

Not started 未开始 ● In progress 进行中 ● Completed 已完成 ●

GOAL 1 PROGRESS 目标1 行动进展






Provide world-class instruction that meets the academic and social-emotional needs of all students

为学生提供满足学术和社交情感需求的世界一流教学

1.1	Define world-class instruction 定义世界一流教学	
1.1.1	Collaborative definition process 协作式定义流程	●
1.2	Develop comprehensive curriculum resources that are accessible to stakeholders and aligned with the Sias IS mission 开发与西亚斯外籍学校使命一致且便于所有利益相关者获取的综合课程资源	
1.2.1	Create horizontally and vertically aligned curriculum resources that includes a review protocol of standards across all grades to ensure a coherent progression of learning 创建横向和纵向对齐的课程资源，其中包括对所有年级的 标准审查方案 ，以确保学习的连贯性	●
1.2.2	Develop questions for survey to determine effectiveness of accessibility to resources 设计调查问卷以评估资源获取的有效性	●
1.2.3	Align the curriculum with the Sias IS mission by integrating core values and competencies into all subject areas 通过将核心价值观和技能融入所有学科领域，使课程与西亚斯外籍学校使命保持一致	●

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1.3	Apply pedagogy and research-based strategies for English Language Learners, co-curricular and boarding 用教育学和研究型策略支持英语学习者、课外活动和寄宿项目	
1.3.1	Provide professional learning sessions on Sheltered Instruction Observation Protocol (SIOP) and other research-based strategies for teaching ELLs to all instructional staff 为全体教学人员提供关于“有支持性教学观察协议”及其他基于研究的英语学习者教学策略的专业培训	
1.3.2	Incorporate language objectives into lesson plans alongside content objectives to support language development 在课程计划中融入语言目标以支持语言学习	
1.3.3	Use scaffolding techniques, visual aids, and interactive activities to make content accessible for ELLs 使用脚手架教学法、视觉辅助工具和互动活动，使非母语学习者更能理解所学内容	
1.3.4	Develop a structure to support the integration of new students with limited English proficiency 建立一个支持英语基础薄弱的新生融入机制	
1.4	Integrate social-emotional learning into the curriculum 将社交情感学习融入课程	
1.4.1	Adopt a research-based SEL curriculum aligned with academic standards 实施与学术标准一致的研究型社交情感学习课程体系	

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1.4.2	Train teachers on implementing SEL strategies in daily instruction, with a focus on the unique needs of ELLs 培训教师在日常教学中实施社交情感学习策略，重点关注英语学习者的特殊需求	
1.4.3	Create opportunities for students to practice SEL skills through group activities, discussions, and reflection exercises 通过小组活动、讨论和反思练习为学生提供实践社交情感技能的机会	
1.5	Utilize Data-Driven Instructional Practices 运用数据驱动的教学实践	
1.5.1	Implement formative and summative assessments to gather data on student performance, with attention to ELLs 实施形成性和总结性评估以收集学生表现数据，重点关注英语非母语学习者	
1.5.2	Train teachers on data analysis and how to use data to inform instruction, focusing on strategies to support ELLs 培训教师分析数据并利用数据指导教学，重点关注支持英语非母语学习者的策略	
1.5.3	Establish a system with strong mechanisms to track and analyze student performance within and across all areas to ensure a program that provides opportunities for high-level achievement for all learners 建立具有 强效机制的系统 ，跟踪和分析所有领域的学生表现，确保为所有学习者提供高水平成就的机会	

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1.6	Identify and provides appropriate learning support (academic, EAL, SEL) 识别并提供适当的学习支持（学术、英语作为第二语言支持、社交情感）	●
1.7	Create a review process for the IB policies ensuring it is implemented and communicated 创建IB政策审查流程并确保其落实和传达	●
1.8	Develop a comprehensive and consistent literacy model that includes highly effective, research-based practices 制定一个全面且一致的阅读能力培养模式，该模式包含行之有效且基于研究的实践方法	●
1.9	Broaden opportunities for local and global action and service 拓宽本地和全球行动与服务的机会	●



GOAL 2 PROGRESS 目标2 行动进展







Establish an ideal school where all students and staff feel safe, develop holistically, and cultivate their potential

