

Chapter V: Schoolwide Action Plan

School Improvement Action Plan

Since the previous action plan was submitted, KMIDS has steadily expanded its curriculum, streamlined administrative processes, and developed a more cohesive school community. Additionally, the school's Student Services Department has grown and matured, along with school culture and discipline. That many such advancements took place against the backdrop of the pandemic is nothing short of remarkable, and these achievements are further reflected in the high morale enjoyed among faculty, staff, and students alike. In compiling the action plan, Focus Groups comprised all faculty, as well as numerous administrators. Regular meetings and group communication empowered stakeholders to share their views, experiences, and suggestions throughout the process.

As before, the goals outlined in the action plan relate directly to our school's vision, with specific attention paid to each of our ESLOs. In consequence, Focus Group Chairs and other KMIDS leadership are delighted to reflect on our progress thus far, and are as confident as ever in our school's continued progress toward accomplishing the goals of this action plan.

Goal 1: To proactively enhance organizational effectiveness and stakeholder satisfaction by strengthening governance, improving stakeholder engagement, and ensuring that the school's strategic direction is aligned with the needs of our community.

Rationale/Impact on Student Learning: Through these initiatives KMIDS will provide an enriched learning environment and enhance student achievement.

Supporting Data: 2024 WASC VC report, Best Practices for Child Safeguarding in International Schools

ESLOs Targeted: Knowledgeable Life-Long Learners; Disciplined/Responsible Individuals

Task	Responsible Party	PD/Resources	Assessment	Timeline	Reporting
Address Recommendations in the WASC Mid-Term Visit Report	Board of Directors	Review session of WASC recommendations	Implementation of recommended actions	Complete by May 16, 2024	Quarterly Board Report
Child Protection and Governance Training for the Board	Board of Directors, School Director	Training on child protection, governance best practices	Completion of training sessions	Annually starting Q1 2024-25 AY	Annual Training Compliance Report
Develop a systematic and collaborative approach to strategic school-development planning that involves both the board and the professional school/academic leadership.	Board of Directors, professional school/academic School Leadership Team	Strategic planning workshops	Development and approval of a 5-year strategic plan.	Develop initial plan by Q1 2024-25 AY; Review semi-annually	Bi-annual Strategic Plan Report
Establish Effective Leadership of Safeguarding	School Director, Designated Safeguarding Lead	Level 2 safeguarding training	Establishment of trained safeguarding leaders	Training completed by Q2 2024-2025 AY	Annual Safeguarding Report

ACS WASC KMIDS Self-Study Report

Review of Safeguarding Policy and Secure Storage Process for behavior and student counseling records.	Designated Safeguarding Lead, IT Department	Workshop on policy enhancement and secure data storage	Updated policies and improved storage solutions	Implementation by Q3 2024-25 AY	Annual Security Audit Report
Develop Child Safety Training and Code of Conduct	HR Department, Security Manager	Training programs, development of codes of conduct	Training attendance and compliance with code	Code developed by Q2 2024-25 AY; Training ongoing	Annual Compliance Report
Improve Board and Leadership Communication; Foreign Senior Management to join Board of Management.	Board of Directors, School Leadership Team	Regular meetings, communication training	Quality of communication and decision-making	Ongoing from Q3 2023-2024 AY	Quarterly Communication Review
Streamline Procurement Process with technology and training.	Finance Department, Procurement Team	Procurement system overhaul and training	Procurement efficiency and stakeholder satisfaction	Complete system overhaul by Q4 2024-25 AY	Bi-annual Procurement Process Report
Stakeholder Involvement in Reviewing Mission and ESLOs to ensure a common understanding of what innovation looks like at KMIDS	All stakeholders (Parents, Students, Staff)	Workshops, strategic meetings, feedback sessions focused on aligning the school's strategic direction with the needs of the student body and community. Engage stakeholders to contribute perspectives and resources, enriching the learning environment.	Improved alignment of operations with student needs, enriched learning environment, increased stakeholder satisfaction and involvement.	Annual reviews starting Q1 2024-25 AY	Annual Review Summary Report
Strengthen Governance and Enhance Stakeholder Engagement through improved communications and data analysis.	Board of Directors, School Leadership Team, School Data Science Team	Collection and analysis of research data, surveys, case studies demonstrating the impact of effective governance. Focus on parental engagement and its correlation with student	Compilation of evidence supporting the benefits of governance improvements. Documented impact on school performance, student motivation, and	Plan initiation by Q1 2024-25 AY; Ongoing reviews	Annual Governance and Stakeholder Engagement Report

		performance.	stakeholder engagement.		
--	--	--------------	-------------------------	--	--

