



international  
teachers'  
olympiad

# School Performance Report

2023



# School's Details

Thank you for participating in International Teachers' Olympiad 2022, this is a customised report for:



School			
Avocado International School			
Country of Participation	City	Branch	# of Participating Teachers
India	Jaipur	Tank Road	62

In Partnership with



# Introduction

What makes top performing schools great?

In 2007, McKinsey published a landmark report, 'How the world's best-performing school systems come out on top'. This report, by Sir Michael Barber and Mona Mourshed, studied 25 school systems across the globe and has become a reference manual for modern school systems.

The experiences of these top school systems suggest that three things the matter most:

- Getting the right people to become teachers
- Developing them into effective instructors
- Ensuring that the system is able to deliver the best possible instruction for every child

What do school leaders want for their teachers' development?

All school management, principals and academic heads we spoke with expressed the need to have more effective professional development for their teachers. They shared their frustration that despite annual trainings, teaching practices do not improve as desired.

They want professional development for their teachers that is:

- Inspiring because teaching is not an easy job
- Specific so that teachers get actionable strategies that they can apply
- Personalised to grade levels and subject matter they teach
- Continuous to encourage teachers to keep learning and evolving



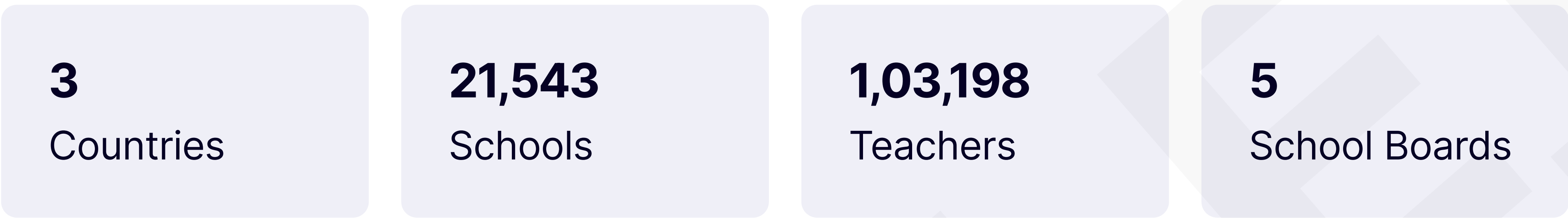
What is the role of the International Teachers' Olympiad in this?

The International Teachers' Olympiad sets the ball rolling by creating an opportunity for teachers to assess their own skills and receive a personalised guide on how to improve.

This School Performance Report functions as a baseline for the current skills, strengths, and the development areas of the teachers in your school.

Did you know your teachers just helped create history?!

Teachers from across cities, states, countries took the International Teachers' Olympiad 2022 to measure their teaching skills and knowledge.



1,03,198 teachers took this test from across 3 countries, 21,543 schools, and 5 different school boards.

Figure 1: Global Participation



Note: Map used above is just for reference and does not represent actual geographical borders.



# About this Report

So, what is the  
fuss about this  
report?

## Short answer

It provides data and a roadmap to improving teaching practices in your school.

## Long answer

We want teachers to be enthusiastic about continuing their own learning and professional growth. This requires moving away from the one-size-fits-all approach and tailoring professional development to the needs of both the individual teachers and the school.

A proactive, deliberate approach includes gathering data of teachers' strengths and development needs and creating a blueprint for staff development that is contextualised to your school's vision and mission.

## Your school's guide for professional fitness & growth

This report supports academic and school heads with the following:

### A baseline of teaching performance

Assessing teacher performance with accuracy

Identifying areas of strengths and development

### Meaningful, specific, and actionable support for teacher growth

Key action areas and desirable standards of performance

Action Plan with a list of high quality learning resources

Learning is contagious and teachers who love learning make better educators. They are persistent in seeking better ways to facilitate and inspire learning for students with many different learning needs. They find joy and challenge in the pursuit of their own professional growth and inspire students to love learning too.