建立一所让员工和学生蓬勃发展、迺安远至、力学笃行的学校

2.1	Refine and maintain a comprehensive onboarding program for staff 完善并维护全面的员工入职计划	
2.1.1	Develop a detailed onboarding plan and schedule: a. orientation sessions b. mentoring programs c. training workshops d. welcoming package e. onboarding evaluation 制定详细的入职计划和日程： a. 定向会议 b. 导师计划 c. 培训工作坊 d. 欢迎礼包 e. 入职评估	
2.1.2	Create a Staff Handbook (local and international) that details school policies and expectations of all staff 创建详细说明学校政策和所有员工期望的《员工手册》（本地和国际版）	
2.2	Refine the procedures of onboarding program for students 完善学生入学流程	
2.2.1	Formulate the SOP (Standard Operating Procedure) for new student admissions 制定新学生入学的标准化操作流程（SOP）	







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2.2.2	Team updates on student handbooks 团队协作更新学生手册	
2.2.3	Create comprehensive new parents' orientation process 创建全面的新生家长入学指导流程	
2.2.4	Create a student ambassador program to orientate new enrollments 创建学生大使项目，以帮助新生顺利适应学校生活	
2.3	Cultivate students' potential co-curricular activities 通过课外活动挖掘学生潜力	
2.3.1	Evaluate student involvement and co-curricular activities (WASC C.2.) 评估学生参与度和课外活动（符合美国西方学校与学院协会（WASC）认证C.2标准）	
2.3.2	Using data from 2.3.1 to create a program that meets students' needs and interests. (WASC C.2.) 依托2.3.1数据指标，制定一个能够满足学生需求和兴趣的项目（符合美国西方学校与学院协会（WASC）认证C.2标准）	
2.3.3	Increase opportunities for more student-led initiatives via the boarding program. (WASC E.2.) 基于寄宿制课程拓展学生自主发展平台（符合美国西方学校与学院协会（WASC）认证E.2标准）	
2.4	Implement a Comprehensive Professional Development Program 构建教师专业化发展全景体系	

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2.4.1	a. Create a schoolwide training system b. Build training programs for different categories of employees c. Organize or follow the implementation of training a. 创建全校培训体系 b. 为不同类别员工设计培训计划 c. 组织或跟进培训实施	
2.4.2	Embed IB Learner Profile into professional development program 将国际文凭组织（IB）学习者培养目标深度融入教师专业发展体系	
2.5	Develop a long-range resource plan (WASC A.3.) 制定符合美国西方学校与学院协会（WASC）认证A.3标准的长期资源发展规划	
2.5.1	Develop a long term (5,10,15 years) budget to have an overall vision of how the school needs to develop 制定长期（5/10/15年）预算规划，明确学校战略发展路径	
2.5.2	Develop Business Plans for generating additional revenue 制定创收业务发展规划	
2.5.3	Develop partnerships for potential revenue generation 发展合作伙伴关系以开拓潜在收入来源	
2.6	Maintain a physically safe learning environment 构建安全的物理教学环境	
2.6.1	Develop a short- and long-term facility plan (Facility maintenance) 制定短期和长期的设施计划（设施维护）	

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2.6.2	Refine and develop facility-related safety policies (refine school emergency protocols and emergency policies in bilingual) 完善并制定与设施相关的安全政策（完善双语版学校应急预案以及应急政策）	●
2.6.3	Create an evaluation system for the Operations Department (e.g. semester satisfaction survey) 为运营部门建立一套评估体系（例如：学期满意度调查）	●
2.7	Establish a comprehensive Work Conduct Framework 建立一套全面的工作行为规范体系	
2.7.1	Create a reporting mechanism for personnel matters 建立一套针对员工的报告机制	●
2.7.2	Develop investigation procedures for employee conduct 制定员工行为调查程序	●
2.7.3	Develop training program to inform about the work conduct 制定培训计划以告知工作行为规范	●



GOAL 3 PROGRESS 目标3 行动进展






Develop a learning community where all stakeholders are valued, welcomed, and mission focused

