
School Guiding Principles

Our Shared Vision

Together we are a learning community that celebrates and advances excellence in care of each other (student and teaching community as a whole) and ourselves through shared responsibility, collaborative innovation, mutual understanding and the courage to act in a meritocratic, transparent and supportive environment.

This vision is achieved through:

Our Philosophy: Principles Oriented

AK Malta offers unparalleled student experiences across a broad spectrum of academic environments. Our mission is based on the integration of both technical and conceptual learning with the aim of delivering a holistic and competence-weighted learning experience for each and every student.

Our Method: Student-Centric and Competence-Based

We not only take personalized learning seriously; we approach it with a bias.

A competence-based learning is different than a standard-based educational system in ways that it prioritizes skill acquisition over the standard test-scores. Most of our courses are based on a **project-based** approach, encouraging students to intuitively learn to apply theory and instructional information to practical and real-life-scenario projects both individually or in group dynamics.

It is our core mission to provide a personal learning experience and approach to each and every student.

Led by Professional Artists and Designers

As one of our principle founding missions, we are led by many of the industry leading artists and designers of the day. We believe that to achieve an Excellent student-learning environment **inspiration, ambition** and a **growth mindset** to be among the main catalysing factors of our educational attitude and experience.

In turn, each of AK Malta's leading instructors is a professional and practicing artist or designer elected by their peers in recognition of their work.

We will achieve this vision by building relationships grounded in trust and respect, and anchored in the following Guiding Principles and Intended Behaviors.

Guiding Principles and Intended Behaviours

i. Reciprocity

We conduct ourselves in the spirit of achieving mutual benefit and understanding. We recognise that this requires ongoing give and take. We each will bring unique strengths and resources that will enable us to overcome our challenges and celebrate our successes.

ii. Autonomy with responsibility

We give each other the freedom to manage and make decisions within the framework of our unique skills, training, and individual responsibilities. We individually commit to make decisions and take actions that respect and strengthen the collective interest as a learning community to achieve our shared Vision.

iii. Honesty and Openness (Full Transparency)

We will be truthful and authentic even when that makes us vulnerable or uncomfortable. This includes honesty about performance, unknowns, feelings, intentions, perceptions, critique and preferred outcomes. We acknowledge that in order to constantly improve and overcome such challenges - at both organisational and individual level - we must communicate these issues when they arise through meaningful and open dialogue.

iv. Loyalty

We are committed to our relationships. We will value each other's interests as we value our own. We will strive towards cumulative benefit and not be absorbed by ego-centric personal gain at the expense of others'. Standing together through adversity, we will achieve our Shared Vision.

v. Equity

We are committed to fairness, which does not always mean equality. We will make decisions based on a balanced assessment of needs, risks and resources.

vi. Integrity

Our actions will be intentionally consistent with our words and agreements. Decisions will not be made arbitrarily but will align with our Shared Vision and Guiding Principles. Our collective words and actions will be for the greater good of the relationship and the provision of student-centric tuition and personalised learning.

Disciplinary Code and Grievance Procedure Policy

AK is a tuition centre which provides courses, workshops and other educational services relating to art and design. To accomplish this mission, it is imperative that every staff member and student be present and follows the school's guidelines.

Objective:

AK strives on not only being professional but also on building a good relationship with both students and tutors. The school is committed both at providing quality tutoring, which will provide an exciting learning experience for students and also to provide a safe, comfortable, and welcoming environment that supports a healthy learning experience and ecosystem between students, teaching staff and other stakeholders (including student parents etc...). For this mission to succeed the school sets out the Shared Vision, Guiding Principles and Disciplinary and Grievance Policy, for each student to read and adhere to.

Intolerance and Discrimination

The school condemns any form of unbecoming behaviour in the form of intolerance, discrimination, bullying, aggression or any other form of ill behaviour, verbally or physically, towards or from any stakeholder, namely, students, parents, teaching staff, and third parties.

Plagiarism and Cheating

AK Art Training centre wants to support students in creating original ideas. When a student uses another person's thoughts or ideas, that student is not engaged in learning. In order to support student learning, the School has adopted the following policy. All teaching staff should refer and students are to abide and adhere to the School Plagiarism and Cheating policy and procedure document available online.

Regulations and Step procedure

Intolerance and Discrimination

1. Teaching staff shall be responsible to ensure that they are not the cause of any intolerance or discrimination towards students, fellow staff members, parents or general public by their actions.
 2. In the event that a teaching staff observes any such ill-behaviour from any of the stakeholders, students, colleagues at work, parents or any other third parties he/she is to report to the respective Director of Programme or school management who shall be responsible to address the issue by discussing it with the student or parent causing the ill-behaviour. The director is to ensure that the matter is closed by formally communicating in writing with the student and/or parent or third party.
 3. If the matter is not resolved to the satisfaction of the student, parent or third party the right of appeal to the Head of the institution is granted, so long the appeal is made in writing to the Head on admin@ak-artistry.com or artclassemalta@gmail.com within 15 days from date of incident. The appeal shall contain an explanation of the issue and any reasonable recommendation proposed.
 4. If the event where any stakeholder (student, parent, staff members, other interested third party) observe that members of the staff are being the cause of ill-behaviour they are to similarly raise
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the matter with the respective Director of Programme or school management who shall equally investigate if the staff members fall under his/her responsibility.

III-Behaviour all stakeholders Discipline

5. If the matter persists without appropriate progress main the respective Director is to report the incident to the Head of the Institution to oversee the case. The Head has the right to take any appropriate action suitable in proportion to the incident, starting from a verbal warning, then a formal written warning, then a fine up to €200 shall apply. Where cases of ill-behaviour are considered highly severe and leading to financial or physical injury to any other party the Head of the Institute reserve the right to inform the police to institute appropriate action as may be necessary.

Each student agrees to have fully read and understood the Disciplinary Code and Grievance Procedure Policy. Copies of this document is available on request.

This School Shared Vision and Grievance procedure is made public on the organisation website and included in the organisation's terms and conditions upon approval by MFHEA.

Approved by:

Mr. Andrei Scerri

Managing Director