



Excellence and Beyond: 2024-2029 STRATEGIC PLAN

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Released in July 2024



STRATEGIC PLAN BACKGROUND

- Last full Strategic Planning exercise done in February 2018 for the years 2018-2021
 - *“Ad Excellantiam” (“Towards Excellence”)*
- 2022 decision to re-boot the Strategic Planning process with:
 - Bridge Plan for 2022-2024 (*transition period between 2 Directors*)
 - New Strategic Plan for 2024-2029 (*promoted & endorsed by the new Director*)

A 2-STEPS WORKPLAN FOR STRATEGIC PLANNING

1) Bridge Plan for 2022-2024

- Starting base: assessment of completion & relevance of former Strategic Plan 2018-2021
- To inform the key priorities & focus of the Bridge Plan for 2022-2024
- Strong continuity with Strategic Plan 2018-2021
- Build by/with former Director Adrienne COVINGTON

1. CREATIVITY

2. EMPATHY

3. DIVERSITY

4. SUSTAINABILITY

2) **New** Strategic Plan for **2024-2029**

- Starting base: Full diagnosis of where the American Section stands in 2022, lead by the SP Committee
- To inform the updated Strategic Plan 2024-2029
- Promoted & endorsed by the new Director Brian BRAZEAU

A COMPREHENSIVE & INCLUSIVE PROCESS



REFRESHED MISSION STATEMENT – Long Version

Output from Mission Statement sub-committee:



The American Section of the Lycée International de Saint-Germain-en-Laye

The Lycée International de Saint-Germain-en-Laye is a top-ranked French public school offering all grades from pre-K to 12. Students enter through one of 14 international sections that teach language, history, and culture in the native language of that section. In the broader Lycée, students from all 14 sections learn side-by-side, creating the school's unique multicultural dynamic.

The American Section mission:

- **We are academically rigorous**, instilling critical thinking and intellectual curiosity.
- **We are authentically American**, applying innovative approaches to learning, stimulating positive energy, and offering authentic cultural experiences.
- **We are a unique community**, placing students at the heart of all we do, empowering them to contribute meaningfully to society.

Output from Mission Statement sub-committee:



The American Section of the Lycée International de Saint-Germain-en-Laye

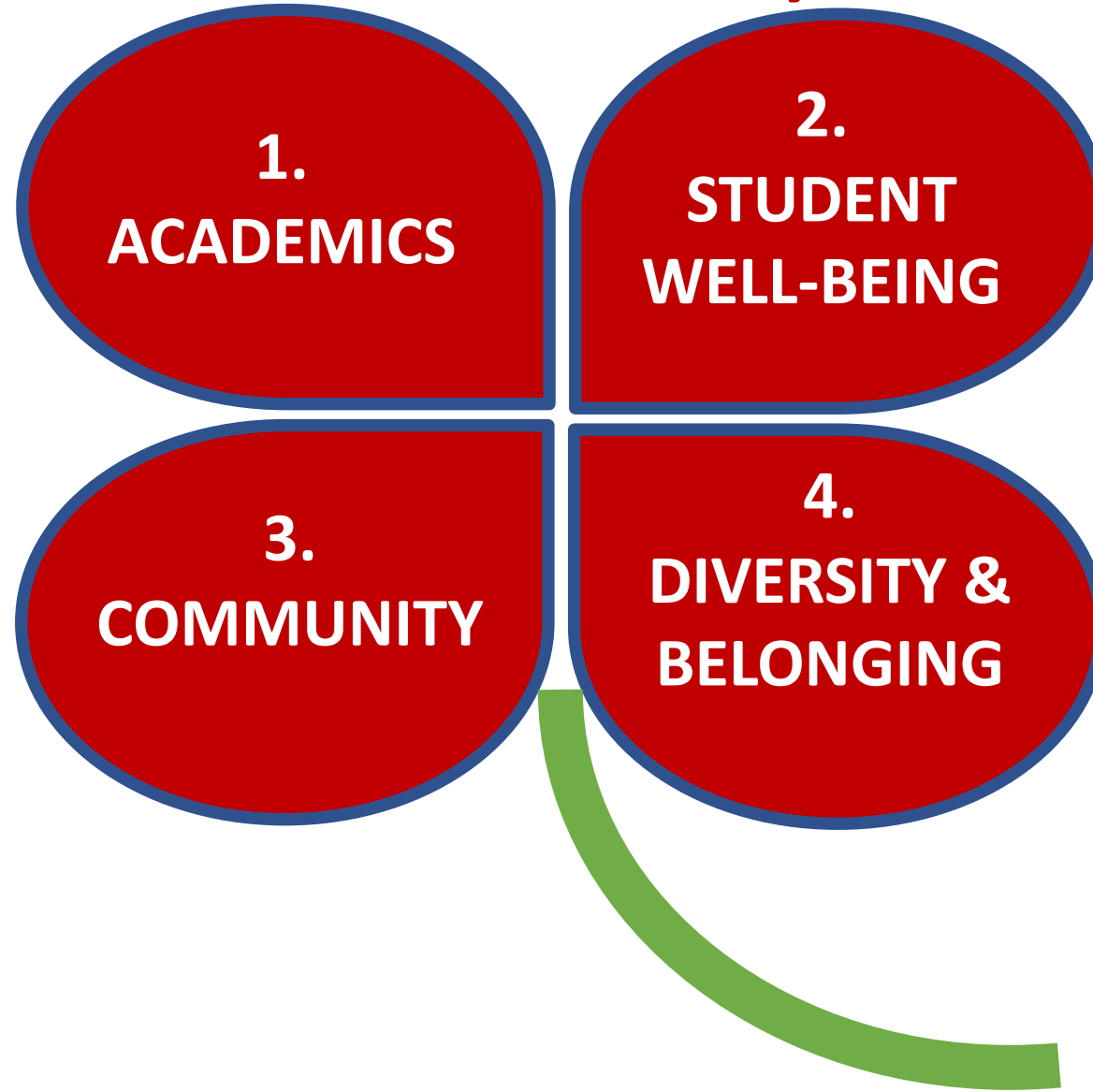
The **Lycée International de Saint-Germain-en-Laye** is unique. In this top-ranked French Lycée, students from all 14 sections learn side-by-side, creating the school's distinctive multicultural dynamic.

