



2022 – 2026

YANGON ACADEMY INTERNATIONAL SCHOOL



Vision

Yangon Academy empowers students to reach their full potential.

Mission

Yangon Academy is a dynamic international school that provides a challenging K-12, American-based education which prepares our students for excellence in university and life. Our community inspires students to love learning and to contribute positively within a diverse and ever-changing world.

Schoolwide Learning Outcomes:

1. Effective Communicators
2. Creative and Critical Thinkers
3. Healthy Individuals
4. Collaborative Team Players
5. Responsible Global Citizens
6. Lovers of Learning

STRATEGIC ACTION PLAN

For

SCHOOL IMPROVEMENT

(Revised January 2023)



STRATEGIC ACTION PLAN FOR IMPROVEMENT

INTRODUCTION

In the ongoing effort to realize our Vision and Mission, as expressed by our Schoolwide Learning Outcomes (SLOs) and Global Competencies, Yangon Academy International School and its stakeholders have collaborated since the 2021-22 school year to develop this Strategic Action Plan for School Improvement. The resulting Five Goals and accompanying Twelve Tasks* outlined within this document were driven by an essential question:

How can Yangon Academy International School better meet the 21st Century global-learning needs of its students, within a healthy and safe school culture?

To answer this question, the School community reflected methodically and deeply upon its school purpose, collected and analyzed varied forms of data, sought targeted input from all stakeholders, and learned from other experts in the field of international schooling. This document, therefore, with its focus on measurable goals and data-informed decisions, should be viewed not only as a road map for our school’s renewal and improvement, but also as a beacon of inspiration for all stakeholders, symbolizing our unity, collaboration, and commitment to the constant pursuit of promoting in all students the development of healthy habits, the dispositions of responsible global citizenship, and the achievement of academic excellence.

*For a specific task to be included in this Strategic Action Plan for School Improvement, it must meet all five of the following criteria:

Each task must...

1. Contribute to the comprehensive learning, development, safety, and/or well-being needs of all students.
2. Be preceded by, and/or accompanied by, appropriate Professional Development.
3. Be communicated to all stakeholders.
4. Include a plan to evaluate its effectiveness, post-implementation.
5. Have sufficient resources available and ample time allocated for effective implementation.

Goal 1: Improve **Communication** Among Stakeholders.

Rationale: *To achieve our Vision, Mission, and SLOs, and Global Competencies, we need to be respectful of our Myanmar stakeholders, to include parents and staff. This respect will be reflected in varied modes of communication.*

SLO-Global Competency Addressed

Effective Communicators

TASK	Timeline
1.1: Translate various documents into host language	
A. Identify key documents to be translated, including selections of Handbooks and Policy guides, with immediate focus on Child Protection and Campus Safety Policies	Annually in July
B. Revisions to key translated documents each Spring.	Annually in May
1.2: Continue to support our Parent Advisory Council (PAC)	
A. Selection of Parent Representatives	Annually in August

B. PAC Meetings and Communication of Agendas and Minutes.	Quarterly
1.3 To improve communication and transparency, develop and publish comprehensive K-12 institutional profile.	
A. Translate and publish in 1 document the institutional community profile for our K-12 Program	Summer 2023

Goal 2: Develop Systems & Policies to Support and Enhance **Student Learning.**

Rationale: *From the Self-Study findings, Yangon Academy needs to develop further our Comprehensive Instructional Policies and Procedures as well as establish an even more technologically-sound learning environment.*

SLOs-Global Competencies Addressed

Collaborative Team Players, Effective Communicators, & Lovers of Learning

TASK	Timeline
2.1: Establish Assessment and Grading Policies for both Elementary and Secondary Sections	
A. Identify best, research-based assessment and grading policies	Completed 2021-22
B. Develop Draft: <u>The Teacher Handbook for Student Learning: Assessment, Grading, and Reporting</u>	Completed Fall 2022
C. Introduce and seek faculty feedback on assessment, grading, and reporting policies and procedures	Ongoing through January 2023
D. Publish <u>The Teacher Handbook for Student Learning: Assessing, Grading, and Reporting</u> . Orientate teachers to new policies and procedures and present to students and parents	August 2023
2.2: Provide technologically-sound learning environment to promote ICT skills for students	
A. Establish ICT Stakeholder Committee for development of Master Plan (admin, IT Dept, Faculty, Students, and Parents)	Completed Semester 1, 2022
B. Publish findings to school community, with timelines for implementation	May 2023

Goal 3: Improve and refine best **Instructional Practices** to reflect a **Globally-minded Curriculum**.