This report is intended to provide objective, unbiased, constructive information and support that can be used to guide, inspire and motivate teachers to do the same with their students.



# Included in this Report

In the following pages you will find:



## Decoding the International Teachers’ Olympiad 2022

This helps you understand the structure and the components of the test.



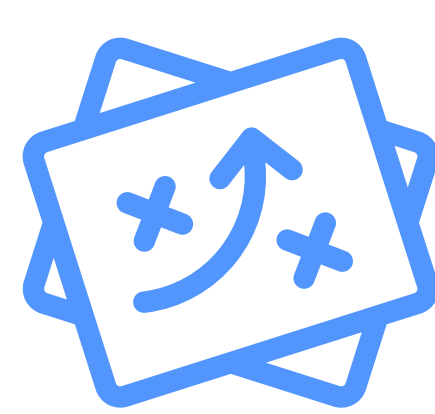
## Understanding the Result

This acquaints you with the process of the tabulation of the result.



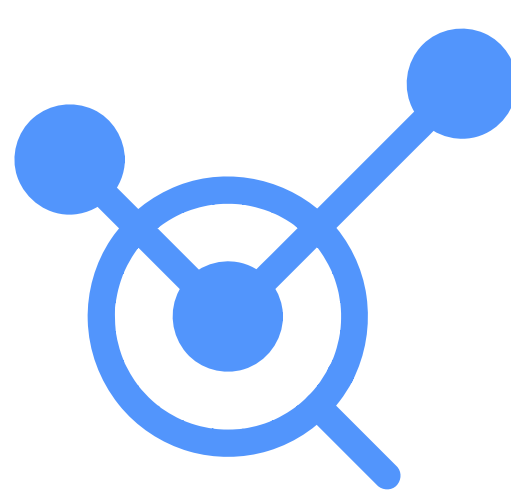
## Your School’s Overall Result

This provides you with an insight into your school’s performance in comparison with other schools from across your city, state, country and other participating countries.



## Interpreting Your School’s Result

This section helps identify your teachers’ strengths and development areas by analysing their overall performance on the six domains.



## Recommendations and Action Plan

The recommendations form the basis for effective professional development tailored specifically for your school.



## The Six-Domain Improvement Plan

This provides an indicative list of free resources for working towards achieving proficiency in the six domains.