The American Section mission:

- **We are academically rigorous**, instilling critical thinking and intellectual curiosity.
- **We are authentically American**, applying innovative approaches to learning, stimulating positive energy, and offering authentic cultural experiences.
- **We are a unique community**, placing students at the heart of all we do, empowering them to contribute meaningfully to society.

4 STRATEGIC PILLARS FOR 2024-2029

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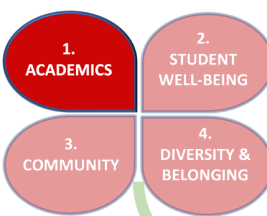


CREATIVITY

SUSTAINABILITY

woven & embedded
in every stream

STRATEGIC PLAN OUTLINE – PILLAR 1



1. ACADEMICS

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PICTURE OF SUCCESS:

We believe in an academic environment where **students enjoy learning and achieve great results, teachers collaborate regularly to ensure alignment, and where opportunities for learning extend beyond the classroom.**

OBJECTIVES:

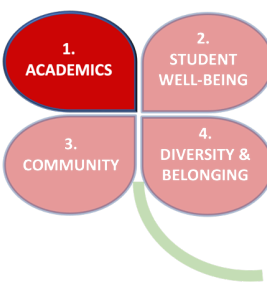
Enhance student results, enhance alignment of curriculum, clarify & put into practice the American Section brand of academics which is both excellent in a traditional sense and innovative.

KEY METRICS:

- Documentation of curriculum throughout the levels
- Examination results throughout the levels
- University placements

Key metrics might be updated for specific initiatives

STRATEGIC PLAN INITIATIVES – PILLAR 1



1. ACADEMICS

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**Short Term
realization
(Year 1-2)**

- LIST OF PRIORITIZED KEY INITIATIVES TO SUPPORT THIS STRATEGIC PILLAR:
(IN the Classroom & BEYOND the Classroom)**
- ✓ Build into our daily practice the collaboration necessary for alignment & continuous improvement of our teaching methods (regular meeting times, progress reports, benchmarking, curriculum alignment & mapping...)
 - ✓ Institution of a Curriculum Review Cycle, through lenses of Student Well-Being, Diversity & Belonging and new Technologies
 - ✓ Peer teaching observation

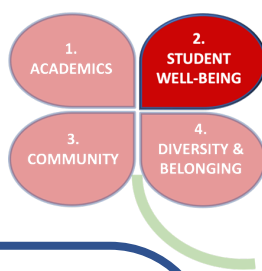
**Mid Term
(Year 2-3)**

- ✓ Exposure to Universities & career opportunities (incl. domain of AI)
- ✓ Internship & career database
- ✓ Enhancement of curricular trips
- ✓ Curricular extension and enhancement with a focus on life beyond the Section

**Long Term
(Year 3-5)**

- ✓ Elaborate strategies to maintain and enhance the AS position as the leader in bilingual education

NB: the phasing of key initiatives over the next 5 years will be reviewed and adjusted on a yearly basis.