Goal 2: Enhancing Efficiency and Transparency in Procurement and Budgeting Processes

Rationale/Impact on Student Learning:

Improving the efficiency and transparency of procurement and budgeting processes directly supports the educational environment by ensuring that resources are available when needed and are of high quality. Streamlined processes reduce administrative overhead, allowing more focus on student-centered activities and investments in educational technologies and materials that enhance learning outcomes. Transparent operations build trust among stakeholders, fostering a supportive community conducive to educational excellence.

Supporting Data: Benchmarking studies showing the positive correlation between operational efficiency and educational outcomes. Feedback from teachers and administrators indicating delays in resource procurement impact lesson planning and delivery.

ESLOs Targeted: Disciplined/Responsible Individuals

Task	Responsible Party	PD/Resources	Assessment	Timeline	Reporting
Develop Procurement Policies that are more clear and consistent for Faculty.	Procurement Department, Administration	Policy workshops Best practices Benchmarking	Policy document completion	Start of 2024-25 AY	BOD, Administration
Integrate Technology Tools into the procurement process to help better automate and facilitate the procurement process.	IT and Procurement Departments, Administration	Procurement software, Staff training	Procurement cycle time reduction	Quarterly system performance reports, Start of 2024-25 AY	Administration
Conduct Training Sessions on the Procurement Process across faculty and staff.	Administration, Procurement Officer	Training Modules	Knowledge Increase, Annual Training Impact Review	Quarterly Sessions	Administration

ACS WASC KMIDS Self-Study Report

Budget Allocations by Department	Administration, Procurement Officer	Budget Guidelines, Budget Reports	Stakeholder satisfaction Bi-annual Report	Ongoing Quarterly Updates	Administration
----------------------------------	-------------------------------------	-----------------------------------	---	---------------------------	----------------

Goal 3: Enhancing Transparency in Policies Between Faculty and Human Resources

Rationale/Impact on Student Learning:

Transparent and well-understood HR policies contribute to a stable and supportive work environment for faculty, which in turn impacts the quality of education and care students receive. When faculty are well-informed about their benefits and obligations, they are more likely to be satisfied with their jobs, reducing turnover and fostering a positive learning atmosphere. Understanding Thai Tax laws can also help international faculty navigate their financial responsibilities more effectively, ensuring compliance and peace of mind, which allows them to focus more on teaching and less on administrative concerns.

Supporting Data: Surveys indicating a gap in understanding HR policies among faculty. Feedback from faculty on the need for clearer communication regarding financial benefits and obligations. Studies showing the correlation between faculty satisfaction and student achievement.

ESLOs Targeted: Disciplined/Responsible Individuals

Task	Responsible Party	PD/Resources	Assessment	Timeline	Reporting
Create a clear and concise Flight Reimbursement Policy	Human Resources, Administration	Written Policy	Policy update completion	ASAP	Administration
Courses on Thai Tax Law and Incentives	Human Resources	Training Materials, Information	Course Feedback	Fall 2024	Administration
Create a clear and concise Professional Development payment and reimbursement policy	Human Resources	Written Policy, Training	Survey Feedback	Fall 2024	Administration
Clear policy on Teacher License Requirements	Human Resources	Written Policy	Policy update completion	Fall 2024	Administration

GOAL 4: Develop and implement a schoolwide *Innovation Initiative* that systematically identifies existing innovation in instructional practices, academic and extracurricular programs, and student work, including participation in outside competitions and activities. This initiative also addresses the needs in innovation throughout the program of studies.

Rationale/Impact on Student Learning: To unify the school around a vision and mission of innovation and promote a culture of creativity, critical thinking, and problem-solving among students and educators, the development and implementation of a robust Innovative Initiative at KMIDS is essential to meet the Expected Schoolwide Learner Outcome: *Masters of Innovation*

Supporting Data: The VC findings that among stakeholders there is general difficulty in articulating what it means to be a school of innovation.

