



Minutes of the Open Session Board Meeting

Held on 5 March 2023 at 6.00pm

Present

B. Bijl	BB	Board Chair
R. Kanaan	RK	Board Member
H. Schellenger	HS	Board Member
R. Khan	RKH	Board Member
U. Roxo	UC	Board Member
A. Veen	AV	Board Member
L. Kakhome	LK	Board Member
A. C. Moody	AM	Director
L. Peacock	LP	Secondary Principal
E. Engel	EE	Primary Principal
L. Phiri	LP	Head of Operations
S. Soko	SS	Head of Finance
C. Honde	CH	Secretary to the Board

Apologies

K. McCarthy	KM	Board Member
A. Mahomed	AM	Board Member

Time	Agenda Item	Minutes
6.30pm	Welcome	AM welcomed all members present and and thanked them for attending.
	Approval of agenda	The Board approved the following Consent Agenda: <ul style="list-style-type: none"> • Board Minutes 231031 • Matters Arising • Operations Report • Upcoming Events
	<ul style="list-style-type: none"> • Primary Head's Report 	<p>Teaching and Learning</p> <ul style="list-style-type: none"> • PD for teachers <p>Most of the classroom teachers are doing a professional development called "Shifting the Balance". It is based on the latest research on how the brain works, cognitive science, and child development. It is shifting teachers' understanding of balanced literacy and the science of reading and provides clear</p>

insights on how to connect the best parts of both to benefit early readers. Teaching reading across primary school will be based on best practices and newest research.

New teachers who joined in August 2023 are all doing the Jo Boaler Math course called “How to learn Math for Teachers” Joe Boaler, a Research Professor of Mathematics at Stanford University, did research on how our brain works and how we learn Math. Based on this research, she has done courses for teachers, and knowing how the brain works, to teach Math accordingly. Primary has made some strides in regards to Math and learning and that is because of this course. Teachers explore the new research ideas on mathematics learning and students’ mindsets that can transform students’ experiences with Math. The sessions are interactive and include various thinking to promote and achieve engagement. There has been positive feedback from the teachers. Three teachers from Secondary have also signed up as part of the transfer from Grade 5 to 6. Going forward, every new teacher who comes will be asked to do this course so that all are teaching the same way.

Moving forward, the school is moving away from individual PD needs and focusing on two things for everybody to choose from. Feedback has been positive because people feel like they are part of a cohort.

- **Grade 5 PYP Exhibition**

One of the comments from the visiting team when the school had the IB visit five years ago, was that the school needed to make a bigger connection to Malawi. Not only for the exhibition, but for all the units of inquiry across the board. During the pre-accreditation visit last year, a similar comment was made. Primary has since reviewed all the units of inquiry and made that connection to Malawi. The focus for this year’s exhibition is all about “Malawi our community”. The theme was chosen by the Grade 5 students.

Growth as Success

Based on scientific reading in the early years, Primary started implementing a phonics program called UFLI, from the University of Florida. The program is all about best scientific research on how to teach phonics. This very prescriptive program focuses on both teacher and reader development. It helps teachers to become more confident and more successful in their capacity to help kids learn to read. All teachers from Pre-K to Grade 2 are trained in it. Six months down the line, progress has been measured and it is incredible to see the young kids, especially the kindergarten students, doing well in spelling and reading. It is hoped that over the course of the next three years, there will be even more improvement in spelling

		<p>and reading in all grades because students will have a really strong foundation.</p> <p>Inclusion</p> <ul style="list-style-type: none"> • Coffee and Connect - Neurodiversity <p>The school's Student Support Service consultant, together with three teachers, led a successful neurodiversity session with parents where they, together, defined the word neurodiversity, and shared stories and experiences. It was noted that although the session was well patronized by parents, there are parents who are not able to make it and would be happy to join virtually. It was however explained that a virtual meeting would not be as interactive as the sessions are intended to be. Sharing a recording of the meeting with other parents would also be inappropriate because discussions are all very personal in nature.</p>
	<ul style="list-style-type: none"> • Secondary Principal report 	<p>Teaching and Learning</p> <ul style="list-style-type: none"> • University Placements Update <p>There have been thirteen applications to UK universities and all the students have received at least one offer. Two students have already accepted while others are waiting on some other schools before they make their decision. There are six US applications and they are still waiting for their offers which normally come up during the month of March. Two students have applied to Dutch universities and are still waiting for their offers.</p> <p>Over the past couple of weeks, the DP Coordinator and the College Counselor have been having interviews with Grade 10 students and their families. They have been looking at different programs and subjects in order to help them make informed choices. It has been observed that retention with Grade 10 students has greatly improved compared to the previous years.</p> <ul style="list-style-type: none"> • EAMUN <p>Eleven places were offered for the EAMUN in Nairobi and eleven students attended. The conference was a great success. BMIS students spoke very well and they all got awarded for honorable mentions.</p> <ul style="list-style-type: none"> • Teaching and Learning Continuum <p>The main goal for the school's focus area is high quality learning and part of that in the Secondary is an emphasis on inquiry. Teachers have therefore been plotting their teaching and learning continuum and it is great to see that they are doing well on that, both on their individual goals and the diploma goals. In addition, an MYP survey was sent out to students and to parents asking for their feedback on developments on the MYP including areas that they felt needed strengthening and</p>

areas which they felt we are doing well. Feedback on both these surveys will be presented at the next board meeting.