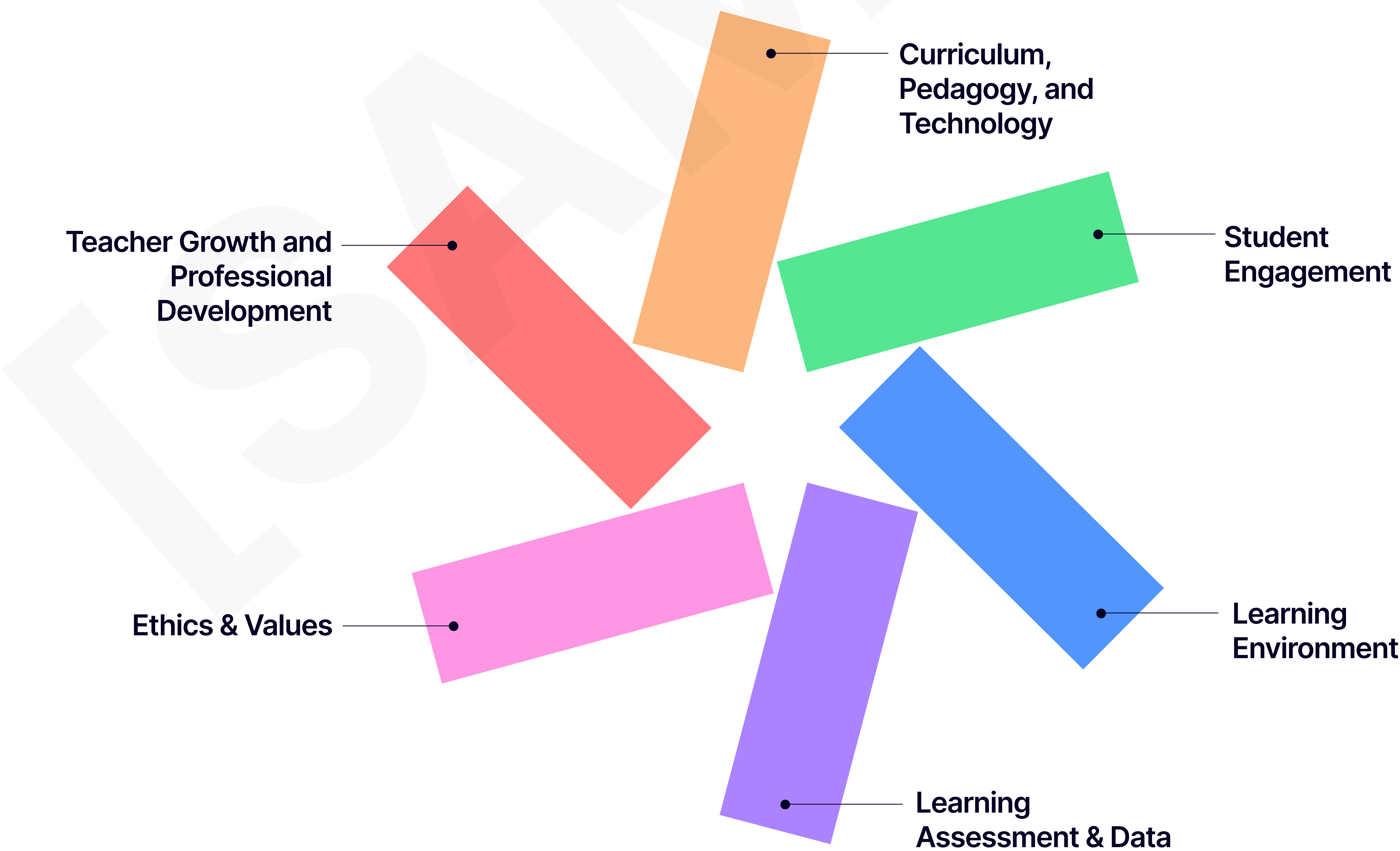
# Decoding the International Teachers’ Olympiad 2022

Your school’s scores have been averaged for each of the 6 domains. These results provide a baseline for the current performance levels of your teachers. Upon this, we have built a step-by-step professional development plan that includes high-quality learning resources and activities.

**About the test:**

- It is mapped with core teaching skills identified across national and international standards.
- It has 50 multiple-choice items to assess core teaching skills.
- It is an online test for 60 mins. and can be accessed on the laptop or mobile device.
- It comprises of test items that have been checked for validity and fairness.

Figure 2: Test Framework





International Teachers’ Olympiad Framework

The ITO measures teachers' knowledge and skills\*\* in the following 6 domains:

Curriculum, Pedagogy and Technology	Good teaching requires teachers to be skilled in the integration of subject curriculum with the appropriate pedagogy and technology for achieving desired learning outcomes.
Student Engagement	Outstanding teachers create learning experiences that engage diverse learners with varied interests and needs.
Learning Environment	Great teachers ensure that they create and sustain a positive learning environment.
Learning Assessment & Data	Outstanding teachers create quality assessments and use the assessment data to support students in achieving their learning goals.
Ethics and Values	Great teachers are role models whose ethics and behaviour inspire students to become responsible and productive citizens.
Teacher Growth and Professional Development	Exceptional teachers continually seek to learn new skills, support their peers, grow in their careers and share their own learnings with others.

\*\*We have referenced the teaching standards from Australia, the USA, the UK, the UAE, and India.



