

REPUBLIC of TURKIYE
DISTRICT GOVERNORSHIP of DILOVASI

PRIVATE ENKA VOCATIONAL and TECHNICAL ANATOLIAN HIGH SCHOOL
PRIVATE ENKA SCIENCE and TECHNOLOGY HIGH SCHOOL

STRATEGIC PLAN
2024-2028
(REV. SEPTEMBER 2026)

İSTİKLALMARŞI

Korkma, sönmez bu şafaklarda yüzen al sancak;
Sönmeden yurdumun üstünde tüten en son ocak.
O benim milletimin yıldızıdır, parlayacak;
O benimdir, o benim milletimindir ancak.

Çatma, kurban olayım, çehreni ey nazlı hilal!
Kahraman ırkıma bir gül! Ne bu şiddet, bu celal?
Sana olmaz dökülen kanlarımız sonra helal...
Hakkıdır Hakk'a tapan milletimin istiklal!

Ben ezelden beridir hür yaşadım, hür yaşarım.
Hangi çılgın bana zincir vuracakmış? Şaşarım!
Kükremiş sel gibiyim, bendimi çiğner, aşarım.
Yırtarım dağları, enginlere sığmam taşarım.

Garbın afakını sarmışsa çelik zırhlı duvar,
Benim iman dolu göğsüm gibi serhaddim var.
Ulusun, korkma! Nasıl böyle bir imanı boğar,
"Medeniyet!" dediğin tek dişi kalmış canavar?

Arkadaş! Yurduma alçakları uğratma sakın.
Siper et gövdeni, dursun bu hayasızca akın.
Doğacaktır sana va'dettiği günler Hakk'ın...
Kim bilir, belki yarın, belki yarından da yakın.

Bastığın yerleri "toprak!" diyerek geçme, tanı:
Düşün altındaki binlerce kefensiz yatanı.
Sen şehit oğlusun, incitme, yazıktır atanı:
Verme, dünyaları alsan da, bu cennet vatanı.

Kim bu cennet vatanın uğruna olmaz ki feda?
Şüheda fışkıracak toprağı sıksan, şüheda!
Canı, cananı bütün varımı alsın da Huda,
Etmesin tek vatanımdan beni dünyada cüda.

Ruhumun senden, ilahi, şudur ancak emeli:
Değmesin mabedimin göğsüne namahrem eli.
Bu ezanlar ezanlar-ki şahadetleri dinin temeli
Ebedi yurdumun üstünde benim inlemeli.

O zaman vecd ile bin secde eder-varsa-taşım,
Her cerihamdan, ilahi, boşanıp kanlı yaşım,
Fışkırır ruh-ı mücerred gibi yerden na'sım;
O zaman yükselerek arşa değer belki başım.

Dalgalar sen de şafaklar gibi ey şanlı hilal!
Olsun artık dökülen kanlarımın hepsi helal!
Ebediyen sana yok, ırkıma yok izmihlal:
Hakkıdır, hür yaşamış bayrağımın hürriyet;
Hakkıdır, Hakk'a tapan, milletimin istiklal!

Mehmet AKİF ERSOY

Öğretmenler;
Yeni Nesil Sizin
Eseriniz Olacaktır.

K. Atatürk



GENÇLİĞE HİTABE

Ey Türk gençliği! Birinci vazifen, Türk istiklalini, Türk cumhuriyetini, ilelebet, muhafaza ve müdafaa etmektir.

Mevcudiyetinin ve istikbalinin yegane temeli budur. Bu temel, senin, en kıymetli hazinendir. İstikbalde dahi, seni, bu hazineden, mahrum etmek isteyecek, dahili ve harici, bedhahların olacaktır. Bir gün, istiklal ve cumhuriyeti müdafaa mecburiyetine düşersen, vazifeye atılmak için, içinde bulunacağın vaziyetin imkan ve şeraitini düşünmeyeceksin! Bu imkan ve şerait, çok namüsaıt bir mahiyette tezahür edebilir. İstiklal ve cumhuriyetine kastedecek düşmanlar, bütün dünyada emsali görülmemiş bir galibiyetin mümessili olabilirler. Cebren ve hile ile aziz vatanın, bütün kaleleri zapt edilmiş, bütün tersanelerine girilmiş, bütün orduları dağıtılmış ve memleketin her köşesi bilfiil işgal edilmiş olabilir. Bütün bu şeraitten daha elim ve daha vahim olmak üzere, memleketin dahilinde, iktidara sahip olanlar gaflet ve dalalet ve hatta hıyanet içinde bulunabilirler. Hatta bu iktidar sahipleri şahsi menfaatlerini, müstevlerin siyasi emelleriyle tevhit edebilirler. Millet, fakr u zaruret içinde harap ve bitap düşmüş olabilir.

Ey Türk istikbalinin evladı! İşte, bu ahval ve şerait içinde dahi, vazifen; Türk istiklal ve cumhuriyetini kurtarmaktır! Muhtaç olduğun kudret, damarlarındaki asil kanda, mevcuttur!

K. Atatürk

INTRODUCTION

In a fairytale, a girl who runs after a rabbit comes to a parting of the ways and asks the rabbit which way to follow. The rabbit replies: ‘If you don’t know where to go, there is no point in which way you go.’

We, as the architects who will raise the youth generation of the future of Türkiye, have to plan how to educate our students with significant objectives. Strategic planning is considered to be the golden key of advancement for those countries leading the world. It is known that most of the countries have their own strategic plans for the next 50 years and even have plans about managing relations with their neighbors.

The Ministry of Education has identified the general principles of curriculum and education activities with regulations. Apart from that, the strategic planning of schools requires that the school be able to work towards achievable goals in order to educate its students better in their own region and within their own specific conditions.

The education of our school under the ENKA Sports, Education and Social Aid Foundation has made it possible for us to broaden our strategic planning objectives.

With this strategic planning, our school which is the first technical school whose students receive full academic scholarships will lead to many more developments and will make important contributions to the Turkish industry.

I would like to thank all of our school staff members who participated in the preparation of strategic planning.

KORCAN BİRGÜL
School Principal

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SECTION I: INTRODUCTION and THE PERIOD OF THE PREPARATION OF THE PLANNING

THE PERIOD OF THE PREPARATION OF STRATEGIC PLANNING IN OUR SCHOOL

At the beginning of the preparation of strategic planning, a seminar on how to form strategic planning was presented to our school staff. And at the end of the seminar, the previous strategic plan was examined. The Strategic Planning Supreme Board and The Strategic Planning Team were formed. According to the work schedule prepared by the team, situation analysis studies were done, and questionnaires, meetings, and interviews were made for the shareholders in order to get them into the process of this situational analysis process actively.

After the situation analysis, we moved on to the future orientation section and the aims, targets, indicators and actions of our school were determined. Information about the team and committee carrying out the work is given below.

