

<b>School Name:</b>	Kowloon Junior School
<b>Date of Completion of the Visiting Team Components:</b>	March 2014



**The Reporting Booklet**  
for  
**THE CONCLUDING STATEMENTS**  
(FOR COMPLETION BY THE VISITING TEAM ONLY)

**First Component – THE MAJOR COMMENDATIONS AND RECOMMENDATIONS**

**Second Component – THE CONCLUDING STATEMENT**

**Third Component – THE LIST OF TEAM MEMBERS**

## **FIRST COMPONENT: THE COMPILED LIST OF MAJOR COMMENDATIONS AND RECOMMENDATIONS**

The team should insert, using the headings below, its compiled list of the major commendations and recommendations chosen by the whole Visiting Team at its final full meeting.

The points chosen for inclusion here should be taken verbatim (both text and reference number) from the Significant Commendations / Recommendations in various Sections of the Report and listed under the following headings. The number of Major Commendations / Recommendations under each Section heading may be one, more than one, or none.

### **Major Commendations:**

A. School Guiding Statements

The Visiting Team commends:

- the Principal and SLT for the visionary use of the Philosophy, Motto and Guiding Statements to lead and drive the process of successful change management (A1 Standard)
- the SLT on its commitment to ensuring that all decision-making and action is referenced by the Guiding Statements (A1 Standard)
- ESF and the school on their commitment to internationalism through the implementation of the PYP programme (A2 Standard).

B. Teaching and Learning

C. Governance and Leadership

The Visiting Team commends:

- The Principal for his strong, collaborative leadership in advancing the school's Mission of "Success for Every Child," in particular his efforts to develop a more student-centred approach to teaching and learning through the design of the physical teaching spaces, pedagogy and leadership structure (C3 Standard)
- ESF for providing strong financial support and expertise to KJS, in particular with respect to financing the construction of the new campus (C5 Standard)
- the Principal and School Council for closely linking the KJS Strategic Plan/Annual Implementation Plan to the school's Mission and Guiding Statements (C5 Standard).

D. Faculty and Support Staff

The Visiting Team commends:

- Staff for their commitment to their students' learning and their support of each other (D1 Standard)
- Staff for modelling mutual support and respect (D4 Standard)
- SLT for promoting a comprehensive performance management programme linked to whole-school, group and individual targets and professional development (D5 Standard).

E. Access to Learning

The Visiting Team commends:

- Staff for their stance on inclusion and provision to support children with individual needs strongly aligning with the Vision "Success for Every Child" (E2 Standard)
- the IN Department for the extensive procedures in place to support the students with special educational needs (E2 Standard)

- the school community, including the PTA, for promoting 'international-mindedness' and the use of the mother tongue (E3 Standard)
- SLT and staff for implementing a wide variety of systems to support the well-being of the students (E4 Standard).

F. School Culture and Partnerships for Learning  
The Visiting Team commends:

- Staff for celebrating student achievement in numerous ways (F1 Standard)
- SLT and SSC for ensuring that '*social and emotional well-being across the community*' are included in KJS's Guiding Statements (F2 Standard)
- Students for their ongoing initiatives to take meaningful action for both their school and their community (F2 Standard)
- The school community for creating and maintaining a collaborative culture based on open communication, shared Vision, shared responsibility and a sense of belonging for all (F2 Standard).

G. Operational Systems  
The Visiting Team commends:

- The Principal, ESF Education Officer, School Council Finance Committee and KJS HR & Finance Manager for ensuring the school's short- and longer-term financial health through sound financial control and budgeting linked to the Mission and Guiding Statements (G1 Standard)
- PTA for voluntarily providing additional funds to benefit the students' learning and well-being at the school (G2 Standard)
- ESF and the School Council for providing KJS with a brand new facility which is well-suited to achieve the aims encapsulated by the school's Guiding Statements (G2 Standard)
- SLT and staff for contributing to the design of the new campus, thereby ensuring that the building effectively facilitates the learning needs and well-being of the children (G2 Standard).

**Major Recommendations:**

A. School Guiding Statements  
The Visiting Team recommends:

- SLT and School Council continue to develop a systematic scope of success criteria in order to measure over time the impact of the Guiding Statements. (A1 Standard).

B. Teaching and Learning

C. Governance and Leadership  
The Visiting Team recommends:

- the Principal and the incoming new School Council Chair review and enhance efforts to raise the profile and level of engagement of the Council in the school community, as well as the Council's role in providing strategic counsel within the framework set by the ESF Board (C1 Standard).

D. Faculty and Support Staff  
The Visiting Team recommends:

- SLT explores possibilities for utilising staff to vertically align learning (D1 Standard).

