



SREENIDHI
INTERNATIONAL SCHOOL
KINDLE THE LIGHT WITHIN

STAFF RETENTION POLICY

Approved By : Sreenidhi Board of Directors

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1. SREENIDHI INTERNATIONAL SCHOOL MISSION AND VISION STATEMENT

Vision

To create internationally minded, socially responsible global citizens.

Mission

Sreenidhi International School cultivates an intellectually challenging environment through holistic and impactful learning, fostering innovation, diversity and student voice, choice and ownership of learning to create internationally minded individuals.

Guiding Statements

- a safe, supportive and legally compliant environment which encourages respect, responsibility, tolerance and compassion.
- a high-quality education that promotes the pursuit of academic excellence, innovation, ethical perspectives and lifelong learning.
- education to be a shared partnership of mutual cooperation amongst all members of the school community.
- an environment of cultural diversity that enhances our school community as well as our understanding of the world.
- a continuum of IB curriculum that is comprehensive to prepare students for the future.
- the ability to demonstrate international-mindedness and attributes of the IB Learner Profile.
- behaviour standards that promote a respectful and responsible school environment.
- an inclusiveness in holistic opportunities dependent on the school resources and availability.
- an understanding of a collective responsibility towards society.
- a commitment to enshrine agency across the community.

IB Mission Statement:

The IB aims to develop inquiring, knowledgeable, caring young people who help to create a better and more peaceful world through intercultural understanding and respect.

To this end the organization works with schools, governments and international organizations to develop challenging programmes of international education and rigorous assessment.

These programmes encourage students across the world to become active, compassionate and lifelong learners who understand that other people, with their differences, can also be right.



IB learner profile

The aim of all IB programmes is to develop internationally minded people who, recognizing their common humanity and shared guardianship of the planet, help to create a better and more peaceful world.

As IB learners we strive to be:

INQUIRERS

We nurture our curiosity, developing skills for inquiry and research. We know how to learn independently and with others. We learn with enthusiasm and sustain our love of learning throughout life.

KNOWLEDGEABLE

We develop and use conceptual understanding, exploring knowledge across a range of disciplines. We engage with issues and ideas that have local and global significance.

THINKERS

We use critical and creative thinking skills to analyse and take responsible action on complex problems. We exercise initiative in making reasoned, ethical decisions.

COMMUNICATORS

We express ourselves confidently and creatively in more than one language and in many ways. We collaborate effectively, listening carefully to the perspectives of other individuals and groups.

PRINCIPLED

We act with integrity and honesty, with a strong sense of fairness and justice, and with respect for the dignity and rights of people everywhere. We take responsibility for our actions and their consequences.

OPEN-MINDED

We critically appreciate our own cultures and personal histories, as well as the values and traditions of others. We seek and evaluate a range of points of view, and we are willing to grow from the experience.

CARING

We show empathy, compassion and respect. We have a commitment to service, and we act to make a positive difference in the lives of others and in the world around us.

RISK-TAKERS

We approach uncertainty with forethought and determination; we work independently and cooperatively to explore new ideas and innovative strategies. We are resourceful and resilient in the face of challenges and change.

BALANCED

We understand the importance of balancing different aspects of our lives—intellectual, physical, and emotional—to achieve well-being for ourselves and others. We recognize our interdependence with other people and with the world in which we live.

REFLECTIVE

We thoughtfully consider the world and our own ideas and experience. We work to understand our strengths and weaknesses in order to support our learning and personal development.

The IB learner profile represents 10 attributes valued by IB World Schools. We believe these attributes, and others like them, can help individuals and groups become responsible members of local, national and global communities.

2. Policy statement

Staff retention focuses on employees who are already employed with the school, the policy operates within the broader initiatives of talent management. These include, but are not limited to, professional development, staff development, staff evaluation, and employee relations.

Objectives:

- To position Sreenidhi International School as an employer of choice
- To ensure the creation of a conducive working environment for the employee
- Managing staff well to ensure directed and motivated employees
- To ensure professional development for staff
- To reduce staff attrition rate
- To establish a work-life culture that is attractive and supportive

At Sreenidhi International School, the primary purpose of employee retention is to provide greater stability for the staff and their families. We are committed to attracting, developing, and retaining the best suitable faculty from around the world to ensure the very best in the delivery of excellent learning and teaching to our students.

The school has the following strategies in place to retain its staff in addition to paying competitive salaries:

1. **School Culture:** At Sreenidhi we believe in empathy, resilience, and integrity, the school community values everyone and works collaboratively.
2. **Professional Development (PD):** Sreenidhi International School invests to a great degree in continuous professional development of teachers either through in-house training or workshops around the world which can help our teachers to provide the same learning to our students and be part of a professional learning community.
3. **Professional Development Leave:** The staff at Sreenidhi are encouraged to become School visitors for IB / CIS / NEASC / Apple / CBSE Exam Officer and they are given time off from work to conduct school visits. The same is extended to workshop leaders.
4. **Growth opportunity:** All staff is given an equal and fair opportunity to apply for Leadership positions within the school whenever a position is vacant.

5. **Appreciation and respect:** A culture of appreciation and respect is fostered at Sreenidhi International School which includes recognition, feedback, collaboration, encouraging creativity etc. The staff, whenever they perform well in their role is acknowledged and encouraged to carry on doing a good job.
6. **Performance appraisal:** The school has a detailed performance appraisal policy in place to help and guide the teachers to learn and improve their skills.
7. **Work-life balance:** The school encourages the staff to embrace a healthy work-life balance. The school counselor sends an email every Friday to keep the staff motivated and encouraged with positive thoughts.
8. **Study leave:** The school encourages the staff to be life-long learners and supports them if they want to pursue their further studies. The school has a system in place for staff who would like to avail themselves of more than eligible leaves in a month to write their exams.
9. **Exit interview:** Knowing why the staff is leaving is a crucial part of employee retention. The HR conducts an exit interview with the staff that leaves the organization. This helps the school identify and address concerns if any.