STRATEGIC PLAN SENIOR BOARD AND TEAM

INFORMATION of STRATEGIC PLANNING SUPREME BOARD		TEAM INFORMATION	
Name Surname	Title	Name Surname	Title
Korcan BİRGÜL	School Principal	Emrah ÇETİN	Vice Principal
Ercüment KORKMAZ	Vice Principal	Mevlüt ERDOĞAN	Teacher of Chemistry
Mustafa Can YILMAZ	Teacher of Mathematics	Abdullah KILIÇASLAN	Head of Industrial Automation Dept.
Hüseyin KAYAN	Head of School Council	Özlem SATICI	Teacher of Mathematics
Sevcan SÜZEN	Member of School Council Board	Burcu BAYDEMİR	Psychological Counselor and School Counselor

		Erol GÜLER	Volunteer Parent
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–ADVANTAGES OF STRATEGIC PLANNING

- Every study will be planned beforehand,
- Plans will be budgeted,
- Individual requests will not be fulfilled. Institutionalization will be ensured,
- Personnel management will be passed on to an understanding that is institutionalized and targeted together.
- In line with the internationalization goals, students who are integrated with the world and have different competencies in the changing world with globalization will be trained.

SECTION II: SITUATION ANALYSIS

In this section, an answer to the question “Where are we?” has been searched.

In this context, an analysis in which a short introduction of our school, school masthead, and basic statistics, PEST analysis, shareholder analysis, and opinions were discussed.

Private Enka Vocational and Technical Anatolian High School was founded in 2008 by ENKA Sports and Education Foundation. Our school, which started its education in the 2008-2009 academic year, aims to achieve an education within the qualified standards that ENKA seeks for in all fields. The curriculum, technical facilities and competent teaching staff have been organized according to this goal.

Being the first project in Turkey our school building is located within a 30,750 square meter greenery that was donated to us by the Istanbul Machinery Manufacturers Industry Cooperative. There are 15 workshops belonging to the Machinery, Industrial Automation and Chemistry departments, an indoor sports hall, a tennis court, a football field, dining hall, 27 classrooms, 4 laboratories, a science center, a genetic laboratory, and a lego class, all within a closed area of 15.000 square meters. The schools’ sites, equipment and training programs have been developed in cooperation with similar institutions that provide training abroad (especially in Germany). This established mutual relationship will also continue in the educational process.

In the same campus, with the aim of growing students who will be scientists studying for our country and the citizens of the world, "Science and Technology High School" came into service in the 2014-2015 Academic Year and June, 2019 was the month for the first graduates of the school.

5 school administrators, 66 teaching staff and 19 other staff have been serving at our school and the capacity of students is 750 of which 500 are currently enrolled. Our 25,000 book-size library has more than 15,000 books. There is also a digital library in our library.

In the "Anatolian Technical High School" section of our school, students are expected to receive outstanding vocational training as well as to be placed in engineering undergraduate programs in their field. And in our Science and Technology School, the aim is to raise the scientists of the future.

Apart from the vocational and academic education, we aim to prepare our students as individuals who like their jobs, take on their professions, and

have self confidence. Modern, and social programmes and opportunities are also the parts of our school project. In our school education, food and services are provided without a charge.

2.1. CURRENT SITUATION OF THE SCHOOL: MAIN STATISTICS

School Tag

Information about the main inputs of our school are given in the table below.

Basic Information Table- School Tag

Province : KOCAELİ			District: DİLOVASI		
Address:	Makine İhtisas Organize Sanayi Bölgesi 3. Cadde 29. Sokak No:2 Dilovası		Cographic Location (link):	https://tinyurl.com/wydq9ne	
Phone No:	0 262 722 94 10		Fax No:	0 262 722 94 11	
E-mail Address:	kocaeli@enka.k12.tr		Web Page Address:	<u>www.enka.k12.tr/kocaeli</u>	
Institution Code:	99945314-Vocational and Technical High School 99957359-Science and Technology High School		Education Style:	All Day	
School Commissioning: 2008, 2014			Total Employees		90
Students No:	Girls	170	Number of Teachers	Women	31

	Male	329		Male	35
	Total	499		Total	66
Number of Students Per Class		18,52	Number of Students Per Classroom		15,15
Number of Students Per Teacher		7,57	Number of Branches with More than 30 Students per Branch		0
Total Expense Per Student*		28.946,30TL	Teachers' Average Position in the Institution Duration		7,56 years

Employee Information

Information about our school's employees is stated in the table below.

Employee Information Table

Title*	Male	Female	Total
School Principal and Vice Principals	3	2	5
Branch Teacher	34	29	63
Counselling Teacher	1	2	3

Administrative Personnel	1	4	5
Auxiliary Staff	7	5	12
Security Personnel	2	0	2
Total	48	42	90

Our School Buildings and Areas

Basic information about our school's building and its open and closed areas is given below.

Information about the School Campus

School Rooms*		Special Areas	Var	Yok
Floors	3	Multipurpose Hall	x	
Classrooms	27	Multipurpose Field	x	
Classrooms (m ²)	50,02	Library	x	
Classrooms in use	27	Science lab.	x	
Classes	33	Computer Lab.	x	
Size of the administrative rooms Alanı (m ²)	24,28	Work Studio	x	
Teachers' room Odası (m2)	103,67	Skills Studio	x	
School Campus area (m2)	5000	Student's Hostel		x
School Garden (outdoors))(m2)	30.803	Indoor sports Hall	x	
School Indoor Area (m2)	15.000	Tennis Court	x	
Total area for artistic, scientific and sports purposes (m ²)	413	Astroturf	x	
Canteen (m2)	125	Science Center	x	
Number of Restrooms	11	Lego Studio	x	
Dining Hall	562			

Class and Student Information

The number of students in the classes in our school is given in the table below:

CLASS	Girls	Boys	Total	CLASS	Girls	Boys	Total
STHS Prep	5	19	24	11A	4	8	23
9 Sci.	2	22	24	11B	4	7	
10 Sci.	5	19	24	11 C	2	10	24
11 Sci.	8	15	23	11 D	7	5	
12 Sci.	5	19	24	11E	3	9	24
9A	3	9	24	11F	8	4	
9B	3	9		11G	4	8	24
9C	3	9	24	11H	3	9	
9D	8	4		12A	5	18	23
9E	3	9	24	12B	7	17	24
9F	7	5		12C	18	5	23
9G	3	9	24	12D	5	19	24
9H	3	9					
10A	6	6	24				
10B	4	8					
10C	5	7	24				
10D	7	5					
10E	4	7	24				
10F	7	5					
10G	5	7	24				
10H	3	9					

Our Hardware and Technological Resources

Information about the working hardware in our school, especially technological resources, is given in the table below.