2. STUDENT WELL-BEING

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PICTURE OF SUCCESS:

We believe that student well-being is about **happiness, self-assurance, stress management, sexual orientation & development awareness**, where individuals **feel comfortable** in their own skin, **open for dialogue and debate**, are **resilient**, and **have the ability to navigate life's complexities**.

We believe in the **importance of self-awareness, understanding personal boundaries**, and providing a **safe environment to our students, Faculty and Staff**, where **everyone feels valued and supported on their learning and teaching Journey** at the Lycee .

OBJECTIVES:

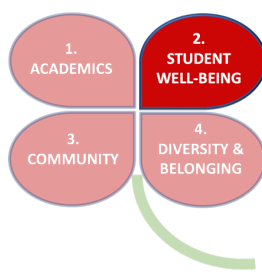
Ensure student well-being in key areas including **mental and physical health, an evolving social and technological environment** and **an open, diverse and sustainable culture**.

KEY METRICS:

- Student Well-Being survey results over time
- Number of Student-Counselor consultations
- Academic results throughout the levels

Key metrics might be updated for specific initiatives

STRATEGIC PLAN INITIATIVES – PILLAR 2



2. STUDENT WELL-BEING

LIST OF PRIORITIZED KEY INITIATIVES TO SUPPORT THIS STRATEGIC PILLAR:

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- ✓ Full Student + Faculty audit/survey on multiple cross-pillar topics (Student Well-Being, Equity/Diversity & Belonging, Extra-curricular & State of the Community + Calendar revamp)

Short Term realization (Year 1-2)

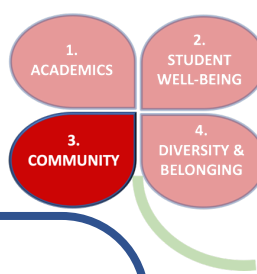
- ✓ Curriculum Pressure audit (both curriculum & day-to-day schedule)
- ✓ Well-Being Awareness Program & Communication
- ✓ Technology Charter & Practices review
- ✓ Office Hours to support various situations (homework, interpersonal, stress, ...)

Mid Term (Year 2-3)

- ✓ Expand Advisory (Academics + socio-emotional) program throughout Middle /High School
- ✓ Enhance/Add Team-building activities around Sports & Nature

3.
COMMUNITY

STRATEGIC PLAN OUTLINE – PILLAR 3



PICTURE OF SUCCESS:

We believe that the American Section is a **unique community, uniting all its constituents in our common mission**, and that it offers an **authentically American experience** and **cultivates a sense of belonging**, starting at admission and lasting throughout a lifetime.

We believe that we are an **integral part of the Lycée International** community, nurturing beneficial relationships with French schools, other sections and the wider alumni community.

OBJECTIVES:

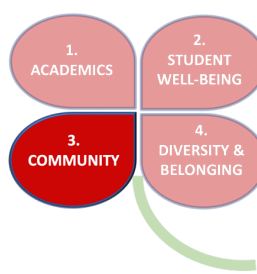
- **Increase participation & understanding** of what it means to be part of the American Section community.
- **Reinforce the American Section alumni network** to build links between current & alumni communities.
- **Reinforce the American Section's role in the wider Lycée International** community.

KEY METRICS:

- Satisfaction rates & Net Promoter Score (survey)
- Rate of participation in events & volunteering
- Number of alumni with complete profiles in our database & engaged in events (reunions, speakers...)
- LinkedIn engagement (#members, #likes/comments)
- Evolution of inter-section synergies & collaboration

Key metrics might be updated for specific initiatives

STRATEGIC PLAN INITIATIVES – PILLAR 3



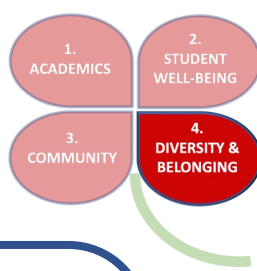
3. COMMUNITY

LIST OF PRIORITIZED KEY INITIATIVES TO SUPPORT THIS STRATEGIC PILLAR:

- ✓ Full Student + Faculty audit/survey on multiple cross-pillar topics (Extra-curricular & State of the Community + Calendar revamp, Student Well-Being, Equity/Diversity & Belonging)
 - ✓ On-Boarding training for new families
 - ✓ Lead an inter-section Lycée key event (ex: Run a TEDx event for the entire school)
 - ✓ Further expand the existing Alumni community & database to increase synergies with the current community
 - ✓ Develop Alumni communication & strategy
 - ✓ Alumni speaker series for students
 - ✓ Develop and implement a student award program/certificate
 - ✓ Confer and collaborate with the overall Lycée & partner schools community on Lycée-wide initiatives
- + Initiatives based on Community Survey results

Short Term
realization
(Year 1-2)

Mid Term
(Year 2-3)



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4.

