



# THE SCHOOL IMPROVEMENT PLAN

2023-2024





# XCL EDUCATION

## XCL Education Vision

Our Vision XCL Education aspires to be a trusted and respected future-focused family of schools, fostering curiosity, excellence and creating life-shaping impact on our students, staff, and communities we serve.

## XCL Education Mission

Our mission is to prepare our students for the careers of tomorrow, not just with excellent, world class academics and co-curriculars, but also with the tools, mindset, and exposure they need to confidently navigate the uncertain future, find their own place, and leave their own mark in the world.

## XCL Education Core Values



# OUR PROMISES TO FAMILIES



**TOP ACADEMIC OUTCOMES**  
with high quality teachers, stringent group-wide standards, nurturing school culture, and access to world-class academic opportunities.



**HOLISTIC CHARACTER DEVELOPMENT**  
by embedding key elements of growth mindset, resilience, interpersonal skills, leadership, self-motivation, and stewardship across all student activities.



**FUTURE-PROOF PREPARATION**  
with continuous innovation and updates to teaching methods and technology, ensuring students are equipped with the drive and tools to succeed.



**SAFETY AND SAFEGUARDING**  
through audited standards, policies, processes, training and an ingrained culture of student safety.



**CONTINUOUS IMPROVEMENT**  
using the Kaizen philosophy of methodically measuring outcomes, collecting parent/ student feedback, and being accountable for action and improvements.



## BXCL Vision

To be a school community where everyone can thrive and meet with success



## BXCL Mission

To promote XCLent learning opportunities through a safe and happy environment based on trust, inclusivity and mutual respect

## BXCL Definition of Learning:

Good learning is a meaningful and enjoyable experience where students enjoy making connections between new and existing knowledge in an ongoing journey of discovery.

Students flourish through being happy, engaged, challenged and valued and are able to question, reflect and confidently communicate independently and collaboratively on their progress.



## BXCL Guiding Statements

### Children come first when:

1. The school educates the whole child
2. The school values community well-being and provides a safe, secure and stimulating learning environment
3. The school prepares children to become caring, internationally minded global citizens who have an understanding of the complexities of an ever changing world
4. The school encourages collaborative problem solving, leading the students to become creative thinkers in their own right
5. The school respects the natural world and its resources
6. The school prepares students to be honest, have integrity and to become principled individuals with a spirit of respect for themselves and others
7. The school understands that lifelong learning and innovation involves taking risks, reflecting on our mistakes and actively seeking solutions
8. The school challenges and supports each child to be the best that they can be

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# The School Improvement Plan 2023-2024

## INTRODUCTION TO THE SCHOOL

I am delighted to present the XCL International School, Penang, School Improvement Plan for 2023–2024. This is an annual publication to parents with the aim of informing you of the direction of the school and how we plan to improve aspects of learning across the next year as well as building strong foundation for future developments.

Within each development area, we have included an introduction, an analysis and finally a review of future intentions and areas for development. As the school continues to grow from strength to strength, the purpose of this plan is to capture our ambition and provide a strategic overview for all interested stakeholders.

Rigorous academic standards are central to this philosophy along with opportunities for students to develop skills in music, performing arts, sport and community service. By focusing on our vision, mission and school guiding statements, we will ensure continuity of standards, tradition and identity in our school.

This year sees BXCL as full members of the Federation of British International Schools in Asia (FOBISIA) with the amazing sporting, music, cultural and academic competitions for students and professional development for teachers that membership brings. <https://www.fobisia.org/>

We also achieved the Patrons Accreditation from the Council of British International School (COBIS). Many of our development plans connect with recommendations given by the accrediting teams, as well as feedback from parental, staff and student surveys. We are committed to reviewing ideas from our student body in a more comprehensive fashion this year, particularly in relation to environmental issues.

We were delighted again to see our Year 13 graduates receive offers from top UK universities again such as Warwick, Belfast, Exeter, Edinburgh, Glasgow and Nottingham as well as from top Canadian and Australian universities such as the University of British Columbia in Vancouver and the University of



Western Australia in Perth. Our A Level provision is second to none with personalised attention and outstanding university guidance counselling.