Technological Resources Table

Number of Smart Projection	27	Number of Photocopy Machines	1
Number of Desktops	96	Number of Printing Machines	1
Number of Laptops	90	Number of Optical mark reader (OMR)	1
Number of Printers	11	Internet Connection Speed	Fiber
Number of TVs	1		

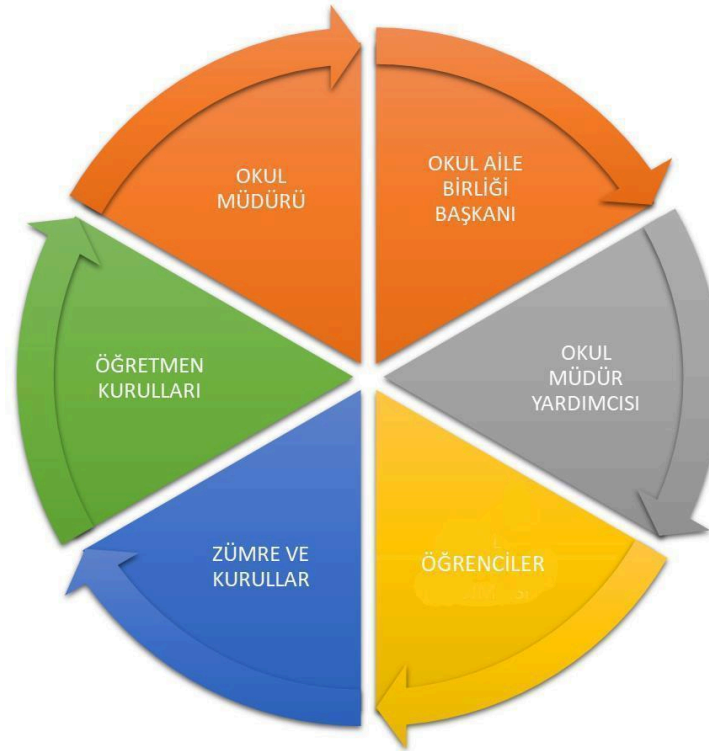
Income and Expense Information

The last two years' realization information regarding the income and expenses of our school, including general budget appropriations, parent-teacher association income and other contributions, are given in the table below.

Years	The Amount of Incomes TL	The Amount of Expenses TL
2024		
2023		

2.2 PARTAKERS' ANALYSIS

Although the main stakeholders of our institution are students, parents and teachers, there is a wide range of participants interacting around the school due to the external impact of education. The opinions of our partakers are constantly received through various methods, including surveys, meetings, wishes and request boxes, and suggestions transmitted electronically.



SCHOOL PRINCIPAL, PRESIDENT OF SCHOOL PARENT ASSOCIATION , VICE PRINCIPALS,STUDENTS, DEPARTMENTS and BOARDS,TEACHERS BOARDS

The main results of the partakers' surveys are given below:

Student Survey Results:

No	QUESTIONS	DEGREE OF AGREEMENT				
		STRONGLY AGREE %	AGREE %	NEUTRA L %	PARTLY AGREE %	DISAGREE %
1	I can meet my teachers easily whenever I need.	92	5	3		
2	I can talk to my principal easily whenever I need to.	88	4	4	4	
3	I can benefit sufficiently from the school's counseling service.	89	4	6	1	
4	Our suggestions and requests that we convey to the school are taken into consideration.	88	6	3	3	
5	I feel safe at school.	92	4	4		
6	Our opinions are taken into account in decisions made regarding students at school.	90	4	3	3	
7	Teachers use various techniques in terms of being innovative during lessons.	90	4	3	3	
8	The language lessons are at a sufficient level at school.	92	4	4		
9	There are international activities at school and all students benefit from them equally.	88	6	3	3	
10	Proper tools and material are used according to topics during lessons .	92	5	3		
11	I can meet my needs during breaks.	88	6	4	2	

Teacher Survey Results:

No	QUESTIONS	DEGREE of AGREEMENT				
		STRONG LY AGREE %	AGREE %	NEUTRAL %	PARTLY AGREE %	DISAGREE %
1	The decisions taken at our school are made with the participation of employees	91	6	3		
2	All announcements in the organization are communicated to employees in time.	96	4			
3	Fairness, impartiality and objectivity are essential in all kinds of rewards.	93	4	3		
4	I see myself as a valued member of the school.	93	4	3		
5	The school I work at provides me the opportunity to improve myself.	91	6	3		
6	Our administrators offer relevant teachers the opportunity to take part equally in international events.	<u>95</u>	<u>3</u>	<u>2</u>		
7	The school is adequately equipped with technical tools and equipment	96	4			
8	Social and cultural activities are organized for school staff.	93	4	3		
9	There is no discrimination between teachers at school.	96	4			
10	In our school, activities that will have a positive impact locally on the society are done.	96	4			
11	Our managers encourage the production of creative and innovative ideas	93	4	3		
12	Administrators share the school's vision, strategies, ideas for	92	4	4		

	improvement, etc.with employees.					
13	In our school, places allocated only for the use of teachers are sufficient.	96	4			
14	I follow the innovations and developments in my field of study and update myself.	98	2			

Parent Survey Results:

No	QUESTIONS	DEGREE OF AGREEMENT				
		STRONG LY AGREE %	AGREE %	NEUTRA L %	PARTLY AGREE %	DISAGRE E %
1	I can easily meet with school staff when I need to.	88	6	4	2	
2	I learn about school announcements that concern us on time.	94	4	2		
3	I can receive guidance services on issues related to my student at school.	94	4	2		
4	My requests and complaints to the school are taken into consideration.	92	4	4		
5	According to new innovation teachers use various methods in teaching	92	4	4		

	lessons.					
6	Security measures are taken against strangers at the school.	96	4			
7	Our opinions are taken into account in decisions that concern us at school.	92	4	4		
8	I follow the e-School Parent Information System and the school's website regularly.	92	4	4		
9	I think that my child loves his school and gets along well with his teachers	89	6	5		
10	The school is adequately equipped with technical tools and equipment.	96	4			
11	The school is always clean and well-maintained.	96	4			
12	The school building and other physical areas are sufficient.	96	4			
13	In our school artistic and cultural activities are sufficiently organized.	92	4	4		
<u>14</u>	The school gives great importance to foreign language education.	<u>94</u>	<u>4</u>	<u>2</u>		
<u>15</u>	A sufficient number of international events are organized at the school.	<u>88</u>	<u>6</u>	<u>4</u>	<u>2</u>	
<u>16</u>	My student has the equal chance of taking part in international events with other students.	<u>94</u>	<u>3</u>	<u>3</u>		

2.3 SWOT ANALYSIS (STRENGTHS, WEAKNESSES, OPPORTUNITIES, TREATS)

The school identification, the information of employee, building, technological resource, income and expenditure given in the basic statistics of our school, and the problems and areas open to development that emerged as a result of stakeholder surveys were evaluated as internal and external factors and specified in the SWOT table. Therefore, the statistics indicating the phenomenon and the results of the surveys measuring perception are combined in a single analysis.

The strengths and weaknesses of the institution refer to the strengths and weaknesses arising from the institution itself in a wide range of areas such as equipment, materials, employees, ability to do business, institutional communication, etc., and the distinction was made between internal and external factors, mainly from the perspective of the school principal/directorate.