ESLOs Targeted: Master of Innovation; Knowledgeable Life-Long Learners

Task	Responsible Party	PD/Resources	Assessment	Timeline	Reporting
Assemble an <i>Innovation Initiative</i> Committee to address leveraging technology and artificial intelligence in teaching and learning that includes a Team Leader and at least one teacher from each Department	Deputy Director for Academic Services, Assistant Deputy Director for Academic Services, PD Coordinator	Microsoft Transformation/Showcase School Program Training in AI applications, Educational technology workshops	Quarterly reviews of committee goals and milestones	Initiate by June 2024, ongoing quarterly reviews	Quarterly reviews of committee goals and milestones
ESLOs and Innovation: KMIDS should develop a coordinated professional development plan that is linked to the Expected Schoolwide Learner Outcomes (ESLOs) and staff.	Deputy Director for Academic Services, Assistant Deputy Director for Academic Services	Workshops on integrating ESLOs with innovation	Feedback from staff, improvement in ESLO integration, Curriculum audit, teacher and student feedback	Plan in August 2024, implement in 2024-25 AY	Semester reports to Deputy Director
Showcasing student innovation: KMIDS leverages platforms such as display cases and social media to celebrate and highlight student innovation and accomplishments.	Deputy Director for Academic Services, Assistant Deputy Director for Academic Services, HODs, Marketing Department	Portfolios	Increased visibility of student projects, tracking engagement	Setup by Sept. 2024	Quarterly Reports to Deputy Director of Academic Services

ACS WASC KMIDS Self-Study Report

Develop and implement multiple innovative methods that provide a variety of data to measure students' progress and attainment of the ESLOs	Deputy Director for Academic Services, Academic Counselor, HODs	Professional development on assessment methods and data analytics; workshops on innovative assessment strategies; yearly, longitudinal assessment reports	Implementation success measured by improved student performance and feedback	Develop by January 2025, implement by beginning of the 2025-2026 AY	Bi-annual progress reports to the Deputy Director for Academic Services
Integrate Innovation in daily teaching and extracurricular activities	All teachers, Extracurricular Coordinator	Continuous professional development sessions, innovation integration workshops	Teacher and student surveys, performance metrics	Ongoing from Sept. 2024	Annual summary report to the Principal
Develop and implement a schoolwide Continuous Professional Development (CPD) Program	Deputy Director for Professional Development, PD Committee	PD resources, workshops, external consultants	Completion of PD hours, feedback from participants	Develop by October 2024, ongoing monthly workshops	Quarterly progress reports to the Board of Directors

Goal 5: All students should be at proficiency or above in their English skills, including reading comprehension of literature and informative texts, writing, speaking and listening, and language usage.

Rationale/Impact on Student Learning: To ensure that all students are at proficiency or above in their English skills is essential for academic achievement, college and career readiness, and lifelong learning in the 21st Century. Indeed, KMIDS graduates further their studies both in Thailand and abroad with an ever-increasing number of students studying outside of Thailand. Moreover, those students who intend to pursue university in Thailand primarily study in international programs that are instructed in English.

Supporting Data: MAP, TOEFL, TOEFL Jr., PSAT and SAT scores; anecdotal findings through department meeting notes, Home and Focus group findings, parent and recent alumni feedback.

ESLOs Targeted: Strong Communicators

Task	Responsible Party	PD/Resources	Assessment	Timeline	Reporting
Develop a written policy and protocol to assist in accurately identifying students who do not meet English proficiency levels for <i>current</i> students.	HOD English Dept., Deputy Director for Academic Services, Curriculum Coordinator	MAP / TOEFL Testing	MAP / TOEFL Results, Gradebook on RenWeb (Facts), Teacher Feedback, Academic Support Data	End of 2023-24 AY	Deputy Director for Academic Services, Academic Services Student Support
Develop a written policy and protocol to assist in accurately identifying students who do not meet English proficiency levels for <i>newly enrolled</i> students.	HOD English Dept., Deputy Director for Academic Services, Curriculum Coordinator	Admissions MAP Tests, Written Essays, Interviews	Admissions Results, Teacher Feedback, Performance in summer foundation program	End of 2023-24 AY	Deputy Director for Academic Services

