

A yellow pencil is positioned diagonally across the bottom left of the frame, pointing towards the bottom right. It rests on a stack of white papers with a blue binding visible in the background. The background is softly blurred, emphasizing the pencil and the text.

SEEDS SMART SCHOOL

Aim Aspire Achieve

Social & Effective Education Sciences

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SPIRIT OF SEEDS

Image

Ever wondered why every child does not become an Albert Einstein or an Edison? Most believe that its because every child is not a born genius.

The truth is, it is because every child does not want to become an Einstein or an Edison. Some may want to be Tiger woods, waiting to be discovered and some a Pavarotti.

Each a genius in his own right, though not in what we call in conventional ones. Somewhere along the line, trudging along those trodden paths, the hidden geniuses loose their shine and become just another face in the crowd.

This was on of the challenges we set before us when we went out conceiving and designing the Seeds smart school. To provide an environment and a curriculum where the child can explore and develop every facet if himself. So that he can realize his true potential, his genius.

A challenge we are confident of rising to in every aspect of the school. Right from developing an intensive and exhaustive curriculum to providing state-of-art technology to putting together a thoroughly trained and concerned faculty to ensure that a plethora of activities is there for students to engage. All set in an environment that is therapeutic and beautiful.

While your child goes about discovering himself, he also discovers his extra ordinary roots. Because another objective of SEEDS is the ensure that the wards of Malaysians and persons of Malaysian origin abroad get an opportunity to re-connect to the culture and values that form the backbone of every Malaysian's existence.

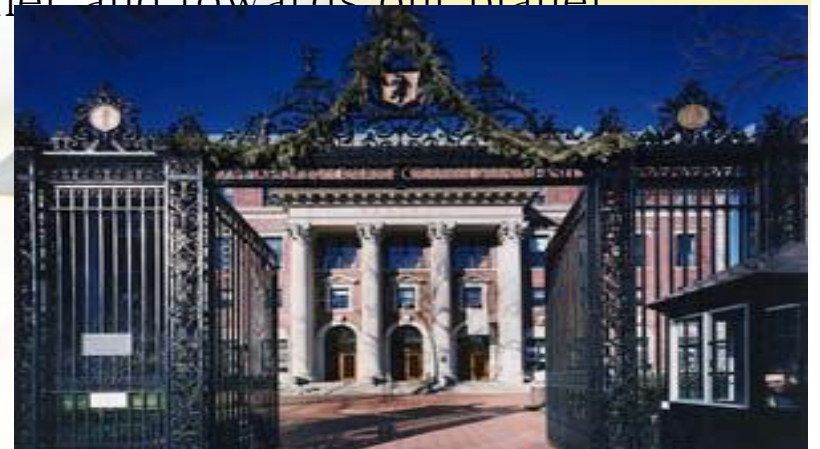
In other words, this unique educational institution seeks cultural values and traditions with the latest in teaching aids and methodology.

SPIRIT OF SEEDS

Mission

In a safe, peaceful, disciplined and intellectually challenging environment all SEEDS students have ample opportunity to:

- Fulfill their academic, cultural, sporting and social potential
- Achieve the best possible academic results
- Acquire habits of curiosity, reflection, mental flexibility, self-discipline, industry and reliance.
- Maintain openness of mind, dignity of conduct and mutual respect in the background of social, economic, cultural, religious and linguistic diversity.
- Develop a confident understanding of their role in the international society.
- Understanding their responsibility towards other and towards our planet



MODELS FOR SEEDS

SEEDS SMART SCHOOL is modeled along the following world renowned schools:

Wetherby school (UK) – for it's renowned typical day at School.

Salisbury High School (AUS) – for it award winning parent-school-student relation

The Doon School (IND) – For it's well proven leadership programs

The curriculum used in the school is as follows:

International Baccalaureates Organization – PYP (Geneva)

Cambridge International Examinations – (UK)

SEEDS CAMPUS

Mission

When surrounded by swallows, even a penguin would develop the heart to fly.

Man is a product of the environment he is subject to. And the role of the environment is even more profound in those formative years. Which is why, you'll find the environment, both social and physical, at SEEDS to be highly conducive to the growth and development of your child. Far from the madding crowd. SEEDS would be set away from the hustles and bustles of the everyday city life. A setting that's not only breath-taking and soothing to the eye, but also provides a clean and pollution-free environment to the students. Everything one could possibly need would be provided for within the campus. Books & stationery shop, gift shops, hair and body care saloons, banking and foreign exchange counters, a travel desk, etc.



SEEDS CAMPUS

Communication

- É Seeds would embrace advanced technology as a characteristic of the SEEDS SMART SCHOOL. From plasma TV screens in the Reception, visitors can view continuous CD presentations of curricular and co-curricular activities. The systems, monitored round the clock from the Nerve Centre
- É Seeds is committed to keeping boarders in contact with their parents whether in Malaysia or any other place in the world.
- É State- of óthe- art EPABX satellite system would allows 24 x 7 external contact with all areas of the campus including the House Parents and student hostels.
- É Broadband video-conferencing facility would link each hostel with the parent's home.



