

Chart 7: Update of action plan

- Schools are required to use this template to submit their plan in order to continue implementing the programme for the next five years. It is organized according to the headings of the *Programme standards and practices*.
- The school will include objectives drawn from the outcomes of the self-study questionnaire.
- Add rows as necessary.

Comment from the IB DPC

We are currently working on an "IB-Only" program which should allow (international) students from other schools to complete their DP in our school. This is a very new possibility and we were not aware of this during the start of the evaluation process. This new program should be parallel to the existing National/IB system. We will start the first trial implementation during the academic year 2015-16 (IB year 1). While I personally feel that this program is a great new possibility to increase internationalism, there are still many open questions. We also have to "sell" this program to our own teachers, and communication lines with another MYP school must also be established (as we will accept their students into our DP). Important meetings will take place during May and June. I feel that filling in the table below is not meaningful at this stage.

The column "Person/group responsible for achieving this objective" totally disregards the reality of our school (and confirms the bias of this questionnaire towards private schools). The school leadership can not make a particular person or group responsible for anything. Activities take place voluntarily, or they do not take place at all.

Two teachers (for Biology and Chemistry) are now working on putting the whole IB content online in form of videos. This is to help international students who might switch into our school and who have a different background in these subjects. The videos also allow us to differentiate teaching and learning better (flipped classroom concept). If successful, other teachers will follow suit, but we are also still in the learning process.

A: Philosophy

The school's educational beliefs and values reflect IB philosophy.

Objective	Actions	Date to be achieved	Person/group responsible for achieving this objective	Budgetary implications	Evidence of achievement or of progress towards achievement of the objective
The school develops and promotes international-mindedness ...	It is now possible for external international students to ONLY complete the IB DP subjects. This is a significant improvement and this program is being developed now.	As of Fall 2015	International coordinators, IB DPC, LSR, etc.	We will charge for this.	New 7N class (IB Only class)
The school promotes open communication	Translation of documents into English	Ongoing	Some people do translations.	None possible	Documents translated

Objective	Actions	Date to be achieved	Person/group responsible for achieving this objective	Budgetary implications	Evidence of achievement or of progress towards achievement of the objective
The school promotes open communication	New, more informative Website	Is being worked on, will be released very soon	Craig Foulkes Jones, IBDPC, LISA coordination	none	Website online
The school participates in the IB world community.	Membership of ACES	Is current	Headmaster, IBDPC	EUR 500/year membership fee, which is not a problem.	The IBDPC is now attending a sub-chapter of the new regional IB association ACES and is in active contact with other DP coordinators. There has been much going on recently, as we are collectively negotiating with the Ministry of Education about IB matters.
The school participates in the IB world community.	IB moderators	1-2 years	Two teachers applied/will apply to become IB moderators (Biology, ITGS)	none	When they are moderators

B: Organization

B1: Leadership and structure

The school's leadership and administrative structures ensure the implementation of the Diploma Programme.

Objective	Actions	Date to be achieved	Person/group responsible for achieving this objective	Budgetary implications	Evidence of achievement or of progress towards achievement of the objective
The school has appointed a programme coordinator with a job description, release time, support and resources to carry out the responsibilities of the position	IBDPC is currently involved in too many different activities and the tasks need to be prioritized.	Already taking place	IBDPC	none	We will have a meeting about this in May or June, also because there are new tasks coming up because of the new IB Only program.

Objective	Actions	Date to be achieved	Person/group responsible for achieving this objective	Budgetary implications	Evidence of achievement or of progress towards achievement of the objective
The school develops and implements policies and procedures that support the programme(s).	Policies now exist in written form, but they have already been in practice for many years.	Already taking place	All staff	none	No evidence needed, as policies were already implemented. They were simply not written down yet.

B2: Resources and support

The school's resources and support structures ensure the implementation of the Diploma Programme.

