



Organization Development Plan year 2022/2023

Futuraskolan AB

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 which we use to formulate our overall goals.

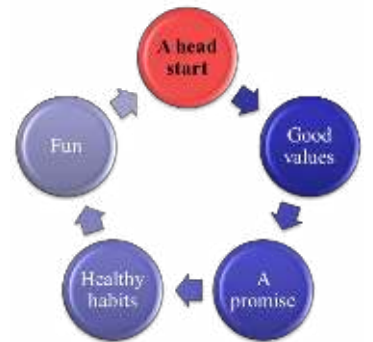


The Futuraskolan School Development Plan for the entire organisation is drawn up by the leadership team in collaboration with the ongoing quality program at each school and preschool. The Principals then work with the employees and develop their local school development plans in accordance with the central 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.

	Results 20/21	Results 21/22
Futuraskolan contributes to an International mind-set for my child	88.7	88.2
My School has an international mind-set	85.3	87.6
I contribute to fulfil Futuraskolan International's vision	96.4	97.4
My English is improved thanks to the School	71.8	72.5

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.

Our organizational academic results continue to exceed that national average. A general overview is as follows:

Organizational academic results – grade 9:

2018-2019 - 277.12

2019-2020 - 277.60

2020-2021 - 280.71

2021-2022 – 272.89

Grade discrepancy between male and female students in grade 9:

2018-2019 - 40.4 points
2019-2020 - 31.5 points
2020-2021 - 22.96 points
2022-2023 - 13.68 points

Grade point average per school – grade 9:
Futuraskolan International Kottla – 273.66
Futuraskolan International Hertig Karl – 272.60
Futuraskolan International Stockholm – 280.48
Futuraskolan International Bergtorp – 262.35
Futuraskolan International Rådan – 299.72

Organizational academic results – grade 6:

2018-2019 – 257.94
2019-2020 – 243.83
2020-2021 – 248.62
2021-2022 – 248.81

Grade discrepancy between male and female students in grade 6:

2018-2019 – 26.39
2019-2020 – 13.46
2020-2021 – 21.54
2021-2022 – 33.52

Of the 258 grade 6 students and 328 grade 9 students in our schools, 3 grade 6 students and 0 grade 9 students did not receive at least an E as a final grade in English.

The grade 6 students' final grade point average was 248.81 and the grade 9 students' final merit point average was 272.89, both of which exceed the national average.

We have noticed as an organization that the girls are consistently outperforming boys in relation to their merit points when they exit compulsory school in Year 9. This seems to be a common trend in education that many countries are grappling with, including Sweden. In 2020 we initiated a companywide investigation as to what factors contribute to this and what we can do to improve the boys' grade results before they leave Grade 9. We have formed a group of principals and teachers from across the organization to research this issue and offer suggestions and are pleased with the second year results of this focus group.

This year four of our schools are in the special group of 38 schools in Sweden who have chosen to give formal grades to grade 4 and 5 students. This allows us the opportunity to focus on the younger students from a perspective of aggregate data. Looking at our organizational results we have determined that focusing on the development of our primary teaching program will be the focus for the coming academic year.

One of the challenges we have faced in the organization is having a comprehensive strategy to work with students who aren't feeling well enough to come to school (hemmasittare's). We have appointed a special coordinator to work with our Student Care Teams and Principals in the coming year with the aim to have a comprehensive strategy for working with students experiencing sadness or self-doubt by August 2023.

Our development aims for the 2022-2023 school year are to:

1. Ensure that our grade 6 academic results across the organization show a results disparity of no more than 30 points
2. Ensure that every student in grade 6 and grade 9 earn a passing grade in English
3. Develop an organizational procedure, in partnership with the teaching staff, to ensure that by August 2023 we have a comprehensive and student centered, central process for assigning grades to students in our grade 4 and 5 classes.
4. Begin the development of an organizational procedure, in partnership with the leadership and Student Health Teams (EHT) to ensure that by August 2023 we have a comprehensive strategy to work with students who do not feel well enough to come to school (hemmasittare's).

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

Goals and Key focus areas for 2022/2023

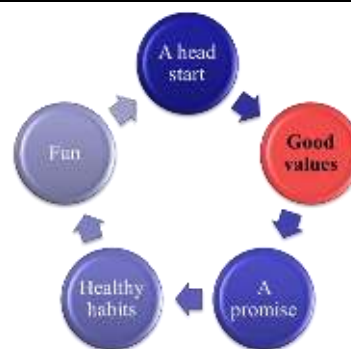
Action	Responsible	Due date
Phase one implementation of our Primary school focused Academic Non Negotiables	Head of Pedagogical Development	Quarterly reports indicating the progress of the program, an assessment on its development from a student success perspective and continued analysis and adjustments to ensure that the goals of the initiative are reaching the members of the student, teaching and student support communities.
Middle Leaders Development Program	Head of Pedagogical Development and Principals in the organization	The Head of Pedagogical Development and the Principals in the organization will administer a monthly development program with the Middle Leaders who were chosen by our Principals and Preschool Principals. This program covers 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.
<p>1. Ensure that our grade 6 academic results across the organization show a results disparity of no more than 30 points</p> <p>2. Ensure that every student in grade 6 and grade 9 earn a passing grade in English</p> <p>3. Develop an organizational procedure, in partnership with the teaching staff, to ensure that by August 2023 we have a comprehensive and student centered, central process for assigning grades to students in our grade 4 and 5 classes.</p> <p>4. Begin the development of an organizational procedure, in partnership with the leadership and Student Health Teams (EHT) to ensure that by August 2023 we have a comprehensive strategy to work with students who do not feel well enough to come to school (hemmasittare's).</p>	Head of Pedagogic Development and Organizational Student Care Coordinator	<p>Academic ambition begets an organizational working process focus for our school leaders and member groups. Currently we have arranged for the construction of organizational development workshops between school and preschool leaders, teachers and coordinators from the organizations schools and preschools. This will be administered by the Head of Pedagogical Development and the Organizational Student Care Coordinator for approval by the CEO. The development of a comprehensive procedure from which to structure our work to achieve these goals are planned for August 2022 and for our Organizational In Service Days on November 11, 2022 and February 24, 2023.</p>
A focus on International Professional Development	CEO and Principals in the organization	<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, leadership Teams and core subject groups.</p>

