

The SSB Development plan 2008 – 2010

The Development Plan covers different areas of school activities and focuses on development and improvement.

Staff, parents and students evaluate the school every year during development talks, meetings and also by filling in questionnaires covering all areas of activities at school. The results highlight areas where the school is successful but also areas which need to be developed. These results, different initiatives and last but not least the national goals in the different National curricula are the inspiration to the new Development Plan. The School Board takes the final decision of the new Development Plan and the Management is together with the staff responsible for the implementation. The Development plan is evaluated by the School board in April every school year.

When the School Board the 12 November 2008 decides on a new Development Plan, the economic crisis in Europe and the world will have started to have an impact on companies and organizations also in Belgium. The school is also in a situation where the home authorities are not showing the same understanding for the school's Nordic concept as before. They rather prefer to look at the school as a loose cooperation between different Nordic schools.

These circumstances: the world economy on its way into depression and the lack of understanding for the Nordic concept, complicate the planning. It is still our belief and conviction that the Scandinavian School with its present location, its professional staff and its academic programme can survive these difficulties and that the school certainly has a bright future.

This new Development Plan covers a wide range of areas. We have chosen two main themes covering the *Nordic dimension* and *Students' environmental awareness*.

SSB overall

- **Nordic dimension**

Background: the Nordic dimension is fundamental for our Scandinavian/Nordic school as expressed in the introduction.

Goal: to further develop the Nordic dimension both academically and socially.

Time frame: May 2010

Responsible: Management and teachers

- **Environmental awareness**

Background: Throughout the school and in society in general there are a lot of different resources been used every day. Many of these resources are used inefficiently and therefore there is a need to establish ways to promote both environmental and economical awareness into daily routines. Not only will there be a need for a theoretical approach to resource management but also initiatives to reduce actual usage. The school can promote environmental awareness by becoming more environmentally friendly and at the same time save money and reduce the waste of resources.

Goal: to raise students' environmental awareness both academically and in their daily life

Time frame: May 2010

Responsible: Management and teachers

Preschool

▪ **Nordic dimension**

Background: Mother tongue groups are the basis for the organization at Preschool. SSB's Preschool will give the children possibilities to co-operate over language and national borders. Parents and staff have in their evaluations expressed the wish to continue this positive Nordic development. In SSB's curriculum for Preschool you can read "The Preschool should try to ensure that children feel a sense of participation in their own culture and develop a feeling and respect for other cultures."

Goal: To create possibilities for children, parents and staff, to co-operate with each other, for example during the work with the theme "Our Nordic countries/our host country Belgium". From the autumn term 2008 SSB introduces "The whole of Preschool sings". Once a month; all Preschool children will sing songs together from different countries and in different languages. During the school year 2008/09 the oldest Preschool children will participate in Sports with class1 students and the children will be in mixed language and age groups.

Time frame: School year 08/09 and 09/10

Responsible: Pirjo Kortelainen and the Preschool staff

▪ **"Förskolan" In-service training**

Background: The staff employed at Preschool has different working backgrounds. To try to ensure that there is a high quality among the Preschool staff, an in-service training started the school year 08/09. There have also been requests in the parents' evaluations to arrange this form of further education for staff. In the SSB's Curriculum for Preschool you can read "All who work in the Preschool should co-operate to provide a good environment for development, play and learning."

Goal: To give the staff without formal training further education. The focus of the training will be on: Steering documents, Preschool's objectives, Children's development, Language development and Team work.

Time frame: September 2008 – April 2009

Responsible: Pirjo Kortelainen

▪ **Pedagogical themes/working areas for whole of Preschool**

Background: Revisions have been made to the Curricula for Preschools in some of the Nordic countries since the SSB's Preschool Curriculum was created. The common trend for the Nordic countries is that there should be few, common and bigger pedagogical themes/working areas during a school year. After the evaluation of the school year 07/08 the Preschool staff has decided on five pedagogical working areas for the school year 2008/09:

Friendship, Play, Nature/Environment, Culture and Language/Communication.

In SSB's curriculum you can read "The Preschool should be characterized by a pedagogical approach, where care, nurturing and learning together form a coherent whole. Activities should promote play, creativity and enjoyment of learning as well as focus on strengthening the child's interest in learning and mastering new experiences, knowledge and skills".

Goal: To create pedagogical working areas with different working methods and to give possibilities to develop "the whole child".

Time frame: School year 2008/09

Responsible: Pirjo Kortelainen and the Preschool staff

Compulsory School

- **Curriculum development**

Background: There is still work to be done with the plans in some subjects because of changes in the curriculum in the home countries. This means that the work with the curriculum will continue during the school year 0809.

Goal: To publish and implement the new revised plans for the different home countries

Time frame: June 2009

Responsible: Elisabeth Brynje Starfelt and the National curriculum leaders

- **Student influence**

Background: Learning the democratic principles and being able to influence, taking responsibility and being involved their own work situation is important for all our students and this is something the students also have expressed in different evaluations. We are continuously working to ensure that the students have true influence over working methods and educational content. This influence should increase as they grow in age and maturity.

Goal: To further increase student involvement in the planning of their education

Time frame: Continuous work

Responsible: Elisabeth Brynje Starfelt and the teachers

- **Nordic dimension**

Background: The cooperation work between different teachers and student groups at SSB has been very rewarding on different levels. Besides giving the student knowledge of each other's languages they will also acquire knowledge of their own history from another perspective than the purely national. The teams will work on different Nordic themes during the school year. Traditions and celebrations important to the different nationalities will be presented and all students will work together with this.

