

# I. SNA: Top-Level Action Items to Support School Innovation

* 1. Reconcile Western-style curriculum with Chinese-style management approach
     1. Increase communication levels by:
        1. Conducting all school meetings with bilingual translation
  2. Support English as language of instruction for Chinese students
     1. Adopt the instructional philosophy of ***All Teachers Teach English*** by
        1. Providing extensive professional development for all teachers to teach in English within their disciplinary content area
     2. Setting aside time for interdisciplinary instructional planning for teachers to collaborate on TOEFL preparation and disciplinary content area learning needs area (including attending QTEL Summer Institute)
  3. Create School Improvement Committee
     1. Establish a school improvement committee comprised of 3 international teachers, 1 local teacher, 2 administrators, 1 parent, and 1 student
     2. Have the school committee establish top three goals based on school data, implementation create strategies and assess completion
  4. Provide opportunities for professional development and leadership for Administrators
     1. Attend professional conferences, provide keynote speeches and presentations at conferences, and visit other international schools

1. **SNA: Action Items Based on Going from *Good to Great* Ideas**
2. Cultivate top talent
   * Recruit and retain top-level teachers
   * Create a faculty culture of inclusivity
3. Engage in intentional thought
   * Create coherence between SNA’s vision and systems/structures of SNA
   * Create coherence between SNA’s mission and curriculum implementation
4. Take intentional action
   * Recommit to a shared vision and mission for SNA
   * Maintain an accurate organizational chart, including roles and responsibilities
   * Merge international and local teacher recruitment and human resource service
   * Offer competitive employment packages for local and international packages
   * Continue to network with international schools and organizations throughout the world
5. Make the leap to greatness endure over time
   * Create short-term and long-term indicators of success (i.e., quality control)
   * Design forward-thinking structures (e.g., multi-year school calendar, master schedule, projected student growth with necessary staff, weekly bilingual school/staff newsletters)

# Additional Logistical Recommendations

* Secure seating for at least 1,000 people in one room (e.g., collapsible bleachers in the gymnasium)
* Convert open space (above the café) on 4th floor into teachers’ lounge
* Ensure stable and consistent WiFi access for all students, faculty, and staff
* Supply tissues, soap and paper towels in all bathrooms for personal hygiene and public health
* Furnish library with wide selection of international books