

中期計画 Medium-term plan (2023-2024)	大阪インターナショナルスクール 責任者名: 大阪インターナショナル スクール校長	各学校での承認
		2024年2月26日 会議体名: 千里キャンパス運営委員会

【3年間の運営方針】 5 year operational objectives	【2024年度のありたい状態】 Desired state in FY2024
<p>1 Safe environments for all</p> <p>A. Ensure that new child protection policies are implemented and understood by all community members through education and training.</p> <p>B. Create and implement a diversity, equity and inclusion policy.</p>	<p>&lt;2024年度のありたい状態&gt; Desired state in FY2024</p> <ol style="list-style-type: none"> <li>1. All faculty and staff have been trained and understand child protection, all faculty hired from 2024 have had background checks, and a culture of child protection permeates the school.</li> <li>2. We have a robust DEI/J policy that is supported by training so that everyone in the community understands and follows creating a culture of understanding and respect.</li> </ol>
<p>2 Learning Environment</p> <p>A. Evaluate and modify the school's learning support structures to ensure the school is meeting the diverse learning needs of all its students.</p> <p>B. Develop a systemic process of utilizing data to make decisions about learning support systems.</p> <p>C. Improve the teaching of the school wide learner outcomes, ATL skills, and social emotional learning into the regular classroom lessons.</p>	<p>&lt;2024年度のありたい状態&gt; Desired state in FY2024</p> <ol style="list-style-type: none"> <li>1. Teachers have received training on Universal Design for Learning (UDL) and Response to Intervention (RTI) tiers and have begun incorporating them into their planning and teaching.</li> <li>2. The Data team and Student Support Team have evaluated the current data collection tools and decided which ones to continue using, which to eliminate, and others that might be needed.</li> <li>3. We've identified areas where these skills are being taught so that we can analyze which skills still need to be incorporated into classroom lessons.</li> </ol>

<p>3. Community and collaboration</p> <p>A. Increase collaboration amongst teachers to meet instructional planning goals.</p> <p>B. Increase community understanding of educational programs, the school's values and mission, and OIS's relationships with its sister school and foundation. On the latter point, OIS will:</p> <ol style="list-style-type: none"> <li>1. Increase the visibility of Kwansei Gakuin as an integrated educational organization along with permeation of the Kwansei Gakuin identity onto our campus.</li> <li>2. become visibly aligned with the Kansai Gakuin identity in terms of providing education based on the principles of Christianity, promoting Mastery for Service, and the KG Global Competencies.</li> </ol> <p>C. Create more opportunities for parents and other stakeholders to become involved through committees, community events, and classroom support.</p>	<p>&lt;2024 年度のありたい状態&gt; Desired state in FY2024</p> <ol style="list-style-type: none"> <li>1. Grade level team meetings have occurred at least once a trimester and other planning time is used to meet program goals.</li> <li>2. Survey data demonstrates an increased understanding of the relationship between OIS, SIS and Kwansei Gakuin. In 2023, about 35% of the parents said they understood the relationship with Kwansei Gakuin and 50% said they understood the relationship with SIS.</li> <li>3. Community members are regularly involved in campus activities and learning in a positive and supportive way and we have records of this so we can set improvement goals for the following year.</li> </ol>
<p>4. Systems and Sustainability</p> <p>A. School administration develops and implements a Performance and Evaluation Model for administration and faculty.</p> <p>B. School administration and leadership implements a data-driven, schoolwide approach to professional development to support the implementation of strategic priorities such as learning support for all students.</p> <p>C. School administration develops and implements comprehensive and systematic procedures for data collection and analysis to inform school decisions for innovation and transformation.</p> <p>D. School administration develops and implements a policy review and revision cycle. Implicit in this is to develop and implement systems to train staff to implement all policies for the entire school community. Focus areas include the Learning Support Policy, Inclusion Policy, Child Protection Policy, and Diversity, Equity and Inclusion Policy.</p> <p>E. School administration clarifies and communicates the roles and responsibilities of the new leadership structure.</p> <p>F. School administration clarifies and communicates the roles of non-admin faculty positions of responsibility</p>	<p>&lt;2024 年度のありたい状態&gt; Desired state in FY2024</p> <ol style="list-style-type: none"> <li>1. We have evaluated the current performance and evaluation model and have made a decision on whether to keep it, revise it, or develop a new model.</li> <li>2. The Data committee has developed a plan for making data more accessible to inform decision making.</li> <li>3. There will be clarity about the various roles on campus including admin and non-admin faculty positions.</li> <li>4. We have recognition from the foundation that we may need to improve our package so we can attract the best teachers possible.</li> </ol>