ACS WASC KMIDS Self-Study Report

Develop a written policy and protocol for students who were correctly placed in ELD/Test Prep but in due course have met proficiency levels of all English skills.	HOD English Department, Deputy Director for Academic Services, Curriculum Coordinator, Academic Services	TOEFL Testing, MAP Testing, Teacher Evaluations	TOEFL / TOEFL Jr. Results, Gradebook on RenWeb (Facts), Teacher Feedback, Academic Support Data	End of 2023-24 AY	English HOD, Deputy Director for Academic Services, Curriculum Coordinator
Incorporate schoolwide academic vocabulary building in all subject areas.	HODs, Curriculum Coordinator, Teachers	Word Walls (WOW), Targeted Academic Vocabulary Acquisition	In-class Assessments, including quizzes, essays, lab reports, etc.	2024-25 AY	HODs Deputy Director for Academic Services Curriculum Coordinator
Provide professional development and share best practices to enhance whole- class, small-group, and pair discussions across all departments.	Professional Development Coordinator/ Committee	Selected best-practices documents, Workshops during in-house PD Days, PLCs	Selected best-practices documents	Start of 2024-25 AY	Academic Services, Student Support Services, PD Coordinator
Analyze and identify gaps and redundancies to effectively align vertically and horizontally the standards, knowledge & skills, content, and assessments in both the ELD and English curriculums.	Curriculum Coordinator, HOD English Department	Atlas Workshop during in-house PD Days, Workshop on curriculum alignment during in-house PD days, PLCs	Atlas Rubicon Reports, HOD Reports	End of 2023-24 AY	HOD English Department Curriculum Coordinator
Develop and share rubric exemplars for assessing writing and speaking activities in all subject areas.	HODs, Teachers	Literature and Research on Grading Rubrics Design	Rubric Exemplars	Ongoing	HODs, Deputy Director for Academic Services, Curriculum Coordinator

ACS WASC KMIDS Self-Study Report

Select and implement research- based strategies for developing students' English- language proficiency across all subject areas, except Thai and Chinese, which are shared in workshops.	Professional Development Coordinator, HODs, Curriculum Coordinator	Literature and Research on Effective Strategies for Developing Students' English Skills	Implemented Strategies	Ongoing	PD Coordinator
Incorporate and utilize the California English Language Development Standards in the ELD courses, starting in the 2024- 2025 school year. Discontinue the use of the California Common Core Standards for the ELD Program.	HOD English Department Curriculum Coordinator ELD Teachers	Atlas Rubicon, ELD Workshops	Atlas Rubicon, Lesson Plans	Start of 2024- 25 AY	HOD English Department, Curriculum Coordinator

GOAL 6: Develop and implement a schoolwide Continuous Professional Development (CPD) Program that systematically identifies and targets areas of professional development needs, requires essential, continuous professional development, encourages and supports voluntary professional development, and tracks individual and schoolwide professional development progress.

Rationale/Impact on Student Learning: To ensure that the KMIDS faculty and staff, including the administrators, board members, and non-academic staff members, are provided continuous professional development opportunities to meet yearly KMIDS CDP requirements and individual professional development pursuits, the implementation of a robust Continuous Professional Development Program is essential for best practices in, but not limited to, governance, instruction, and child protection.

Supporting Data: KMIDS CPD policy, a CPD-cycle tracking system, and an ongoing, robust list of professional development opportunities that meet the variety of KMIDS community's needs.

ESLOs Targeted: Knowledgeable Life-Long Learners; Disciplined/Responsible Individuals

Task	Responsible Party	PD/Resources	Assessment	Timeline	Reporting
Assemble a Professional Development Committee that includes an administrator, a PD Coordinator, and members from a variety of departments schoolwide.	Deputy Director for Academic Services, PD Coordinator	KMIDS Organization Chart	PD Committee Meeting Minutes	End of 2023-24 AY	PD Coordinator