Our curriculum and assessment remains rigorous with all our students being assessed using both teacher assessment data as well as external standardised testing to review progress and attainment. This is all part of the mix of data we use to assess our progress as a school and to set individualized and challenging targets for each student.

But more importantly than this is the continued care given to all our students so that they enjoy learning and are happy, well rounded individuals.

Although we are achieving great success with our students, we are not complacent and continue to strive for even higher levels of progress and achievement both academically and pastorally. To ensure our continued success and recognition as a leading global international school we hope that all our key stakeholders will share and support our vision, beliefs and desire for continued success.

BXCL truly is a school community where everyone can thrive and meet with success.

Duncan Grice  
Executive Principal  
([duncan.grice@bxcl.edu.my](mailto:duncan.grice@bxcl.edu.my))

# What Does XCL International School Penang Stand For

XCL International School Penang offers a contemporary British international education with a local feel. We combine academic excellence with a holistic approach through our focus on music, sport, the arts and community service.

The school offers a friendly and student-centered learning environment. We develop students to have the skills that will allow them to develop as life-long learners as well as confident global citizens who have the capacity to be leaders with integrity in tomorrow's world.



## BXCL Ethos and Culture

The BXCL Ethos is the disposition, character, and fundamental values particular to the school and refers to the spirit which motivates the ideas and customs or culture. The aim is that students enjoy greater academic success, and students, parents and teachers are more actively involved in school life. Our Ethos includes:

- A clearly defined set of objectives and values reflected in school policies, the curriculum, school practice and behaviour;
- Strong academic goals for all students;
- A safe and nurturing environment for all students;
- Opportunities for student involvement, commitment and responsibility;
- A strong staff development programme;
- Regular communication between the school, teachers and parents, and between the community and the school;
- Personal development programmes that focus on problem solving, conflict resolution, self-esteem, shared responsibility, and respect for the rights of others;

### Special Events

These include International Day, Prizegiving Ceremony, Leavers Ceremony, Student Leadership Award Presentations, Graduation Ceremony, celebrations of transitions as well as community celebrations.

### Assemblies

Communal gatherings to celebrate success. Whole school assemblies are held if practical and schools or year groups or key stages meet weekly.

### Uniform

Uniform is worn to give a sense of belonging and pride. It should always be worn properly. We expect staff to adhere to a dress code as well.

### Student Leadership

A Head Boy and Head Girl are appointed along with Prefects. Heads of House take responsibility for House activities and an elected Student Council with representatives from Secondary and Primary School help with the expression of the student voice. Positions of responsibility are recognised with a tie or badge. Students also have the opportunity to lead clubs or societies.

### The House System

This provides vertical articulation within our community and links community service through the school. Through a range of activities, events and competitions, the house system helps to create a sense of togetherness and family.

### Inter School Events and Competitions

Opportunities for our students to express themselves and compete at high levels in Penang, regionally and internationally.

### Community Programmes

Links to our local community are a sign of engagement and commitment and allow opportunities for community service as well as strengthening and sharing culture.

# Top Academic Outcomes

Setting high academic standards is central to our School Ethos and we expect all our students to achieve excellence at their level. Above all, we expect each student to enjoy learning and to challenge themselves as an individual. We want our students to be self-motivated and enthusiastic about their learning and their social experience.

Providing an appropriate balance of academic, cultural and physical challenge in an environment that is safe, caring and supportive is our aim. It is important to create a sense of community and continuity and to promote care, guidance and support at all levels in order for these top academic outcomes to happen.