打造一个以使命为核心、相互尊重、和谐互助的学习社区

3.1	Develop a shared understanding of the Sias IS school mission 建立对西亚斯外籍学校办学使命的共识性认知	
3.1.1	<p>Mission Statement Definition and Visibility:</p> <ul style="list-style-type: none">a. Define and document the mission statement clearlyb. Ensure high visibility by displaying the mission statement and core values in Chinese and English throughout the school (e.g., entrances, cafeteria, gym, classrooms), online, and in handbooksc. Conduct a visual audit to confirm consistent representation across platforms and spaces <p>使命宣言定义与可视化实施方案：</p> <ul style="list-style-type: none">a. 制定书面版办学使命宣言，确保表述清晰、可测量、可达成b. 通过中英双语形式，在校园全域（含出入口、餐厅、体育馆、教室等）、线上平台及印刷材料中显著展示办学使命与核心价值观c. 进行一次专项检查，确保各平台和空间里的视觉呈现保持一致	<ul style="list-style-type: none">a. b. c. 
3.1.2	<p>Stakeholder Engagement and Understanding:</p> <ul style="list-style-type: none">a. Include the mission statement in every parent meeting and training session, providing opportunities for discussion and clarificationb. Track attendance at meetings and sessions where the mission statement is discussedc. Conduct surveys or focus groups with stakeholders (students, parents, teachers) to measure understanding and perception of the mission statementd. Analyze data to identify areas for improvement in stakeholder connection to the mission" <p>利益相关方参与及理解提升方案：</p> <ul style="list-style-type: none">a. 在所有家长会议及培训活动中嵌入办学使命宣言，并设置专项讨论与释义环节b. 跟踪讨论使命宣言的会议和研讨会的出席情况c. 开展利益相关方（学生/家长/教师）使命理解度调研d. 基于数据诊断使命宣言的践行薄弱环节	<ul style="list-style-type: none">a. b. c. d. 

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3.2	Create a shared understanding of learning community 建立对学习共同体的概念共识与价值认同	
3.2.1	Define Learning Community 定义学习社区	
3.2.2	Display definition / learning experience for stakeholders' communication 展示定义/学习经验，供所有利益相关者沟通	
3.3	To create a physical environment where all stakeholders feel valued and welcomed 打造让所有利益相关者感受到尊重与接纳的物理空间环境	
3.3.1	Set up feedback mechanisms: Ways to collect feedback to encourage open communication and engagement 设立反馈机制： 通过多种渠道收集反馈，促进开放交流与积极参与	
3.3.2	Celebrate success: Visible recognition of student achievements that align with the school's mission and core values. - reception areas (Learning Walk - SLT, Teachers - quarterly) 成就表彰： 在学校接待区公开展示符合办学使命与核心价值观的学生成果（配合校领导季度教学巡视）	
3.3.3	Classroom and hallway displays celebrate the students' learning journey and are updated every term. (Learning Walk - SLT, Teachers - quarterly) 教室与走廊展示区——呈现学生的学习历程，每学期更新。 （教学巡视—校领导团队/教师 - 季度检查）	






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3.3.4	Research welcoming public space features 公共空间友好性要素研究	
3.3.5	Develop a Sias IS welcoming public space standard 制定西亚斯外籍学校友好型公共空间建设标准	
3.3.6	Develop a tour routine for external stakeholders 为外部利益相关者制定参观流程	
3.4	To Create a social-emotional environment where all stakeholders feel valued and welcomed 营造让所有利益相关者感受到尊重与接纳的社会情感环境	
3.4.1	Research customer service standards 研究客户服务标准	
3.4.2	Develop Sias IS customer service standards 制定西亚斯外籍学校客户服务标准	
3.5	To evaluate and standardize communication channels that enhance the learning community for all stakeholders before the end of the 2024/25 academic year 在2024/25学年结束之前，对沟通渠道进行评估与规范化，以提升所有利益相关方的学习共同体建设	
3.5.1	Understand Communication Needs and Feedback: Conduct stakeholder surveys to understand communication needs and evaluating the findings to tailor communication to stakeholder preferences 了解沟通需求及反馈： 进行利益相关者调查，了解沟通需求，并评估调查结果，根据大家的偏好定制沟通方式	

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3.5.2	<p>Optimize Communication Channels: Reduce the number of communication channels to enhance efficiency 优化沟通渠道： 精简渠道数量以提升效率</p>	
3.5.3	<p>Standardize Communication Protocols: a. Standardize the type and frequency of messages sent to parents from classrooms b. Create protocols for sharing class photos, academic updates, and meeting information c. Standardize formats and content requirements for staff meeting minutes. 标准化沟通协议： a. 规范课堂发送给家长的信息类型和频率 b. 制定班级照片、学术进展及会议信息的分享规范 c. 标准化教职工会议纪要的格式和内容要求</p>	<p>a. </p> <p>b. </p> <p>d. </p>
3.6	<p>Introduce the concept of Belonging to Sias IS learning community 介绍西亚斯外籍学校学习社区的“归属感”理念</p>	
3.6.1	<p>Identify staff to be trained in belonging 确定需要接受归属感培训的员工</p>	
3.6.2	<p>Create 3 whole school opportunities to introduce what is Belonging 策划3场全校活动，系统阐释“归属感”的理念</p>	