

5 year strategic plan

Big Items

Done Working Not Done or Not Pursuing

Year 1: 2023

- Update Policies, Procedures, Contracts, Website, Curriculum Review, and Manuals
- Plan for rotation of cars, buses, computers, equipment
- Staff Wages and Benefits revisited and proposals made
- Reorganization of Student Services under a Student Services Director
- Renovate Cooking Class Kitchen
- Paint all outside of ES and HS
- Renovate Teacher's Lounge
- Replacement of Canteen Flooring
- Replacement of CCTV entire campus
- New Canteen Provider
- More adult bathrooms and showers for Child Safeguarding
- Renovation of 360 Stage
- 5th Floor Gym Sound System
- Building 3 (4th Floor Teacher Restroom)
- Adult Showers put in Building 5
- Big Tree Program / Boarding

Year 2: 2024

- Successful Mid-Term Report and Mid-Term Visit (WASC)
- Renovate gym 4 (enclose from elements, A/C)
- Paint Classrooms
- ESports Studio
- School Van added / Exchange for Innova
- Purchase land behind school for expansion
- Teacher Salary Harmonization - FA Proposed
- Teacher Housing Increase (4k per person) - FA Proposed
- New CCTV Cameras Added (130 new cameras)
- IBDP Authorization Process Initiated
- New Thai Staff Manual

Year 3: 2025

- IBDP classes for Grades 11 and 12
- Air Purifiers added to HS Classrooms
- New ECE Playground plan submitted
- New Front Area (gate) redesigned
- Successful IBDP Authorization and Classes begin
- Teacher Salary Increase

Year 4:

- Purchase land beside each garage for entry / exit
- Renovate the Parking lot

Year 5:

- Use one Land purchase for building Boarding School

Detailed Agenda

Year 1: 2023

Item	Recommended by	Assigned to
Incorporate staff committee recommendations into 5 year strategic plan	HOS	Admin Team / Committee Leaders
Propose and get approval for Big Tree Program	HOS / Chinese Department Director	HOS / Chinese Department Director
Update and upgrade CCTV camera system	School Safety and Child Safeguarding	IT / Business Manager / HOS
Fire Drills and Lockdown procedures and safety protocols updated	School Safety and Child Safeguarding	HOS / Admin
Policy manual review	HOS	HOS/Admin Team
Harmonize contracts	HOS	HOS/HR
Harmonize salaries	FA	HOS/HR
Propose Administrative Guidelines	HOS	Admin Team

Implement Shared Leadership Model	HOS	HOS/Admin Team
Renovate Canteen / Floor / Facilities	Canteen and Lounges Committee	Canteen and Lounges Committee / HOS / Business Manager
Renovate Lounge	Canteen and Lounges Committee	Canteen and Lounges Committee / HOS / Business Manager
Update Child Safeguarding Documents	Admin Team	Admin Team / Safeguarding Team
Full-time Curriculum Coordinator	Professional Development Committee	HOS
Duty schedule planned by Duty Committee in 2023-24	Calendar and Duty Committee	Calendar and Duty Committee
Code of Conduct Policy to participate in sports and extracurriculars	Attendance, Behavior, and Consequences Committee	Athletic Director / HS Principal
Additional opportunities for new teachers to meet and socialize with returning teachers	Orientation Committee	Orientation Committee
Streamline information for living in Thailand	Orientation Committee	Orientation Committee
Orientation Committee plans New Teacher Orientation in consultation with principals	Orientation Committee	Orientation Committee / Admin Team
Standardized notifications for student attendance, missing work, etc.	Assessment and Academic Success Committee	IT/Registrar
Consistent faculty bonding get togethers like coffee or lunch	Sunshine Committee	Sunshine Committee (school will match funds collected for events up to 20,000)
Sunshine and Wellness Committee	More on campus and off campus bonding activities	The committee should collect money from teachers at the beginning of the year and the

		school will match 20,000 for events/activities
Written documentation for each graduation	Graduation Committee	Graduation Committee
Update TCIS website to reflect current actual people and programs	HOS	Admissions and Marketing
Create a comfortable Teacher's Lounge	Facilities Committee / Sunshine and Wellness Committee	Facilities Committee
Teachers should be involved in schedule and calendar planning each year	Calendar and Duty Committee	Calendar and Duty Committee / Admin Team
Support to attend regional teacher's conferences such as EARCOS/Google Summit	Professional Development	Curriculum Coordinator / Professional Development Committee
Safeguarding Training	HOS	Curriculum Coordinator / Divisional Principals
Adult showers and bathrooms expanded	HOS	HOS / Business Manager
Hire light and audio staff for Graduation or have IT trained	Graduation Committee	

Year 2: 2024

Guest Trainer on Campus	Professional Development Committee	Curriculum Coordinator
Revamp admissions process for consistently	Student Learning Support Committee	
Restorative Justice Training for all teachers	Attendance, Behavior, and Consequences Committee	

Summer school credit opportunities for students not meeting course expectations	Attendance, Behavior, and Consequences Committee	
Implement a comprehensive counseling program in all three divisions	Student Learning Support Committee	
Improve Alumni network	Graduation Committee	
Develop IBDB Curriculum for the Classrooms		
IBDP Professional Development for Teachers		
Incorporate data driven instruction plans into department/divisional meetings	Assessment and Academic Success Committee	
Curriculum Software fully functional		

Introduce professional consultants to enhance the aesthetics of campus design and the sustainable development of green buildings (Facilities Committee)
 Implement a house system for the students/staff

Year 3: 2025

Year 4: 2026

Year 5: 2027