DIVERSITY & BELONGING

PICTURE OF SUCCESS:

We believe in Diversity & Belonging are part of the Section's core values and are an integral part of our academic and socio-emotional excellence.

We believe that long-term success therefore closely hinges upon embracing, learning and enhancing, our Community's (students, faculty & staff, families) understanding of Diversity & Belonging.

OBJECTIVES:

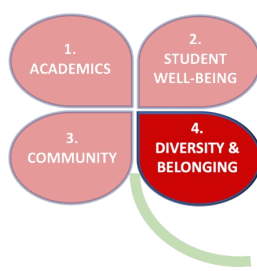
- Advance an **active approach & culture to welcome and better integrate Diversity and Belonging across all initiatives** throughout personnel, curriculum, clubs and community activities, thereby **leading our community** to be more diverse and inclusive for everyone.
- Ensure **every student, employee and community member feels welcomed, valued, and appreciated** for who they are, **diversity of thinking and background**.

KEY METRICS:

- Increase availability of Financial Aid / Number of scholarships
- Specific D&B KPI identified from audit/ survey

Key metrics might be updated for specific initiatives

STRATEGIC PLAN INITIATIVES – PILLAR 4



Excellence and Beyond

4.

DIVERSITY & BELONGING

Short Term
realization
(Year 1-2)

Mid Term
(Year 2-3)

LIST OF PRIORITIZED KEY INITIATIVES TO SUPPORT THIS STRATEGIC PILLAR:

- ✓ Full Student + Faculty audit/survey on multiple cross-pillar topics (Equity/Diversity & Belonging, Student Well-Being, Extra-curricular & State of the Community + Calendar revamp)
- ✓ Develop a Statement of accountability on Diversity & Belonging
- ✓ Enhance the Hiring process to recruit and retain diverse staff
- ✓ Designate a dedicated staff member to lead and implement Diversity&Belonging initiatives (see below mid-term initiatives)
- ✓ Map current practices to improve/streamline (based on survey results), incl. initiatives focused on student needs
- ✓ Enhance Admissions to increase socio-economic diversity (Scholarships, join 'Cordée de la réussite' with the Lycée, ...)
- ✓ Develop & implement a Diversity&Belonging awareness program & information Hub
- ✓ Set-up need-based student clubs initiatives (based on survey results)

NB: the phasing of key initiatives over the next 5 years will be reviewed and adjusted on a yearly basis.

SYSTEM IN PLACE TO ENSURE IMPLEMENTATION & TRACKING

- Clear Mandate in Director's goals
- Strategic Planning Board Committee
- Strategic Planning Task Forces for each Key Strategic Pillar

+ The implementation plan (phasing of key initiatives over the next 5 years) will be reviewed and adjusted on a yearly basis.

THANK YOU

> **American Section Director**

Brian BRAZEAU

> **Former American Section Director**

Adrienne COVINGTON

> **American Section Partner schools' Directors**

> **American Section Faculty & Staff**

> **Strategic Planning Committee**

**Carol CAMBEFORT, Nathalie DEUDON,
Beth PAUL-SAUNIER, Julie SHAON**

> **American Section Board of Trustees**

> **4 Strategic Plan Task Forces members**

ACADEMICS	COMMUNITY	STUDENT WELL-BEING	DIVERSITY & BELONGING
Caitlin Echasseriau	Eleonore Cabot-Morel	Michele Morgan	Lisa Stephens
Graham Speier	Margaret Jenkins	Sophie Deutsch	Andrew McGovern
Brian Brazeau	Christian Vachon	Skye MacKenzie	Brian Brazeau
Beccy Haugen	Brian Brazeau	Brian Brazeau	Ghita Slaoui
Mary Diard	Arnaud Collin	Beth Paul Saulnier	Martina Navratil
Mark Windridge	Pamela Wolf	Ghita Slaoui	Charlotte Jarquin
Beth Paul Saulnier	Sarah Decamp	Ann Chauvel-Gobin	Tifany Champouillon
			Amy Crist

In bold: Taskforce co-leaders