ACS WASC KMIDS Self-Study Report

Create a yearly, comprehensive professional development plan that affords the KMIDS community training in current educational trends, technological advancements, instructional best practices, and L1 & L2 child protection	PD Coordinator, PD Committee	Teacher and Student Surveys, External Assessment Data	Completion and Circulation of PD Plan document	First Semester 2024-25 AY	PD Coordinator
Create and implement a quarterly CPD cycle to accurately track and measure individual and schoolwide professional development	PD Coordinator, PD Committee	RenWeb platform	Completion and Circulation of quarterly CPD plan	First Quarter 2024-25 AY	PD Coordinator
Develop a three-year strategic plan that outlines clearly defined, essential professional development milestones and end goals for the school, the board, the administration, faculty, staff, and individuals.	PD Coordinator, PD Committee, Administration	Teacher and Student Surveys, External Assessment Data	Completion and Circulation of three-year PD strategic plan	First Semester 2025-26 AY	PD Coordinator, Administration
Continually research and share with the KMIDS community professional development opportunities	PD Coordinator, PD Committee	Online Resources	Teacher feedback	Second Semester 2023-24 AY and ongoing	PD Coordinator
Create a clear and concise payment and reimbursement policy for personal professional development	Human Resources, PD Committee	Human Resources Manual	Completion of payment and reimbursement policy, Teacher feedback	First Semester 2024-25 AY	PD Coordinator, Human Resources Officer
Develop and implement a Peer-to-Peer Observation Program that fosters a community of learning and sharing instructional best practices	PD Committee, HODs, Educator Volunteers	Peer-to-Peer Observation best practices	Lesson Observations, Student and Teacher Surveys	Second Semester 2024-25 AY and ongoing	PD Coordinator
Establish and foster collaborative platforms, such as but not limited to grade-level PLCs, to share resources, ideas, and best practices	Administration, PD Committee, HODs	Online Resources	PLC minutes, Department Meeting Minutes	Second Semester 2023-24 AY and ongoing	PD Coordinator, Administration

Goal 7: Develop and implement a systematic approach to a variety of collaborations that further enhance curriculum, instruction, and assessment.

Rationale/Impact on Student Learning:

By developing and implementing a systematic approach to collaborations, KMIDS can create a strong learning community that promotes student success, fosters educator excellence, and prepares students to succeed in the future. Through collaborative efforts, KMIDS will continue to innovate, inspire, and empower all students to reach their full potential.

Supporting Data: External assessment scores (MAP, TOEFL, TOEFL Jr., PSAT and SAT scores); rubrics for collaborative project assessment; ATLAS Rubicon unit plans; gradebook categories that support individual and collaborative assessment; survey data; year-end faculty reflections

ESLOs Targeted: Strong Communicators

Task	Responsible Party	PD/Resources	Assessment	Timeline	Reporting
Write and implement a policy and protocol for a schoolwide collaboration program that includes an organizational chart that assigns duties and responsibilities to direct and guide professional learning communities (PLCs)	Deputy and Asst. Directors for Academics, HODs, Student Services	In-house peer-to-peer PD, Collaborative time	Policies	Start of 2024-25 AY	Deputy Directors for Academics, HODs, Student Support Team
Include in the schoolwide collaboration program: grade-level, shared-subject, and departmental PLCs that have clearly defined objectives, including but not limited to horizontal alignment of standards and assessments	PD Coordinator, Curriculum Coordinator, HODs	Best practices samples, Collaborative time	PLC Meeting Minutes	Start of 2024-25 AY	HODs, Deputy Director for Academic Services
Provide professional development and share best practices for instructional methodologies and assessment	All faculty, HODs, Curriculum Coordinator	Best practices samples, Collaborative time, In-house PD	PLC Meeting Minutes	Start of 2024-25 AY	Assistant Director for Academic Services, Curriculum Coordinator

ACS WASC KMIDS Self-Study Report

Include in the schoolwide collaboration program, guidelines that effectively and efficiently further develop the curriculum through cooperation among students, parents, teachers, coordinators, counselors, and administrators	Academic Services, Curriculum Coordinator, Student Council, Parent Council, All faculty members	Research on best practices, In-house PD	Collaborative time	End of 2023-24 AY	Assistant Director for Academic Services, Curriculum Coordinator
Refine quality assurance of the internal assessments in each subject area by the heads of department (HODs) in collaboration with their teachers	Academic Administration, HODs, Curriculum Coordinator	Collaborative Time	Unit plans in Atlas Rubicon, Standards assessed report in Atlas Rubicon, Gradebook	End of 2023-24 AY / Start of 2024-25 AY	Deputy Director for Academic Services, Curriculum Coordinator
Improve the cohesiveness and consistency of unit plans in each department by researching and employing highly effective standards through a collaborative effort among the curriculum coordinator, heads of department	Academic Administration, HODs, Curriculum Coordinator	Collaborative Time, Atlas Rubicon Training	Atlas Rubicon Reports	End of 2023-24 AY/ Start of 2024-25 AY	Deputy Director for Academic Services, Curriculum Coordinator

Goal 8: Revise and enhance our safeguarding protocols and training to provide comprehensive protection for student safety by clearly identifying who to contact for child safety issues, increasing safeguarding training for all staff and board members, clarifying and expanding our current risk assessment procedures for events and ensuring monthly meetings of the child safeguarding team.

Rationale/Impact on Student Learning: Ensuring the safety and welfare of students is fundamental to creating an environment where learning can thrive. Comprehensive child safety and welfare policies and training protect students from harm, support their well-being, and provide a secure foundation for academic and personal development. When students feel safe and supported, they are more likely to engage fully in the learning process, exhibit positive behaviors, and achieve their full potential.

Supporting Data: A revised Child Protection Policy that includes updated protocols and meets the recommendations in the 2024 WASC VC report. Records of CPD on child protection best practices. Research linking safe and supportive school environments to improved student learning outcomes and well-being. Incident reports and feedback from students and parents indicating areas for improvement in child safety measures. Global best practices in child protection demonstrating the effectiveness of comprehensive safety training and policies in educational settings.

ESLOs Targeted: Disciplined/Responsible Individuals

Task	Responsible Party	PD/Resources	Assessment	Timeline	Reporting
Policy Review and Update	Child Safety Officer	Best practices legal consultation	Policy Update Complete	End of 2023-24 AY	Board meeting report
Develop comprehensive child protection policy and procedure training program for KMIDS faculty, staff, and administrators, beyond the presently used TES online offering.	Child Protection Committee	Child Protection Policy	Child Protection Policy	2023-24 AY and Ongoing	Administration , Child Protection Committee
Ensure all new staff complete training and understand school protocol	School Administration	Child Protection Committee Workshops	Possible cases	2023-24 AY and ongoing	Administration
Continue yearly safeguarding training for all staff, including CPR training. Ensure that staff on-boarded throughout the year have safeguarding training within their first week.	Human Resources, Child Protection Committee	Professional Training Resources	Quarterly PD Recordkeeping system	2024-2025 AY and ongoing	Human Resources Dept.

ACS WASC KMIDS Self-Study Report

Amend the child safeguarding flow chart to include the names and roles of the responsible persons.	Child Protection Committee, Audiovisual Officers	KMIDS Organization Chart	Completion and posting of child safeguarding flow chart	Before 2024-25 AY	Administration
Create and implement a safeguarding code of conduct for security staff, visitors, and service providers. To be made available in English and Thai	Human Resources, Child Protection Committee	Child Protection Policy	Creation and Distribution of Code of Conduct	Before 2024-2025 AY	Administration
Members of Leadership and Safeguarding Leads will undertake level two child protection training.	PD Coordinator, Human Resources, Child Protection Committee	Professional Training Resources	Completion of Level 2 Training	Q1 2024-2025	Human Resources
A variety of media will be continuously utilized to promote staff and student awareness of the safeguarding team members, their roles in the team, and the students' emotional - counseling opportunities.	Child Protection Committee, Audiovisual Officers	Child Protection Policy	Creation and Distribution of Child Safeguarding Posters and Announcements	Q1 2024-25 AY and Ongoing	Administration
Conduct awareness workshops on child protection issues for all stakeholders.	Child Protection Committee	Faculty, Staff, Student, Parent, Administrator, Board Member Seminars.	Seminar Log with Meeting Minutes.	Ongoing	Administration
Educate students about their rights and how to protect themselves from abuse, bullying, and exploitation, and encourage students to speak up and report any concerns about their safety or the safety of their peers via a referral form or speak with child protection committee members	Child Protection Committee	Advisory Classes, Subject Classes, Student Incident Reports, Counsellor Referral Form	Lesson Plans and Assembly Logs.	Ongoing	Administration