# Understanding the Result

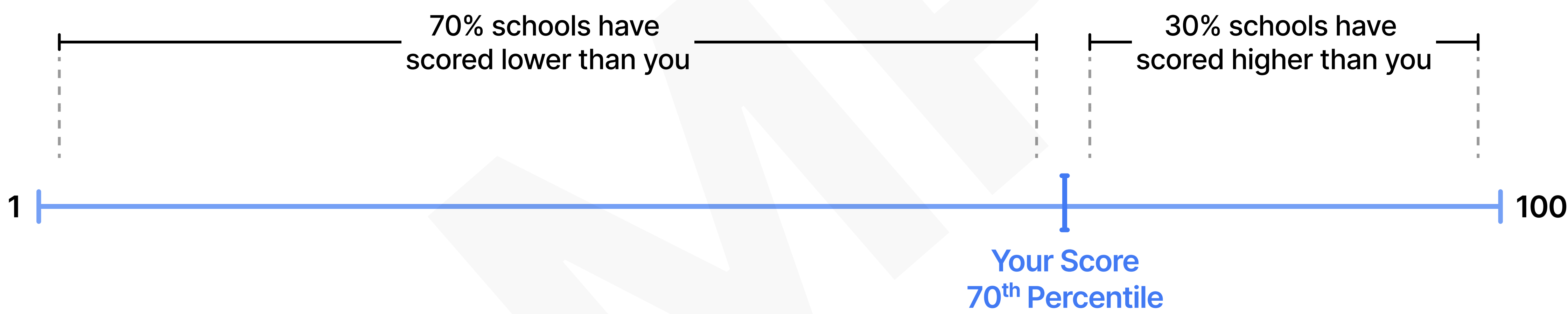
The result is a comparison of your school’s averaged score with that of other schools. To generate this result, the scores of all schools are ranked in descending order. On a scale of 1-100, every school’s performance gets a percentile rank.

## What percentile rank means?

We’ll understand this with an example:

Let’s say, your school obtained a 70th percentile in the Olympiad. This means that your school scored higher than 70% of the other schools and 30% of the schools scored higher than your school.

Figure 3: Percentile Representation



## The League of Extraordinary Schools!

Scoring among the top 30% of the schools worldwide will ensure that you feature in the league of extraordinary schools!







# Your Overall Result



Your school is placed in the 90th percentile rank i.e. in the top 10%

## Your Global Performance Percentiles

Your school's overall score in comparison with 10,000 schools who participated globally.

Figure 4: Comparison Group - Global Overall



**Your Percentile**

Your performance is better than 90% of the schools who participated globally.

## Your National Performance Percentiles

Your school's overall score in comparison with 4,589 schools who participated from India.

Figure 5: Comparison Group - National Overall



**Your Percentile**

Your performance is better than 91% of the schools who participated from India.

## Your State Performance Percentiles

Your school's overall score in comparison with 613 schools who participated from Rajasthan.

Figure 6: Comparison Group - State Overall



**Your Percentile**

Your performance is better than 92% of the schools who participated from Rajasthan.

## Your City Performance Percentiles

Your school's overall score in comparison with 211 schools who participated from Jaipur.

Figure 7: Comparison Group - City Overall



**Your Percentile**

Your performance is better than 93% of the schools who participated from Jaipur.



Your Global Performance Percentiles

Your school's segment-wise score in comparison with 10,000 schools who participated globally.

