

# FRENCH AMERICAN INTERNATIONAL

FRENCH AMERICAN INTERNATIONAL SCHOOL | INTERNATIONAL HIGH SCHOOL  LYCÉE INTERNATIONAL FRANCO-AMÉRICAIN

**International Vision:** Connecting our Community



## mission

Guidé par des principes de rigueur académique et de diversité, le Lycée International Franco-Américain propose des programmes en français et en anglais, pour assurer la réussite de ses diplômés dans un monde dans lequel la pensée critique et la communication interculturelle seront déterminantes.

Guided by the principles of academic rigor and diversity, the French American International School offers programs of study in French and English to prepare its graduates for a world in which the ability to think critically and to communicate across cultures is of paramount importance.

## values

Notre communauté internationale rassemble des personnes de toutes origines. Ensemble, nous contribuons à créer une culture qui forme des êtres altruistes et déterminés. Dotés d'un sens moral, ils œuvrent à un monde meilleur. Notre communauté repose sur les valeurs suivantes :

**Respect**  
**Intégrité**  
**Inclusion**  
**Collaboration**  
**Curiosité**

Our international community brings together people from many backgrounds. Together we strive to create a shared culture that develops compassionate, confident and principled people who will make the world better. We base our community on these values:

**Respect**  
**Integrity**  
**Inclusion**  
**Collaboration**  
**Curiosity**



# our shared vision



**ANDREA KENNEDY**

*Chair, Strategic Planning  
Committee  
Vice-Chair, Board of  
Trustees*

The Board of Trustees, Board Chair Josh Nossiter, and Head of School Melinda Bihn are proud of the International Vision that we have developed on behalf of our school. Setting strategy for the school is one of the central roles of the Board of Trustees, and one that is undertaken only every 5-6 years. To develop a great, or even good, strategy, we had to be intellectually honest and embrace the natural tensions that are endemic to strategy work:

- **The mission and values were the bedrocks of our strategy**, but we had to be willing to challenge the assumptions of 'how things are done' at school.
- **The focus was on our students**, but we had to carefully consider how we enable our faculty, alumni, and parents to contribute to the students' and school's success.
- **The process listened to many voices** (students, faculty, staff, parents, alumni, trustees), but we had to come to a clear direction and point of view on the future of the school.
- **The strategy set ambitious, lofty goals**, but needed to be realistic about what could be accomplished in the 5-6 year time horizon.

Setting the strategy for our school is perhaps the most important and certainly the most exciting work we do as trustees. We took the role seriously and truly enjoyed the experience.

- **We harnessed the incredible power of our community.** What struck me and my fellow trustees was the passion and energy that our community has for our school. Members of our community completed



surveys, volunteered for committees, and came to focus groups, sharing experiences and a vision for our school. Our community's energy and ideas were infectious and inspirational, yet made the trustees' role even more difficult: we had the unenviable job of having to focus the strategy on a few big ideas.

- **We shaped the future of one of the most important institutions in our lives: this school.** Our trustees are current parents, alumni parents, and friends of the school. We are all busy people, but we volunteer for this role because we value our school and its mission. Helping shape our school's future is a privilege. We all are vested in our school's long-term success.

Our shared plan for the future was shaped by our diverse, smart, committed community. It was an honor to steward this process with Melinda Bihn, her team, and the Board of Trustees.



**ANDREA KENNEDY**

*Chair of the Strategic Planning Committee  
Vice-Chair of the Board of Trustees*



# overview and strategic goals



**MELINDA BIHN, Ed. D.**  
*Head of School | Provisour*

As the oldest and largest bilingual, international school in the heart of the global center of innovation, our school is uniquely positioned to provide students with the most rigorous and relevant educational experience. Every day, French American International School and International High School students benefit from the strength of our academic programs in English and French, our diverse community of learners and teachers, and our location in the city's center for arts, culture, technology, and civic life. They become critical thinkers and global citizens as a result.

Our strategic plan harnesses the power of our programs, the diversity of our community, and the opportunity of our setting to shape our school's future as the leader and innovator in bilingual, international, and urban education. Grounded in our mission and values, the plan will guide us in realizing the potential of our international program promise, cross-cultural cognition, and vibrant urban campus sustained by a proud, engaged community, and a culture of giving. Our students, families, faculty, and staff will be engaged throughout the implementation of our strategic plan, just as they were in its design.