Internal Factors - Strengths

Internal Factors - Strengths

Students	Our school is preferred by more successful students every year
Employees	Strong teacher profile Having a foreign languages department staff consisting of competent teachers
Parents	The PTA is open to cooperation
Building and Campus	The building is low-rise and complies with earthquake regulations

Equipment	Equipped laboratory environment The library has a rich content and adequate physical conditions Having a science center Having a Lego class Having a genetics laboratory The school has fully equipped workshops Strong computer network system Technical departments in accordance with the latest technology (Mechatronics, End. Control, CNC) Consideration of international standards in the procurement of new equipment and updating of existing equipment
Budget	Sufficient financial resources
Management Processes	The administration supports the academic and professional development of teachers Dedicated, hardworking and competent administrative staff The administration gives due importance and support to foreign language education and internationalization The high number of class hours allocated for English language education in the curriculum Ensuring that students receive vocational English education Adoption of an understanding that attaches importance to discipline
Communication Processes	Effective use of technology

Weaknesses

Students	Not all students are at the same academic level Some students were not able to set their goals Lack of motivation in some students Students come from families with different socio-economic levels
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Parents	Students come from families with different socio-economic levels The hospital is far away Lack of stationery in the immediate vicinity
Building and Campus	Lack of public transportation
Equipment	Lack of swimming pool Lack of a conference hall
Management Processes	Since there are no hostels, students can only be transported by shuttles from the surrounding districts. to be able to come Insufficient time allocated for social activities due to the intensity of the curriculum Not all teachers speak a foreign language

External Factors - Opportunities

Management Processes	The interest of our school and administration in internationalization
Economical	The support of ENKA Foundation
Sociological	Opportunity to cooperate with industrial organizations Ensuring school orientation among students Benefiting from the facilities of İstinye and Adapazarı Enka Schools Ability to cooperate with different schools, institutions and organizations on an international platform Students have job opportunities after graduation Proximity of industry for internship opportunities for students

Technological	Technical departments in accordance with the latest technology (Mechatronics, End. Control, CNC) Equipped laboratory environment The school has fully equipped workshops Effective use of technology The existing technology in the school enables effective communication at the international level and is sufficient enough to be used in activities such as international projects etc. carried out within the scope of internationalization
Legislation-Legal	The school is the first foundation to provide education in the vocational and technical field among private schools in Türkiye.
Ecological	Closeness to natural life Training can be done in a noiseless environment The geopolitical position of Türkiye The province where our school is located is an important industrial region for the country and the world.

Treats

Political	Negative view of society towards vocational technical high schools
Sociological	Lack of social opportunities around the school being far from the city center Possibility of parents being insensitive to their student's educational status Low awareness of internationalization in the environment
Technological	Students use technology too much and inefficiently outside of education

2.1. DEVELOPMENT AND PROBLEM AREAS

It is ensured that the results of the development and problem areas analysis and SWOT analysis are associated with the future orientation

section of the plan and targets, indicators and actions are determined accordingly..

According to the results of the SWOT Analysis conducted at our school, 6 different themes were identified: **TEACHING, VOCATIONAL EDUCATION, TRAINING, BUSINESS, CORPORATE CULTURE AND SUSTAINABILITY, INTERNATIONALIZATION**

1. THEME: TEACHING

1-	To be a school preferred by successful students
2-	To be a school with high academic success
3-	To be a school with conscious students who have goals
4-	To be a school where project-based education can be provided
5-	To be a school where technology can be used in education
6-	To be a school with conscious and caring parents
7-	To be a school that allows participation in scientific and academic competitions
8-	To be a school that enables its teachers to keep up with innovations
9-	To be a well-known school
10-	To be a school where science and technology teaching is done well

2. THEME: VOCATIONAL EDUCATION

1-	To be a school where vocational education is provided well
2-	To be a school that can use technology

3-	To be a school that provides vocational training in the areas needed by the business world
4-	To be a school with conscious students in vocational studies
5-	To be a school that has introduced itself well in vocational education
6-	To be a school that cooperates well with universities
7-	To be a school that produces graduates who do successful work in their fields
8-	To be a school with good industrial cooperation

3.THEME: EDUCATION

1-	To have a student profile with positive behaviors
2-	To be a school where social activities are carried out at an adequate level in line with the interests and abilities of students, and to ensure their development in the direction
3-	To have a parent profile that cares about their students
4-	To be a school with students and teachers who love reading
5-	To be a school that supports the social development of its students

4. TEMA: MANAGEMENT

1-	To be a school without financial problems
2-	To be a school with adequate first aid services
3-	To be a school where student needs can be easily met
4-	To be a school where students' transportation problems are solved

5- To be a safe school
6- To be a school with a suitable educational environment

5. THEME: INSTITUTION CULTURE AND SUSTAINABILITY

1- To be a school where the job descriptions of its staff are clear
2- To be a school that can implement administrative management well
3- To be a school with high employee loyalty
4- To be a school that knows and implements ecological sustainability
5- To be a school that supports local development
6- To be a school that is sensitive to world human and children's rights
7- To be a disabled friendly school
8- To be a school sensitive to gender equality
9- To be a school where peer bullying does not occur
10- To be a school that enables its teachers to keep up with innovations
11- To be a school with a high level of awareness of climate change and environmental issues

6.THEME: INTERNATIONALIZATION

1-	To be a school that can carry out international studies or take part in such studies
2-	To be a school where foreign language teaching is done well
3-	To be an internationally renowned school
4-	To be a school with an internationalized campus
5-	To be a school with ISO certificates
6-	To be a school that participates in international scientific, academic and technical competitions and projects.
7-	To be a school with students and staff who are highly aware of the internationalization-related activities carried out at the school.

SECTION 3: Mission, Vision, and Core Values

MISSION, VISION, CORE PRINCIPLES AND VALUES

Within the scope of establishing the mission, vision, core principles, and values of our School Administration, the opinions received from our teachers, students, parents, employees, and other stakeholders were evaluated. As a result, the Mission, Vision and Core Values prepared by the Strategic Planning Team were presented to our School's Executive Board and approved by the Executive Board.

OUR MISSION

We, as a school, have set out with the aim of educating individuals who meet both the social and cultural needs of our students, are aware of their responsibilities, observe universal values such as professional ethics and morality, are sensitive and attentive to these matters, and have the qualifications to meet the needs of the relevant sectors and higher education institutions.

OUR VISION

Being aware of our responsibility to carry out a training in Türkiye in our field with education that we will give to our schools in a way worthy of "ENKA" in our schools, to be a good example to the institutions after us and to have a say in Europe and in the world with the power and support we will receive from them.

OUR BASIC VALUES

1) Communication – Sharing – Empathy	6) Self Realization
2) Research – Inquiry – Productivity	7) Atatürkist Thought
3) Responsibility and Sentimentality	8) Common Sense – Making Decisions Together
4) Pioneering and Leadership	9) Internalizational
5) Transparency – Trust – Self-confidence	10) Sustainability and Environmental Awareness

SECTION IV: GOALS, OBJECTIVES AND ACTIONS

THEME 1: TEACHING

Strategic Target 1: To create a learning environment which successful students prefer and where individuals are educated as target-oriented and conscious, academic achievement is high and practical and technology are in European standards; to be a well-introduced school in which teachers can use new teaching methods and foreign language teaching is done well.

