



DULWICH COLLEGE
| SINGAPORE |

WHOLE COLLEGE **STRATEGIC PLAN**



HEAD OF COLLEGE'S INTRODUCTION

Welcome to our Whole College Strategic Plan, for a College that puts its students first and is committed to being better in all that it does.

All purposeful institutions are guided by their vision and direction. This publication is not intended to be a detailed and definitive document but rather the headlines, the broad brushstrokes which highlight the practical steps and the tasks that we will engage in this year as we strive to make our vision and direction a reality. This is how we will bring our guiding statements to life at the College. More information can be found in the individual school and departmental improvement plans and these provide the detailed strategy on how the vision will be realised.

This clear vision enabled by comprehensive strategy will be a powerful vehicle for cultural shift and change. Who we want to be and where we are going is not for debate. The Whole College Strategic Plan will guide and support us on our journey from good to great, in a year in which we will continue to thrive.

Enjoy the ride.

Warmest Regards,

Nick Magnus
Head of College



OUR VISION AND MISSION



OUR GUIDING STATEMENTS



Innovative Learning

We enjoy innovative learning, which is academically challenging, purposeful, relevant and personalised for the learner.



- We will review our statement of high-quality learning and the teacher competencies to ensure it is understood by teachers, encouraging a shared understanding, a common language, and a consistency of approach. (EiM Strategic Priority 2)
- We will continue to build our curriculum and ensure it is regularly reviewed and consistently planned and recorded on ManageBac
- We will build a thoroughly documented, bespoke curriculum framework based on the learning principles and our guiding statements, embedding learning that builds on prior knowledge and experiences, accentuating interdisciplinary, collaborative and authentic learning
- We will select one of the seven digital affordances per year to focus our PLD, SIP and Teaching and Learning developments (2023-2024 Differentiated Learning).



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- We will review our academic feedback processes and systems to ensure students experience a consistently high quality of information relevant to them from their teachers, which is then shared with parents
- We will complete phase 2 of the iSAMS migration to further enhance our use of the platform to support students at the College
- We will embed the use of the teaching and leadership competencies into our quality assurance, professional development and human resources processes (EiM strategic Priority 2)
- We will further develop our programme of core skills in reading and writing, mapped across the College programme and better understood by parents and students.



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- We will provide authentic methods for communicating all aspects of school life to parents across the College through the use of a limited set of methods with a focus on the use of Seesaw, ManageBac and Schoolbox
- We will implement the new parent portal and learning management systems as part of the group-wide D3 plan
- We will grow together as individuals and as a community of life-long learners, supported by world class professional development and a coaching culture; this will build connections and promote wellbeing for all.



Intercultural Understanding

We understand, explore and respect both our own and others' backgrounds and culture.



- We will model diverse, equitable and inclusive behaviours and practices within our workplaces and our community
- We will implement the EiM Whole Group Language Policy and review the provision of language learning across the College to better develop global citizens and active language learning. (EiM Strategic Priority 3)



Diversity, Equity and Inclusion

We build a caring culture of safety, compassion and inclusion, celebrating the diverse nature of our community and providing a voice and sense of belonging for all.



- We will complete the current plan and review and develop a further plan for the strategic progress of Diversity, Equity and Inclusion across the College
- We will embed practices across the College that nurture safety, compassion and inclusion through the Compassionate Systems Framework and the strengthening of teacher - student relationships
- We will review the hiring process at DCSG to improve the inclusivity and efficiency of our processes.



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- We will further develop our approach to personalised learning for all students (particularly in the areas of AEN and EAL), providing appropriate pathways, challenge and support for all students using the tools and techniques of the 7 digital affordances
- We will renew our ISO 45001 certification and look to develop a comprehensive policy management and personal data requests system
- We will work to understand and develop strategies to improve inclusion and integration at the College. Including academic, social and learning outcomes.



Wellbeing

We nurture physical and mental health, so we can each rise to challenges within a supportive, safe and balanced environment.



- We will develop a digital citizenship framework and incorporate this into the curriculum of the College for all ages
- We will maintain and develop the quality of sports provision to remain a centre of excellence for sport in the region with a worldwide reputation
- We will develop a consistent, relational approach to supporting our students, with clear systems in place which underpin our school's values and provide an equitable experience. We will embed a positive learning culture for all
- We will develop our collaboration and sharing with health services in the region to further develop our student nursing and support services.



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- We will review our processes which support staff wellbeing and develop a plan led by a group of staff to enhance, build and maintain staff wellbeing based upon the EiM Staff Wellbeing Framework (EiM Strategic Priority 1)
- We will design and implement clear, consistent and effective processes, systems and policies which promote students' and teachers' wellbeing while also supporting their academic, professional and personal success
- We will provide a full and balanced programme of CCAs, trips, Outdoor Education, service and other enrichment activities. The scope and sequence of this programme will be driven by our six guiding statements.



Environmental Sustainability

We choose to live in a way where we balance our needs with the needs of the planet and act deliberately to improve the environment for all.



- We will recertify with the Green Mark programme and develop a sustainability plan for the whole campus moving forward
- We will streamline and make more sustainable our procurement practices, developing a 'green procurement model'
- We will continue to develop our Forest School education programme and implement elements of this across the College
- We will review and develop our infrastructure and device rollover cycles to create a sustainable technology provision for the College.



Social Justice

We build a community where each individual matters, respecting and upholding the rights of everyone.



- We will implement the communications strategic plan to produce more efficient communication processes and better develop our stakeholder understanding of College events
- We will design and share a stakeholder engagement plan to enhance our communications strategy with all of our community
- We will review and develop our programme to provide opportunities to develop active citizenship through world class trips, Outdoor Education, CCA's and community engagement.





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