

The Director, Sandy Mackenzie, may receive up to 84.000DKK in bonus payment for the school year 2021-2022, based on performance towards achievement of the following goals. The Board will evaluate the achievement of each goal in June 2022, through the collection of evidence and feedback from a variety of stakeholders as well as through survey data, and award the associated bonus, in part or in full, accordingly.

Supporting the transition of Directorship

There is a smooth transition through collaborative engagement with the incoming Director. The incoming Director and the Board Chair will be able to assess the effectiveness of this process in their interactions.

Operationalising the strategic plan objectives

The twelve objectives of the second year of the strategic plan are actioned and achieved. The achievement of this goal will be evident through a report to the Board in June 2022.

Student progress

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 2022 show a 90%+ pass rate and an average Diploma score of above world average.

Organisational culture

The organisational culture supports the vision and mission of the school, with tangible improvement over the course of the school year.

One measure that will support the assessment of this goal will come through a pulse survey conducted by the Head of People and Culture.

Secondary School transition

The Secondary School model is embedded into the life of the school, with all stakeholders demonstrating understanding of the organisation of grades 6-12.

Conversations through the full Board, community sessions as well as parent, staff and student feedback through surveys will support assessment of this goal.

Community support

The community continues to have confidence in the leadership of the Director throughout the school year.

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.

Financial stewardship

The income and expenditure of the school in 2021-2022 is in line with the budget parameters agreed in September 2021. There is a realistic budget prepared for 2022-2023.