SEEDS CAMPUS

Café and dining hall

With a capacity of approximately 1000 students would be the venue for day to day dining and for regular formal dinners with a wide range of guest speakers. Smaller cafeterias would cater for snacks and the requirements of visitors all installations would be of the international hygienic standard with state of the art hot and cold counter.

The individual daily menus would include food from many traditions including Malaysian, Indian, Chinese, Continental, Mexican and others. Meals would be carefully planned by expert dieticians and only premium quality mineral water, Juice and organically cultivated fruit, vegetable and eggs would be served.



SEEDS CAMPUS

Studios

Not just classrooms but workshops for Learning

- É **Specialist studios for visual and performing arts**
- É **The primary schools modular furniture would allow the rapid re-organization of the classroom to accommodate group work and differentiation demands by the IB primary years program.**
- É **Extensive display boards in the classrooms would provide spaces for acknowledgement of student's own work and achievements.**
- É **Generous provision of well equipped workshops and studios with CAD/CAM would accommodate such curriculum areas as design technology.**
- É **All teaching areas would be equipped with technological aids such as interactive smart boards, PC projector, cameras and visualisers.**
- É **Campus wide wireless networking would allow usage of student laptop at any place any time.**

LABS

Well equipped junior and senior laboratories for Information technology, Physics, Chemistry, Biology and Mathematics where students would not merely replicate textbook procedures but devise and evaluate their own experiments

Custom designed early years computer centre.



SEEDS ACADEMICS

Mission

A child's mind is like a dry sponge. Ready to soak. All you have to do is take it to the water.

At SEEDS we aim at constantly trying to satisfy the insatiable hunger of eager young minds. So, we have structured our approach to expose our students to a range of subjects right from an early age. And special care has been taken to ensure that the knowledge imparted is more in-depth and exhaustive and not superficial. Which is why, you'll find our students to be at ease at any forum of discussions, contributing actively and fruitfully

SEEDS ACADEMICS

A day in SEEDS

Students arrival: 8:30 am onwards

Assembly: 9:00 am

Lessons begin: 9:30 am

Students play in the play area before school and as well as during recesses each day when milk and a healthy snack is provided.

Lunch lasts for an hour

School finishes: 3.30pm.

School Clubs start at 3.45pm and last one hour.

SEEDS would operate a non-selective entry system, hence all classes are of mixed ability.

Some children though, may require additional tuition and support if they are identified as having learning difficulties. The excellent in-house specialist team are able to offer advice, and specialist tuition can be provided where necessary in the areas of Maths, Literacy Skills, Speech & Language and Visual Perceptual training. Such professional help is offered within School and as such allows for excellent communication between the parents, foster parents, teachers and specialist tutors.

All seeds teaching Staff would be cognizant of various differences in learning styles and difficulties that might manifest, and are rigorous in working with the Special Needs Staff to ensure that a child is appropriately supported both in and outside of the classroom.

SEEDS ACADEMICS

Leadership and Participation

At the SEEDS, the daily administration of affairs is viewed with a refreshingly different perspective. Outside the classroom, teachers would adopt the role of guide and mentor. Discipline and 'getting the job done' would be left to the students. The Prefects and the various Games' Captains would be given responsibility and a reasonable degree of authority to function effectively.

Each house would have a House Captain and a couple of Prefects while a separate Games Captain would be appointed for each sport. Overall responsibility would reside with the School Captain.

At SEEDS, the House Council concept would be unique. House Captains, Prefects, Students, Tutors and Housemasters would hold a lively monthly meeting to discuss matters pertaining to the House, thereby encouraging participation and decision making.

SEEDS ACADEMICS

Curriculum

The curriculum has been designed our future oriented approach. Inputs from reputed and learned educationalists from across the globe have been taken to put together this dynamic study regime. Offering courses in all streams (Arts, Science and Commerce), the school aims at having international affiliations with International Baccalaureate organization (Geneva) www.ibo.org and Cambridge international examinations (UK) www.cie.org.uk which would entitle the students to gain admission to graduate courses in prestigious institutions for higher education.

SEEDS aims at offering a unique blend of national and international which is relevant to the 21st century and accepted to the leading universities all over the world including Malaysia, Singapore, India, Australia, UK, Canada and the US.

SEEDS is based upon the models of the following schools:

Wetherby school (UK) – for it's renowned typical day at School.

Salisbury High School (AUS) – for it award winning parent-school-student relationship.

The Doon School (IND) – For it's well proven leadership programs

SEEDS ACADEMICS

Language

To help prepare the students for today's multi-lingual global market, languages have been carefully weaved into the curriculum. Though emphasis is on English and BM, Mandarin, Hindi, Sanskrit, French, German, and Spanish would be taught as foreign languages, right from the junior classes. A separate faculty would help them learn and master the new language.

Global society requires global communication. Passing written examinations is not enough. English would be the language of instruction. SEEDS would also offer BM, Mandarin, Hindi, Sanskrit, French, German and Spanish.

SEEDS ACADEMICS

Teachers

Where there is a good teacher, you'll find that where once grew one idea, now grows two

At SEEDS the teachers would have been handpicked through a very exhaustive and in-depth process. It's not just the teachers' credentials that would be taken into consideration, but also their student interaction and student handling abilities.

We would have made sure that they are fluent communicators who constantly strive to find new and innovative methods of presenting the subject to the students in a way that interests them and aids better understanding and retention.

Individuals with the ability to keep the students abreast with the changes and developments of the modern world, yet imbibe in them the age-old cultural heritage that this country has always been proudly associated with. They would be trained to play multiple roles in the lives of every student; from a disciplinarian to a motivator, a guide and a friend. Constantly and closely working with each student, they would always be aware of the needs and limitations of each student and structure their approach accordingly.

SEEDS ACADEMICS

Library

Reading, the key to success, should be fun and not a chore. Fully computerised and directed by an experienced professional, the spacious Library would occupy a central place at SEEDS, where an extensive reference and fiction collection in various languages is supplemented by e-books and carefully selected magazines and periodicals

An investment in knowledge always pays the best interest.

The SEEDS smart school's library would exemplify a fine investment of both time and money. A wide range of books and CDs on a variety of subjects would have been procured from the all over the world. The librarians would help the students pick authors and subjects that best suit their interest, in the process inculcating the habit of avid reading. A separate reading room would provide newspapers and magazines of international repute.

The library would also have an Internet connection to help students tap into the cyber world of knowledge.



SEEDS: BEYOND ACADEMICS

Design and technology

Design Technology begins in Primary with the manufacture of simple toys and can lead eventually to the production of commercially viable products. It would include electronics and graphics in addition to such areas as engineering in wood, metal and plastics. It is an excellent introduction to many courses both in US and UK universities and in such Indian institutions as the IITs and the IID.



SEEDS: BEYOND ACADEMICS

Media Skills

The media is central to 21st Century life and both parents and teachers often stress 'personality development' as a central issue of a holistic education. SEEDSøstudents will be taught to express themselves clearly, knowledgeably, confidently and with conviction in a variety of situations. The final phase of the School's development will include an FM radio station, HAM radio and a campus TV news studio.



SEEDS: BEYOND ACADEMICS

Theatre

In addition to the Multi-Purpose Hall, theatrical presentations would be mounted in a variety of other locations including the open-air stage and junior and senior Performing Arts studios. Annual major Junior and Senior productions will be planned together frequent smaller workshops and student presentations in assemblies. SEEDS would organize visits to leading theatrical centers.



SEEDS: BEYOND ACADEMICS

Music and Dance

In terms of self-expression, self-awareness and interpersonal skills, the arts are central to the School's holistic ideals. Music and dance provide the lifeblood for the health and vitality of the whole community. Students learn to play a wide variety of Oriental, Indian and western instruments . A range of choral, instrumental and dance ensembles would cater for various levels of experience. SEEDS would also host professional performers and organize visits to concerts and other performances.



SEEDS: BEYOND ACADEMICS

Art and Craft

Students will be able to choose from a wide variety of artistic activities:

- É Drawing & Painting
- É Pottery & Sculpture
- É Mural
- É Clay Modelling
- É Print Making
- É Tie & Dye
- É Doll Making
- É Paper cutting & Pasting



SEEDS SPORTS

Mission

**The greatest enemy to a mind that wants to do, is a body that doesn't.
A healthy body hosts a healthy mind.**

This is part of the philosophy at SEEDS. In fact, great effort has been made to design a program that would make physical fitness a part of everyday life. An ultra-modern gym with the trendiest equipment is the first step in this direction. The gym should have ample space for 75 students to workout simultaneously and would be open to students from 5th standard onwards. The workouts would be supported and monitored by a highly trained and experienced coach, who would customize and regulates the workout regime to best suit the age, body and condition of each student. The School would also conduct regular aerobic classes and fitness education sessions wherein the students are educated on the importance and process of overall fitness and the dangers of power-lifting and other such strenuous exercises.

SEEDS SPORTS

GOLF

A specialty of the School would be the golf course. Designed as per international standards, the course would also allow night golf and would be manned by qualified coaches and trainers



SEEDS SPORTS

Athletics

The Campus would generously provided with outdoor spaces for sporting activities, including a 400 meter eight lane athletics track, tennis and basketball court and Olympic-size playing fields for football, cricket and hockey.



SEEDS SPORTS

Swimming

The campus would host an all weather half Olympic size swimming-cum-water polo pool and an Olympic Size, 8-lane track for the students to compete and practice



SEEDS SPORTS

Indoor

The Campus would host a high, multi-purpose hall with viewing galleries, providing a venue for both sporting and cultural activities. The fitness centre would have the latest gym equipment and the complex also includes billiards, snooker, table tennis and a spa with hair & skin care salon.



SEEDS BOARDING

Mission

One of the major turmoils in the life of every boarder is that period of adjustment. Even more so if the adjustment is that of a new culture as well as a new place. Which is why, care would be taken to ensure that our hostels look less like hostels and more like homes. Homes that not only provide clean and healthy living conditions, but also stress on imbibing a sense of responsibility and discipline amongst the students.

SEEDS BOARDING

Pastoral Care

For Boarding students the House father or House mother is the effective guardian caring for each small group of 16 students. S/he would regularly inspect the bedrooms and studies, and check on the student's diet, personal hygiene, skin and hair care, the availability of toiletries and the condition of clothes. S/he would liaise closely with the academic staff to monitor the quality of students' prep and other academic work. Most important of all, the House Parents would carry a major responsibility for the happiness and integration of students and for keeping in close touch with the parents by email or other means.

Every student would be cared for by a House Parent whose first concern would be to get to know him or her as an individual whose talents and interests can be stimulated and developed.

Each student's social and academic progress would be carefully monitored and reported to parents.

House Parents would be supported by an extended medical and housekeeping team. All students would participate in a program of Personal Social and Health

SEEDS BOARDING

Hostels

SEEDS would provide plush homes in the form of two 4-storey buildings that form the girls' and boys' hostels. To allow privacy and a sense of independence to the growing children, the hostels would have no dormitories, instead there would be independent rooms with attached washrooms.

Each room would be fully furnished with an attached bathroom and ample room to house four students. Care would be taken to provide more than ample storage room for belongings with special storage space for empty suitcases, trunks etc. The designs of these rooms would ensure adequate natural and artificial lighting and proper ventilation. A hi-tech and hygienic laundry, with mass ironing and dry-cleaning station would be available at the premises.

To ensure that the students have a proper and distraction free area to study, each set of 2 rooms would have a completely independent study room. Along with facilities for organized and self-study, the study room would also provide an access to the School's vast knowledge repository and the Internet. Each study-room would also have a Plasma T.V for edutainment. A separate warden would be assigned to each floor in each block to help and oversee the students during their stay. Students would also have the option to stay back during the vacations

SEEDS BOARDING

Transport

SEEDS would have a fleet of air-conditioned multi-axle monocoque buses, carrying a highly trained, well behaved driver, conductor and guard supported by radio paging, mobile phones. Air transmission and balloon suspension reduce fatigue. Each bus would carry a water dispenser. While dropping back home, the student would be handed over to the properly identified person. Stand by bus for any emergency breakdown would always kept ready.



Business Plan

SEEDS SMART SCHOOL

Aim Aspire Achieve

Executive Summary

SEEDS is incubating a new smart international school program. The curriculum will be devoted to liberal education, demanding in breadth and depth, and encompassing the main academic disciplines.

SEEDS would be an international school for approximately 1,200 students from Nursery to Grade 12. It offers the flexibility of day, weekly and term boarding options. The medium of instruction is English and the curriculum aims at including the Primary Years and Diploma Programs of the International Baccalaureate Organization of Geneva and the International General Certificate for Secondary Education of the University of Cambridge, England. SEEDS graduates would be prepared for entry to degree courses in first-class universities in Malaysia, Singapore, India, Australia, the USA, UK, Canada and all over the world.

The School pioneers approaches to teaching and learning which are well-tried elsewhere but new to Malaysia. While preserving the best in traditional Malaysian and International education and culture, we have opted for a student-centered system with ample opportunities for project work and discovery learning, guided by a well-qualified international teaching faculty with generous access to quality in service training both in Malaysia and abroad. In particular, in order to ensure that every student's talents are developed to the full, the school applies the Multiple Intelligences approach, developed by Dr. Howard Gardner from Harvard University.

Inputs from national and international experts have contributed in developing the concept and plans for the school. The decision to name the school "SEEDS" is to represent that fact that education is the seed from where an individual's personality germinates. These ideas have been implemented to create an exciting new school in Malaysia.

There is universal radio networking and every student from Grades 7 to 12 use laptop computers. Facilities would include laboratories, a spacious Library-Media-Centre, studios for Art, Music, Dance, Theatre and Craft-Design-Technology. Sporting facilities would include an Olympic-size football field, a 400 metre track, a 25 metre pool, golf course, a putting green, tennis, basket ball and volley ball courts, cricket field, horse riding ground and a storey centre for indoor sports that would house well-equipped gymnasium, squash courts, table tennis, snooker and pool tables and weight-training equipment.

Residential facilities are based on the model of a first-class British independent boarding school with professional staffing, comfortable study-bedrooms and catering of international standard. Solar Systems and Water Harvesting would be implemented as part of the Energy Conservation Measures.

Highlights

Mission:

In a safe, peaceful, disciplined and intellectually challenging environment all SEEDS students have ample opportunity to:

- É Fulfill their academic, cultural, sporting and social potential
- É Achieve the best possible academic results
- É Acquire habits of curiosity, reflection, mental flexibility, self-discipline, industry and reliance.
- É Maintain openness of mind, dignity of conduct and mutual respect in the background of social, economic, cultural, religious and linguistic diversity.
- É Develop a confident understanding of their role in the international society.
- É Understanding their responsibility towards other and towards our planet.

Business Objectives:

The business objectives of SEEDS are the following:

- É Enroll 1000 students by the end of the third year of operation.
- É Increase revenues from additional functions by the end of the second year of operation.
- É Break-even by end of year five

Start-up Summary

The start-up expenses for the SEEDS Smart School are focused primarily on infrastructure setup, affiliation-franchise licenses and human resources. Associate services such as catering and transportation will be provided through a vendor program. VXL SEEDSö is also considering the option of equity partnership for the SEEDS Smart School.

Start-up	
Requirements	
Start-up Expenses in MYR	
Refurbishment / Fitness	5,000,000
Furniture	2,000,000
Equipment	3,000,000
Consulting	500,000
Legal	500,000
Human resource	5,000,000
Affiliation Licenses	500,000
Other infrastructure	500,000
Working Capital	5,000,000
Total Start-up Expenses	22,000,000
Start-up Assets	10,000,000
Cash Required	
Start-up Inventory	
Other Current Assets	
Long-term Assets	
Total Assets	
Total Requirements	22,000,000

Finance work book

Investment

Initial Expenses	17,000,000.00
Working Capital	5,000,000.00
Total investment	22,000,000.00

5 Year account summary

Cumulative revenue up to Y5	35,000,000.00
Cumulative OPEX up to Y5	15,000,000.00
Initial investment	22,000,000.00
Balance sheet for Y1 to Y5	7,010,000.00

Annual forecast

Annual Revenue (Y6 onwards)	20,000,000.00
Annual Operating Expenses	5,000,000.00
Annual profit forecast	12,500,000.00

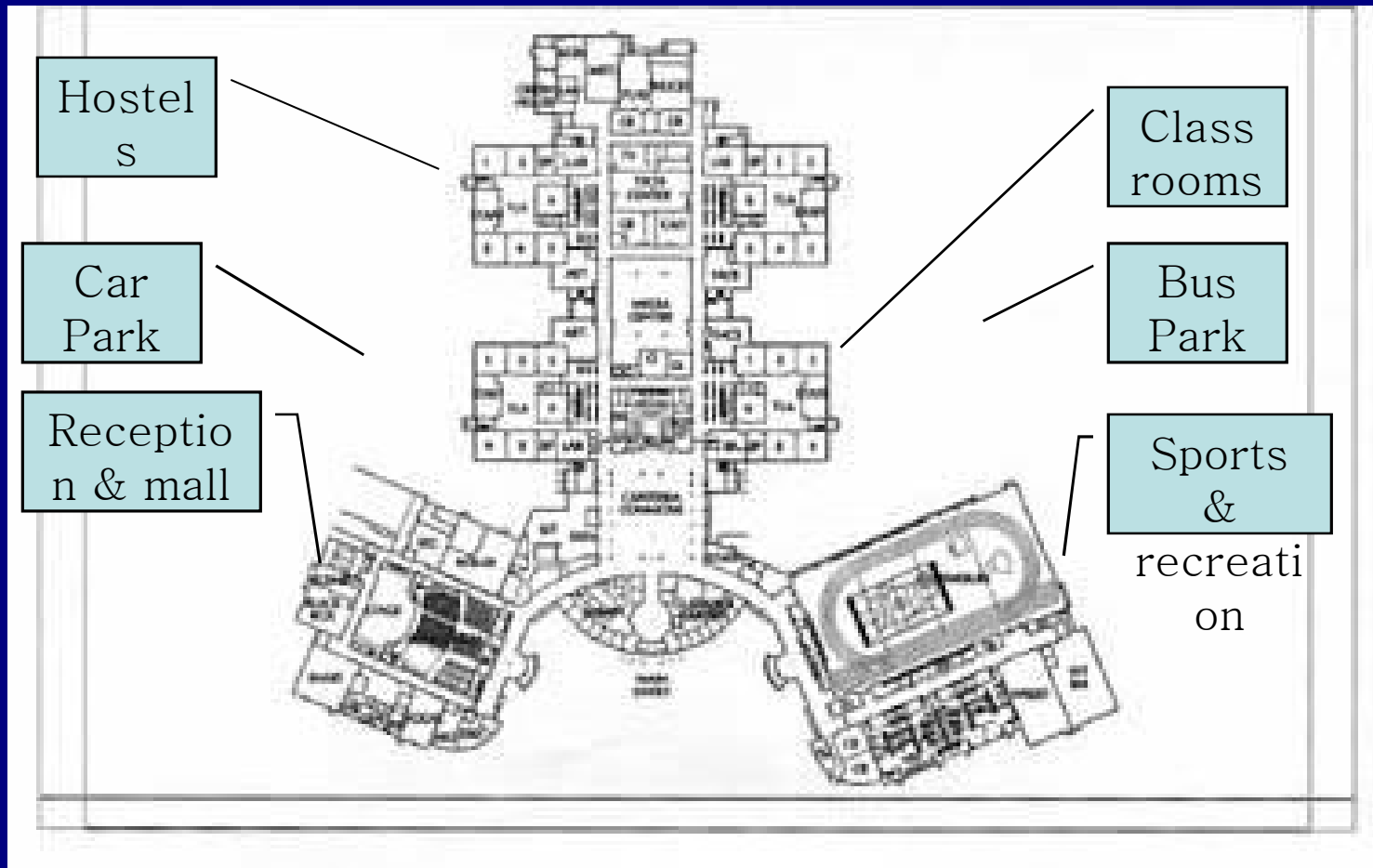
Initial investment including of 3 years of working capital is MYR 22 Million

Expected balance after repayments after 6 years is MYR 7 Million

Annual profits from 6th year onwards is MYR 12.5 million

SEEDS SMART SCHOOL

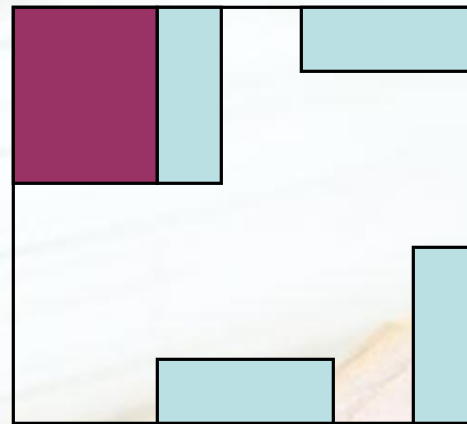
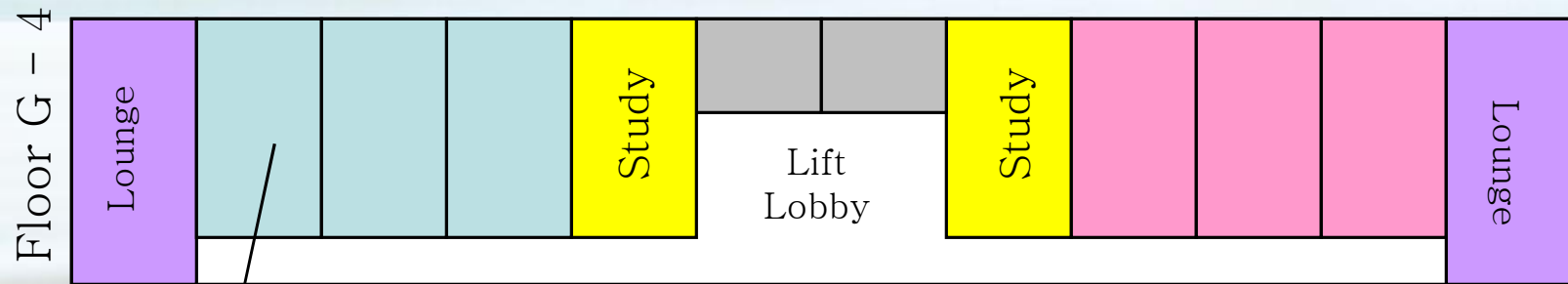
Layout Plan



Layout plan

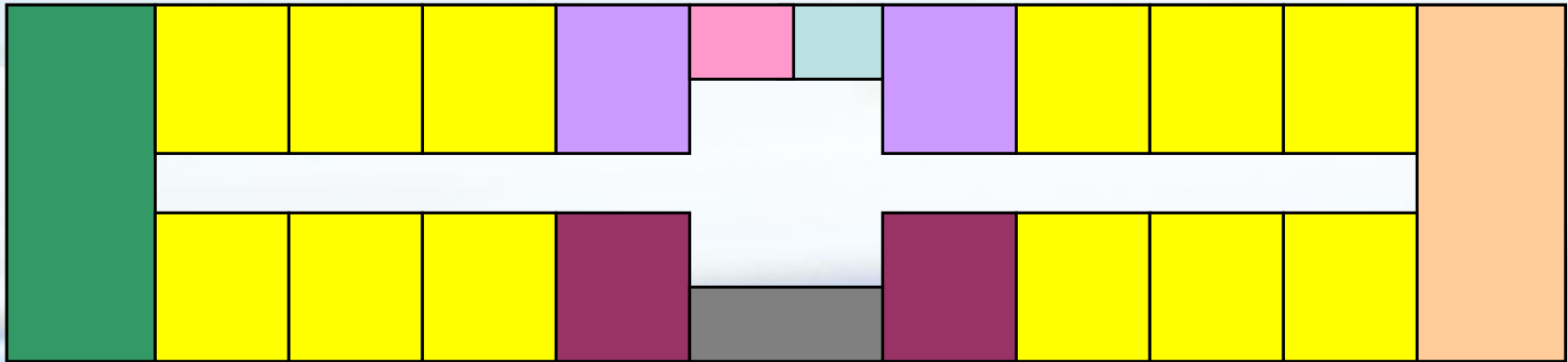
	Per Floor	Per Wing	Floors	Total
School				
Studios	12	6	3	36
Labs	2	1	3	6
Library	2	1	3	6
Restrooms	2	1	4	8
IT	1		1	1
Maintenance	1		1	1
Study room	1		3	3
Staff room	1		3	3
	Per Floor	Per Wing	Floors	Total
Boarding				
4X(4+1) bedroom w/ attached bathrooms apartments	8	4	5	40
Teachers residence - 2 bedroom apartments	4	4	5	20
Bungalows	4			4
	Per Floor	Per Wing	Floors	Total
Sports and recreation facility				
Multi-purpose hall	1		1	1
Swimming pool	1		1	1
Golf - driving range				1
Track field				1
	Per Floor	Per Wing	Floors	Total
Mall				
Shop lots	8	8	4	32

Students' boarding floor plan

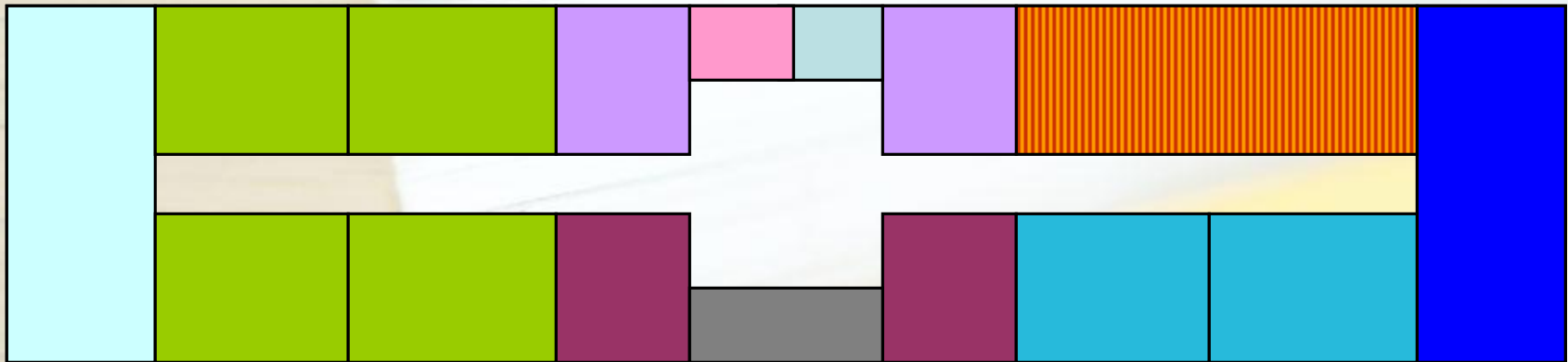


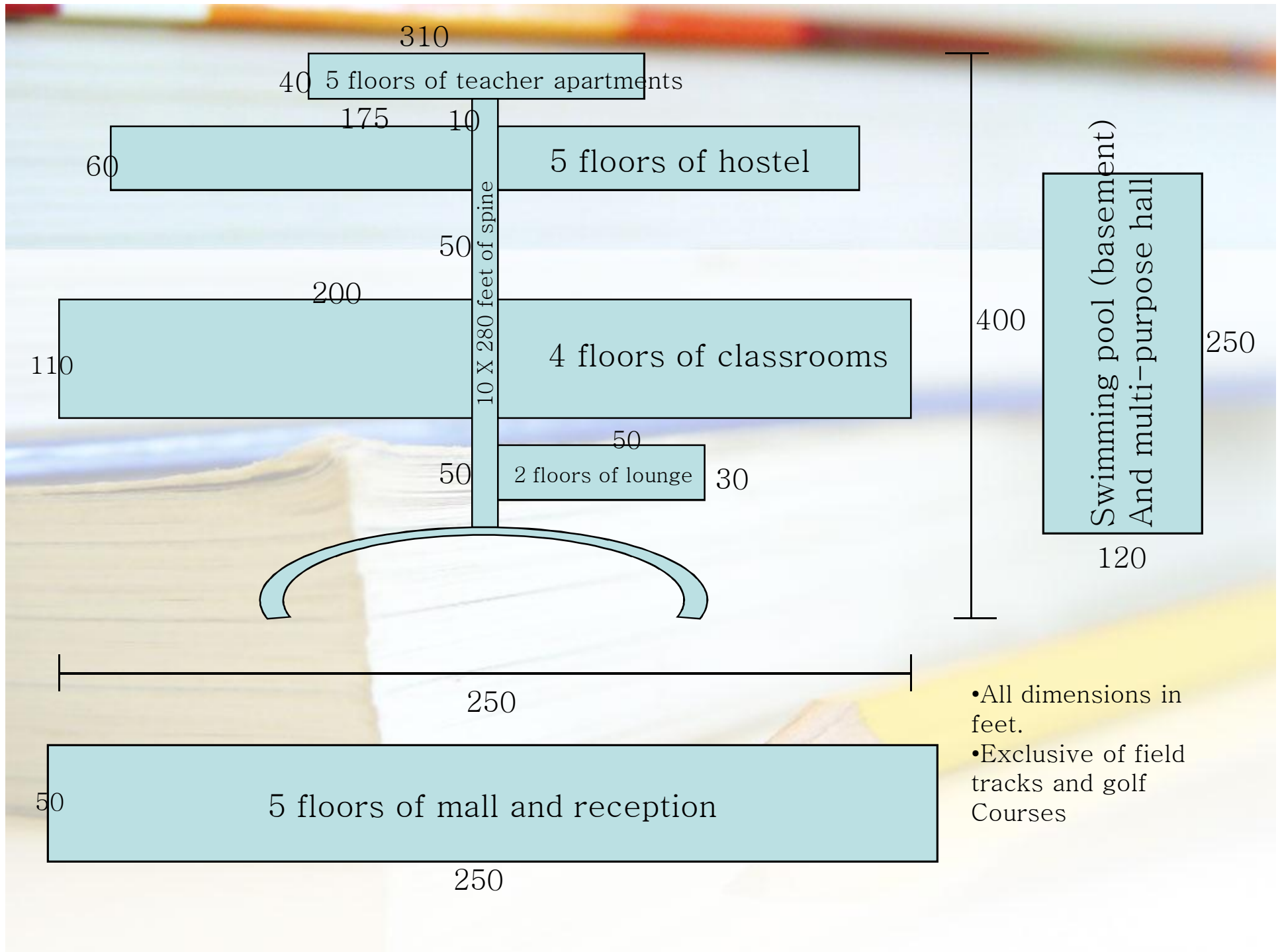
School floor plan

Floor 1 - 3



Ground Floor





A yellow pencil is positioned diagonally across the bottom of the frame, resting on a stack of books. The books are stacked vertically, with their pages visible. The background is a soft, out-of-focus light blue and white. The text 'SEEDS SMART SCHOOL' is centered in the middle of the image in a bold, black, serif font. Below it, the motto 'Aim Aspire Achieve' is written in a smaller, black, cursive font.

SEEDS SMART SCHOOL

Aim Aspire Achieve

Gone are the days when the head of a school was trapped within administrative processes, signing bills and recommendations, and had little time for facilitating and promoting learning within classrooms. With the upsurge of 'instructional leadership' in the 1980's, many progressive institutions began promoting instructional leaders in school.

An instructional leader has several roles to play with his/her primary task being the promotion of learning within classrooms. Thus, he or she is a policy maker, mentor, facilitator, resource-provider, action researcher, decision maker and a curriculum developer in a school. Let's examine this multi-tasks profile of an instructional leader.

Policy/decision maker: He or she frames policies that promote and directly affect learning. Such policies can be about decisions regarding the curriculum and assessment process, teacher-pupil ratio, teaching-learning material, [recruitment](#) and induction of teachers and so on. An instructional leader does not form policies in isolation but involves other stakeholders like teachers, parents, community members and students as well. A leader ensures that the policies are revisited from time to time and efforts are aligned keeping the organisational vision at the centre.

Mentor: An instructional leader has an important role to play as a mentor to students, teachers, parents, and the wider community. For example, an instructional leader would understand a teacher's teaching and learning style, appreciate his/her strengths and accordingly provide opportunities to augment weaknesses. Similarly, he/she acts as a mentor to students who see him/her not as a figure of authority but someone who is approachable, humane and considerate. A leader also has the responsibility of engaging the parents and the community with the process of learning. So, parents are not viewed as mere paying customers but as partners in their child's learning.

Facilitator: He/she also plays the role of a facilitator of learning at all levels, evaluates learning within classrooms through observations, helps teachers lay down the curriculum and draft assessment processes. Another important task is delegating responsibility and sharing leadership with teachers. Instructional leaders are those who make themselves invisible while making processes of learning more visible, thus fostering a democratic environment.

Resource Provider: An instructional leader must generate and sustain resources. Generating resources pertains to helping individual teachers learn, observing children's learning, maintaining assessment records, discussing pedagogical issues and helping teachers experiment new ideas and carry out action research in classrooms.

Sustaining resources implies offering personal and professional growth opportunities to teachers and other resource persons within the organisation. This entails nurturing a positive learning environment, helping teacher's set their own learning goals and harnessing their strengths. Only a leader who is well informed and understands his/her teacher's needs can sustain resources.

In a nutshell, instructional leadership is not just about control, power, authority, management and monitoring processes. It focuses on empowering all stakeholders and aligning all endeavours towards the processes of learning.