

AMERICAN ACADEMY ALUMNI FOUNDATION

(A Corporation Limited by Guarantee and founded in 1973)

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Strategic Plan to Mitigate Teacher Turnover Risks and Handle Abrupt Teacher Departures Effectively at the American Academy Larnaca

The School:

The American Academy Larnaca is one of the oldest schools in Cyprus, with a longstanding reputation for excellence. The Academy provides the firm foundations of high quality education from its Early Years curriculum all the way up to A Levels and the Greek Pathway as well as a recognised Apolytirion by the Ministry of Education and Culture. Students achieve very highly, gaining them access to top universities around the world.

The Project:

By 2027, the recruitment of Public School teachers will transition from a seniority-based system to one based on competitive examinations. This shift is expected to significantly change the pool of eligible candidates, heightening the risk of more private school teachers migrating to the public sector. In light of this, we want to commission the development of a plan to both reduce the risk of teacher turnover and effectively manage sudden departures of staff.

Scope of Work:

Based on a comprehensive risk assessment and sound understanding of the Cyprus teacher labour market, develop a plan that includes:

1. Contingency plans for immediate response to sudden departures, ensuring minimal disruption in critical departments.
2. Recruitment strategies to quickly fill vacancies with qualified candidates.
3. Initiatives for maintaining a strong talent pipeline.
4. Proactive measures for teacher retention.

Deliverables:

A document with robust, practical and financially viable solutions for rapid response mechanisms for abrupt departures and teacher retention. Must be based on: comprehensive assessment of the risks associated with teacher turnover in the American Academy; overview of recent recruitment history in public schools and estimate of their recruitment needs; and overview of the Cyprus teacher labour market.

Submission Details & Deadline:



- Monday 22/01/2024
- Sealed envelope clearly marked 'Teacher Turnover Plan Proposal' in tender box situated at the School's Treasury in the Graduate Centre Building on Markou Drakou Street, Larnaca.

Proposal Submission Requirements:

- a. Proposed methodology for the strategic plan development.
- b. Team qualifications and experience, particularly in educational management and HR.
- c. Examples of similar projects handled in the past.
- d. Detailed timeline and budget proposal.

Contact Information:

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