



# ISPS STRATEGIC PLAN 2019-2022

## OUR MISSION

ISPS is a vibrant learning community dedicated to developing passionate learners who strive for excellence and pursue their unique potential.

We encourage resilience, innovation and collaboration, preparing students to act with confidence and integrity as caring global citizens.

## OUR VISION

Inspiring thinkers and doers to shape a better world.

## OUR MOTTO

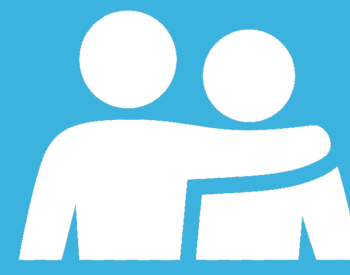
Difference Makers, Future Shapers.

### VISION FOR THE PLAN

Our Strategic Plan is rooted in our Mission and Vision. This plan is a foundation of our action plan which will provide a road map for our work together as a school over the next three years.

### THE PROCESS

The Strategic Planning Committee was formed for the 2018-2019 school year. The committee initiated a process that engaged all stakeholders: students, parents, faculty and staff, and board members. The committee sought input on the direction that stakeholders envisaged for the school. This focus originated at the Board retreat in November 2018. The committee met regularly throughout the academic year and was advised by members of faculty and administration. The ISPS Board approved the ISPS Strategic Plan in September 2019. The Strategic Planning Committee will monitor the implementation of the plan, and The ISPS Board will review the progress on the plan annually.



#### GOAL 1:

ISPS will be a world-class international school (PYP, MYP and DP and/ or AP) that offers students a globally transferable education.

#### Striving for Excellence

- 1.1 ISPS continues to implement PYP, MYP and AP at an internationally recognized level.
  - Sub-Objective 1.1.1:** ISPS improves organizational effectiveness and performance to advance and support student learning.
  - Sub-objective 1.1.2:** ISPS students consistently score above International and US norms as measured by MAP, ERB, PSAT, SAT scores and any additional standardized tests.
  - Sub-objective 1.1.3:** 70% of ISPS students (grade 1-9) consistently meet individual target growth goals as measured by MAP scores.
  - Sub-objective 1.1.4:** ISPS maintains differentiated instruction for all students, while offering additional opportunities for advanced students and those with learning differences.
  - Sub-objective 1.1.5:** Leverage technology to offer a wider variety of courses for ISPS students.
- 1.2 Number of students taking AP courses increases, as does enrollment in AP Capstone, building the academic rigor of ISPS high school.
  - Sub-objective 1.2.1:** ISPS HS students graduate with an average of 6 AP courses.
  - Sub-objective 1.2.2:** ISPS HS maintains an average AP score in all subjects that is above the global average.
  - Sub-objective 1.2.3:** 20% of the class graduate with the AP Capstone Diploma.
- 1.3 ISPS conducts a feasibility study on the requisites, benefits/ consequences, profitability, and costs of transitioning to a DP program.
  - Sub-objective 1.3.1:** If feasibility study concludes a transition to DP is desirable, Strategic Planning Committee drafts new objective and sub-objectives to prepare for transition.

#### GOAL 2:

ISPS is an international learning environment that offers a wide range of consistently delivered courses and programs.

#### Resilience, Innovation, Collaboration

- 2.1 ISPS recruits and retains an internationally minded faculty, staff, and students.
  - Sub-objective 2.1.1:** Implement an International Exchange and Internship program for ISPS students and staff.
- 2.2 ISPS implements a robust recruitment, training, development and performance management framework for its faculty.
  - Sub-Objective 2.2.1:** ISPS maintains a robust recruitment program.
  - Sub-Objective 2.2.2:** ISPS maintains a rigorous training and professional development framework.
  - Sub-Objective 2.2.3:** ISPS implements a consistently applied annual performance review for all faculty and staff.

#### GOAL 3:

ISPS is a safe, secure, respectful, socially inclusive environment where the student code of conduct is consistently enforced.

#### Caring Global Citizens

- 3.1 ISPS provides a safe and secure learning environment.
  - Sub-objective 3.1.1:** Physical security at ISPS utilizes the best international practices.
  - Sub-objective 3.1.2:** ISPS adheres to local and international OSHA standards.
  - Sub Objective 3.1.3** ISPS follows International standards on Child Protection.
- 3.2 ISPS is a welcoming and socially inclusive environment.
- 3.3 ISPS maintains a student code of conduct that is strictly adhered to.
  - Sub-objective 3.3.1:** ISPS maintains a student - parent handbook that is widely distributed, strictly adhered to, and reviewed annually.
  - Sub-objective 3.3.2:** ISPS reviews school discipline practices to ensure they are administered consistently and fairly.

#### GOAL 4:

ISPS offers a vibrant Arts and competitive Sports program.

#### Passionate Learners, Pursuing Their Unique Potential

- 4.1 ISPS develops a top-tier K- 12 Performing Arts program.
- 4.2 ISPS develops a top-tier K- 12 Visual Arts program.
- 4.3 ISPS develops a top-tier K- 12 competitive Sports program.
- 4.4 ISPS improves non-competitive extra-curricular activities.
- 4.5 ISPS board creates a development committee to secure the resources needed to accomplish objectives 4.1 - 4.4 or makes decisions to otherwise provide funds.

## Guiding Principles:

- Excellence ● Resilience ● Innovation ● Collaboration ● Caring Global Citizens
- Passionate Learners ● Pursuing Unique Potential ● Community ● Confidence