Figure 4: Comparison Group - Global Overall



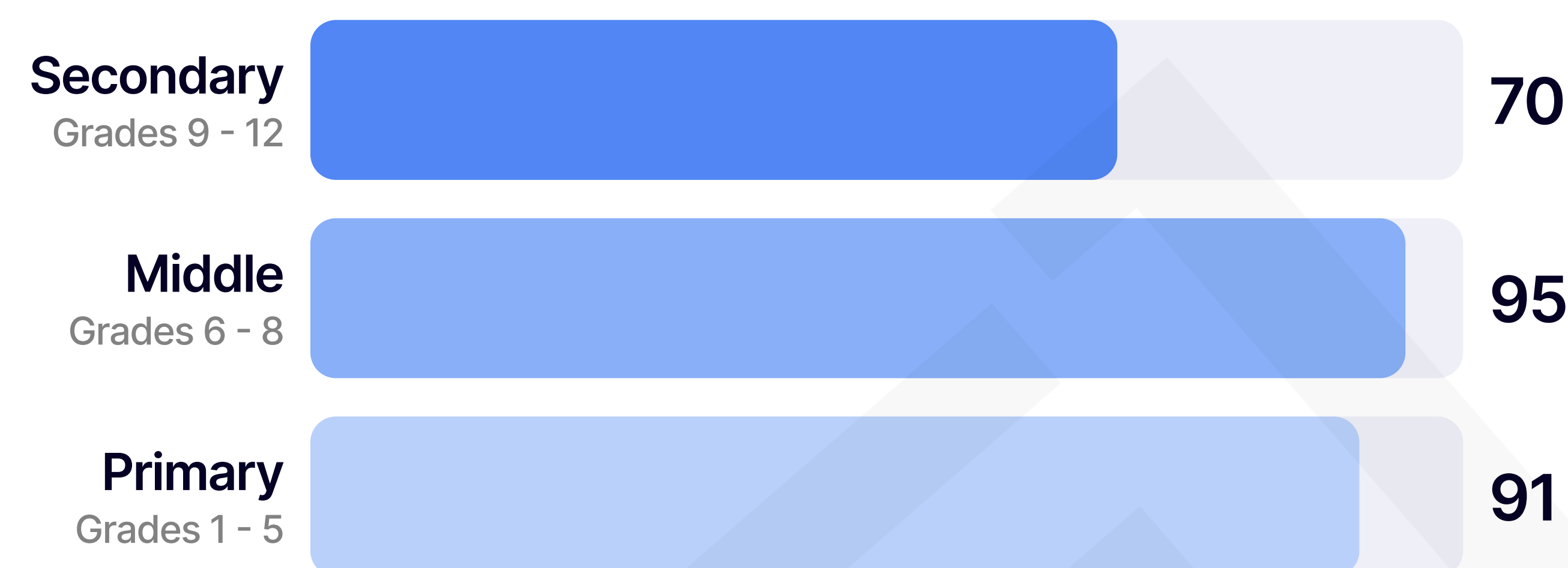
Your Percentile

This graph shows the performance of teachers in different segments in your school against the performance of teachers in those segments globally.

Your National Performance Percentiles

Your school's segment-wise score in comparison with 4,589 schools who participated from India.

Figure 5: Comparison Group - National Overall



Your Percentile

This graph shows the performance of teachers in different segments in your school against the performance of teachers in those segments from India.

Your State Performance Percentiles

Your school's segment-wise score in comparison with 613 schools who participated from Rajasthan.

Figure 6: Comparison Group - State Overall



Your Percentile

This graph shows the performance of teachers in different segments in your school against the performance of teachers in those segments from Rajasthan.

Your City Performance Percentiles

Your school's segment-wise score in comparison with 211 schools who participated from Jaipur.

Figure 7: Comparison Group - City Overall



Your Percentile

This graph shows the performance of teachers in different segments in your school against the performance of teachers in those segments from Jaipur.



