

## **Progress on BBS Strategic Plan 2012-2017**

*Updated 15 April 2015*

**Goal 1: To support student development programs that strengthen character education, leadership, ethics, global citizenship and commitment to respect, integrity, and compassion.**

- A Character Education Committee (CEC) was formed with representatives from all BBS stakeholders.
- CEC launched a survey to identify the traits and themes most valued by BBS stakeholders. The survey results were studied to guide the development of the school-wide Character Development Initiative.
- CEC developed the Al-Bayan Character Ethos/Beliefs based on the data from the Character Education Survey.
- School counselors, evaluated school climate and began working on a Scope and Sequence of character education in the different divisions.
- The Code of Professional Conduct for teachers/staff was revised to include the Character Ethos/Beliefs. All staff members are required to sign this document.
- Exploration and adoption of “Tribes” as key component to implement Character Education. With the adoption of Tribes, the ultimate goal is that character education will be naturally embedded in the classrooms and climate of the school in general.

**Goal 2: To strengthen the ongoing alignment of challenging, school-wide curriculum standards for each subject area to equal the best international standards with measurable performance and quality assurance.**

- Curriculum committees:  
The major Curriculum work in SY 2013-14 focused on Enduring Understandings, Essential Questions, Vertical Articulation and enhancement and consolidation of Curriculum Maps. In addition, vertical articulation meetings were held for each subject to start the process of reviewing and developing the alignment of the curriculum from K-12. Additionally, all Professional Development Days, totaling 20+ hours, were dedicated to curriculum development and enhancement work that year.
- Additional curriculum time for teachers:  
In SY 2013-2014, in order to ensure continued adequate time for faculty to work on curriculum improvements, the third Tuesday of each month was designated as an early release day, allowing teachers to work together on curriculum for 2.5 uninterrupted hours.
- Understanding by Design:  
All of the BBS staff is acquainted with (Modified) Understanding by Design (UBD) curriculum creation format and are encouraged to use this model when designing teaching units. The implementation of the unit structure is documented using Rubicon Atlas which in

continuously reviewed and enhanced annually by the teachers and the curriculum team. BBS teachers can access all the curriculum documents online through this database.

- The science standards have been reviewed by the curriculum team and revised with the aim to focus on a few challenging standards at each grade level and ensure the alignment of the curriculum from K-12. The curriculum has been approved by the principals and reviewed by the teachers and will be implemented for the year SY 2015-16 onwards.
- BBS has written an Assessment Philosophy Statement which includes belief in the value of an overarching assessment. Each Division has created an age-appropriate assessment philosophy that reflects the BBS Philosophy Statement.

**Goal 3: To play the school leadership role in the educational sector in Kuwait through providing resources for professional development of faculty, staff, administrators and trustees, as well as socially responsible programs to benefit the school community.**

- The members of the PD Strategic Planning Committee act as PD liaisons with staff in their divisions, assist teachers in their divisions with PD Portfolios, assist with logistics on PD Days, and help with other events such as the Kuwait International Education Conference.
- The Professional Development team organizes workshops for the teachers annually. These workshops are selected based on the needs of the school for that year.
- The PD team also continues to offer the Buffalo State College, SUNY certificate programs and Master's Degree courses. Cohorts 8 and 9 both graduate in May 2015.
- The Mentor Program for Kuwaiti teachers has been re-activated and will be expanded. Currently 2 teachers are being mentored in the High School and Middle School divisions.
- The School holds monthly early release days where the teachers participate in professional development opportunities.
- The School also opened up some PD opportunities to other private schools. For example, FAWSEC's "Rent a Buffalo Professor" and FAWSEC's "Guest Buffalo Professor Workshop" invites all Kuwait private schools to attend and continues to be available. The school also held Measures of Academic Progress (MAP®) training for BBS and 9 other schools.
- The PD coordinator continues to be an active participant in the International Administrator's Network of Kuwait (IAN) and the Kuwait Counselor's Network to share information with the community.
- The PD team serves as advisory and support to the Teaching and Learning Center which includes the School's Learning Coaches.

**Goal 4: To create a smart campus through commitment to continuing its development for teachers, students, and the physical campus.**

- A WiFi ready campus has been established and the internet bandwidth has been expanded to increase technology access opportunities. This currently supports the Bring Your Own Device program at the school for grades 5-12.
- A structure has been established to support teachers to implement technology in their classrooms. This includes IT coaches in PS, ES and MS and IT Facilitators in HS.
- New hardware has been installed in classrooms including interactive whiteboards, document cameras, and iPad trolleys.
- The School has adopted Skoolee, a Data Management System that allows for bilingual usage and customization as per the school's needs. Since its launch, the system has been

used for attendance, gradebooks, report cards, HS elective course registration, health and discipline reports. A parent portal was launched which allows parents to view information relevant to their child.

- Moodle has been adopted as the Learning Management System. In addition, the school has its own Google domain to support Moodle with e-mail addresses assigned to each student.
- The IT team is continuously presenting workshops to teachers related to the systems and hardware implemented at BBS.

**Goal 5: To promote transparency and communication throughout the school community.**

- The new school website is in progress and is planned to be launched by September 2015.
- Communication links have been established via Facebook, Twitter and Instagram.
- The PR staff works continuously on full media coverage: newspapers, magazines, and social media.
- The Parent Teacher Association has been re-established with focused goals that include assisting in the effective communication between BBS stakeholders.

**Goal 6: To undertake a continuous review of enrollment policies with the goal of enhancing diversification of the student population especially in terms of nationalities.**

- The Board is currently reviewing this Goal.

**Goal 7: To actively pursue means to ensure the school's comprehensive financial sustainability and proper fund raising for school infrastructure development and physical expansion.**

- Complete and ongoing.