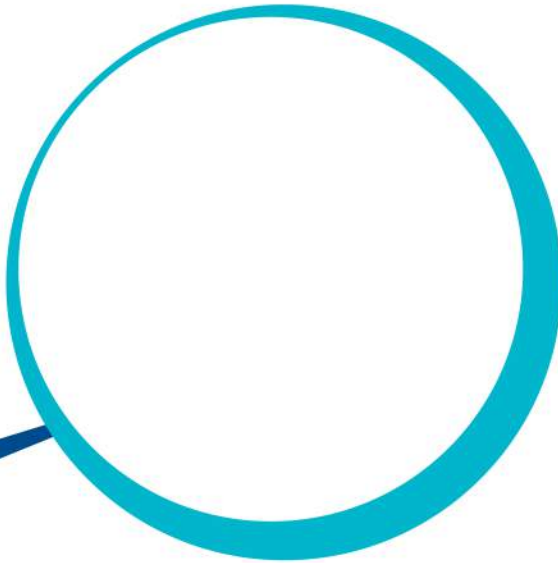




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What is Change?





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The New Venture in Implementing the IB Philosophy

Embracing Change

Sadeem AlKadi & Tima AlZaim





**IF YOU WANT
SOMETHING YOU'VE
NEVER HAD,
THEN YOU'VE
GOT TO DO
SOMETHING YOU'VE
NEVER DONE.**





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Change is...

“the process of movement from one state to another. It is universal and inevitable.”

IB Definition





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Who We Are – King Faisal School

- A pioneer school in the capital of Saudi Arabia (Riyadh). An IB World School authorized in 3 programs (DP, MYP, PYP).
- The first school to begin the process of IB authorization in Saudi Arabia.
- Named after King Faisal bin Abdulaziz Al Saud. Late King Faisal founded KFS school on the principles of faith, knowledge and **ACTION**. His vision was aligned with the IB Vision. His focus was on action.
- in 2007, the board of trustees decided to challenge ourselves by providing an elite international educational program to our community.
- KFS is a branch of the King Faisal Foundation (KFF). KFF currently has a partnership with the IB to introduce over 20 new IB schools to the Kingdom. IB is growing rapidly in Saudi Arabia!





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King Faisal Foundation (KFF)

King Faisal School (KFS)





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We Were...

highly respected prior to switching to IB.

wishing to advance and improve

looking for a more creative and international curriculum

A National school – with a national way of thinking

A school with the classroom as the main learning environment

Using Ministry of Education curriculum standards and practices followed by America Diploma(AD)

Subject focused





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We Wanted ...

To have an internationally recognized program

Innovative approaches to teaching and learning

The entire school to be a community of learners

A challenging and highly respected program





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How to Become Authorized The IB says...

Authorization is required for a school to become an IB school.
(The process for schools is slightly different by region).

A. Fill out an *Interested schools form* to become eligible for authorization.

B. Complete a number of stages that include the following 3 key stages:

1. Feasibility study and identification of resources
2. Candidate status
3. Authorization visit by an IB team





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Change: Risks and Benefits

Benefits	Risks
Learning and understanding something new	Instability
Taking action and moving forward	Failure
Being challenged	Reputation
Thinking differently (better)	Doing things differently (routine)
Possibilities of growth	Being challenged
Raising standards	Waiting for results
New opportunities for all	Resistance

What are your current risks and benefits?



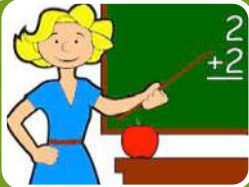


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Those Affected by the Change



PARENTS



TEACHERS /
ADMINISTRATORS



STUDENTS





The KFS Story ... a story of change





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Challenges

- Changing our mindset, learning and applying the new IB philosophy.
- Understanding new systems and roles
- Training teachers, staff and the entire community of learners.
- Budget for change
- Dealing with turnover
- Hiring appropriate staff
- Finding and using appropriate resources
- Using new strategies and tools for assessment
- Planning collaboratively
- Moving from subject focus to concept focus





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The Morals of the Story...

Moral# 1

Mindsets must change before anything else. Change means that we must accept a new and changing program.





Moral #2

Hire competent and accountable IB staff.





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Moral #3

Every teacher should have access to OCC and IB documents and should be using them.





Moral #4

Invest in professional development





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Moral #5

There are ways to deal with every challenge.
Balancing between the Ministry of Education and IB and
communicating with them can be a huge challenge.





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Moral #6

Have all your ducks in a row and be well prepared for the IB visit. Organize your documentation and be ready to answer questions and ensure your environment and staff are prepared.