Objective	Actions	Date to be achieved	Person/group responsible for achieving this objective	Budgetary implications	Evidence of achievement or of progress towards achievement of the objective
"The school provides dedicated time for teachers' collaborative planning and reflection."	Several subject groups requested more collaborative planning time. Action: Establish a 1x/year seminar, where teachers can plan (we already had this before)	1x per year	Andrew Funk	none	When we have the seminar, then we have implemented it.
"The library/multimedia/resources play a central role in the implementation of the programme(s)."	Need to provide training for teachers, who want to use the new iPads during the lessons.	Not fixed as we are learning about this	Alex McQuillian	Many. iPads cost and we are talking to sponsors.	iPads were bought and several teachers already start using it. They are popular, improve motivation make lessons more engaging. We might need more.

C: Curriculum

C1: Collaborative planning

Collaborative planning and reflection support the implementation of the Diploma Programme.

Objective	Actions	Date to be achieved	Person/group responsible for achieving this objective	Budgetary implications	Evidence of achievement or of progress towards achievement of the objective
"Collaborative planning and reflection takes place regularly and systematically."	Current meetings are 50% for information transfer and not planning, but this has improved. Increasing efficiency necessary.	Already ongoing	All staff	none	Obtain feedback from teachers on whether they have sufficient time.
"Collaborative planning and reflection takes place regularly and systematically."	Time could be given to teachers to actively reflect and discuss IB results within a team. This happens currently informally, but more official time could be given. But this time then misses somewhere else.	Can be done in a meeting. Not a problem.	All staff	none	Teachers give feedback to the DPC

C2: Written curriculum

The school's written curriculum reflects IB philosophy.

Objective	Actions	Date to be achieved	Person/group responsible for achieving this objective	Budgetary implications	Evidence of achievement or of progress towards achievement of the objective
"The written curriculum is comprehensive and aligns with the requirements of the programme(s). "	While generally not a problem, there is the conflict between the national exams in German and English with the IB. This situation has also been resolved, but there is currently no experience with this new system, as the national exams did not yet take place. Action to be taken: clear documentation on how well the two systems work together in these two subjects. Other subjects are not a problem.	Ongoing.	All staff	none	The curriculum of the different subjects is already published online.

C3: Teaching and learning

Teaching and learning reflects IB philosophy.

Objective	Actions	Date to be achieved	Person/group responsible for achieving this objective	Budgetary implications	Evidence of achievement or of progress towards achievement of the objective
Lower student and teacher stress.	The new branch for internationals reduces their stress. But adds an additional factor for teachers to handle.	Starting academic year 2015-16	Several teachers.	Major. Students have to pay for this, however.	When we are teaching students in this program.

Objective	Actions	Date to be achieved	Person/group responsible for achieving this objective	Budgetary implications	Evidence of achievement or of progress towards achievement of the objective
Visit of other schools	Other schools frequently visit us, but we could also visit other schools to see best practice models.	This can be done within 1 year.	staff	Minor, as travel costs are manageable within central Europe	When we visited them. We have already some schools in view and want to exchange with them also relating to teaching issues (besides IB DP issues). Teachers already visited other schools in the context of the new regional association ACES.

C4: Assessment

Assessment at the school reflects IB assessment philosophy.

Objective	Actions	Date to be achieved	Person/group responsible for achieving this objective	Budgetary implications	Evidence of achievement or of progress towards achievement of the objective
Alignment IB results with national results.	Teachers have to use class participation for national marks, but the IB does not take this into consideration. Action: base IB PG on mock exams.		iBDPC: I can give this recommendation to teachers, but can not force them to do this. The main problem is that the grade boundaries are unclear and it is unclear how to convert the mock result into a final IB mark (which also includes IA)	none	
Increased standardization of assessment.	Standardization of the Austrian exams require teachers to cooperate more closely. This positively influences the IB DP.	This is already done. We expect the completion by next year, when the other oral national exams are also standardized school internally ("Themenpools").	All teachers	None.	National requirement. No way out of this one.