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The King's School Linbro Park Quality Management Systems Policy

1. Quality Policy Statement

The King's School Linbro Park is committed to ensuring that its educational programmes and services meet or exceed the requirements of governmental departments, accreditation bodies, and independent educational sector associations. The King's School Linbro Park will be acknowledged by these stakeholders as a model preschool, primary school and high school educational institution. This acknowledgement will be based upon the excellence of its educational programmes, level of scholarship, professionalism, and positive impact on the surrounding communities. Matriculants from The King's School Linbro Park will exhibit Christian character and commitment, positive social skills, and the ability to learn and think critically.

In order to accomplish these goals, The King's School Linbro Park will create a positive learning and work environment for learners and staff. We will provide innovative programmes and services which will address the needs of all stakeholders. We will partner with stakeholders to implement a Quality Management System that will facilitate the achievement of these goals. This Quality Management System will be based upon the following principles:

- Creation and maintenance of a culture of quality and continuous improvement in all aspects of the life of the school
- Effective and efficient use of all resources available
- Partnership with all stakeholders in the design, implementation and evaluation of the Quality Management System
- Creating opportunities for all members of the school community to be involved in assessment activities
- Establishment and communication of standards that are relevant, comprehensive and clear
- Regular monitoring, evaluation and reporting on the effectiveness of learning and assessment activities
- Effective use of information gained through qualitative and quantitative feedback to identify and prioritise development areas

2. What is a Quality Management System?

A Quality Management System (QMS) consists of three programmes which are aimed at enhancing and monitoring performance of the education system in a school. These programmes include: a) Developmental Appraisal, b) Performance Measurement, and c) Whole School Evaluation.

- The purpose of Developmental Appraisal (DA) is to appraise individual educators in a transparent manner with a view to determining areas of strength and weakness, and to draw up programmes for individual development.
- The purpose of Performance Measurement (PM) is to evaluate individual teachers for salary progression, grade progression, affirmation of appointments and distribution of rewards/incentives.
- The purpose of Whole School Evaluation (WSE) is to evaluate the overall effectiveness of a school as well as the quality of teaching and learning.

3. Scope of the policy

This policy applies to all areas of operations of The King's School Linbro Park, and every member of The King's School Linbro Park has a responsibility for quality.

There will be four focus areas in the Development Appraisal and Performance Measurement processes of The King's School Linbro Park. These areas include the following:

- Identifying specific needs of educators for support and development
- Providing support for continued growth
- Promoting accountability
- Evaluation of educators' performance

There will be six focus areas in the Whole School Evaluation process of The King's School Linbro Park. These areas include the following:

- Teaching and learning
- Attainments and progress
- Functioning of the school
- Governance and management
- Values and society involvement
- Areas distinctive to The King's School Linbro Park

In addition to the above general focus areas, there will be a seventh focus area concentrating exclusively on The King's School Linbro Park Preschool.

4. Rationale

Quality assurance is critical if The King's School Linbro Park is to achieve its mission to develop high education standards, to be working partners with the parents and to be innovative in what we do.

The vision of The King's School Linbro Park is to provide a Christ-centred environment that enables every child to access their full potential. A comprehensive Quality Management System will ensure that this vision continues to become reality.

5. Responsibilities for implementation

The school board has the responsibility of overseeing the institution-wide implementation of the Quality Management System.

The leadership team of The King's School Linbro Park has the responsibility to coordinate the institution-wide implementation of the Quality Management System.

The phase coordinators will assist with implementation of the Quality Management System in their respective phases.

The educators will be responsible to implement aspects of the Quality Management System that relate to their own development and to the quality of education in the school.

The parent teacher association will assist with the implementation of those aspects of the Quality Management System that require the involvement of the parents of learners in the school.

The student representative council will assist with the implementation of those aspects of the Quality Management System that require the involvement of the student body.

6. Related documentation

For additional information on Quality Management at The King's School Linbro Park, please refer to the following documents:

- Policy on internal quality assurance and monitoring of delivery, programmes, assessment and reporting
- Policy for the monitoring of QMS Policy implementation