<p>with the school structure</p> <p>G. The school administration and the foundation consider employment terms and conditions to ensure that they support hiring and retention of faculty and staff suited to the educational goals of the school.</p>	
<p>5. Facilities</p> <p>A. The school continues with its plan to renovate facilities. This includes the refurbishment of SIS classrooms, the faculty and staff working environment, and the OIS / SIS shared educational spaces such as the music and art rooms and the science labs.</p> <p>B. The school develops a plan to renovate vital learning infrastructure which has become outdated. This includes equipment and technology to support teaching and learning in music, art, science, and digital media productions.</p>	<p>&lt;2024年度のありたい状態&gt; Desired state in FY2024</p> <p>1. Phase 4 of the campus refurbishment is complete and new planning incorporates the need to renovate learning infrastructure.</p>

<p><b>【重点施策】</b>            中期的な課題を解決するための重点施策を箇条書きしてください。「中期総合経営計画」の実施計画がある場合は、第1順位にしてください。（優先順位の高いものから5つ程度）</p> <p><b>【Priority measures】</b>            Please itemize the priority measures to be taken to solve the medium-term issues.            If you have plans to implement the Medium-Term Management Plan, please rank them first. (About five in order of priority)</p>	<p><b>【中期総合経営計画 実施計画】</b>            として取り組むものに○</p> <p>・ Please enter a "o" for the items to be addressed as part of the "Kwansei Grand Challenge 2039".</p>
1 Fully implement the child protection policy so that it is ingrained our culture	
2 Facility improvement Senri Campus facility improvement plan	○
3 Data & Learning Support Commitment to systems for monitoring and managing student data to ensure that we are meeting the needs of all students.	
4 Increase community understanding of educational programs, the school's values and mission, and OIS's relationships with its sister school and Kwansei Gakuin.	○
5 Increase collaboration amongst faculty and with the larger community	
6. Develop systems to sustain our quality education	

**【3年間の取り組み状況（中期計画）を測る指標】**

Indicators for measuring the status of three-year initiatives (the medium-term plan)

1. Safe environments for all
2. Learning Environment
3. Community and collaboration
4. Systems and sustainability
5. Facilities

**【目標や実績を踏まえた次年度に向けた展望】（2024年3月末時点）**

[Prospects for the next fiscal year based on goals and achievements] (estimated as of the end of March 2024)

<1. 2023年度の中期計画の状況、課題>

Status of mid-term plan for FY2023

We have reshaped the plan to take into account the recommendations from our self-study and the WASC/IB visiting team. The goals from the previous version of this mid-term plan are not contradictory to what is outlined here but we should focus our efforts on the main goals outlined by the accrediting agencies to ensure that we are meeting the expectations required to maintain our accreditation status. Last summer, phase 3 of the campus refurbishment was complete and it has had a significant impact on the look and feel of the facility and at this point planning for phase 4 is almost complete. We have implemented the first steps in the action plan, including starting a DEI/J committee and a data committee, trained most of the adults in child protection, surveyed parents, and evaluated and planned the next steps for improving our learning support program.

<2. 2024年度に向けた展望>

Prospects for FY2024

For 2024, we should have some clear accomplishments. Phase 4 of the refurbishment will be complete. We will be closer to implementing a DEI/J plan and we will be making better use of learning data. Through training of our faculty we will have taken concrete steps to implementing UDL and RTI to improve our learning support program. Through this work and these actions we anticipate making good progress in the 2024 fiscal year.

## OIS School-wide Action Plan - Focus Areas



**OIS mission statement:**  
Informed, caring, creative individuals contributing to a global community.



**Kwansei Gakuin School Motto:**  
Mastery for service

[Link to OIS Action Plan: Pre-corona OIS Action Plan. Last update Feb 2020](#)