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.

	Result 20/21	Result 21/22
I am satisfied with how I am treated when I contact the school.	91.8	92.5
I’m satisfied with how I’m treated by the adults at school.	82.8	85.4
At my workplace we work actively with the values of Futuraskolan (PER)	88.5	89.7
I believe in Futuraskolan International’s vision and values (PER)	96.8	97.4

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 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.

We have noticed an increase in students who do not feel well enough to attend school with regularity. In response we have initiated the development of an organizational procedure, in partnership with the leadership and Student Health Teams (EHT) to ensure that by August 2023 we have a comprehensive strategy to work with students who do not feel well enough to come to school (hemmasittare’s).

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

Goals and Key focus areas for 2022/2023

Action	Responsible	Due date
Our Traditions	CEO and Principals	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, Entrepreneurship Fair and Master Chef Competition.
Begin the development of an organizational procedure, in partnership with the leadership and Student Health Teams (EHT) to ensure that by August 2023 we have a comprehensive strategy to work with students who do not feel well enough to come to school (hemmasittare's).	CEO and Organizational Student Care Coordinator	Currently we have arranged for the construction of organizational development program which will draw input from the teachers and Student Care Team members (EHT). This will be administered by the Organizational Student Care Coordinator for approval by the CEO. The development of a comprehensive procedure from which to structure our work to achieve these goals are planned for monthly task force meetings beginning in August 2022 and for our Organizational In Service Days on November 11, 2022 and February 24, 2023.

A Promise

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.



Goal

Futuraskolan International's students develop to their full potential

	Results 20/21	Results 21/22
My child has the opportunity to develop his/her knowledge and skills to the best of his/her ability.	85.2	84
I have the opportunity to develop my knowledge and skills to the best of my ability.	81.1	83.3
At my workplace, all students are visible and challenged.	88.5	90
I often use digital tools/devices for ex computer, tablet, smart board etc. in my school work	92.5	94
I get the impression that my child often use digital tools/devices for ex computer, tablet, smart board etc in the school work	87.9	86.8

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 employ digital materials and teaching strategies in our schools and preschools.

The grade 9 students' final merit point average was 272.89, which greatly exceeds the national average.

IT development will continue to be a core pillar of our organization with coding being the core focus for preschool and primary school teachers in the coming academic year.

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

Goals and Key focus areas for 2022/2023

Action	Responsible	Due date
Coding and seed based teaching strategies.	IT Department and local Pedagogic Developers at our various schools and preschools	Quarterly progress reports throughout the year to ensure competence and continuity amongst students, staff and parents with coding concepts and teaching strategies being the focus for the coming academic year.

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.

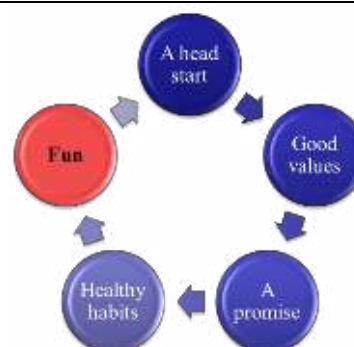
	Results 2020/21	Results 2021/22
The food served at my child's school is high quality food.	61.3	62.8
The food served at my school is high quality food.	43.1	44.5
The food served at my workplace is high quality food.	85.3	81.3

Goals and Key focus areas for 2022/2023

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

	Results 2020/21	Results 2021/22
I can recommend Futuraskolan International to others (parents)	86.9	88.8
I can recommend my school to others.	72.9	74.3
I can recommend Futuraskolan International as a good workplace.	90.3	85.5
My nearest boss is a good pedagogic leader.	84.7	84.8

Analysis

To help connect with our employees and make them a more active component in our organizations growth have given the Union Club the opportunity to confer with teachers and decide on their professional development process this year. As well we have asked the Union Club to choose and area of the Organizational Development Plan so that they can have a more measured impact on an area of development. This structure will be initiated in August 2022 and reviewed during our yearly review process in June 2023.

Goals and focus areas for year 2022/2023

Action	Responsible	Due date
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.
A focus on International Professional Development	CEO	International Professional Development begets an international focus for our middle 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 and our core subject teachers. This includes work with the European Council of International Schools and the Nordic Network of International Schools workshops and conferences.

Date: 2023 August 1

Signature:

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