

2024-26 ST. MARY'S INTERNATIONAL SCHOOL STRATEGIC PLAN

TO BUILD A BRIDGE TO THE FUTURE DRIVEN BY THE REFRESHED GUIDING STATEMENTS.

Mission

Guided by Catholic beliefs, St. Mary's International School nurtures community and wellbeing, inspires passion for learning and excellence, and builds harmony in the ever-changing world.

Vision

To build a leading global community that ignites hope and courageously embraces future challenges.

Values

We strive to grow as a community of hope and love founded on Catholic values through:

Respect, Responsibility, Integrity, Courage, Compassion, Harmony

GUIDING STATEMENTS



Growth & Development

Inspire a passion for learning and excellence for the benefit of all stakeholders.



Collaboration & Engagement

Amplify relationships and networks to enhance collaboration and communication, fostering a more connected community.



Culture of Wellbeing

Cultivate a greater sense of wellbeing for all.



Stewardship of School & Resources

Enhance fiscal and operational systems and structures, including governance and leadership, to develop sustainable practices.



GROWTH & DEVELOPMENT

Inspire a passion for learning and excellence for the benefit of all stakeholders.



Enhance curriculum practices by identifying and applying mission-driven HQL components to ensure consistent language and teaching methods throughout the school.

ACTIONS

- Align current HQL components to the Guiding Statements.
- Apply unified language for curriculum and instruction.
- Provide professional development workshops to align teaching methods across the school.

OUTCOME

Consistent, high-quality learning experiences across all grade levels.



Harmonize digital citizenship practices by establishing a unified approach through the implementation of ISTE standards.

ACTIONS

- Standardize digital citizenship language and expectations.
- Integrate ISTE standards into the existing curriculum.
- Organize workshops for faculty, students, and parents on responsible digital behavior.

OUTCOME

A school-wide culture of responsible digital citizenship.



Increase global awareness and integrate intercultural learning and social responsibility into the curriculum and extracurricular activities.

ACTIONS

- Embed Global Learning into lesson plans and learning outcomes.
- Offer professional development focused on global education.
- Facilitate student engagement with global issues through service learning and cross-cultural exchanges.

OUTCOME

Students with a broader understanding of global issues and cultural diversity.



COLLABORATION AND ENGAGEMENT

Amplify relationships and networks to enhance collaboration and communication, fostering a more connected community.



Create a sustainable process for meaningful feedback from all stakeholders to inform short- and long-term planning.

ACTIONS

- Develop a feedback collection system for parents, students, faculty, and staff.
- Integrate feedback into the strategic planning cycle.

OUTCOME

Strategic decisions that reflect the spirit, needs and aspirations of the entire school community.



Build stronger relationships across the school's sections to enhance collaboration and communication.

ACTIONS

- Organize regular cross-section meetings and events.
- Establish mentorship programs between school sections.

OUTCOME

A more connected and collaborative school community.



Increase student-initiated service learning.

ACTIONS

- Encourage students to propose and lead service learning projects.
- Provide resources and support for student-led initiatives.

OUTCOME

Empowered students actively contributing to the community.



Engage parents in student life and support parents with educational opportunities aligned with school goals.

ACTIONS

- Host regular parent workshops on educational topics.
- Create opportunities for parents to participate in school events and activities.

OUTCOME

A strong partnership between the school and parents, enhancing student success.



CULTURE OF WELLBEING

Cultivate a greater sense of wellbeing for all.



Cultivate a safe and supportive school environment that prioritizes the wellbeing of all students, faculty, staff, and families.

ACTIONS

- Conduct regular safety audits and update safety protocols to maintain a secure physical environment.
- Implement a school-wide wellbeing policy and develop wellbeing programs.
- Offer wellness resources for students, faculty, and staff.
- Curate and centralize safeguarding resources; conduct mandatory training for all.

OUTCOME

A physically, emotionally, mentally, and spiritually safe environment where every member of the school community feels valued, secure, and supported, promoting a positive and inclusive culture conducive to learning and personal growth.



Establish a unified approach to behavior management that is consistently applied across all grades and departments.

ACTIONS

- Develop and implement a comprehensive framework and policy.
- Provide targeted training for faculty and staff on consistent behavior management strategies.

OUTCOME

A cohesive school-wide behavior management system that promotes a positive and inclusive school culture.



Increase transparency, clarity, and information regarding policy work.

ACTIONS

- Regularly update the community on policy changes and developments.
- Create accessible resources that explain school policies in clear, simple language.

OUTCOME

A well-informed community that understands and supports school policies.



STEWARDSHIP OF SCHOOL & RESOURCES

Enhance fiscal and operational systems and structures, including governance and leadership, to develop sustainable practices.



Create a transition plan to enable a smooth and successful start for the new Head of School and a lasting legacy for the retiring Headmaster.



Develop a facilities and equipment usage plan for better use and maintenance of facilities.



Prepare the school for future events that may negatively impact school operations and finances.



Identify opportunities to fund the ongoing development of school programs and resources.

ACTIONS

- Develop a comprehensive transition plan in collaboration with the Board, Leadership Team, and various stakeholders.
- Provide onboarding support and mentoring for the new Head of School.

OUTCOME

A seamless leadership transition that maintains stability and continuity.

ACTIONS

- Conduct a needs assessment for facilities and equipment.
- Create a maintenance and usage schedule of facilities to maximize efficiency.

OUTCOME

Well-maintained facilities and resources that support school activities and programs.

ACTIONS

- Develop and regularly update a crisis management plan.
- Conduct drills and simulations to ensure readiness.

OUTCOME

A resilient school that can effectively respond to and recover from crises.

ACTIONS

- Identify and pursue school programs for future development, such as new use of the Maria Center, and new funding opportunities.
- Establish a sustainable method for planning and oversight of fundraising initiatives.

OUTCOME

Sustainable financial support for key school programs.