



IRISH
INTERNATIONAL SCHOOL



Culture of Learning

Key Characteristic # 1

Narrative and Theories of Action

Rating 4

Irish International School Hermosillo has given huge steps forward towards building, shaping, and sustaining a healthy culture of collaboration and respect amongst all the stakeholders involved in our learning community. Much of this involvement takes place due to the continuous support and engagement of our directive and academic staff, the support of Regnum Christi, parents, and students, following a clear path of collaboration stated by our governing body at the beginning of each school year. Such path continued to take shape with a series of meetings at the beginning of February 2024 between stakeholders during a 2-day period to revise and adapt our Strategic Planning towards the year 2027. During these sessions, Cognia eProve Surveys, results from standardized tests such as Brisa and College Board, eLeot observations, teacher performance evaluations and EPD (Teacher Professional Teaching Practices) were thoroughly analyzed. The result was the rephrasing and adapting of our 4 strategic lines towards 2027. The first line is about promoting academic excellence in Mathematics, First and Second Language, and Pastoral subjects through the fostering of thinking routines and cooperative work included as part of the implementation of our

pedagogical model. The second line contemplates actions and strategies for the retention and growth in number of alumni, while the third one is about the integration of our school community through activities contemplated in our mission statement. The last one is adjusting the budget and construction needs in regard to the growth of number of students.

Focusing on the third line of our strategic planning towards 2027, engaging and integrating our students through formal tutoring programs, such as Sumando and Transformando, already installed in middle school and high school, is part of a joint effort amongst academic and spiritual leaders working towards providing opportunities for students to actively participate in academic, spiritual and sports activities, such as Torneo de la Amistad held in Chihuahua, with over 180 students from all grades participating, 58 more than the total participation at TDLA Toluca, where 122 students attended. This involved over 600 parents and school staff in the whole process of registration, training, and preparation for such an important occasion. Such event fosters positive relationships between students, teachers, coaches, and parents and provides students and stakeholders with unique opportunities of collaboration and sportsmanship which are an integral part of our pedagogical model and our mission, to form Christian leaders of change that will renew our society. In relation to the continuous support of Regnun Christi to contribute in the never-ending process of forming Christian leaders, students from ages 11 to 15 attend weekly gatherings at Ecyd for the purpose of making an alliance between themselves and Christ to help build a new world for the sake of the gospel. Such weekly meetings have specific objectives to be accomplished, which are presented and reviewed during monthly meetings of the Pastoral governing body and of the Regnun Christi city council. Regarding elementary school, other than Torneo de la Amistad, the Elementary School Student Survey which was applied to 115 students from 3rd to 5th grade shows that even though 90% of them feel that school is a friendly and polite place to be, only 50% of them believe that they are engaged in cooperative activities with others, being this included in our strategic lines one and three. The more the involvement of our students with their peers in their everyday learning process, the more opportunities they will

have to do better academically and to create positive relationships that will foster their involvement in academic spiritual school activities.

Our first strategic line which refers to making efforts towards obtaining better academic results through the implementation of CAR methodologies and basing the teaching practice in the disciplinary approaches will focus until 2027 on developing a teacher professionalization program that seeks to provide techniques and strategies to our teachers to enhance the learning of the First and Second Languages as well as Mathematics from Preschool to High School. This program will also include Physical Education and Pastoral-Academic subjects, such as Catholic Formation. Each section will prioritize this upcoming school year between First and Second Language and Mathematics according to the results of PHML in preschool and Brisa from elementary to high school. According to these standardized tests, First Language and Mathematics are below average in consideration to the schools belonging to the Semper Altius Network, and Second Language is above average in relation to the same schools.

The professional development program at Irish International School Hermosillo will be implemented as described in the previous paragraph, depending on the results obtained on the standardized tests, but also according to Eleot classroom observations. Such observations have shown that the implementation of CAR methodologies and cooperative techniques in High School is consistently taking place, shown in Eleot observations, thus making the disciplinary approach of Mathematics their number one priority. This will also be the same in middle school and elementary, but will shift in preschool, focusing first in Second Language and then in Mathematics. Different from high school, both elementary and middle school will also include the development of strategies and techniques in CAR methodologies and cooperative work as part of the teacher development program towards 2027. This plan for both sections was agreed after analyzing the classroom Eleot observations. An effort was made by our school authorities to invite Monica Garcia De Luca, our central office academic leader to come and share with our academic personnel a workshop about these methodologies, thus highlighting the imminent implementation of this teaching practice in our day-to-day activities. Regarding Second Language teaching, other than the

disciplinary approach training, English teachers are in the preparation process to obtain their C1 level of English Certificate via the IELTS Certification, which will take place in the month of May 2024. School administration is providing 50% of the total cost of the certification in a clear effort to motivate our teachers and collaborate in their ongoing professional development program.

In conclusion, Irish International School Hermosillo has built and sustained throughout its existence a healthy culture amongst stakeholders and will continue to provide opportunities of personal, spiritual, and professional growth, to the educational community as well as an open doors policy where parents are welcome to share their insights regarding the different ongoing educational processes taking place. The governing body and directive staff will continue to seek further information of needs for improvement to implement further strategies when needed through observations, surveys and constant communication with stakeholders always seeking continuous improvement and successful results.