Performance Indicators

		CURRENT		OBJECTIVE			
No	PERFORMANCE INDICATOR	2023	2024	2025	2026	2027	2028
PG.1.1	Most of the students who pre-registered to our school are selected from among the students in the 3%	FTL %0,49, ATL %0,89	FTL %0,46, ATL %0,73	FTL %0,8, ATL %2	FTL %0,8, ATL %2	FTL %0,8, ATL %2	FTL %0,8, ATL %2
PG.1.1.a	Number of secondary schools visited in our region	97	90	30	30	30	30
PG.1.1.b	Number of students participated in our middle school math competition	625	700	600 or above	600 or above	600 or above	600 or above

PG.1.1.c	Average publication time of our school news	1 Week	1 Week	1 Week	1 Week	1 Week	1 Week
P.G.1.2	Average ranking of all students who took the university entrance exam	29270	28813	30.000 or below	30.000 or below	30.000 or below	30.000 or below
PG.1.2.a	Rate of students attending the course	100	100	100	100	100	100
PG.1.2.b	Number of social events held at school	141	146	120	120	120	120
PG.1.2.c	Total course hours of university preparatory per year	652	750	500 or above	500 or above	500 or above	500 or above
PG.1.3.b	Rate of students informed about the Secondary education institutions regulation	100%	100%	100%	100%	100%	100%
PG.1.3.c	Rate of students informed about the School Internal Regulations	100%	100%	100%	100%	100%	100%
PG.1.4	Total number of experiments performed in Science subjects(physics-chemistry-biology)	98	177	At least 30	At least 30	At least 30	At least 30
PG.1.5.a	Number of classes without smart boards or projections	0	0	0	0	0	0

PG.1.5.b-c	Number of students without Google Classroom accounts and those who do not have enka.k12 tr mails	0	0	0	0	0	0
PG.1.5.d	Number of outdated documents in EDMS	0	0	0	0	0	0
PG.1.6.a	Number of Parent meetings held during the academic year	4	4	2	2	2	2
PG.1.6.b	Number of introductory meetings with parents of newly registered students	1	1	1	1	1	1
PG.1.6.d	Number of parents who couldn't be informed via SMS, newsletter etc.	0	0	0	0	0	0
PG.1.7	Number of degrees won in competitions participated	36	39	At least 15	At least 15	At least 15	At least 15
PG.1.8	Number of in-service training received by teachers	3	3	At least 1	At least 1	At least 1	At least 1

Actions

ACTION	Person in charge	Starting date of the action	Due date
Strategic Target 1.1- Selecting the students who pre-register to our school among the successful students			
1-a. To visit at least 30 schools in our registration area during the year and tell about our school.	Vice principals	1.02.2025	30.04.2025
1-b. To organize a Mathematics Competition every year, to ensure the participation of 800 or more students in this competition, and to give various gifts to the participating students that will make them remember school.	Mathematics Department	1.02.2025	30.04.2025
1-c. To announce the activities carried out on our school's website within 1 week at the latest	Teacher of Computing IT Officer	19.08.2024	30.06.2025
Strategic Target 1.2- Increasing success in the university entrance exam			
2-a. To organize university preparation courses for our 11, 12th graders	Ercüment KORKMAZ	19.08.2024	30.06.2025
2-b. To organize events that increase the motivation of our students	Seçil Yeşil ŞİK-Burcu BAYDEMİR	19.08.2024	30.06.2025
Strategic Target 1.3- Keeping the average student success score high at the end of the year			
3-a. To take corrective actions according to feedback forms after evaluation exams	Classroom guidance teacher	9.09.2024	20.06.2025

3-b. To inform the students about the "Regulation on Secondary Education Institutions" of Ministry of Education	Burcu BAYDEMİR	19.08.2024	30.06.2025
3-c. To inform students about the "School Internal Regulations"	Burcu BAYDEMİR	19.08.2024	30.06.2025
Strategic Target 1.4- Increasing the number of experiments performed in the science lessons			
4-a. To prepare and keep up to date experiment sheets for Physics, Chemistry and Biology courses	Heads of Physics-Chemistry-Biology Departments	19.08.2024	30.06.2025
4-b. To identify the lack of test materials in laboratories and to ensure the supplies	Responsible Teachers from Physics-Chemistry-Biology Labs.	9.09.2024	20.06.2025
4-c. To employ a laboratory teacher to monitor the pre-course and end-of-course preparations for laboratory courses	School Principal	19.08.2024	30.06.2025
Strategic Target 1.5- To be a school where technology is used in education			
5-a. To provide smart boards or projectors in classrooms	Vice Principals	19.08.2024	30.06.2025
5-b. To ensure the use of web tools in education and training processes		19.08.2024	30.06.2025
5-c. To ensure the use of student interactive applications such as Google Classroom in the education process	Vice Principals	19.08.2024	30.06.2025

5-d. To carry out the school's documentation process online with EDMS	Teacher of Computing IT Officer	14.08.2023	28.06.2024
Strategic Target 1.6- Involving parents in education process			
6-a. To organize parents' meetings during the academic year	Vice Principals	19.08.2024	30.06.2025
6-b. To hold an introductory meeting with parents of newly registered students	Vice Principals	19.08.2024	30.06.2025
6-c. To provide transportation support on parent-teacher meetings days	Emrah ÇETİN	19.08.2024	30.06.2025
6-d. To inform the parents via SMS, newsletter etc.	Vice Principals Teacher of Computing IT Officer	19.08.2024	30.06.2025
Strategic Target 1.7-Participating in scientific and academic project competitions			
7-a. To follow national and international competitions and to apply for participation	Emrah ÇETİN	19.08.2024	30.06.2025
7-b. To recruit students to appropriate studies according to their interests	Emrah ÇETİN Seçil Yeşil ŞIK	19.08.2024	30.06.2025
7-c. To provide the necessary tools and equipment during the preparation phase and to plan the study	Emrah ÇETİN	19.08.2024	30.06.2025

Strategic Target 1.8- Teachers' ability to keep up with innovations			
8-a. To ensure teachers to follow the innovations and to participate in the necessary training	Vice Principals	19.08.2024	30.06.2025
8-b. To provide necessary training to all teachers according to their in-service training needs.	Vice Principals	19.08.2024	30.06.2025

THEME 2: VOCATIONAL EDUCATION

Strategic Target 2: To be a school that uses the latest technologies in vocational education, cooperates constantly with the industry, educates its students in line with the needs of the business world, and to be the first school that comes to mind when it comes to vocational education.

Performance Indicators

No	PERFORMANCE INDICATOR	CURRENT		OBJECTIVE			
		2023	2024	2025	2026	2027	2028
PG.2.1	The average of Industrial satisfaction survey	97	96	70 Point and above	70 Point and above	70 Point and above	70 Point and above
PG.2.2	Number of used and outdated experimental sets in workshops and laboratories	0	0	0	0	0	0
PG.2.3	Number of occupational accidents in the atelier classes	0	0	0	0	0	0
PG.2.4.a-b-c	Number of degrees won in the technical competitions we participated	24	22	At least 3	At least 3	At least 3	At least 3
PG.2.5a	Number of project studies in cooperation with universities	1	2	At least 1	At least 1	At least 1	At least 1
PG.2.5.b	University tours held in every academic year	2	1	At least 1	At least 1	At least 1	At least 1