# Areas for development

- Whole school Learning & Teaching focus on greater challenge and differentiation
- Complete Primary and Secondary curriculum reviews to ensure a richness of content in all phases
- Plan a formal programme for Exceptional Learning potential students in the School
- Better use by staff of our CAT4 and GL standardized data for teachers to set aspirational targets for tracked student learning outcomes and to enhance learning and planning
- Looking for Learning process embedded on 3 levels throughout the school: SLT learning walks, middle leader learning walks and L4L triads
- An increased focus on feedback to provide students with a clear understanding of how to progress and achieve more
- Developing cross-curricular opportunities in Years 7-9 to enhance student learning
- Increase opportunities for student collaboration through group work, peer assessment and pair work with less direct teacher talk

# Our strengths

- Clear statements about our vision and the common sense of purpose through our School Guiding Statements, Definition of Learning, Culture and Ethos
- The way that the definition of learning is used in lessons to enhance student learning
- Ensuring that learning is a social activity that encourages taking risks, and being creative and flexible
- Reviewing the quality of learning using our Looking for Learning Programme and using the evidence to coach teachers
- Cross-curricular opportunities in Primary School which make learning meaningful
- Seamless progression between the two schools and year groups during transition years
- Stimulating learning environments catering for individual needs of students

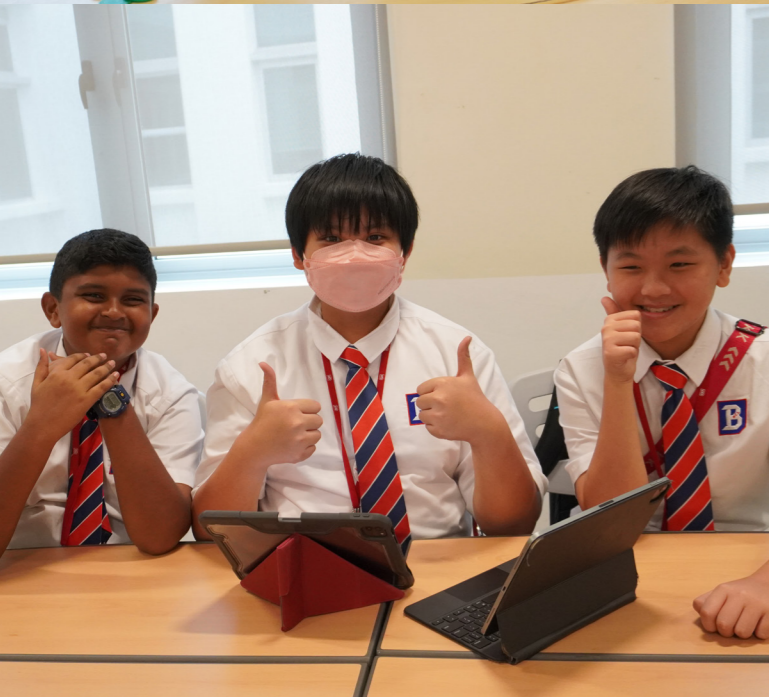


# Future Proof Preparation

Learning is why our students come to the school and why we have developed our professional practice to look closely at the quality of learning in classrooms.

The best learning is facilitated by the best teachers and our continued commitment to recruit, train and retain the best staff possible is a key priority.

Teachers need to ensure that learning is personalised, differentiated and challenging and they need to be accountable for the progress of individual students. We aim for continuous innovation and updates to teaching methods and technology, ensuring students are equipped with the drive and tools to succeed.



## Our strengths

- The focus on a learning through play-based curriculum in the Early Years
- Personalised Universities and Careers counselling
- The number of business and jobs fairs and guest speakers
- The variety of teaching methods, Visual, Auditory and Kinesthetic, used with students actively engaged in their learning
- The way that we encourage collaborative learning and public speaking
- Personalised learning pathways for students in the Sixth Form
- The passion of the ELL and inclusion teams and the care they give to their students
- Setting of phonics in KS1, involvement of the support staff and the impact this has on student learning
- The personalised approach to ELL teaching

## Areas for development

- To continue to develop a language of learning and understand how we learn
- To develop our vertical and horizontal curriculum mapping across the school to ensure learning is effective and efficient
- Ensure a focus on good struggle with students brains working harder than teachers brains
- Share ELL Handbook to inform parents of nature & value of ELL Learning support
- Establish Alumni association – social media, events, communication etc.
- Establish a structured programme of support for SEND students
- Develop continuous provision environment in EYFS but also into Year 1





# Holistic Character Development

An education at BXCL is more than simply academics. By embedding key elements of growth mindset, resilience, interpersonal skills, leadership, self-motivation, and stewardship across all student activities, we aim to help our students find and express themselves.

