

Goals 2020-21-Evaluation

The Director, Sandy Mackenzie, may receive up to 84.000DKK in bonus payment for the school year 2020-2021, based on performance towards achievement of the following goals.

Operationalising the strategic plan objectives (award up to 30%)

The twelve objectives of the first year of the strategic plan are actioned and achieved.

Goal is achieved.

Student progress (award up to 20%)

It is clear that students across the school are making significant academic progress and experiencing educational excellence.

The IB Diploma results of the Class of 2021 show a 90%+ pass rate and an average Diploma score of above world average.

The IB Diploma result of Class of 2021 was an average of 36 compared to a World average of 33. Pass rate for CIS students sitting the exam was 96%. Goal is achieved.

Organisational culture (award up to 20%)

Through collaboration with key stakeholders, including the consultant engaged to analyse the organisational culture at a deeper level, the Director ensures that there is improvement in the organisational culture and satisfaction level among staff.

Tools to be used to evaluate this goal will be based on survey(s) as well as qualitative feedback from staff.

The question of “would you recommend others to apply for a job at CIS” shows an improvement in the past year.

Goal is achieved, and 55% would recommend others to apply for a job at CIS compared to 49% last year.

Leadership development (award up to 15%)

The Director develops the leadership capacity within the school, including on the Tactical Team. The Director provides feedback to direct reports, manages performance and identifies areas for development and leads making improvements through coaching, recruiting and developing.

The parent satisfaction survey shows that parents continue to have trust in the Principals' responsible leadership of the school with an average score >4.0.

Goal achieved.

Stakeholder engagement (award up to 15%)

Stakeholders in the school such as the Board, staff, PTA, parents and local community have trust in the leadership of the school, are engaged with the school and receive consistently high quality communication.

Through changes in the local and global environment, due to COVID-19 and other challenges, the Director displays strong leadership and ensures steady communication to stakeholders.

The parent satisfaction survey demonstrates continued trust in the Director's responsible leadership of the school through an average score >4.0.

The survey shows that parents would recommend CIS as a school to other parents with an average score >4.0.

Goal achieved.