Led by our Board of Trustees and Strategic Planning Steering Committee, the planning process involved our entire school community this year. Through focus groups, community conversations, surveys, and committee meetings, we explored questions about our identity, school community, students' experience, and financial vision. Sub-committees conducted research both within and beyond our school, the strategic planning committee analyzed the data and identified key themes, and the Board determined our strategic goals. The result is an affirmation of our strengths, a vision of our promise, and a commitment to realizing it through the strategic work of the next five years.

## **STRATEGIC PLANNING COMMITTEE**

**Andrea Kennedy, Chair**  
*Vice Chair, Board of Trustees*

**Melinda Bihn, Chair**  
*Head of School*

**Andrew Brown**  
*Dean of Admission*

**Marie-Pierre Carlotti**  
*Lower School Principal*

**Joel Cohen**  
*High School Principal*

**Ron Kahn**  
*Trustee*

**Aaron Levine**  
*CFO*

**Laurie Poston**  
*Trustee*

**Fabrice Urrizalqui**  
*Middle School Principal*





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## strategic goals

international  
program promise

cross-cultural  
cognition





vibrant urban  
campus

proud, engaged  
community

culture of giving

# international program promise

**An academic program that enables our students to grapple with challenging concepts in the sciences, mathematics, humanities, social sciences, and arts in more than one culture**

- Prepare our students to be adept users of evolving technologies in a global workplace while fostering creativity, critical thinking, communication, collaboration\*, and citizenship through rigorous, student-centered instruction
- Attract and support talented teachers from around the world and become a workplace of choice as a result of a robust professional learning and growth model
- Cultivate our role as the leader and innovator in bilingual and global education within French, international and independent school networks
- Communicate the distinctive PK-12 value of this education – cross-cultural cognition – and convey the value of both the bilingual PK-12 journey and the baccalaureate 9-12 journey to current and prospective families

\* *Partnership for 21st Century Learning*







# cross-cultural cognition

**A caring culture that imparts to our students the ability to navigate the world with confidence, command, empathy, and joy**

- Convey to our school community and to our local, national, and international networks the importance of bilingualism as a tool for developing cross-cultural cognition – the ability to think, feel, and act in more than one culture
- Increase our focus on diversity and inclusion by creating developmentally appropriate programming for students and families and strengthening our practices across the school
- Support our students' social-emotional learning across all grade levels by implementing a consistent SEL curriculum in the Lower and Middle Schools, strengthening Middle and High School advisory programming, and coordinating our counseling and learning support services
- Ensure that our school values are reflected in our interactions and communications within and beyond our school community





# vibrant urban campus

## **A campus that meets the needs of our students and is an integral part of San Francisco**

- Create an Urban Engagement Program that complements our Global Travel Program and connects us to our city, linking global learning to local action at every grade level through experiences in the arts, civic life, service and social justice, urban environmentalism, and business and entrepreneurship
- Establish more visual connection between the separate physical spaces at our Oak Campus
- Build additional, flexible activity and athletics spaces
- Design and develop improved learning spaces for our adolescent students, including a dedicated building for International High School and more flexible, innovative spaces for our Middle School students







# proud, engaged community

**A community in which parents, students, teachers, and alumni feel connection to and pride in our school**

- Cultivate pride by guiding our families' journey through our school and communicating effectively with them
- Partner with an active, supportive Parents Association to develop ways for all families to be connected to and supportive of our school
- Appreciate our teachers by fostering a community of ongoing learning, respect, and collegiality and by providing competitive compensation and benefits
- Develop a robust alumni program that sustains a sense of community beyond graduation for our students and their families









# culture of giving

**A community that is continually inspired to support the aspirations of our school**

- Foster leadership and support from our Board, both in giving and advocacy
- Increase participation and absolute giving levels for all our constituents
- Establish greater outreach and connection to our alumni
- Adopt excellence in stewardship so that our donors feel well-thanked and recognized for their generosity







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