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Moral #7

Show confidence and remain calm and collected when you are visited. Do not panic!



CALM DOWN





A Window into KFS Now...





Inquirers





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Knowledgeable





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Caring





Communicators





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Thinkers





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Principled





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Risk-takers





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Balanced



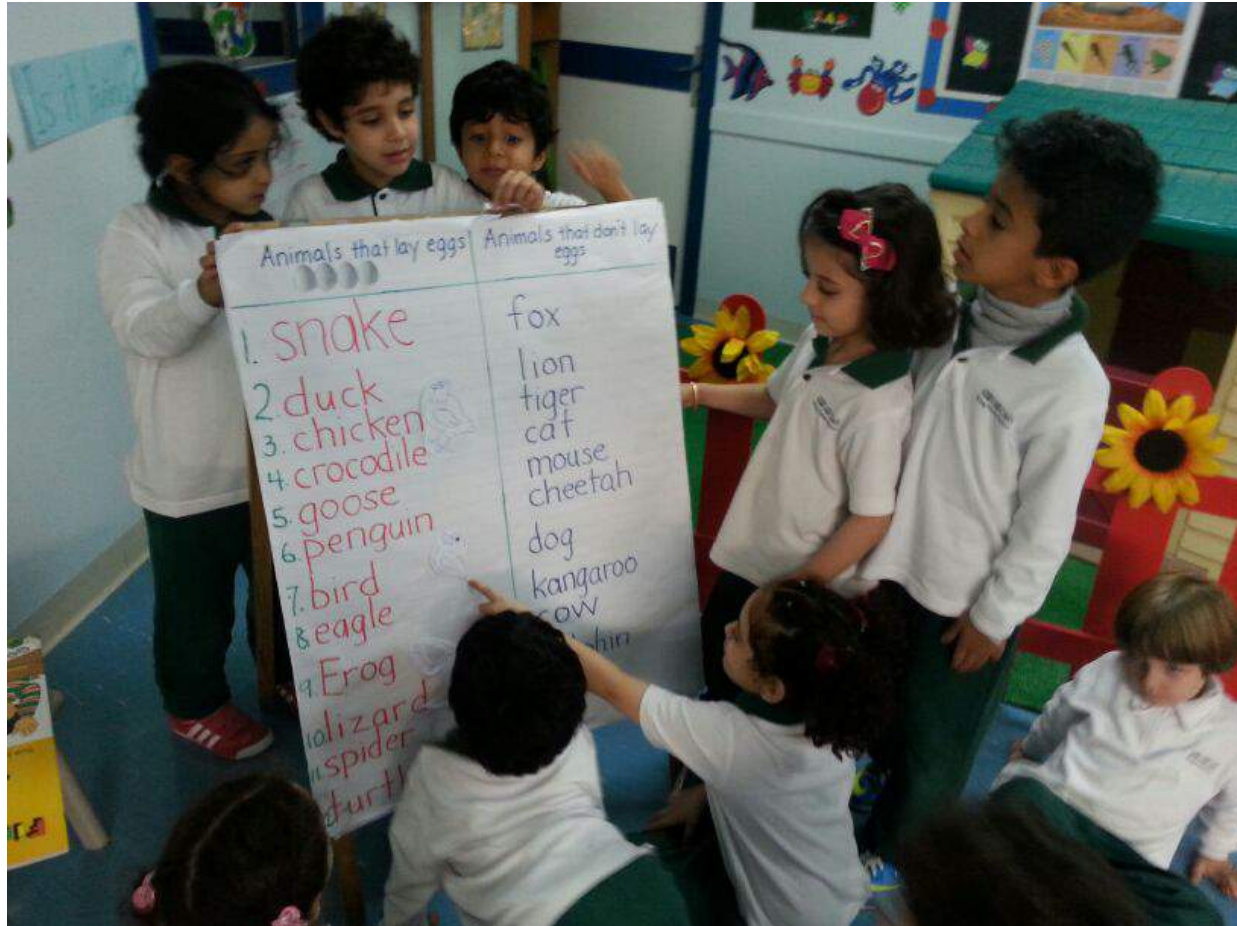


Open-minded





Reflective





How did change happen?

- Change became a priority
- Commitment - we were dedicated to our cause
- Leadership supported it
- A strong vision was created (King Faisal's and the KFS vision)
- A plan was created (targets, deadlines)
- Organization - we knew what we needed to do and planned accordingly.
- Communication - Positive thinking - We knew we could do it.
- We dealt with challenges and obstacles
- Action
- Reflection

Questions





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Thank you