Actions

Action statement	Person in charge	Starting date of the action	Due date of the action
Strategic Target 2.1- Keeping the the average of the industrial satisfaction survey at 70 points and above			
1-a. To prepare industrial satisfaction surveys and to apply these surveys to the factories where our intern students work at the end of the internship.	Emrah ÇETİN	2.06.2025	30.08.2025
1-b. To identify the weaknesses and to prepare the preventive action plans	Emrah ÇETİN	1.09.2025	31.10.2025
1-c. To carry out the prepared activity plans in the next academic year	Emrah ÇETİN	9.09.2025	20.06.2025
Strategic Target 2.2- To keep test sets compatible with up to date technology and usage areas			
2-a. To determine the required current experiment sets in vocational training	Chief of depts.	19.08.2024	30.06.2025
2-b. To purchase the test sets by determining the manufacturer and the price for them.	Chief of depts.	19.08.2024	30.06.2025
2-c. Revision of old test sets	Chief of depts.	19.08.2024	30.06.2025
Strategic Target 2.3- To comply with health and safety rules in atelier works maximumly			
3-a. To provide OHS training to every student starting vocational education in the first term of the 10th grade	Occupational health and safety expert	9.09.2024	17.01.2025
3-b. To place appropriate warnings and signs in work areas in the departments	Chief of depts.	19.08.2024	30.06.2025

3-c. To provide working clothes and protective equipment for all the students during the atelier studies	Chief of depts.	19.08.2024	30.06.2025
Strategic Target 2.4- Participating in national projects and bringing various degrees to our school from technical competitions.			
4-a. To follow national competitions and to apply for participation	Chief of depts.	19.08.2024	30.06.2025
4-b. To recruit suitable students for appropriate studies	Chief of depts.	19.08.2024	30.06.2025
4-c. To provide the necessary tools and equipment during the preparation process and to plan the study	Chief of depts.	19.08.2024	30.06.2025
Strategic Target 2.5- To collaborate with universities in vocational education			
5-a. To collaborate with universities in project studies	Emrah ÇETİN Project Advisors	19.08.2024	30.06.2025
5-b. To organize trips to universities to help students make more conscious career choices	Counselling Dept. - Seçil Yeşil ŞİK	19.08.2024	30.06.2025

THEME 3: EDUCATION

Strategic Target 3: To create an educational environment where students who are socially active, have acquired positive behaviors, are environmentally conscious, and can adapt to cultural differences are raised and developed in line with their interests and abilities, and where parents take an active role in the process.

Performance Indicators

No	PERFORMANCE INDICATOR	CURRENT		OBJECTIVE			
		2023	2024	2025	2026	2027	2028
PG.3.1	Number of disciplinary incidents-penalties per academic year	4	0	0	0	0	0
PG.3.2	Bringing various degrees in sports, art, music and literature competitions to our school	14	17	At least 3	At least 3	At least 3	At least 3
PG.3.3	Number of studies organized for parents per academic year	2	2	At least 1	At least 1	At least 1	At least 1
PG.3.4.a-b	Number of events organized in each academic year	5	6	At least 1	At least 1	At least 1	At least 1

PG.3.4.c-de-f	Average number of books read by each student during the semester	1	1	At least 1	At least 1	At least 1	At least 1
PG.3.5.a	Number of personal development and character training seminars organized by our counseling department	7	3	At least 1	At least 1	At least 1	At least 1
PG.3.5.b-c	Social responsibility project time of every club	15 hours	15 hours	At least 15 hours	At least 15 hours	At least 15 hours	At least 15 hours
PG.3.5.d	Number of joint events planned and realized with other ENKA schools	1	2	At least 1	At least 1	At least 1	At least 1

Actions

Action statement	Person in charge	Starting date of the action	Due date of the action
Strategic Target 3.1- Creating an environment where there are no discipline problems in the reward-discipline system and where rewarding is emphasized			
1-a. To inform all the students about the articles regarding rewards and disciplinary penalties in the Secondary Education Institutions Regulation	Counselling Dept.	9.09.2024	20.06.2025

1-b. To strengthen the cooperation among the course teacher, classroom guidance teacher and psychological counselor	Counselling Dept.	9.09.2024	20.06.2025
1-c. To develop healthy communication with parents	Counselling Dept.	9.09.2024	20.06.2025
1-d. To prepare the Student-Parent Handbook and Teacher Handbook	Counselling Dept.	9.09.2024	20.06.2025
Strategic Target 3.2- Bringing various honors in sports, art, music and literature competitions to our school			
2-a. To identify students' interests and hobbies that they pursued in previous schools	Teachers of arts, music and PE	19.08.2024	17.01.2025

2-b. To categorize students according to their interests and abilities	Teachers of arts, music and PE	19.08.2024	17.01.2025
2-c. To recruit students in appropriate categories to studies	Teachers of arts, music and PE	9.09.2024	20.06.2025
2-d. To follow national and international competitions	Teachers of Literature and Social Depts.	9.09.2024	20.06.2025
2-e. To discuss possible collaborations with Enka Sanat	Seçil Yeşil ŞİK	9.09.2024	20.06.2025
2-f. Follow-up of artistic events organized in Istanbul and Kocaeli provinces	Teachers of Literature and Social Depts.	9.09.2024	20.06.2025

Strategic Target 3.3- Organizing meetings and development seminars for parents			
3-a. To inform parents about seminars at the report meetings	Counselling Dept.	9.09.2024	20.06.2025
3-b. To ensure parents to participate in seminars	Counselling Dept.	9.09.2024	20.06.2025
Strategic Target 3.4- To be a school with students and teachers who like reading and researching			
4-a. To organize, search and to determine the author interview programs and seminars.	Literature Dept.	9.09.2024	20.06.2025
4-b. To organize development seminars for students and teachers	Seçil Yeşil ŞIK	9.09.2024	20.06.2025
4-c. To determine reading hours for each grade level	Literature Dept.	9.09.2024	20.06.2025
4-d. To display new books purchased at the beginning of each year in the library	Çağla BATU TÜZÜL	9.09.2024	20.06.2025
4-e. To track the number of books read by students	Çağla BATU TÜZÜL	9.09.2024	20.06.2025
4-f. To employ a library teacher in the education staff	School Principal	9.09.2024	20.06.2025
Strategic Target 3.5-To be a school that supports the social development of students			
5-a. To organize personal development and character training seminars by our guidance service	Counselling dept.	9.09.2024	20.06.2025

5-b.To carry out club activities on the weekend	Seçil Yeşil ŞİK	9.09.2024	20.06.2025
5-c. Every club carries out a social responsibility project	Club Guidance teachers	9.09.2024	20.06.2025
5-d. To plan and carry out joint events with other ENKA schools	Seçil Yeşil ŞİK	9.09.2024	20.06.2025

THEME 4: MANAGEMENT

Strategic Target 4: To have a business management that can use its financial resources efficiently, has no financial difficulties, and can meet the social-health-nutrition-technology-security-transportation needs of students.