- SLT ensures that performance targets be increasingly driven by their impact on student learning using verifiable data (D5 Standard)
- the school implements a model of Instructional Leadership across the whole staffing structure in order to develop the professional/leadership and teaching capacity (D5 Standard).

E. Access to Learning

The Visiting Team recommends:

- SLT and staff develop a systematic approach to identify and provide for students with significant strengths and talents to ensure there is “Success for Every Child” (E2 Standard)
- SLT and staff consolidate the Assessment Policy ensuring the inclusion of a systematic assessment cycle which provides evidence to drive a differentiated learning programme (E2 Standard)
- SLT and staff develop differentiation practices to ensure all students’ needs are met and that each child is able to maximise its potential and so ensure there is “Success for Every Child” (E2 Standard).

F. School Culture and Partnerships for Learning

The Visiting Team recommends:

- SLT ensures that formal processes are in place to facilitate effective horizontal and vertical communication across all staff (F2 Standard).

G. Operational Systems

The Visiting Team recommends:

- SLT establishes a Health and Safety (H&S) Committee at the school which meets regularly and keeps detailed minutes (G3 Standard).

## SECOND COMPONENT: CONCLUDING COMMENTS

The team should now record concisely:

- ❖ the essential features of the team's view of the school;
- ❖ overall comments on the visit;
- ❖ the extent to which the school is driven by its mission and led by its vision ;
- ❖ the extent to which the school is committed to the promotion of internationalism/interculturalism;
- ❖ the extent to which the school is focused on student learning and well-being;
- ❖ some concluding advice and encouragement;
- ❖ thanks to the school and the Visiting Team.

The concluding statement should, wherever possible, encourage the school to continue to see the accreditation process as a positive vehicle for further school improvement.

Note: No hint as to the Team's overall recommendation with regard to accreditation should be included here, or anywhere else in the Team Report. [The overall recommendation with respect to accreditation should be submitted to the accrediting agency / agencies as a separate document, not as part of the Team Report itself. The school should not be informed of this overall recommendation].

### **Please write Concluding Comments here:**

The VT found KJS to be a school which aspires to the achievement of success for each student. Steered by visionary and strategic leadership and underpinned by the financial and governance security of the ESF, the school is well placed for development which prepares its students for the future. The climate is welcoming, warm and caring, and demonstrates enthusiasm for learning. The outstanding new facilities are strongly supportive of an effective teaching and learning environment.

The VT agreed that the Visit had been a very successful educational experience for both the Team and the school. The timely and thorough preparation of the SSR set the scene for a well-organised implementation of the CIS process. A welcome reception and tour of the school on the Sunday afternoon was most appreciated by Team members, as it allowed them to place information in context and maximise observation time throughout the week. Team work facilities at the hotel and the school were exceptionally well equipped and the support team was helpful in facilitating the IT and set-up processes. The school days were supported by staff, parents and students who were well prepared for meetings and very open to conversation and classroom visits.

The school Vision "Success for Every Child" is the reference point for all decision-making and action in the school. The relationships between staff, students and the community strongly reflect the Guiding Statements and are characterised by respect, intercultural celebration and the development of international-mindedness.

Learning is the clear focus and purpose of the school and a rich childhood experience is provided for all students. The school provides access to educational opportunities for students with varying needs and fosters the development of student voice through its Student Council.

It has been a special privilege to take part in the Visit, and the VT wishes to express its thanks to the KJS community for the opportunity to share in the journey of school improvement. The Team felt welcome, valued, respected and supported in the process throughout the Visit.

The VT wishes the school much success in its CIS school improvement journey.

### THIRD COMPONENT: LIST OF TEAM MEMBERS

Please do not indicate which members of the team drafted which sections of the overall report. This is because the report should be the result of a whole-team effort and a consensus document.

Name, School and Position of Team Member	Agency Represented
<b>Team Chair:</b> Wilma Culton Principal Serpell Primary Serpell Primary School Australia	CIS Chair
<b>Team Co-Chair:</b> Tracy France George International School of Phnom Penh Cambodia	IB Team Lead
Bob Pomeroy Head of School Operations Yokohama International School Japan	CIS Team Member
Paul McGuire Vice Principal Sha Tin Junior School Hong Kong	CIS Team Member
Donna Connolly Deputy Director Western Academy of Beijing China	CIS Team Member
John Holmes Assistant Principal (Lower Primary) International School Brunei Brunei Darussalam	CIS Team Member
Daryl Orchard Headmaster Dulwich College Seoul South Korea	CIS Team Member
Tania Mansfield Western Intl School of Shanghai China	IB Team Member
Erin Albright Head of Post Authorization	IB Observer
Diana Rosa Wakiini Njeru High School Principal's Secretary International School of Beijing-Shunyi China	CIS Team Secretary

