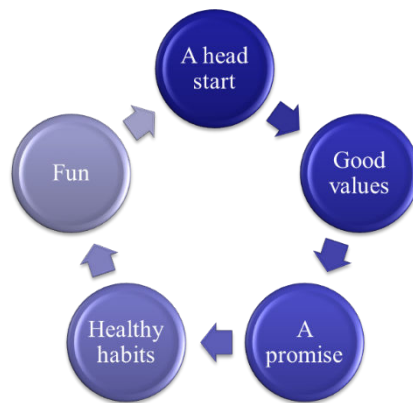




Organizational Development Plan – 2024-2025

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.

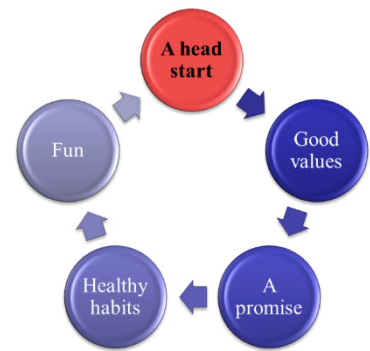


The Futuraskolan School Development Plan for the entire organization is drawn up by the leadership team in collaboration with the ongoing quality program at each school and preschool. The Principals then work with the employees and develop their local school development plans in accordance with the central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

	Year 22/23	Year 23/24
Futuraskolan contributes to an International mind-set for my child	88	92
My School has an international mind set	87	97
I contribute to fulfil Futuraskolan International's vision	97	97
My English is improved thanks to the School	72	73

Analysis

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

Organizational academic results – grade 6:

2018-2019 – 257.94
 2019-2020 – 243.83
 2020-2021 – 248.62
 2021-2022 – 248.81
 2022-2023 – 246.12
 2023-2024 – 258.19

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
 2022-2023 – 6.88

2023-2024 – 12.89

Organizational academic results – grade 9:

2018-2019 - 277.12
2019-2020 - 277.60
2020-2021 - 280.71
2021-2022 – 272.89
2022-2023 – 272.18
2023-2024 – 276.95

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
2021-2022 - 13.68 points
2022-2023 - 20.02 points
2023-2024 – 7.65 points

Grade point average per school – grade 9:

Futuraskolan International Kottla – 291.95
Futuraskolan International Hertig Karl – 268.40
Futuraskolan International Stockholm – 278.60
Futuraskolan International Bergtorp – 267.12
Futuraskolan International Rådan – 296.50

Of the 258 grade 6 students and 346 grade 9 students in our schools, 0 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 258.19 and the grade 9 students' final merit point average was 276.95, both of which exceed the national average.

National Tests

Subject	% that reach at least E in the National Test, Grade 6	% that reach at least E in the National Test, Grade 9
English		
Swedish		
Math		
Science		
Social Science		

Academic Overview

Year	Number of	Grade	% who	% who qualified for	% who qualified for a

	students in grade 9	Point Average	passed all subjects	a national college preparatory program	vocational program
2021-2022	330	272.89	96.9	98.6	96.9
2022-2023	345	272.17	97.6	98.8	97.6
2023-2024	346	276.95	96.3	98.6	96.3

Gender analysis

Year	Number of students in grade 9	Female merit points	Male merit points	Number of students in grade 6	Female merit points	Male merit points
2021-2022	330	279.24	265.56	259	266.48	232.96
2022-2023	345	281.88	261.86	245	249.85	242.97
2023-2024	346	279.70	272.05	258	260.70	247.81

National Test results analysis

Year	Number of students in grade 9	Average grade result	Average National Test result	Number of students in grade 6	Average grade result	Average National Test result
Swedish						
English						
Math						
NO						
SO						

Analysis

We have determined based on our organizational academic results that there is a discrepancy between the male and female academic results particularly in the secondary schools populations. The leadership team in the organization has chosen to focus on minimizing the disparity between male and female academic achievement. We have also chosen to develop our literacy processes to ensure that our students are achieving above the national average in this key area.

The following developmental processes will be our areas of focus for the 2024-2025 academic year.

1. Each school will continue administering a development process to address the discrepancy in male and female academic results for grade 6 and 9 students.
2. Each school will continue administering a development process to address the discrepancy in assigned grades and National Test results in at least one core subject area.
3. Ensure that our grade 6 academic results across the organization show an increase to the organizational benchmark of 285.5 merit points.
4. Ensure that every student in grade 6 and grade 9 earn a passing grade in English.

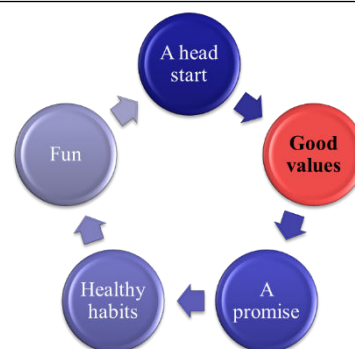
Goals and Key focus areas for 2024/2025

Action	Responsible	Due date
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. Each school will initiate a development process to address the discrepancy in male and female academic results for grade 6 and 9 students.</p> <p>2. Each school will initiate a development process to address the discrepancy in assigned grades and National Test results in at least one core subject area.</p> <p>3. Ensure that our grade 6 academic results across the organization show an increase to the organizational benchmark of 285.5 merit points.</p> <p>4. Ensure that every student in grade 6 and grade 9 earn a passing grade in English.</p>	Head of Pedagogic Development and the school Principals	<p>Each school will construct a local plan to address the discrepancy in male and female academic results for grade 6 and 9 students.</p> <p>Each school will construct a local plan to address the discrepancy in assigned grades and National test results.</p> <p>This will be administered by the Head of Pedagogical Development and the school leadership teams and will be a formal component of our quarterly reporting process.</p> <p>The development of a comprehensive procedure from which to structure our work to achieve these goals are planned for August 2023 and for our Organizational In Service Days on October 22, 2023 and February 23, 2024.</p>

