

**Park Lane International School Development Plan
September 2022 - September 2024**



Whole school target:

1. To further enhance the quality of Park Lane students' learning and academic achievements
2. To further enhance the personal development of pupils and the wellbeing of students and staff. (recommendation from ISI March 2022)
3. To consolidate our school vision: a leading international school, both local and global

Priority areas for development:

- Park Lane's governance and leadership teams will continue to implement measures and strategies to further enhance the wellbeing of students and staff.
- The academic leadership team seeks to further enhance the quality of Park Lane students' learning and achievements – both academic and extracurricular.
- Park Lane International School aims to strengthen its commitment to inclusion through diversity, equity and anti-racism.
- The school will continue to extend its network of contacts – both local and global - to further enhance its international credentials and foster a broader commitment to global citizenship.
- The school strives to recruit and retain high quality teaching and support personnel, ensuring that performance development opportunities and funding are provided to support and nurture professional growth.

Where are we now:

ISI conducted a BSO inspection of Park Lane International School in March 2022, and found the quality of both pupils' learning and achievement, and their personal development to be excellent. This inspection came at the tail end of the COVID-19 restrictions in Prague being lifted, and local schools being able to phase out distance/hybrid learning.

The school was widely praised by the parent and pupil community for its response to the pandemic. A Distance Learning Plan was ready to action from day one of school building closures and our teachers quickly skilled themselves up, with the support of the school, to be able to deliver high quality learning to children in their homes via Zoom. At the same time, as in all schools, the pandemic period led the school to new challenges, with recruitment of teachers and pupils being impacted - particularly in the EYFS - as well as the wellbeing of staff and pupils across the school. Additionally, a cost of living crisis has now emerged in Prague and the school has begun to address this by introducing various measures, for example, an energy saving campaign and revision of budgets and pay scales in order to support our community as best we can.

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Post-pandemic, we are seeing a reduction in the number of international families joining the school because of a decrease in the number of international families relocating to Prague. This demographic change has led to an increase in the need for EAL provision and specialist staffing.

This year, the school opened a new IB centre in central of Prague. The space is well equipped for teaching and learning at this phase and is set in a beautiful, inspiring location. Because of its location - it is around 20 minutes away from the other Prague 1 buildings - there are new operational challenges that need to be addressed moving forward. This new space has also led to an increase in the number of staff in the secondary school due to the need for transition between the buildings.

Whole School Planning

Park Lane's governance and leadership teams will continue to implement measures and strategies to further enhance the wellbeing of students and staff.

Mental Health

- Further development of the support from the school psychologists - we now have a mental health expert on site every day.
- Further enhancement of the mental health provision - we plan to create the role of Mental Health Lead in Primary and Secondary.
- Consideration to be given to surveys that may support the gathering of data relating to the wellbeing of pupils and staff, for example, CAT Pass and TES Pulse.
- Continuation of Tootoot as a platform for pupils to raise concerns.

Community building

- Re-introduction of the house system in Secondary.
- Evaluation of the secondary school timetable, looking at tutor time, PSHEE slots and transitions for teachers.
- Development of student leadership roles within and across year groups.
- Primary Parent Curriculum 'clinics' and secondary parent forums.
- Development of a PTSA (parent/teacher/staff) association.
- Development of a coaching culture throughout the school (beginning with KAA CPD sessions this year)
- SLT and SL from Secondary and Primary to link / liaise each term

Facilities/structure

- The governing board structure will be revised for its effectiveness and representation to ensure that all members of the community are given a voice.
- Enhancement of the playgrounds on all sites, as well as plans for lunchtime activity programmes to be implemented.
- Review of spaces required for staff and pupils to support their wellbeing.
- Two-class entry throughout the Norbertov site from Year 1 to Year 5.

The academic leadership team seeks to further enhance the quality of Park Lane students' learning and achievements – both academic and extracurricular.

- Consideration of different academic pathways and programmes in Secondary.
- Sporting fixture calendar in Primary and Secondary.
- Capable Kids - Junior D of E - Years 5 and 6.
- A focus on Behaviour for Learning / Behaviour Enhancement in the classroom.
- Enhancement of the way in which we use student data to improve outcomes (CEM training taking place in February).
- Seeking more internal extracurricular club leaders to run the after school club programme in EYFS and Primary.

Park Lane International School aims to strengthen its commitment to inclusion through diversity, equity and anti-racism.

- Revision of our staff recruitment policy and representation at school events.
- Continue to subscribe to Picture News, a resource designed to provide opportunities for children to learn from our world and develop respect for other faiths, beliefs and feelings.
- Dedicated days and weeks to mark and celebrate diversity and inclusion throughout the year.
- Formation of an I-DEA action group.
- Whole school curriculum review with an I-DEA focus.
- Review of the PSHEE curriculum across the school to ensure I-DEA related topics are included at regular intervals.
- Continuation of our dedication to create CPD opportunities for staff, relating to I-DEA (for example COBIS *transinclusivity* training)

The school will continue to extend its network of contacts – both local and global - to further enhance its international credentials and foster a broader commitment to global citizenship.

- CIS accreditation and membership confirmation.
- Continued involvement in local and global pupil competitions.
- IAPS (Independent Association of Prep Schools) calendar of competition and events.

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- SMT attendance at the COBIS conference? / another international conference?
- WomenEd Czech - participation in events and CPD opportunities.
- Continuation of meetings with Principals from international schools across Prague.
- Encourage and support staff to be present at educational conferences.

The school strives to recruit and retain high quality teaching and support personnel, ensuring that performance development opportunities and funding are provided to support and nurture professional growth.

- Continuation with National Teaching College subscription for CPD.
- KAA CPD sessions scheduled within the school year reflecting the needs of the staff and school.
- Review of payscale and stipends to ensure parity across the school, as well as in recognition of the increased cost of living in Prague.
- Consideration of the reintroduction of a mid-year PD day (21st/30th October 2023?)

To be reviewed by SMT in June 2023.

Ratified by PLGB: