

Evaluation of goals for 2017-2018 School Year for Jennifer Weyburn

The Goals are divided into two categories, basic and extra. In each instance the goal is indicated with the method for assessing it and a percentage of the total amount that it can potentially contribute to each portion of the bonus. The goals are as follows:

Basic Goals (a maximum of 60,000 DKK)

1. IB Diploma Examination Results - The graduating class of IB DP2 students' Diploma examination scores will exceed the international average for those students taking the IB Diploma Examinations in May 2018. The results of the examinations are published by the IBO and are sent to schools in early July 2017. These results are factors considered by universities for acceptance as well as by potential families in determining an appropriate High School for their children. Therefore, they are considered by many to be key indicators of a school's effectiveness.
(50% of the total basic bonus)

Goal achieved CIS average result was 34.0 compared to a World average of 29.8.

2. Gaining efficiencies- The budget presented to the Board for the school year 2018/19 will show improved efficiencies by decreasing the total costs by at least 1% compared to the latest forecast for 2017/18.
(25% of the total basic bonus)

Goal achieved: The total costs in Budget 18/19 is 192.6M compared to 198.7M in Forecast 2 Sep for school year 17/18 thus a decrease of 3%

3. Staff development- As Per end May 2018 a professional growth process for teachers will be develop in order to ensure the high quality in our teaching and the continued satisfaction by parents of the school.
(25% of total basic bonus)

Goal partly achieved. Year 1 of implantation has been accomplished but the student teacher survey part is still not fully accomplished. 20% of the total basic bonus will be paid out

Extra (Additional/Supplementary) Goals (a maximum of 40,000 DKK)

4. Teacher Workloads – CIS management will continue to meet regularly with GL teachers regarding their task portfolios to ensure that they are able to manage their time effectively in order to provide maximally for their students.

(50% of extra goals)

Goal achieved: Meetings has been held regularly when requested.

5. Graduation Rates - At least 95% of CIS Seniors (IB2) will graduate with a CIS diploma, which indicates satisfactory completion of the CIS high school program. Further, a minimum of 90% of eligible students sitting the necessary examinations will earn a full IB Diploma.

(50% of extra goals)

Goal not fully achieved. The Cis passing rate for the full IB diploma was 88% compared to the goal of 90% but all students had a High school diploma or an IB diploma. 50% of the goal achieved.