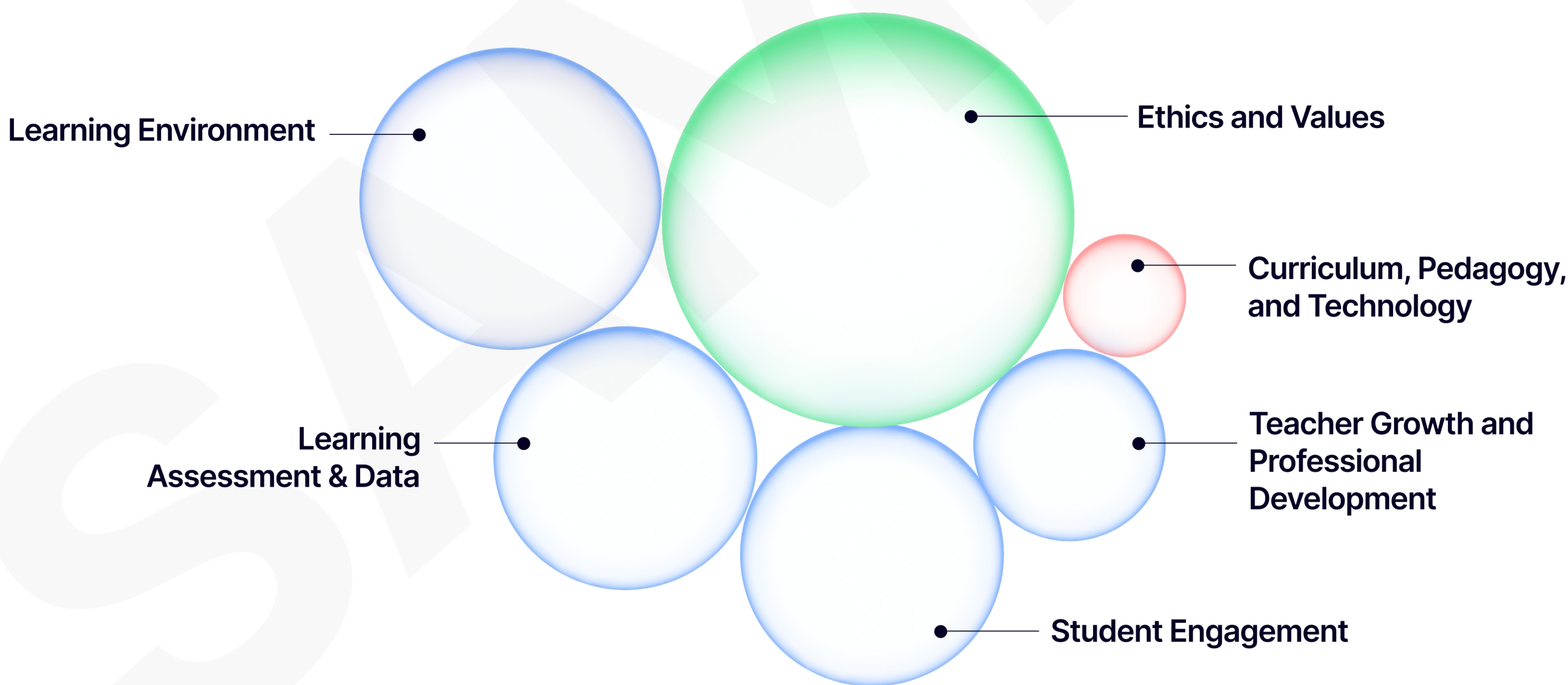
# Interpreting Your School Result

It's interesting to see where you stand against your contemporaries globally, right? Either you are pleasantly surprised or critically shocked. But whatever it is, it should be a strong enough stimulus for your institution to prioritise data-driven professional development. This development involves teachers in their own growth, is based on their individual needs and is rich with learning, interactive, and challenging experiences.

The key outcome of this report is to make professional development contextualized to your teachers' needs that improve instruction across your school and year-on-year.

This representation showcases your school's performance on the six critical domains of teaching and learning. These results were obtained using data science models and algorithms.

Figure 8: Domain-wise Strength





## Domain Profile for Avocado School

The International Teachers’ Olympiad assessed the teachers of your school on 6 domains.

Their performance in the 6 domains is listed from highest to lowest.





# Recommendations and Action Plan

Your school's next growth target must be to reach the **99<sup>th</sup> percentile**.





