






# List of Key Performance Indicators (KPIs)



## Comprehensive Culture of Excellence



### What we will measure (Impact indicators)




 <b>Leadership perception</b> <ul style="list-style-type: none"><li>Follow up survey at end of year (based on accreditation requirements and CIS survey completed at the start of the year).</li></ul> Percentage of satisfaction, categorised by stakeholders (parents, students, teachers, administration).	 <b>Programmes performance</b> <p><b>Internal Results (trimesterly/historic comparison)</b></p> <ul style="list-style-type: none"><li>Average daily attendance.</li><li>Students achievement.</li></ul> <p><b>ACER ISA</b></p> <ul style="list-style-type: none"><li>Percentage of students above the world average.</li><li>Percentage improvement in results year on year.</li></ul> <p><b>MYP e-Assessments</b></p> <ul style="list-style-type: none"><li>Certifications rates.</li><li>Subjects pass rates and results above the world average.</li></ul> <p><b>DP Results</b></p> <ul style="list-style-type: none"><li>Diploma rates.</li><li>Subjects pass rates and results above the world average.</li></ul> <p><b>Prueba Saber mocks/results.</b></p> <ul style="list-style-type: none"><li>Pass rates by subject.</li><li>DELF.</li><li>Percentage pass rate.</li></ul>	 <b>Stakeholders perception</b> <ul style="list-style-type: none"><li>Follow up survey at end of year (based on accreditation requirements and CIS survey completed at the start of the year).</li></ul> Percentage of satisfaction, categorised by stakeholders (parents, students, teachers, administration).	 <b>Capacity building impact</b> <ul style="list-style-type: none"><li>Percentage of teachers with master's degrees.</li><li>Percentage of teachers with PhDs.</li><li>No. of teachers receiving IB training in the last three years.</li></ul>	 <b>Students engagement and satisfaction</b> <ul style="list-style-type: none"><li>No. of students involved in STEAM Activities (e.g. RoboTES).</li><li>No. of students in PIAR &amp; Percentage of students' academic performance. Impact of PIAR on their performance.</li><li>No. of students in Psychology process (well-being).</li></ul>
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## Committed Community “The English Way”



### What we will measure (Impact indicators)








 <b>Stakeholders perception</b> <ul style="list-style-type: none"><li>Follow up survey at end of year (based on accreditation requirements and CIS survey completed at the start of the year).</li></ul> Percentage of satisfaction, categorised by stakeholders (parents, students, teachers, administration) <ul style="list-style-type: none"><li>Attendance at Community events (e.g. TES Birthday).</li><li>Attendance at parent meetings.</li></ul>	 <b>Online engagement</b> <ul style="list-style-type: none"><li>Number of visitors on website, social networks (Facebook, Instagram, etc.).</li><li>Number of leads/websites visits (admissions).</li><li>Number of online admission attendance (Admission Open Days).</li><li>Attendance at Community events (e.g. Trimester Open Days, Gressa Webinar).</li><li>Attendance at Parents School (e.g. Behaviour Guidance).</li><li>No. of complaints received (Knowledge Management Framework).</li></ul>	 <b>Student, staff and teachers’ performance and satisfaction</b> <ul style="list-style-type: none"><li>Number of students per teacher.</li><li>Percentage of hours that each teacher must dedicate to evaluation taking into account subject and number of students in the cycle, collaborative planning, other duties.</li><li>Percentage of teacher retention/departure (reasons given for contract renewal or departure).</li><li>Dignity and Mutual Respect Programme (no. of behaviour incidents - past, present and future analysis).</li><li>Number of Dignity and Mutual Respect Strategies implemented and evaluated (for example in light of pandemic - sticker given to students).</li><li>Number of students and schools participating in TESMUN (number of conferences, number of international participants), Round Square.</li><li>Number of students in Comite de Convivencia.</li><li>Number of students in Plan Padrino.</li><li>Number of activities and events connected to international community and number of participants.</li><li>Number of students attending foreign universities.</li></ul>
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## Effective Governance and Financial Sustainability



### What we will measure (Impact indicators)

 <b>Leadership perception</b> <ul style="list-style-type: none"><li>Follow up survey at end of year (based on accreditation requirements and CIS survey completed at the start of the year).</li></ul> Percentage of satisfaction, categorised by stakeholders (parents, students, teachers, administration).	 <b>Governance effectiveness</b> <ul style="list-style-type: none"><li>Stakeholders participation</li><li>Completion of Policy Approval Plan (in line with CIS).</li></ul>	 <b>Financial sustainability metrics</b> <ul style="list-style-type: none"><li>Operating income vs Operating expenses.</li><li>No.of students (actual) / No. of students (budget).</li></ul>	 <b>Operational effectiveness</b> <ul style="list-style-type: none"><li>Percentage of satisfaction regarding other services (transport and cafeteria).</li><li>Knowledge Management System (timetable accomplishment).</li></ul>	 <b>Stakeholders perception</b> <ul style="list-style-type: none"><li>Follow up survey at end of year (based on accreditation requirements and CIS survey completed at the start of the year).</li></ul> Percentage of satisfaction, categorised by stakeholders (parents, students, teachers, administration).	 <b>Decision-making</b> <ul style="list-style-type: none"><li>Percentage of completion in accordance with timeline and Action plan.</li></ul>	 <b>Diversity and representation in governance</b> <ul style="list-style-type: none"><li>Percentage of stakeholders participating in Governing Organs.</li><li>Stakeholders involved in Governing Organs.</li></ul>
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