan Olympics, Model United Nations Conference, Music Festival, Global Citizenship Project, Literary Prize and Master Chef Competition.

<h2>A Promise</h2> <p><i>Futuraskolan International promises; Every Child Visible, Challenged and Successful. All students get the opportunity to develop their knowledge and skills to the best of their abilities. That's our promise.</i></p>	
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Goal

Futuraskolan International's students develop to their full potential

	Organizational Results 18/19	Organizational Results 19/20
My child has the opportunity to develop his/her knowledge and skills to the best of his/her ability.	78.9	81.9
I have the opportunity to develop my knowledge and skills to the best of my ability.	76.6	77
At my workplace, all students are visible and challenged.	84.7	87
I often use digital tools/devices for ex computer, tablet, smart board etc. in my school work	91.6	89.1

I get the impression that my child often use digital tools/devices for ex computer, tablet, smart board etc in the school work	82.2	83
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Analysis

Our organizational grade point average for graduating grade 9 students is 277.58 which is the highest average we have achieved at Futuraskolan.

The results of our survey responses exceed the predetermined parameters set forth by Futuraskolan as our families and students in the community recognize that we employ digital materials and teaching strategies in our schools and preschools.

As a part of our phase two stage of our Academic Checklist we intend to implement a process where students learning activities connect with the UN Sustainable Development goals. This will be administered by our Head of Pedagogical Development and our Middle Leaders Development Group.

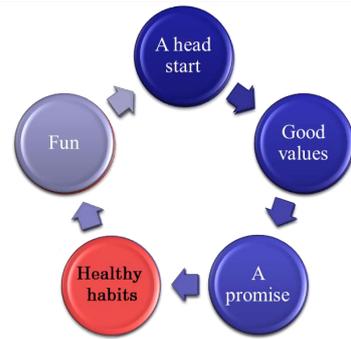
Please see the attached appendix to view our complete set of results for grades 6 and 9.

Goals and Key focus areas for 2020/2021

Action	Responsible	Due date
Phase three implementation of our IT Development Plan.	IT Department and local Pedagogic Developers at our various schools and preschools	Quarterly progress year to ensure competence and continuity amongst students, staff and reports throughout the parents
Phase two implementation of our Academic Checklist	Head of Pedagogical Development	Quarterly reports indicating the progress of the program, an assessment on its development from a student success perspective and continued analysis and adjustments to ensure that the goals of the initiative are reaching the members of the student, teaching and student support communities.
The Futuraskolan Learning Support Model	Student Care Teams and CEO	The Futuraskolan Learning Support Model is intended to give a systematic and structured approach to working with students with exceptional learning styles.

Healthy Habits

Due to the demands of a full school day, students and adults need lots of energy. At Futuraskolan International we provide good food, properly prepared and full of nourishment. The food is cooked in our own kitchens from fresh ingredients. We teach the children to eat right, be active and to spend plenty of time outdoors. We also encourage our employees to have healthy habits.



Goals

Futuraskolan International's employees, children and students understand the importance of healthy habits.

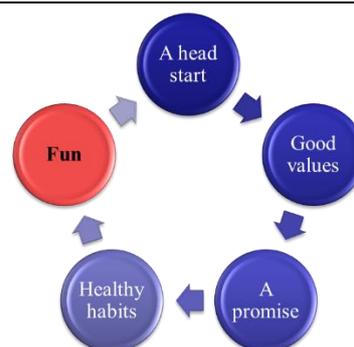
	Organizational Results 18/19	Organizational Results 19/20
The food served at my child's school is high quality food.	54.4	60
The food served at my school is high quality food.	37.2	39.1
The food served at my workplace is high quality food.	83.7	82.4

Goals and Key focus areas for 2020/2021

Action	Responsible	Due date
Phase one of the Healthy Habits for the Global Citizens program	Head of Food Department	The coming school year, the Futuraskolan food department will work towards the UN sustainable goals. We will do this thru menu adoption (choice of produce) and food waste projects. We will work in close cooperation with students and staff to create a greater understanding for the challenges and possibilities that lies ahead.

A Joyful Experience

Learning should be fun. This involves everyone enjoying and having the desire to learn. To achieve this we need to give our students a stimulating learning environment, have a good organisation, clear structure as well as competent and dedicated employees.



Goal

Futuraskolan International has satisfied employees, students and guardians

	Organizational Results 18/19	Organizational Results 19/20
I can recommend Futuraskolan International to others (parents)	81.2	86.8
I can recommend my school to others.	65	68.6
I can recommend Futuraskolan International as a good workplace.	89.7	84.4
My nearest boss is a good pedagogic leader.	82.4	75.4

Analysis

Our aim in the coming year is to ensure that all members of the school community find the academic support and guidance that we expect from Futuraskolan leaders. This would include a more streamlined approach to course delivery, increasing the competence of each school and preschools leadership team and providing organization wide activities that are aligned with the national curriculum.

Goals and focus areas for year 2020/2021

Action	Responsible	Due date
Phase two implementation of our Academic Checklist	Head of Pedagogic Development	Quarterly reports indicating the progress of the program, an assessment on its development from a student success perspective and continued analysis and adjustments to ensure that the goals of the

		initiative are reaching the members of the student, teaching and student support communities.
The implementation of our Global Citizenship Project	Head of Global Citizenship Project and CEO	<p>International outreach initiatives begets an international focus for our students and members of the community. We are initiating the first year of a development process to ensure that every school and preschool has a local community development process and an international partnership process.</p> <p>This process is aimed to support the UN Sustainable Development goals within our curriculum and foster an International mind set for our students.</p>
A focus on International Professional Development	CEO	<p>International Professional Development begets an international focus for our school leaders and member groups. Currently we have arranged for the participation in international professional development conferences for our Middle leaders Development Group, the after school program responsible leaders, our core subject teachers and the school administrators. This includes work with the European Council of International Schools and the Nordic Network of International Schools workshops and conferences.</p>

Date: 2020-June 16

Signature:

Huvudman