The Math Department have re-written the whole curriculum from Grade 6 to 10. Part of that was necessary because the curriculum on IB has changed. The English Department on the other hand, is reviewing its curriculum and looking at a broader range of genres, time, and place, just to mention a few things. A lot of their input came from the students in the student survey. The texts that the students would like to look at and study can also be used for library orders.

Growth as Success

- School away trips

The school is planning on increasing the cultural and trips away.

Inclusion

- BMIS Student Profile of a Global Citizen

Secondary is working on a project whose objective is to develop profiles for BMIS students, teachers, and parents. Each group will contribute insights into their roles within the BMIS community and their aspirations in line with the school Mission. Students in both Primary and Secondary, have already contributed their ideas on how diversity, inclusivity, sustainability and joyfulness look from their perspective. Three posters will be branded, aligned to the school Mission Statement. The posters will be made into a marketing piece.

Wellbeing

- Reports of drug use in Grade 8.

In February there were some reports that a Grade 8 student was taking drugs and bringing drugs into the school. Procedures were immediately followed through and some thorough investigations done, including questioning students, searching bags, taking reports, and viewing CCTV footage. At the end of the investigation, it was established that a student had decided to act as if they were high on drugs as a result of which rumour went about that he had taken drugs. The student apologized to the whole grade for bringing all into disrepute and spreading false rumours. The student who was supposedly taking and bringing drugs into school was tested and was negative. The school is currently in the process of reviewing its illegal substance policy.

- Student blacked after being held in a chokehold

A Grade 8 student, who happened to have been held in a chokehold by a fellow student, blacked out, fell and hit his head when he hit the floor. The incident happened hardly a few minutes after the teacher had stepped out of the classroom to attend to a learning support student who was upset and was

		<p>acting up. The student was immediately taken to the nurse and luckily, he was fine.</p> <p>It was suggested that senior leadership should consider coming up with a threshold for reporting incidents to the board when a full investigation has been concluded and a decision has been made. The report would ideally be written by the Director, would not disclose names, but would state clear facts so that the board is aware of the incident and if there is need for further action, at least there would be a document trail.</p>
	<ul style="list-style-type: none"> • MAP Test 	<p>MAP testing measures a child’s academic progress or growth by having precise measurements of student achievement. Teachers are able to monitor a child’s academic progress in basic skill areas namely reading, language usage, and mathematics. BMIS uses MAP test results data to inform teaching and learning.</p> <p>In both Primary and Secondary, the MAP test results have been impressive because they are above MAP norm. For Primary, the results were above the MAP norm for all assessments in all Grades and this has been the best achievement ever. Just a few years ago, BMIS was below MAP norms especially in Math. A lot of AISA schools do not include scores of learning support students. As a result, their numbers go up. BMIS includes everyone’s score, thereby giving a true reflection of all students. In future, the school will start publishing MAP test trends in order to show where the school is and where it is heading.</p>
	<ul style="list-style-type: none"> • CIS/NEASC Update 	<p>Domain A Work Domain A work is done. Information was sent out in January in order to get early feedback for our reporting. To do that, the school had to put in financial information and survey results. Other Domains are currently in progress.</p> <p>Early Feedback For early feedback, the school was required to submit by January 29. However, we submitted a month ahead, in December. We therefore received early feedback early, which was great. The evaluation is scheduled for 28th of September to 4th October.</p> <p>Comments from Early Feedback</p>

		<p>The feedback from the CIS team was overwhelmingly positive. The team thought the way BMIS handled its report, in terms of the evidence provided, was exemplary.</p> <p>There were a number of things that were highlighted in the prep report that the school had not yet done. At that stage in the prep report, the school had only just put together the mission statement but did not have a strategic plan. These are now in place and we have responded appropriately. All the evidence they need has been provided accordingly.</p> <p>The school will respond to all Domains by May and the whole report will be finished by then at which point the report for the evaluation visit will be submitted.</p> <p>On behalf of the Board, BB thanked the leadership team and the Domain leaders for all the work that is going into these preparations. He said that it was pleasing to see that things are progressing well.</p>
	<ul style="list-style-type: none"> • 80th Anniversary 	<p>At its last meeting, the 80's celebration committee, a decision was made on the celebration week. The committee has been divided into a variety of different committees. One group has taken on the responsibility of the events. The events have been planned throughout now to the end of semester. Teachers and students are all part of this 80's celebration. There are plans to make the front part of the upper hall a history museum. The school is in touch with a group, all alumni, which does communications, websites and designs, to work on the museum and the website.</p> <p>The alumni association was not there before and it is something that the school wants to try and build up. This will contribute to more recognition and more continuity of history as well as better participation in future events.</p>
7.47 pm	Date of next meeting	There being no other business, the meeting closed at 7.47pm. The date for the next board meeting will be communicated in due course.

Signed:.....(Board Chair)

Date:.....