Action Research

Approved by: Principal	Date: 30 January 2026

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Next review due:	Date: 22 June 2026

#	Description of Changes	Rev. No	Date of Issue
1	First Issue	00	21 June 24

ICS Vision
The "School of Choice" inspiring, challenging and empowering a 21st century learning community through an ethical and innovative education system.

ICS Mission
Provide a safe, friendly learning environment where lifelong learners follow an international curriculum which promotes academic excellence and nurtures key values and competencies in our global minded, future leaders.

Purpose

The purpose of this policy is to establish a structured framework for implementing action research at ICS. Action research empowers educators to systematically investigate and improve teaching practices, learning outcomes, and overall school performance. This policy encourages a culture of reflection, collaboration, and continuous professional growth to enhance student learning experiences.

Scope

This policy applies to all teaching and administrative staff at ICS who are interested in or are required to engage in action research as part of their professional development. Action research can address a wide range of areas, including but not limited to:

- Enhancing teaching strategies.
- Improving student engagement and outcomes.
- Addressing learning barriers.
- Promoting innovative practices in education.

Definitions

- **Action Research:** A reflective process where educators identify challenges, implement interventions, and evaluate their effectiveness to improve educational outcomes.
- **Professional Growth:** Continuous improvement of an educator's skills and knowledge through reflective practices and research.
- **Intervention:** A specific strategy or approach implemented to address an identified issue in the classroom or school setting.

Objectives

The key objectives of action research at ICS are to:

1. Foster a culture of evidence-based practices.
2. Enhance teaching and learning strategies through data-driven approaches.
3. Encourage collaboration among staff to address common challenges.
4. Develop solutions that align with the school's mission, vision, and values.
5. Empower educators to take ownership of their professional growth and development.

Action Research Process

1. **Identify the Focus Area:**
    - Staff members identify an area of interest or challenge within their teaching or administrative responsibilities.
    - Examples include improving student writing skills, increasing participation in STEM activities, or addressing behavioral challenges.
2. **Develop a Plan:**
    - Define the research question(s).
    - Set clear objectives and success criteria.
    - Outline the methodology, including data collection tools such as surveys, assessments, or classroom observations.
3. **Implement the Intervention:**
    - Execute the proposed strategy or solution in the classroom or school environment.
    - Monitor progress and document observations during the implementation phase.
4. **Collect and Analyze Data:**
    - Gather qualitative and quantitative data to measure the effectiveness of the intervention.
    - Use tools like student assessments, feedback forms, or behavior tracking sheets.
5. **Reflect and Revise:**
    - Analyze the outcomes and identify areas of success or improvement.
    - Modify the intervention based on findings to enhance effectiveness.
6. **Share Findings:**

- Present the results of the action research to colleagues, department heads, or the Senior Leadership Team (SLT).
- Use findings to inform broader school practices or policies.

Responsibilities

1. **Teachers and Staff:**
   - Identify focus areas and participate actively in action research.
   - Maintain accurate and ethical data collection practices.
   - Collaborate with colleagues to share insights and develop solutions.
2. **Department Heads:**
   - Support staff in identifying focus areas and developing research questions.
   - Provide guidance and resources for implementing action research.
3. **SLT (Senior Leadership Team):**
   - Encourage and monitor the implementation of action research across the school.
   - Organize professional development sessions to enhance staff skills in research methodologies.
   - Facilitate platforms for sharing findings, such as workshops or staff meetings.
4. **Students and Parents (where applicable):**
   - Provide feedback as part of the data collection process.
   - Collaborate with teachers to implement strategies designed to improve student outcomes.

Linked Policies and Procedures

This policy aligns with the following ICS policies to ensure a comprehensive approach to professional development and school improvement:

- **Professional Development Policy**
- **Assessment Policy**
- **Inclusion Policy**
- **Student Achievement Recognition Policy**

Support and Resources

- Staff will have access to training workshops on action research methodologies.
- Resources such as research journals, data collection tools, and collaborative platforms will be made available.
- A mentorship program will pair experienced educators with those new to action research.

Monitoring and Review

- The SLT will periodically review the impact of action research projects to ensure alignment with the school's strategic goals.
- Success stories and lessons learned will be documented and shared with the school community.

ICS is committed to fostering a reflective and innovative culture where educators continually strive to improve their practices through action research, ultimately contributing to the success and well-being of our students.