Rationale: *In order to develop further the Global Competencies of our students, there is a need to more deeply align the K-12 Curriculum, to expand and refine the Professional Development Program, and to further develop and implement our Global Competency Framework.*

SLOs Addressed: Lovers of Learning, Collaborative Team Players, & Critical and Creative Thinkers

TASK	Timeline
3.1: Develop/Refine vertical and horizontal curricular alignment across all grade levels	
A. Continue to update K-12 curricular alignment grids corresponding with <i>UbD</i> units	Completed 2019
B. Complete Audit of K-12 <i>UbD</i> units focusing on grade-level subject-to-subject integrated units (horizontal alignment)	August 2023
C. Grade and subject-level teams analyze the grids for gaps and overlaps	Annually in August
D. Review Academic Course Curriculum and publish revisions	June to August Annually
3.2: Expand Current Professional Learning Plan	
A. Review current PD document and criteria and investigate alternative PD models	Completed May 2019
B. Check for Learning Plan alignment among school vision, mission, SLOs, Global Competencies, and school initiatives	Annually in August
C. Identify ongoing & necessary training	Annually in May
D. Develop an evaluation process for understanding the impact of PD training on student learning	Semester 2, 2023
E. Write a Professional Learning Handbook	Summer 2023
3.3: Develop and Implement a Global Competency Framework, to include varied modes of Assessment.	
A. Identify and Adopt a Framework for Global Competency	Completed 2020
C. Develop and Implement varied Modes of Assessment of Global Competency.	Semester 2, 2023
C. Implement the Framework for Global Competency	August 2023

GOAL 4: Improve the **Student Experience** to promote and to ensure the Emotional, Intellectual, and Physical well-being of all Students.

Rationale: *The School Climate Survey results point to the need to further develop programs in both the Elementary and Secondary sections that enhance further the health and safety needs of our students.*

SLOs Addressed: Responsible Global Citizens, Effective Communicators, and Healthy Individuals

TASK	Timeline
4.1: Expand and Formalize the K-12 Health & Wellness Program	
A. Identify examples of best, research-based Advisory/PSHE (personal, social, health, and economic) programs	Semester 2, 2023
B. Develop K-12 Advisory/PSHE program, with corresponding resources and training	Summer 2023
4.2: In conjunction with the Facilities-Development Plan (See Goal 5), develop comprehensive policies and protocols to ensure the Health, Safety, and Security of all stakeholders. Such policies and protocols will meet the best practices as set by Accreditation Agencies for International Schools.	
A. Identify / Develop best, research-backed Child Protection policies	Completed 2020
B. Establish Child Protection Team & appoint Child Protection Officer	Completed 2020
C. Develop Safety and Security Manual	Completed 2021
C. Review/Update Child Protection and Campus Safety Policies and Procedures: Formal Safety Audits bi-annually (August/June)	Annually in June

Goal 5: Establish and implement **Facility-Development Plans** to meet the comprehensive needs of all stakeholders.

Rationale: *In light of stakeholder feedback, short-term/long-term Facility-Development continues to be a major priority.*

SLOs Addressed: All SLO's.

TASK	Timeline
5.1: Continue to develop multi-phased, K-12 Facility-Development Plan.	
A. Phase 1 – Remodeling of Facility, with emphasis on child safety and enhanced student experience.	
i) Addition of 2 athletic courts; drop-off/pick-up safety areas; student dining hall; changing rooms for students; additional “adult-only” bathrooms	Completed Semester 1, 2022
B. Phase 2 – Construction of Additional Building and Gymnasium at Present Location	
i) Communicate Facility-Development Plan to all Stakeholders	2022-23 School Year
ii) Complete architectural plans	2023-24 School Year
iii) Construction starts	2024-25 School Year
iv) Facility-Development Plan Completed, with Additional Building Opened	2025-26 School Year
5.2: Review of future facility needs	
A. An annual review of facility needs required for next academic year	Annually in June