

American International School of Zagreb

Strategic Plan

2011-2015



AISZ Central Goal

To be an exceptional and forward-thinking international school that inspires, motivates and empowers all learners.



Strategic Areas

- *Learners*
- *Education and Teaching*
- *Leadership and Organization*
- *Learning Environment*
- *Finance*
- *Marketing and Development*



Learners

(Students, Parents, Staff, Leadership)

Strategic goal:

- ❖ Inspire learners to be passionate, curious and motivated thinkers who take charge of their own development and their engagement in the global community.

Strategies:

- ✓ *Create and sustain a whole school commitment to a collaborative approach.*
- ✓ *Enhance, diversify and expand participation in learner-inspired opportunities.*
- ✓ *Require learners to be respectful, knowledgeable, empathetic, well-rounded and balanced participants in the local and international community.*



Education and Teaching

Strategic goal:

- ❖ Provide learners with an inclusive, rigorous and balanced education that addresses different learning styles and prepares them to think critically and be successful in a changing world.

Strategies:

- ✓ *Maintain long-term implementation of appraisal system and curriculum alignment to ensure consistent instructional effectiveness to clearly articulated standards.*
- ✓ *Ensure that the written, taught and assessed curriculum is documented, aligned and differentiated in order to challenge each learner.*
- ✓ *Evaluate existing academic programs and offerings (specifically IB and languages) to ensure they are relevant and rigorous.*



Leadership and Organization

Strategic goal:

- ❖ To develop and sustain strategic thinking leadership that supports fulfilling the aspirations of AISZ's strategic plan, mission and vision.

Strategies:

- ✓ *Attract, recruit, develop and retain high quality teachers.*
- ✓ *Ensure an inclusive and thorough approach to the recruitment and orientation of the best Director for AISZ.*
- ✓ *Maintain a professional partnership between the Director and the Board through the recruitment of high quality Board members and annual governance training.*
- ✓ *Implement a rigorous and school-wide appraisal system.*



Learning Environment

Strategic goal:

- ❖ Create and maintain a welcoming, safe, healthy and supportive environment that consists of purposefully resourced and inspiring physical and virtual spaces for all learners.

Strategies:

- ✓ *Maintain open, honest, transparent and effective communication.*
- ✓ *Expect all learners to embrace and live the AISZ beliefs and essential agreements.*
- ✓ *Develop a facilities master plan that addresses emerging needs, strategic goals and a time-line for decision making.*
- ✓ *Develop and implement a forward-thinking, integrated, comprehensive IT plan that is subject to continuous evaluation.*



Finance

Strategic goal:

- ❖ Sustain and strengthen the school's financial position to realize our strategic ambitions.

Strategies:

- ✓ *Develop a financial plan that supports the implementation and success of the strategic plan.*
- ✓ *Review and revise the risk management plan to include minimum operating reserves.*
- ✓ *Analyze the school fee and financial assistance structure to ensure competitiveness in reference to local and regional benchmark data.*
- ✓ *Showcase the value of AISZ education in a transparent manner.*



Marketing and Development

Strategic goal:

- ❖ To establish and develop an enviable global reputation through effective marketing and communication to internal and external stakeholders.

Strategies:

- ✓ *Allocate human and financial resources to establish a marketing, development and communication function within the school.*
- ✓ *Create and implement a marketing, development and communication plan that includes strategies for internal and external stakeholders.*
- ✓ *Identify potential alternative income streams and provide supporting business plans.*