



# STRATEGY MAP 2018 - 2022

## COLEGIO BILINGÜE SANTA MARTA

### TO BE, TO KNOW, TO LOVE & TO SERVE

#### MISSION

The Colegio Bilingüe Santa Marta is an educational, Catholic, bilingual (Spanish-English) community which forms citizens who are leaders and entrepreneurs with a global focus, ethical and moral principles, a critical and innovative attitude, social responsibility, a sports discipline and an artistic sensibility with a commitment to the environment and open-minded to diversity.

#### VISION

The Colegio Bilingüe Santa Marta will be in 2020, an educational institution accredited internationally, recognized for its academic excellence, a solid formation of values and competence in the English Language. The institution using resources, pedagogical and harmonious coexisting strategies, along with vanguard technologies, will deliver to the community, content, upright, competitive citizens in the academic, athletic and artistic fields, with habits for a healthy life capable of leading, undertake and innovate in their local, national and global surroundings.

#### STRATEGIC PRIORITIES

General Objective: To create a school environment that promotes active engagement, communication, accountability, sustainability and collaboration of all stakeholders to maximize student achievement.

DATA-DRIVEN DECISION-MAKING	STUDENT ENGAGEMENT FOR LEARNING	HEALTHY ENVIRONMENT	SCHOOL SUSTAINABILITY	COMMUNITY ACCOUNTABILITY
A culture in which information and data are the fundamental input in decision making to achieve a highly efficient, effective and sustainable institution over time.	A culture which develops creative, confident and engaged learners who model the characteristics and skills expressed in our Exit Outcomes for graduates.	A culture which supports and respects the well-being of every individual in safe and caring learning and working environments.	A culture that practices ethical decision making, and social, economic and environmental sustainability.	A culture which assures all actors in the educational process understand their role, make the mission and vision of our school their own and internalize its core values.
DATA-DRIVEN DECISION-MAKING OBJECTIVES	STUDENT ENGAGEMENT FOR LEARNING OBJECTIVES	HEALTHY ENVIRONMENT OBJECTIVES	SCHOOL SUSTAINABILITY OBJECTIVES	COMMUNITY ACCOUNTABILITY OBJECTIVES
<div>1.To develop a school-wide data-driven decision-making culture that contributes to a sustainable institution.</div> <div>2.To develop all teachers and supporting staff capacity through the use of information and data to improve students learning.</div> <div>3. To train students in the use of information and data to self-monitor their progress and learning.</div>	<div>1.To create an environment that promotes active engagement, communication, accountability, and collaboration of all stakeholders to maximize student achievement.</div> <div>2. To increase academic achievement for all students as evidenced by national, and international standards.</div> <div>3. To enrich the academic offer of the school through the adoption of an international program such as IBO or similar that ensures students success at the next stage.</div>	<div>1. To provide and maintain a safe and orderly learning environment.</div> <div>2. To create an environment that promotes active engagement,accountability, and collaboration to strengthen values and healthy habits of life, of all stakeholders to maximize the community's wellbeing.</div>	<div>1.To provide high-quality support services delivered on time and within budget to promote high performance in the school.</div> <div>2.To enroll the necessary number of students to ensure the school sustainability and future projects development.</div> <div>3.To become a GREEN school.</div> <div>4. To recruit, develop, and retain highly qualified and effective staff.</div>	<div>1.To involve all stakeholders in the processes of decision making to ensure their accountable participation in the institutions' growth and improvement.</div> <div>2.To promote a culture of transparency which allows all stakeholders to communicate in proactive, and fluid manners.</div>
KEY METRICS	KEY METRICS	KEY METRICS	KEY METRICS	KEY METRICS
<div>-100% of leadership, teachers, and staff have been trained in data analysis, and make the decisions of the school based on protocols whose essential input is the information and data relevant to each choice.</div> <div>-The school has developed a pertinent and user-friendly protocol for data-analysis in each of the following areas: academic results (internal &amp; external) and welfare, to be used to make all the relevant decision-making processes in the school.</div> <div>-Students monitor and measure their results at all levels, thru standardized procedures, information which is then used for decision making and improvement actions within the school.</div>	<div>-The student engagement indexes throughout the school, measured through AdvancED Climate and Culture and Engagement surveys, show a sustained improvement since its first application and in the following ones.</div> <div>-The results of the students in the ISCE tests are maintained in the high and superior categories.</div> <div>-The results of the students in the Saber 11 tests are 70 points or more in all subjects (does not include English)</div> <div>-The results of the students' at international normed tests are at or above the international norm or standard.</div> <div>-100% of our students are offered a rich and challenging academic international program.</div> <div>-At least 90% of seniors are accepted to their first choice university.</div>	<div>-The healthy environment indices according to the AdvancED Climate and Culture Survey and AMIS platform have shown sustained improvement since the first application and in the following ones.</div> <div>-There is a profile of each student from TR to grade 11 that allows us to know them individually not only from the academic and learning aspects but also includes their interests and achievements in other areas (arts, sports, individual interests, etc.) that help us plan high impact activities in their motivation and engagement.</div> <div>-The number of students with signed behavior commitments from one year to the next does not exceed 1% of the school population.</div>	<div>-100% of the students at the school have an individual educational plan (PIAR) that responds to their individual learning needs.</div> <div>-The number of students participating in extracurricular activities, clubs and other types of events increases steadily from the first year of measurement and in the following years.</div> <div>-The school develops a marketing strategy which ensures an increased enrolment of new students to the institution.</div> <div>-The school has implemented an environmental development plan that guarantees the best practices concerning the care of our environment, recycling and reuse practices within the institution, measured through external mechanisms or environmental certification.</div> <div>-The school revises and improves annually its recruitment, induction, assessment and professional development processes to ensure 93% of staff retention.</div> <div>-The school continues to guarantee the correct use of all its financial and physical resources through the use of international auditing and fiscal control standards.</div>	<div>-90% of the different stakeholders' groups evaluate their level of satisfaction with the institution with a statement of totally agree or agree with, measured through the AdvancED surveys.</div> <div>-90% or more of the stakeholders assess their level of ownership and identification with the mission, vision and institutional principles within the strongly agree or agree with categories in the AdvancED Surveys.</div> <div>-The average participation of parents in the different activities to which the school calls them is in the range of 80% or more.</div>

## EXIT OUTCOMES

### What we want for our graduates

#### CHARACTERISTICS

#### SKILLS

GOAL  
ORIENTED

INNOVATIVE/  
CREATIVE

SOCIALLY  
RESPONSIBLE

ETHICAL DECISION  
MAKERS

HEALTHY  
LIFESTYLE

ACADEMICALLY  
COMPETITIVE

GLOBALLY  
AWARE

RESILIENT  
OPEN MINDED

EFFECTIVE  
COMMUNICATORS

CRITICAL  
THINKERS