We believe in the traditional values of good manners, respectful behaviour, and politeness. These are life skills of the utmost importance for our students, which we expect them to adopt, understand and welcome.

## Our strengths

- Students interact politely and respectfully with their peers, staff, parents and visitors
- Teachers foster respectful and animated interactions with students and colleagues
- The school celebrates students' efforts, achievements and leadership in meaningful and culturally sensitive ways
- Effective Pastoral provision throughout the school
- Ensuring that the student voice is heard
- Sport provision and opportunities to compete
- Performing Arts provision and opportunities to perform
- Opportunities for staff leadership progression
- The willingness of students to express their views and take responsibility through a variety of student led organisations
- Opportunities for student leadership such as Head Boy and Girl, Prefects, Student Council, Eco Council, and the House System
- Inter-school events through FOBISIA, AIMS, MSSPP and PSAC
- Our House System which provides through a range of activities, events and competitions, helps to create a sense of togetherness and family



## Areas for development

- Structured leadership training programme
- Create & implement action plans based on data following wellbeing and PASS surveys
- Development of opportunities for intercultural learning & awareness
- Involve students more in Success Criteria, self/peer assessment, marking criteria, and feedback so that develop independence.
- Develop opportunities for more Residential Trips, Educational visits, study tours & summer school
- Develop provision for entrepreneurship opportunities

# Welfare and Safeguarding

Relationships with our community is key to our success and this means communications with people both within and outside our immediate community. We seek to build partnerships through

the community that enhance the opportunities we can offer to our students. We safeguard the welfare of our students through audited standards, policies, processes, training and an ingrained culture of student safety.



## Our strengths

- Clear, timely, transparent and personalised communication with parents
- Scheduled Parent Information sessions
- Our counselling service
- Dedicated Mandarin speaking Parent Relation Executive
- Safeguarding governor appointed from the School Advisory Board
- A clear and consistent Safeguarding Framework that helps to keep all students and staff at the school safe

## Areas for development

- Involvement of our parents more in the life of the school
- Increase community awareness of safeguarding through publicising the School's policy and specific implementation
- Increased community awareness of our Diversity, Equality and Inclusion Policy
- Improved community awareness of Health & Safety education throughout the school



# Continuous Improvement

Through methodically measuring outcomes, collecting parent/ student feedback, and being accountable for action and improvements, we aim to never settle for what we have but always strive for what we can become.

The quality of our environment is central to our effectiveness in enabling outstanding learning and teaching.

We will ensure that all our students have facilities that are stimulating and support a modern and dynamic curriculum. Accordingly, we will continue to upgrade and improve our existing facilities,

We continue to review carefully how our facilities are used and how we can continue to improve and develop our buildings to ensure that our students have the best possible learning opportunities.



## Our strengths

- Staff CPD needs are addressed using National College, FOBISIA, COBIS, in-house and other appropriate CPD
- Collaboration and communication between students, parents, staff and the wider community leading to a sense of belonging
- Our five year facilities maintenance/ improvement plan
- Our transparency in always keeping our community informed of what is happening in the school
- Our constant upgrading of the school's facilities
- Campus access, traffic control and security arrangements
- The support staff are dedicated and work hard to maintain high quality services throughout the school making the environment highly conducive to effective learning

## Areas for development

- Develop a common understanding of international mindedness
- Curriculum mapping project to offer different pathways for our students
- More community events – parents ideas, parents CCA programme, family fun day, gala dinner etc.
- Sustainability - Raise awareness of Eco-issues and create a greener school
- Continue to survey the 'student voice' but with a greater response
- Wider community usage of facilities as well as hiring protocols.
- Optimise the management of staff time to ensure a fair and effective distribution of teaching loads

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