Performance Indicators

No	PERFORMANCE INDICATOR	CURRENT		OBJECTIVE			
		2023	2024	2025	2026	2027	2028
PG4.1.b	Number of fixed assets without insurance transactions	0	0	0	0	0	0
PG4.1.c	Training given to students and staff regarding savings or number of events held	1	1	At least 1	At least 1	At least 1	At least 1
PG4.2.a	number of first aid kits that are needed but not available in the infirmary.	0	0	0	0	0	0
PG4.2.b	number of necessary first aid staff employed in the infirmary	1	1	At least 1	At least 1	At least 1	At least 1

PG4.2.c	Number of personnel trained on first aid	0	0	0	0	0	0
PG4.3	average of satisfaction surveys on food and service at the end of the term	2	2	At least 3,5	At least 3,5	At least 3,5	At least 3,5
PG4.4	Number of Security problem in and around the school	0	0	0	0	0	0

Actions

Action statement	PERSON IN CHARGE	STARTING DATE OF THE ACTION	DUE DATE OF THE ACTION
Strategic Target 4.1- Using financial resources efficiently in line with the budget plan			

1-a. To make the budget plan with multiple participation	School Principal	19.08.2024	31.12.2025
1-b. To carry out the insurance transactions of fixed assets	Emrah ÇETİN	19.08.2024	31.12.2025
1-c. To provide necessary training to students and staff regarding savings	Sustainability Team	19.08.2024	20.06.2025
Strategic Target 4.2- To be a school with no problems with first aid services			
2-a. To stock the necessary first aid materials in the infirmary	Fatma Mürvet AK	19.08.2024	20.06.2025
2-b. To employ necessary first aid personnel in the infirmary	School Principal	19.08.2024	20.06.2025
2-c. To provide first aid training to students and staff	Fatma Mürvet AK	19.08.2024	20.06.2025
Strategic Target 4.3- To ensure good food and service			
3-a.To conduct food and service satisfaction surveys at the end of the term	Quality Management representative	2.05.2025	20.06.2025
3-b. To prepare the necessary precautionary plans on the weak issues in the survey evaluations and to implement them in the next period.	Quality Management representative	30.06.2025	29.08.2025
3-c. To conduct service and cafeteria inspections regularly	Emrah ÇETİN	19.08.2024	20.06.2025

Strategic Target 4.4- Not to let any security problems happen in and around the school			
4-a. To employ the required number of security personnel for day and night	School Principal	19.08.2024	20.06.2025
4-b. To check the night security control list and night duty book regularly	IT Officer	Every day	

THEME 5: INSTITUTION CULTURE and SUSTAINABILITY

Strategic Target 5: To have an administrative management that has clearly defined personnel job descriptions, carries out official procedures correctly and on time, implements ISO standards, supports the continuous personal development of its personnel, guarantees an atmosphere of peace and security at school, has a high level of climate change awareness and environmental awareness, and fulfills the responsibilities necessary to be a sustainable campus that contributes to sustainable development.

Performance Indicators

No	PERFORMANCE INDICATOR	CURRENT		OBJECTIVE			
		2023	2024	2025	2026	2027	2028
PG.5.1.a	Number of staff Not employed despite having a position	0	0	Max %1	Max %1	Max %1	Max %10
PG.5.2	Number of warning letters received about official procedures from the national education directorates	0	0	0	0	0	0
PG.5.3	The average of staff satisfaction survey (out of 5)	4,41	4,43	3,5	3,5	3,5	3,5
PG.5.4	Number of the meetings held by the Quality Board throughout the year	4	4	At least 2	At least 2	At least 2	At least 2
PG.5.5	Number of saplings planted by students	1	1	At least 1	At least 1	At least 1	At least 1
PG.5.6	Number of studies organized to ensure awareness of world human and children's rights in sustainability studies	1	1	At least 1	At least 1	At least 1	At least 1
PG.5.7	The number of studies carried out to make the school physical spaces suitable for disabled individuals.	1	1	At least 1	At least 1	At least 1	At least 1

Actions

Action Statement	PERSON IN CHARGE	STARTING DATE OF THE ACTION	DUE DATE OF THE ACTION
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Strategic Target 5.1- To announce the personnel job descriptions at the beginning of each academic year			
1-a.To employ the required number of personnel by interpreting all work and transactions to be carried out	Okul Müdürü	2.05.2024	19.08.2025
Strategic Target 5.2- Not receiving a warning letter from the national education directorates for official procedures			
2-a. To keep incoming and outgoing document books organized	Gülşen MURAT	Every day	
2-b. To edit decimal file systems	Gülşen MURAT	Every day	
2-c. To archive all transferred documents in double initialed copies	Gülşen MURAT	Every day	
2-d. To make the necessary arrangements for the archive	Gülşen MURAT	Last week of each semester	
Strategic Target 5.3- To be a school with high employee satisfaction			
3-a. To organize staff satisfaction surveys at the end of the academic year	Quality Management representative	1.05.2024	20.06.2025
3-b. Prepare plans and necessary measurements on the weak issues inferred from the survey evaluations and implement them in the next academic year.	Quality Board	19.08.2024	30.09.2025

Strategic Target 5.4- Conducting quality studies regularly			
4- a. Establishing a Quality Board and running it regularly	School Principal	19.08.2024	30.06.2025
4- b. Creating the annual work plan of the improvement team in parallel with the strategic plan	Quality Board	19.08.2024	30.06.2025
4- c. Reporting of quality studies at the end of each period according to the improvement team's annual work plan	Improvement Team leaders	19.08.2024	20.06.2025
Strategic Target 5.5- Every student should have a sapling in the Machinery Organized Industrial Zone			
5-a. Conducting research/social responsibility projects, organizing cultural trips with themes such as biodiversity and ecology, and carrying out similar activities that will contribute to raising awareness of climate change, increasing environmental awareness, and biodiversity.	Sustainability team	19.08.2024	20.06.2025
Strategic Target 5.6- Ensuring awareness of world human and children's rights			
6-a. To hang the World Declaration of Human and Children's Rights in appropriate areas within the school	Sustainability team	19.08.2024	20.06.2025
6-b. To include the subject in course curriculum	Sustainability team	19.08.2024	20.06.2025

Strategic Target 5.7. Making school physical spaces suitable for disabled individuals			
7-a. Ensuring that ramps at the school entrances and exits are always kept in the relevant locations, and keeping the accessible restrooms in working condition.	Sustainability team	19.08.2024	20.06.2025
7-b. Implementing social responsibility, research and development, or Erasmus projects for individuals with disabilities.	Sustainability team	19.08.2024	20.06.2025
Strategic Target 5.8. Ensuring sensitivity to gender equality			
8-a. To ensure the number of male and female students is as equal as possible in class distribution	Sustainability team	19.08.2024	9.09.2025
8-b. To pay attention to gender equality in personnel recruitment	Sustainability team	1.05.2024	19.08.2025
8-c. To ensure the number of male and female students is as equal as possible in activities, competitions and studies abroad in which the school participates.	Sustainability team	19.08.2024	20.06.202

THEME 6: INTERNATIONALIZATION

Strategic Target 6: To be a school where foreign language education is provided effectively, international studies can be carried out, participation in international studies can be ensured, international recognition is achieved, an international campus is provided, an international quality standard in education is maintained, and participation in international scientific, academic and technical competitions and projects is ensured.

