

Goals for 2019-2020 School Year for Director Sandy Mackenzie

The Goals are divided into two categories, basic and extra. In each instance the goal is indicated with the method for assessing it and a percentage of the total amount that it can potentially contribute to each portion of the bonus. The goals are as follows:

Basic Goals (a maximum of 60,000 DKK)

Adoption of a strategic plan 2020-2025

The Director ensures that a collaborative process results in the creation of a strategic plan (with a 3-5-year scope). The strategic plan is formally adopted by the Board by the end of the school year 2019-2020. (Up to 20% of the total basic bonus 12,000 DKK)

Goal achieved- Bonus paid DKK 12,000

Educational Excellence

The graduating class of IB DP2 students' Diploma examination scores will exceed the international average. The guidance given in the IB Evaluation of May 2019 is used across the school. (Up to 20% of the total basic bonus 12,000 DKK)

Goal achieved- Average is 34 compared to World average of 30- Bonus paid DKK 12,000.

Caring Community

There is increased trust across the community in the leadership of the school that is reflected in the surveys conducted (Up to 20% of extra goals 12,000 DKK)

Goal achieved- Bonus paid DKK 12,000

Leadership Development and Professional Practice

The leadership structure in the school is well understood by stakeholders - in particular staff and parents. The Principals are empowered to lead their area so that there is responsive leadership to staff and parents. Staff morale across the school is improved. Feedback from students is incorporated into the regular reflection of professional practice by teachers. (Up to 20% of the total basic bonus 12,000 DKK)

Goal partially achieved- Bonus paid DKK 9,000

Financial Stability

The school's budget for school year 2019-20 as of FC2, September 2019, is complied with.

On 15.8.20, there is an increase of 20 students from 15.8.19.

An appropriate Head of Community Relations is appointed and there is an increased marketing presence, with tangible improvements made to the website. (Up to 20% of extra goals 12,000 DKK)

Goal partially achieved- Bonus paid DKK 6,000

Extra (Additional/Supplementary) Goals (a maximum of 40,000 DKK)

Teacher Workloads

The school leadership plans well in advance and cooperates with the GL teachers regarding their task portfolios to ensure that their time is used effectively in order to provide maximally for their students. (Up to 50% of extra goals 20,000 DKK).

Goal not achieved

Graduation Rates

At least 95% of CIS Seniors (IB2) will graduate with a CIS diploma expressing a satisfactory completion of the CIS high school program. Further, a minimum of 90% of eligible students taking the necessary examinations will earn a full IB Diploma. (Up to 50% of extra goals 20,000 DKK)

Goal achieved: 66 out of 67 students graduated with a CIS diploma. 90% of the students taking the IB exam earned the full IB diploma. Bonus paid DKK 20,000

Extra ordinary effort

For exemplary leadership and crisis management throughout the school closure and gradual opening up in Spring 2020 due to the COVID-19 crisis the Board has decided to pay out DKK 13,000 as special bonus for extraordinary effort.