

| Strategic Plan 2024-2027 | | | | | |
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| GOAL 1 | GOAL 2 | GOAL 3 | GOAL 4 | GOAL 5 | GOAL 6 |
| Cultivate a culture of commitment to the guiding statements at all school community levels | Provide Wellspring students with a holistic educational experience that fulfills the promises of its mission | Secure faculty's understanding, ownership and application of effective approaches to teaching and assessment practices that lead to high-quality learning | Nurture holistic student development through comprehensive personal and professional development programs and healthy transitions | Ensure long-term sustainability by implementing strategic initiatives that strengthen Wellspring's infrastructure, enhance community engagement, and promote effective communication and innovation across all areas. | Foster a culture of ongoing advancement by strengthening non-academic systems and procedures and continuous learning for all staff to ensure excellence in all areas. |
| <i>Objective 1</i> | <i>Objective 1</i> | <i>Objective 1</i> | <i>Objective 1</i> | <i>Objective 1</i> | <i>Objective 1</i> |
| Develop an evidence-based alignment of academic and administrative school practices with the guiding principles (Matrix). | Implement, monitor and evaluate the three-year personal, social, and emotional curriculum action research project across the three IB programmes. | Implement a structured continuous professional development scheme to secure faculty's understanding and ownership of effective approaches to teaching; namely student-driven inquiry, conceptual understanding and differentiation across the three programmes | Develop a personal and professional counseling program for students as of Grade 6 to prepare them for secondary and post-secondary prospects | Create an Alumni Relations office to foster strong, lasting connections with graduates, encouraging engagement and support that will contribute to the school's long-term success and community growth. | Monitor the implementation of human resources policies and procedures to ensure staff retention and proper succession |
| <i>Objective 2</i> | <i>Objective 2</i> | <i>Objective 2</i> | <i>Objective 2</i> | <i>Objective 2</i> | <i>Objective 2</i> |
| Develop and implement appraisal policies and procedures for faculty members to cultivate a culture of accountability. | Integrate safeguarding principles into the wellbeing policy | Expand the continuous professional development plan to include the integration and monitoring of differentiated assessment across the three programmes | Cascade the established secondary school CAS planning model to the middle school service as action and primary school service learning to ensure scaffolding and meaningful articulation | Establish a Development Office to strengthen fundraising efforts, cultivate partnerships, and secure resources that support the school's mission and long-term sustainability. | Implement and evaluate the performance appraisal system for non-teaching staff to ensure its effectiveness in promoting accountability and continuous improvement. |
| <i>Objective 3</i> | <i>Objective 3</i> | <i>Objective 3</i> | <i>Objective 3</i> | <i>Objective 3</i> | <i>Objective 3</i> |
| Review admissions policy and procedures and communicate clearly with prospective parents and different community members | Articulate the integration of global citizenship and its alignment with international mindedness across the three programmes | Optimize the tracking and analysis of assessment outcomes to strengthen the comprehensive evaluation of student results and the enhancement of educational practices. | Promote a positive and supportive learning environment by planning and implementing induction and transition processes that ensure a seamless and efficient transition for all students and their families into, within and out of the Wellspring community | Create a Long-term Master Facilities Plan to guide the sustainable development, maintenance, and expansion of the school's infrastructure, ensuring alignment with future growth and educational needs. | Enhance professional development opportunities to support continuous growth and excellence among staff, ensuring they are equipped with the skills and knowledge to meet evolving educational and operational demands. |
| <i>Objective 4</i> | <i>Objective 4</i> | <i>Objective 4</i> | <i>Objective 4</i> | <i>Objective 4</i> | <i>Objective 4</i> |
| Establish a policy tracker to monitor effective policy implementation and ensure institutional efficacy. | Develop, implement, and monitor the effectiveness of tools to measure and assess the Wellspring high-quality learning, wellbeing, and global citizenship drivers | Implement and review the multi-tiered faculty performance review scheme to effectively monitor faculty approaches to teaching practices | Develop innovative communication strategies that would facilitate the induction of non-English speaking students and their families into Wellspring | Develop and implement a Long-Term Technology Plan to ensure sustainable innovation and enhance learning environments through the integration of advanced technological solutions. | Refine policies and procedures for managing and preserving resources, ensuring their efficient use, sustainability, and long-term availability to support the school's operations and objectives. |
| <i>Objective 5</i> | | <i>Objective 5</i> | | <i>Objective 5</i> | |
| Streamline systems and data capturing, analysis to assess the impact of programme development initiatives on learning and teaching | | Establish a systematic practice to reflect on the impact of adopted approaches to teaching and assessment practices on the provision of differentiated high-quality learning | | Continue to implement the marketing plan to enhance brand visibility, attract prospective families, and strengthen community engagement, ensuring sustained enrollment growth and a positive public image. | |
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| | | | | <p><i>Review and enhance communication processes to ensure clear, effective, and consistent messaging across all stakeholders, fostering stronger engagement and collaboration within the school community.</i></p> | |
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| | | | | <p>Ensure long-term financial sustainability and accountability by finalizing a comprehensive five-year financial plan and clearly defining cost centers to support strategic priorities, optimize resource allocation</p> | |