A focus on International Professional Development	CEO and Principals in the organization	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.
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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 22/23	Result 23/24
I am satisfied with how I am treated when I contact the school.	93	93
I'm satisfied with how I'm treated by the adults at school.	84	82
At my workplace we work actively with the values of Futuraskolan (PER)	89.4	92
I believe in Futuraskolan International's vision and values (PER)	96	96

Analysis

The leadership team in the organization has chosen to focus on engaging the students to ensure that our Global Citizenship Program is a more explicit experience for all of the students in the organization. The aim of these initiatives is to see our survey results for

students being satisfied how they are treated Futuraskolan raise above the 85% organizational benchmark.

Our development aims for the 2024-2025 school year are to:

1. Each school will ensure that our work with the Sustainable Development Goals is more explicit in the student experience and transcends all grade levels.
2. All principals must facilitate a local and an International Global Citizenship program.

Goals and Key focus areas for 2024/2025

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.
A focus on facilitating student input and guidance regarding school and organizational development.	Principals in the organization and the CEO.	<ol style="list-style-type: none"> 1. A task force of school leaders and coordinators will be constructed to develop and structure our work with the Student Council's including the possibility of an extended development process of leadership skills. 2. The huvudman will attend local meetings and follow up with the grade 8 and 9 student government representatives (The Student Leadership Teams) in a quarterly planning session to see how we as an organization can more effectively address the concerns of the student community. 3. Each school will ensure that our work with the Sustainable Development Goals is more explicit in the student experience and transcends all grade levels. 4. All principals must facilitate a local and an International Global Citizenship program.

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

	Result 22/23	Result 23/24
My child has the opportunity to develop his/her knowledge and skills to the best of his/her ability.	86.5	88
I have the opportunity to develop my knowledge and skills to the best of my ability.	79.5	85
At my workplace, all students are visible and challenged.	87	92
I often use digital tools/devices for ex computer, tablet, smart board etc. in my school work	92.3	93
I get the impression that my child often use digital tools/devices for ex computer, tablet, smart board etc in the school work	86.6	89

Analysis

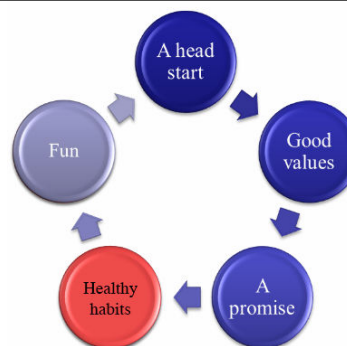
IT development will continue to be a core pillar of our organization with digital literacy being the main focus for preschool and primary school teachers in the coming academic year. The aim of these initiatives is to see our survey results for students feeling they have the opportunity to develop, raise above the 85% organizational benchmark.

Goals and Key focus areas for 2024/2025

Action	Responsible	Due date
Inspiring digital literacy through teacher modeling strategies.	IT Department and local Pedagogic coordinators at our various schools and preschools	Quarterly progress reports throughout the year to ensure competence and continuity amongst students, staff and parents with concepts of digital literacy and modeling 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.

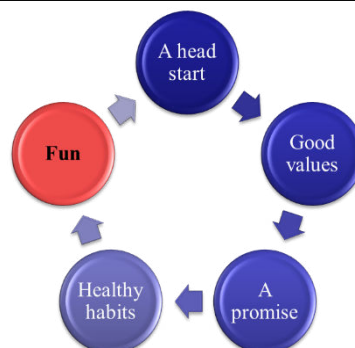
	Result 22/23	Result 23/24
The food served at my child's school is high quality food.	65.2	63
The food served at my school is high quality food.	46.9	48
The food served at my workplace is high quality food.	78	76

Goals and Key focus areas for 2024/2025

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 organization, clear structure as well as competent and dedicated employees.



Goal

Futuraskolan International has satisfied employees, students and guardians

	Result 22/23	Result 23/24
I can recommend Futuraskolan International to others (parents)	88	90
I can recommend my school to others.	70.1	71
I can recommend Futuraskolan International as a good workplace.	90	93
My nearest boss is a good pedagogic leader.	84.1	86

Analysis

We have determined based on our organizational survey results that the students in the organization do not feel as engaged or well connected with than in previous years. The leadership team in the organization has chosen to focus on engaging the students in a leadership capacity while at the same time working to ensure that our Global Citizenship Program is a more explicit experience for all of the students in the organization. The aim of these initiatives is to see our survey results for students recommending Futuraskolan raise above the 85% organizational benchmark.

Our development aims for the 2024-2025 school year are to:

1. The huvudman and campus coordinators will continue to structure our work with the student leaders of the Global Citizenship Program so that they can take an active role in shaping and driving the program on a local and global level.
2. The huvudman will attend local meetings and follow up with the grade 8 and 9 student government representatives (The Student Leadership Teams) in a quarterly planning session to see how we as an organization can more effectively address the concerns of the student community.

Goals and focus areas for year 2024/2025

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.

<p>A focus on facilitating student input and guidance regarding school and organizational development.</p>	<p>Principals in the organization and the CEO.</p>	<ol style="list-style-type: none"> 1. A task force of school leaders and coordinators will be constructed to develop and structure our work with the Student Council's including the possibility of an extended development process of leadership skills. 2. The huvudman will attend local meetings and follow up with the grade 8 and 9 student government representatives (The Student Leadership Teams) in a quarterly planning session to see how we as an organization can more effectively address the concerns of the student community.
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Date: 2024 August 1

Signature:

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