ACS WASC KMIDS Self-Study Report

Investigate and address reports of child abuse, neglect, bullying, or any other form of harm to students, and store all information of each incident on a secure digital platform.	Child Protection Committee	(Teacher) Student Incident Report, Student Incident Report, Counsellor Referral Form	RenWeb:Secure Digital Platform, Data Kept on Nature of Reports and Number of Reports.	Ongoing	Administration
Ensure that qualified support with a dedicated, fully staffed Emotional Counseling Department is available to meet students' needs.	Administration, Professional Education Leadership Team, Child Protection Committee	Records of PD, Qualifications of newly hired counselors, maintaining a record of support of students' needs on the Student-Information-System.	Review of PD attended, audit of security of confidential student records	Q1 2024-25 AY and ongoing	Administration

Goal 9: Refining the vision and mission statements for the KMIDS residential program and using the refined versions as a guide in making policies and decisions regarding funding, staffing, rules/procedures, and professional development.

Rationale/Impact on Student Learning: Clarifying the vision and mission will help to ensure a safe and supportive environment for the students in the residential program so they can grow academically as well as socially and personally.

Supporting Data: Dormitory Student, Parent, and Staff Surveys, Focus Group Findings

ESLOs Targeted: Disciplined/Responsible Individuals

Task	Responsible Party	PD/Resources	Assessment	Timeline	Reporting
Form a Residential Life committee with concerned stakeholders	Deputy Director for Academic Services	Dormitory student, parent, and staff surveys, Focus Group Findings, Organizational Chart	Feedback from students, parents, dorm staff, and teachers	2nd Semester 2023-24 AY	Administration

ACS WASC KMIDS Self-Study Report

Refine vision statement	Residential Life Committee	Dormitory student, parent, and staff surveys, Focus Group Findings	Feedback from students, parents, dorm staff, and teachers	2nd semester 2023-24 AY and Ongoing	Administration
Refine mission statement	Residential Life Committee	Dormitory student, parent, and staff surveys, Focus Group Findings	Feedback from students, parents, dorm staff, and teachers	2nd semester 2023-24 AY and Ongoing	Administration
Institute a regular revision process for the dormitory handbook	Residential Life Committee	Dormitory student, parent, and staff surveys, Focus Group Findings	Feedback from students, parents, dorm staff, and teachers	2nd Semester 2023-24 AY and Ongoing	Administration

Goal 10: Enhance the effectiveness and accessibility of university counseling services by expanding staff and resources.

Rationale/Impact on Student Learning: Enhanced university counseling services will help foster a supportive environment to better serve the diverse post-secondary needs and aspirations of students.

Supporting Data: University fairs and presentations, university visits, university applications, university admissions

ESLOs Targeted: Knowledgeable Lifelong Learners; Internationally Minded/Global Citizens; Strong Communicators

Task	Responsible Party	PD/Resources	Assessment	Timeline	Reporting
School to hire an additional University Counselor to focus solely on studying abroad, as the school has a designated Thai	School Administration	HR Department, Training/Induction	College Counseling Department, University acceptances	Completed May 2024	School Administration, College Counselor

ACS WASC KMIDS Self-Study Report

University counselor already.					
Research and identify potential universities based on student preferences	College Counselor	HR Department Training / Induction	College Counseling, Department, University acceptances	2023-24 AY and Ongoing	College Counselor, Counseling Department
Plan and organize university/career fairs – determine suitable dates and venues for hosting fairs on campus.	College Counselor	External services (bridgeU, EduSmith, etc)	University acceptances	2023-24 AY and Ongoing	College Counselor, Counseling Department
Arrange university visits inside and outside of Thailand, potentially during summer and winter break so students don't miss school	College Counselor	External services (bridgeU, EduSmith, etc)	University acceptances	2023-24 AY and Ongoing	College Counselor, Counseling Department
Schedule and facilitate workshops by university reps – can be hosted	College Counselor	External services (bridgeU, EduSmith, etc)	University acceptances	2023-24 AY and ongoing	College Counselor