# Understanding Principles of Effective CPD

What are the elements of effective Continuous Professional Development?

## I. Teachers as active participants

Day (1999) examined teachers' lifelong learning and stated the two principles fundamental to teachers' professional development:

Teachers cannot be developed passively. They develop actively. It is vital, therefore, that they are centrally involved in decisions concerning the direction and processes of their own learning; and

A variety of different forms of learning input with sufficient time overall.

## II. Personalised teacher development

Every group of teachers has vastly different needs, challenges, and goals. Teachers' training plan should be personalised with choices and opportunities for self-directed and self-paced learning.

Clarity about the individual and group goals, and development targets

A variety of learning activities presented through different pathways

How can the school leadership support teacher growth?

## III. Practice and collaboration

Extensive research suggests that shared practice and collaboration should be at the heart of any Continuous Professional Development (CPD) approach.

Encouragement for teachers to implement the learning in their practice

Feedback on progress and access to the experience of other teachers

Flexibility to account for teachers' different starting points and rates of progress



# Teacher Development Action Plan

Now here’s the good news!

We have chalked out a Continuous Professional Development Action Plan for your teaching faculty that is designed to support your school achieve the next target level.

We recommend nominating teacher champions from your staff who will motivate others to participate and take forward the staff development plan diligently.

Let’s get started right about **now**.

Timelines	November 2022	December 2022	January 2023	February 2023	March 2023	April 2023
Domains to be covered	Curriculum, Pedagogy & Technology	Student Engagement	Learning Environment	Learning Assessment & Data	Ethics and Values	Teacher Growth & PD
Teachers who should engage in the program	Teachers may <b>volunteer</b> to attend basis the reports they have received. School may <b>nominate</b> teachers who need improving in the area they are nominated for.					
Resources suggested in the program	Curated <b>Online</b> learning resources (free) <b>Masterclasses</b> with domain experts (free)					
Commitment from the teachers	Read/ listen to learning material @ 30 mins. / week + <b>attend</b> 1 Masterclass/ month Implement the learning into own subject matter teaching and <b>reflect</b> on own growth					
School’s support for the participating teachers	Encourage, appreciate, and <b>support</b> the teachers in their efforts <b>Nominate</b> coaches and advocates for the program					



# The Six-Domain Improvement Plan

The following table contains the recommended resources (reading links, masterclasses) for each domain.

These have been selected based on the performance results of your schools’ teachers who took the Olympiad and to help them progress towards the Desirable Performance Standard.

Domain	Desirable Performance Standard	Resources
Curriculum, Pedagogy & Technology	The teacher understands learning progression, teaching strategies, child development theories, and effectively integrates technology with curriculum and pedagogy.	<a href="#">integrating_tech_with_correct_pedagogy.com</a> Masterclass (12 Nov.)
Student Engagement	The teacher creates effective lesson plans using differentiation strategies and inter-disciplinary approaches to engage students in active learning.	<a href="#">9_differentiation_strategies.com</a> Masterclass (17 Dec.)
Learning Environment	The teacher uses effective communication, and class resources, routines, and procedures to provide a student-centered environment.	<a href="#">what_is_classroom_climate.com</a> Masterclass (21 Jan.)
Learning Assessment & Data	The teacher creates quality assessments, analyzes data to measure student progress, modifies teaching, and provides timely feedback to students, parents, and other educators.	<a href="#">top_online_assessment_tools_for_classrooms.com</a> Masterclass (25 Feb.)
Ethics & Values	The teacher models school and citizen values, high professional ethics, collaborates and communicates appropriately with students, parents and colleagues.	<a href="#">teacher_professional_ethics.com</a> Masterclass (25 Mar.)
Teacher Growth & Professional Development	The teacher actively engages in own learning, reflective thinking and seeks feedback to drive personal and professional growth.	<a href="#">becoming_a_reflective_teacher.com</a> Masterclass (22 Apr.)



# End of the Report

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