



The Overseas School of Colombo

STRATEGIC POLICIES

Approved: January 2009

The Overseas School of Colombo

Strategic Policies

The Overseas School of Colombo develops the whole person as a responsible learner striving for personal excellence within a culturally diverse school.

Responsible Learners are inquirers, knowledgeable, thinkers, communicators, principled, open-minded, caring, risk-takers, balanced and reflective.

The following strategic policies are intended to enable the school to realize this mission effectively and efficiently.

A. The School will recruit and retain international and local staff members who passionately support, promote, and apply the mission of the school.

As part of the policy:

1. The school will formulate performance standards and a process for appraising faculty and support staff.
2. The school will maintain and continuously review an organizational staffing plan that promotes optimal achievement for each student.
3. The school recognizes that faculty and staff are also learners and will maintain an effective professional development program.
4. The school will offer a competitive salaries and benefits package and the board will approve any changes to the salaries and benefits of the faculty and staff.

B. The school will design, review, and assess its educational program so as to promote high achievement for all students as expressed in the School mission.

As part of the policy:

1. The school will maintain a challenging, engaging, coherent, written curriculum and monitoring process that addresses the need of all learners.
2. A comprehensive plan for assessing student learning will be an integral part of the academic program.
3. The school will evaluate whether it has the capacity to meet the educational needs of its students.

4. Educational programs and their implementation will reflect the principles of enduring understanding, inquiry, and an emphasis on educating the whole child.
5. The school will support and maintain the International Baccalaureate Programs.
6. The school will maintain accredited status with the Council of International Schools and a reputable US accrediting agency.
7. The school year will consist of no less than 180 student contact days.

C. The School's social and physical environment will be supportive of the mission.

As part of the policy:

1. The school environment will be safe, secure, and healthy.
2. The school will maintain supportive, mutually beneficial relationships within the school community.
3. The school's facilities will be well-maintained and designed to meet the needs of learners.

D. Students will be accepted without discrimination on the basis of sex, religion, race or nationality.

As part of the policy:

1. Students will be admitted based on the school's evaluation of the potential of the applicant to benefit from the educational services available.
2. The school will aim to maintain diversity and balance in the classroom.

E. Resource allocation will optimize student learning and fulfillment of the school mission.

As part of the policy:

1. Financial planning and resource allocation will be adequate to ensure the long and short-term financial security of the school.
2. Financial statements will be approved in accordance with International Financial Reporting Standards.
3. Financial procedures will be maintained in a Finance Handbook, which is to be reviewed annually by the Board Finance Committee.

F. The Board, in cooperation with the Administration, will establish specific processes for planning and criteria for measuring achievement of the School's mission.

As part of the policy:

1. Annually the Board will develop and/or review its long-term plan and goals to realize the school's mission.
2. The Board will ensure that an appropriate and regular risk management process is in place.
3. The Board, Head of School, and school programmes will be evaluated annually.

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