

### 3.0 Strategic Policies

The Board of Directors of the American International School of Guangzhou (the “Board”) has adopted the following strategic policies for the American International School of Guangzhou (“AISG” or the “School”):

#### **3.1 International and local faculty and staff members shall be recruited and retained who consistently support, promote, and apply the mission of the School.**

In support of the strategic policy, AISG will maintain policies and procedures that include, but are not limited to:

1. Performance standards and a process for appraising faculty and staff;
2. Compensation planning to ensure that salaries and benefits are competitive with benchmark schools;
3. An effective professional development program that supports the School-wide Strategic Plan;
4. An effective plan for conducting perception surveys of key stakeholder groups.

#### **3.2 The educational program shall be designed, reviewed, and assessed to promote high achievement for all AISG students within the parameters of the School’s mission and in reflection of an American-Style education internationally enriched by an international perspective.**

In support of the strategic policy, AISG will maintain policies and procedures that include, but are not limited to:

1. A challenging, engaging, and coherent written curriculum that addresses the needs of all learners;
2. A comprehensive plan for assessing student learning as an integral part of the educational program;
3. Approaches to learning reflect a thorough understanding of the learning process, and an emphasis on nurturing the whole child to be future-ready;
4. Admissions policies and procedures that accept students without discrimination on the basis of sex, religion, race, or nationality;
5. Admissions policies and procedures that evaluate the potential of an applicant to benefit from the educational services available at AISG and our capacity to meet the educational needs of the applicant;

6. Maintenance of our accredited status with the Western Association of Schools and Colleges accrediting agency.

### **3.3 The School's learning environment shall be safe, secure, healthy, and supportive of the mission**

In support of the strategic policy, AISG will maintain policies and procedures that include, but are not limited to:

1. Compliance with best practice guidelines for a comprehensive approach to Child Protection;
2. A Statement of Community outlining the expectations appropriate for constructive members of the AISG Community;
3. Divisional documentation outlining developmentally appropriate behavior guidelines for students;
4. Directives that the School shall be smoke-free.

### **3.4 Financial planning and resource allocation procedures shall be adequate to ensure the long- and short-term financial security of the School.**

In support of the strategic policy, AISG will maintain policies and procedures that include, but are not limited to:

1. Processes for presenting financial statements in accordance with US Financial Reporting Standards and for other reporting needs;
2. Auditing of financial statements of AISG Inc. and affiliates by an independent firm on an annual basis;
3. Provision(s) for the Board to approve the annual budget for the School;
4. Ensure AISG maintains emergency reserves equal to 25% of anticipated budget expenses;
5. Investment Policy;
6. Long-term Financial Planning

### **3.5 Strategic goals for the long-term development of the School shall be established through the WASC Accreditation Self-Study process, and periodically reviewed by the Board in collaboration with the Administration.**

In support of the strategic policy, AISG will maintain policies and procedures that include, but are not limited to:

1. Process to annually review AISG's strategic goals;
2. Maintenance of a data dashboard;
3. Maintenance of appropriate, annual risk management processes.

### **3.6 Communication and development programs shall support the mission and be consistent with the School's vision and collective commitments.**

In support of the strategic policy, AISG will maintain policies and procedures that include, but are not limited to:

1. Effective communication of the School's mission, vision, and collective commitments;
2. Establishment and operation of an Annual Fund and other fundraising vehicles as needed to provide for program enhancement;
3. Maintenance of an up-to-date marketing plan to continue to attract quality faculty, staff, and families to the school community and relevant external stakeholders.