Performance Indicators

No	PERFORMANCE INDICATOR	TOTAL					
		2023	2024	2025	2026	2027	2028
PG 6.1.a	Number of students who get below 70 points	0	0	0	0	0	0
PG 6.1.b	Number of foreign language books each student will read	4	4	2	2	2	2
PG 6.1.c-d	Number of MUNs attended during the year	6	8	8	8	8	8
PG 6.1.e	Number of National/International exams attended to determine the English levels of our students	1	1	1	1	1	1
PG 6.2.a	Total number of scientific, academic and technical competitions/projects/events attended	45	42	At least 15	At least 15	At least 15	At least 15
PG 6.2.d	Number of Erasmus projects participated in	1	1	At least 1	At least 1	At least 1	At least 1
PG 6.2.e	Number of students sent to Germany for internship training	9	0	9	9	9	9
PG 6.2.f	Number of English language school activities organized abroad	1	1	At least 1	At least 1	At least 1	At least 1
PG 6.3.a	Number of outdated quality process or used documents	0	0	0	0	0	0
PG 6.3.b	Number of internal audits performed	1	1	At least 1	At least 1	At least 1	At least 1

PG 6.3.c	Number of ISO trainings completed	2	2	At least 1	At least 1	At least 1	At least 1
PG 6.3.d	Number of incongruities resulted in observations and minor issues in the audit results	0	0	Max 5	Max 5	Max 5	Max 5
PG 6.4.a	Completion/updation rate of all pages of the school website in English	100%	100%	100%	100%	100%	100%
PG 6.4.b	Number of (e-Twinning, Erasmus, Salto Youth, Ecvet etc.) registered/joined/collaborated company/institution/organization/formation/platform	4	4	At least 2	At least 2	At least 2	At least 2
PG 6.4.c	Number of international fairs/seminars/competitions etc. participated in	10	10	At least 1	At least 1	At least 1	At least 1
PG 6.5.a	Proportion of guidance provided in campus and building in English	80%	80%	80%	80%	80%	80%
PG 6.5.b.1	Internet (Wi-Fi) service provision rate in all closed areas on campus	100%	100%	100%	100%	100%	100%
PG 6.5.b.2	Number of classrooms without internet access (wired or wi-fi), smart projector and board, or sound system	0	0	0	0	0	0
PG 6.5.b.3	Number of computer laboratories available in the school	8	8	At least 1	At least 1	At least 1	At least 1
PG 6.5.c	Number of activities organized for students and staff that teach/reflect multiculturalism	3	4	At least 1	At least 1	At least 1	At least 1

Actions

Action Statement	PERSON IN CHARGE	STARTING DATE OF THE ACTION	DUE DATE OF THE ACTION
6.1- To raise students' English level in line with their abilities and study habits			
1-a.To Conduct placement tests for students at the beginning of the semester	Foreign Language Department.	19.08.2024	20.06.2025
1-b.To ensure students read more foreign language books	Foreign Language Dept.	19.08.2024	20.06.2025
1-c. To ensure students take an active role in social activities inside and outside the school to improve their speaking skills as well as their grammar knowledge.	Foreign Language Dept.	19.08.2024	20.06.2025
1-e. To participate in at least 6 MUN studies during the year	Foreign Language Dept.	19.08.2024	20.06.2025
1-d. To ensure our students take National/International exams to determine their English level	Foreign Language Dept.	19.08.2024	20.06.2025
6.2-Participating in scientific, academic and technical competitions, projects and social events			
2-a. To follow national and international competitions, projects and events and applying for participation	Vice Principals, Chiefs of Depts, Head of Dept., Project Coordinator, Counseling Department	19.08.2024	20.06.2025
2-b. To recruit suitable students to appropriate studies	Vice Principals, Chiefs of Depts, Head of Dept., Project	19.08.2024	20.06.2025

	Coordinator, Counseling Dept.		
2-c. To provide the necessary tools and equipment during the preparation phase and planning the work	Vice Principals, Chiefs of Depts, Head of Dept., Project Coordinator, Counseling Dept.	19.08.2024	20.06.2025
2-d. To ensure continuity in Erasmus projects	Vice Principals, Chiefs of Dept.s, Head of Dept, Project Coordinator, Counseling Dept.	19.08.2024	20.06.2025
2-e.To carry out internship training in Germany	Vice Principals, Chiefs of Dep.s, Head of Dep, Project Coordinator, Counseling Dept.	19.08.2024	20.06.2025
2-f. To carry out English language school activities abroad	Vice Principals, Chiefs of Depts, Head of Dep, Project Coordinator, Counseling Dept.	19.08.2024	20.06.2025
2-g. To participate in the dance club in the European Folk Dance Competition, represent our school and our country.	Vice Principals, Chiefs of Depts, Head of Dep, Project Coordinator, Counseling Dept.	19.08.2024	20.06.2025
6.3-Having ISO standards and maintaining these standards every year			
3-a. To make necessary updates in the studies at the beginning of each term	Quality Management Representative, Project Coordinator	19.08.2024	20.06.2025

3-b. To conduct internal audit at least once a year on the planned date	Quality Management Representative, Project Coordinator	19.08.2024	20.06.2025
3-c. To carry out the necessary ISO information training	Quality Management Representative, Project Coordinator	19.08.2024	20.06.2025
3-d. To get a positive score in ISO audits	Quality Management Representative, Project Coordinator	19.08.2024	20.06.2025
6.4- Internationalization			
4-a. To complete and update the English of all pages of the school website	Emrah ÇETİN, All Department Representatives, Foreign Languages Depts., IT Officer, Computing Teacher.	Whole Year	
4-b. Company/institution/organization/formation/platform (e-Twinning, Ecvet, etc.) to register/join/cooperate with to increase international recognition.	Emrah ÇETİN, All Department Representatives, Foreign Languages Departments, IT Officer, Computing Teacher.	19.08.2024	20.06.2025

4-c. To participate in international fairs/seminars/competitions	Emrah ÇETİN, All Department Representatives, Foreign Languages Departments, IT Officer, Computering Teacher.	19.08.2024	20.06.2025
5- Internationalization of the campus			
5-a. Directions within the campus and buildings (library, departments, dining hall, group and teacher rooms, etc.) must be in English.	Vice Principals, Chiefs of Dept., Project Coordinator, School Technician	19.08.2024	20.06.2025
5-b. To strengthen our school's informatics, computer laboratory and web page infrastructure (internet, on-campus Wi-Fi, etc.) and making it suitable for virtual mobility	Vice Principals, Chiefs of Dept., Project Coordinator, School Technician, IT Officer	19.08.2024	20.06.2025
5-c. Some of the activities organized for students and staff should teach/reflect multiculturalism.	Vice Principals, Chiefs of Dept., Project Coordinator, School Technician	19.08.2024	20.06.2025

SECTION V: COSTING

2024-2028 Strategic Plan Activity/Project Costing Table

Source Table	2024	2025	2026	2027	2028	Toplam
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ENKA Sports, Education and Social Aid Foundation						
Ministry of Education						
Other						
TOTAL						

SECTION VI: OBSERVATION AND EVALUATION

In our school's Strategic Plan monitoring and evaluation studies, a distinction will be made between monitoring the 5-year Strategic Plan and monitoring the 1-year development plan.

In monitoring the strategic plan, the inspection units that will be monitored every 6 months will be kept ready for provincial and district national education directorate and Ministry inspections and controls.

Monthly progress meetings will be held with executive teams and action officers in the implementation of the annual plan. In the meeting, what was done in the previous month and what will be done in the next month will be discussed and decided.