Goal: Increased cooperation between the different national groups and increased knowledge to all students about the Nordic countries and languages.

Time frame: June 2009

Responsible: Elisabeth Brynje Starfelt and the teachers

- **Zero: Anti-bullying project**

Background: Since August 2007 SSB has participated in Zero, which is an anti-bullying project organized by Stavanger University. During last year we worked with the principles of the Zero program: *Zero tolerance, Authoritative adults, Consistency and Continuity*. The resource group with members from the students, teachers, the health team and parents worked on an action plan concerning how to prevent bullying and how to deal with bullying if it occurs.

Goal: To finish the work with the action plan and to through directed and systematic work ensure that the school aims to maintain a Zero tolerance towards bullying

Time frame: Continuous work

Responsible: Elisabeth Brynje Starfelt

- **School Soft**

Background: School Soft is a web based information contact system used by students, parents and teachers in class 8-Gym III and the system was introduced at SSB last year.

Goal: To include all students, parents and teachers in class 1-7 in the School Soft system

Time frame: June 2009

Responsible: Elisabeth Brynje Starfelt

- **Mathematics**

Background: Mathematics is an area of national priority in the Nordic countries. At SSB the students present a good level in Mathematics, which is shown both in results of national tests and final grades. Yet, we want to develop a greater variety of working methods which we are certain will lead to even greater motivation for the subject and deepened knowledge of Mathematics among all students.

Goal: to create workshops where students get opportunities to work in various, innovative and experimental ways with Mathematics.

Time frame: June 2010

Responsible: Elisabeth Brynje Starfelt and the teachers of Mathematics in class 1-10

Upper Secondary

- **Curriculum changes in the Nordic countries**
Background: New curriculum in the Norwegian educational system was introduced in 2007 and this year we need to implement the changes in VG3.
Goal: Implement curriculum changes, *Kunnskapsløftet*, in Upper Secondary in the Norwegian system.
Time frame: Evaluate in May 2009
Responsible: Christina Newport

- **Student influence**
Background: The Swedish curriculum gives students considerable influence over the content and planning of education, as well as influence over his/her schooling in general. The Norwegian curriculum states that students must participate actively in planning, carrying out and assessing their own learning.
Goal: to find ways of increasing student involvement in their education through cross curriculum cooperation and student involvement in the planning and organizing of the work situation through the Student council and the teachers
Time frame: Continuous work evaluate in May 2008
Responsible: Christina Newport

- **Evaluation of course goals and grading criteria**
Background: SSB is school with mixed curricula and establishing clear national grading criteria for the student is very important. There is also a need for different ways of evaluating the learning during the learning process in order to ensure that students reach the goals set by the different school authorities
Goal: Develop structures to help students and teachers evaluate school work to improve the learning and also interpret the grading criteria more clearly.
Time frame: Evaluate in May 2009
Responsible: Christina Newport

- **The Nordic dimension**
Background: The Upper Secondary school has always had a majority of Swedish students and as a Scandinavian school we would like to have more of balance in the number of students from the different countries.
Goal: Increase the number of Norwegian, Finnish and Danish students, both within the national programmes and IB, through cooperation with different local Norwegian school authorities, Svenska Kulturfonden in Finland and schools in Denmark.
Time frame: Evaluate in May 2009
Responsible: Christina Newport and Torbjörn Åberg

Administration

- **Further develop the school administrative system to better suit the following**

Background: the need to have all student activities gathered in one system/database

Goals: The next phases will be to further develop the new system to better fit the schools specific needs:

Pedagogical programs for Upper Secondary

Print out of grading for Norwegian students

A follow up possibility for new and potential students

Flexible reporting options. Make it possible to use more fields in the database for creating different reports according to needs.

Time frame: June 2009

Responsible: B-Å Edwardson

- **Inventory reporting**

Background: The school's need for a better control of various assets.

Goal: to have a system that is easily adaptable for changes and that gives a good overall picture to include more areas in inventory reporting, students' continuous use of textbooks and notebooks over several school years

Time frame: June 2009

Responsible: Torbjörn Åberg, Christina Newport, Elisabeth Brynje Starfelt, Pirjo Kortelainen, B-Å Edwardson, Culture School, Sport teachers, ICT-department

Economy

- **Develop new routines for the Culture School and the Sports Club**

Background: Invoices for the participation should be sent out much earlier than today. We also need a better control of which student is participating in which activity is needed, a better control of student participation during an activity and a better control of external teachers hired for the different activities.

Goals: To have a more effective control of activities where our students are involved and to develop an efficient administration and better control functions

- New system for invoices
- New routines for teachers reporting lessons
- New salary system
- New system for hiring teachers
- Responsible person's obligation to report regularly to the school management

Time frame: June 2009

Responsible: B-Å Edwardson

▪ **Accounting routines**

Background: New legislation for asbls involves higher demands of book keeping and also increased demands of reporting. The audit firm PWC has put together a list of points where they believe improvements should be done.

Goal: To as much as possible adapt to the new legislation for asbls and to put changes in place where there has been remarks from the auditors

- Improve segregation of duties
- Improve asset administration
- Improve petty cash reconciliation

Time frame: May 2009

Responsible: B-Å Edwardson