



The NIS School Development Plan (SDP)

2026-2027 Goals

The NIS “School Development Plan” (SDP) is an action plan which represents a synthesis of the goals and tasks that were identified in the most recent CIS and WASC self-study and final team report, the various PYP, MYP and DP authorization/validation processes and our own strategic and operational planning. These are the key areas of focus which, if comprehensively addressed, will ensure that we can deliver our mission.

After the successful completion of “Strategic Planning” in the 2022-23 school year (a months-long process of meetings led by an outside facilitator with various focus groups that included students, parents, staff and board members) the school emerged with a new vision for the future. This process resulted in a Strategic Plan which defines three core strategies with related driving core ideas and intended results. This plan is shared for you in the following pages.

The annual goals of the School Development Plan align to the Strategic Plan and fall into three focus areas: (1) Learning and Well-being; (2) Human Resources; and (3) Facilities, Resources & Operations. The goals selected for 2026-27 are those which we believe will have the greatest impact on attaining success in our strategic plan overall.

NIS Strategic Plan

This strategic plan outlines the strategies, core ideas and intended results which, over a multi-year period, will be achieved in order to ensure the growth, development and evolution of our school's ability to deliver our mission for all learners.

STRATEGY #1: “Nurture our Values and Strengthen our Culture to Successfully Deliver our Mission”

CORE IDEAS:

- Defining and nurturing our values in support of delivery of the mission.
- Strengthening our culture in support of the delivery of the mission.
- Holding one another accountable for day to day interactions and actions that are aligned to a shared understanding of the NIS mission, values and guiding statements.

STRATEGIC RESULTS:

- *Internal stakeholders will use a shared understanding of NIS values and culture in day-to-day interactions, holding one another to account, resulting in mission-driven impact on students*
- *Stakeholders, both within and beyond the school, will recognize and value NIS as a mission-driven school of quality as a result of seeing our values and culture in action*
- *NIS will benefit from a wide range of stakeholder engagement on a volunteer basis in support of nurturing our values, strengthening our culture and delivering our mission*

STRATEGY #2: “Ensure fidelity to the Mission and Guiding Statements”

CORE IDEAS:

- Mission integrity of the written/taught/assessed curriculum, pastoral care, and co-curricular programming
- Visibility of learner outcomes, shared with parents and students, within the context of the mission and guiding statements

STRATEGIC RESULTS:

- *Students embody the Mission and Guiding Statements consistently in their actions.*
- *Student growth in all areas of the NIS definition of learning is measured and appropriately communicated to parents*
- *Student life in areas beyond the curriculum is communicated with parents and guardians in a way that helps to put their achievements in appropriate context.*

STRATEGY #3: “Be a financially sustainable, mission-driven international school as a two-class per grade school”

CORE IDEAS:

- NIS will have student enrollment sufficient to support a two-class per grade school
- NIS will have expense budgets that support mission delivery while ensuring for school financial sustainability

STRATEGIC RESULTS:

- *NIS supports the enrollment targets necessary for sustained year-on-year balanced budgets (470-570 students)*
- *NIS achieves budgets that allow for the delivery of the mission in terms of capital and operational expenses*

2026-27 Goals

Flowing from the Strategic Plan, along with the outcomes of our IB, CIS, WASC and internal processes, the below goals are the priority to be completed in 2026-27:

LEARNING & WELL-BEING

- **Teaching and Learning / Foundation Standards:** Strengthen the consistency and quality of teaching and learning by embedding the NIS Learning Principles and Foundation Standards in classroom practice and therefore aligning the written, taught, assessed and experienced curriculum.
- **PYP Science and Social Studies Curriculum Review:** Following on from the revision of Literacy and Numeracy in 2024-2025, revise the PYP Science and Social Studies scope and sequence (Learning Intentions).
- **NIS Global Competencies Pathway Implementation:** Implement the first year of the new NIS Global Competencies Pathway with sufficient evidence of quality, credibility and sustainability to inform refinement for Year 2.
- **Co-Curricular Quality:** Strengthen the quality, coherence and mission alignment of the NIS Co-Curricular Program by ensuring that activities are intentionally planned, clearly communicated, evaluated for impact, and connected to the co-curricular ethos and five program strands.
- **Learning Conferences and Internal Reporting:** Review the NIS Learning Conferences model, internal reporting and related reporting practices to ensure that necessary stakeholders receive the information needed to partner with the school in support of each child.
- **Student Support Learning Plans:** Student support learning plans will help every child access and achieve in learning by being relevant, accurate, helpful and understood.
- **AI-Driven Pedagogical Evolution:** All NIS teachers will develop the knowledge and skills to leverage Generative AI as a strategic partner in professional practice while maintaining responsibility for all professional judgment and ensuring alignment with the NIS Teacher Standards.

HUMAN RESOURCES

- **Salary and Benefits Implementation Readiness:** NIS will finalize and approve the new salary and benefits system for implementation on August 1, 2027.
- **Support Staff Structure:** NIS will clarify support staff roles, reporting lines and priority workflows so responsibilities are understood, accountability is strengthened, and essential work is delivered consistently.

FACILITIES, RESOURCES & OPERATIONS

- **Bus Planning:** To ensure financial stability of the bus service, NIS will conduct a full review of the school bus model to ensure the service is attractive to parents and financially viable within overall school operations.

2026-27 Focus Areas

In addition to the goals above, the school will monitor the below development areas in the 2026-27 school year:

- **New Report Cards:** Monitor full rollout of the new report cards.
- **Guiding Statements and NIS Values:** Monitor implementation across programs, systems, decisions and community practices.
- **Belonging Framework:** Monitor implementation through the Belonging Committee, including the Chair and value leads for Belonging, Safety, Responsibility and Growth.

- **Risk Management:** Continue to monitor proactive safeguarding, privacy, finance and crisis readiness.
- **Eco Schools Recertification:** Monitor the three-year Green Flag recertification plan, ownership, actions from recommendations and student involvement.
- **Value Proposition:** Monitor whether NIS is leaning into and building on its core value proposition: history, tradition and connections; staff and quality of learning; campus; mission and values.
- **Nakashidami Land Reform and Campus Phases:** Monitor known property and renovation priorities.
- **Facilities Maintenance:** Maintain and evolve the facilities maintenance roadmap as a practical tool for fiscal responsibility, risk management, and a safe, effective learning environment.
- **Intern Program Development:** Maintain and develop the Primary Intern Program, with stronger outcomes in classroom support and intern growth.
- **School-Parent Communication:** Ensure that the agreed communication mechanisms, including the new portal, website and mobile app, are meeting their intended purposes.
- **Financial Responsibility:** Continue to ensure for fiscal responsibility that protects and sustains the future of the NIS mission