

STRATEGIC PLAN

CONNECT

INSPIRE

EMPOWER

Mission, vision, and values,
long-term goals and action plans



THE AMERICAN
INTERNATIONAL
SCHOOL OF VILNIUS





CONNECT

Community and Global Citizenship

Foster an internationally-minded, inclusive, and equitable environment.
 Create a model for education in the local and international school community.
 Develop partnerships, outreach, and engagement in the school and beyond.
 Strive to provide sustainable environmental policies and practices.

FOCUS	OVERARCHING GOAL	EVIDENCE	IMPLEMENTATION STRATEGIES
Community - Board	Foster an internationally-minded, inclusive, and equitable community defined by its shared values and commitment to the school's mission, vision, and values.	<p>Survey results for Purpose and Direction, Governance and Leadership</p> <p>Board communication in school publications</p> <p>Data</p> <ul style="list-style-type: none"> - Student performance/growth data (grades, IB, MAP, PSAT, SATs) above norms - Demographics of students and staff - TR - number of families receiving, nationalities, amounts, % of budget - Student Support Services - number of students served, caseloads 	<ul style="list-style-type: none"> • Have visibility at school and community events. • Plan a systematic approach to board-community communication. • Have an ongoing planned program of public information about the board's role in the school, using various platforms to communicate appropriately with different stakeholders while remaining within its strategic role. • Communicate a unified and coherent message regarding board and school initiatives. • Develop a parent-to-parent welcome handbook. • Organize Board-sponsored social events • Develop a stronger partnership with the PSA • Include a wide variety of stakeholders in board membership.
Community - Administration and Staff	Foster an internationally-minded, inclusive, and equitable community defined by its shared values and commitment to the school's mission, vision, and values.	<ul style="list-style-type: none"> • Demographic data • Community Survey results: <ul style="list-style-type: none"> - #3 of all domains (global citizenship) - Teaching & Assessing for Learning - Wellbeing - Community and Home Partnerships • Behavioral data • Attrition data and exit interviews with leaving staff, students, and families • Global citizenship and intercultural understanding standards embedded within the curriculum • Community events, sports, and after-school activities 	<ul style="list-style-type: none"> • Assess school climate through an inclusive process to gauge and improve the well-being of the community. • Engage parents in the recruiting and retention of families • Conduct an analysis of Global Citizenship standards throughout the school curriculum • Continue outreach with different community members <ul style="list-style-type: none"> - The Link (monthly newsletter) - The Pulse (weekly newsletter) - CLO meetings - VISSA



INSPIRE

Learning

Inspire students to learn actively, discover their passions, and engage in relevant, authentic activities that impact the world.

Ensure future-focused skills, knowledge & dispositions that prepare students for university and the world of work.

Recruit and retain well-qualified, mission-driven, and committed staff.

Inspire students who are empowered to meet challenges, find solutions, and make a difference.

FOCUS	OVERARCHING GOAL	EVIDENCE	IMPLEMENTATION STRATEGIES
Learning - Board	Ensure that the curricular program allows all students to achieve their potential and addresses complex multicultural, global, environmental, and technological realities that graduates will need in their future education and lives.	<ul style="list-style-type: none"> • Teacher, student, and PSA presentations at Board meetings • Reports from the Futures Committee • Student growth data • Teacher growth data • Staff recruitment and retention • College Admissions data • Student exhibitions • Community survey data 	<ul style="list-style-type: none"> • Incorporate teacher, student, & PSA presentations as a regular feature of Board meetings • Learn about current educational and workforce needs and support programs that prepare students for the future • Attend student exhibitions and school events (i.e., Speaker Series, etc.) • Continue work of the Futures Committee. • Attend relevant professional learning on educational topics and Board issues • Know and understand the teacher growth and appraisal process • Publish university dashboard criteria
Learning - Administration and Staff	Provide an inquiry-based, inclusive, and holistic education in which all learners achieve their potential, contribute positively to the global community and develop competencies for lifelong learning, taking into account research and trends for education and careers in the future world.	<ul style="list-style-type: none"> • Curricular review and development, esp. PBL units • “Look for” data from classroom walkthroughs • Student growth data (standardized tests, grades including AtLs) • Capstone exhibitions • List of co-and extra-curriculars • Proposal for MS innovation program • Survey data from students, teachers, parents, and alumni • Data from accrediting agencies: CIS, NEASC, IB • Student Support Services data (enrollment, staffing/caseloads, fees, etc.) and Strategic Plan • Service/impact data 	<ul style="list-style-type: none"> • Continue to prioritize and develop student-centered work, such as, <ul style="list-style-type: none"> - PBL units, culminating in exhibitions - Student-led conferences - Student choice/Encore classes - Capstone Projects in Grades 5 and 8 - Extracurriculars • Explore formalizing and adopting an MS innovation program • Continue analyzing data for each division and across the school to inform instruction and assess the program’s overall effectiveness • Continue to build the Reggio-inspired Early Years (EY) program • Continue to build the Student Support Services department, using recommendations from the 2023 audit



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Wellbeing | Organizational Leadership & Facilities

Ensure the long-term financial sustainability and continual improvement of the school.
 Cultivate a healthy environment that ensures the social-emotional well-being of all community members.
 Create a safe, healthy, and secure environment through shared beliefs and practices that support our mission, vision, and values.

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Organizational Leadership - Board	<p>Governance: Systematically gather, analyze, and use data to make crucial decisions.</p> <p>Board/Head Relationship: make it a priority to develop and maintain a mutually supportive working relationship with the Head of School, mindful of the differences between head and board responsibilities, while using a systematic process for head evaluation to assist with this work.</p> <p>Personnel: The School recruits and retains staff who consistently support, promote, and apply the mission and vision of the School.</p> <p>Finance: The school's finances ensure the long-term sustainability of the institution, well managed by qualified staff, appropriately documented, regularly reviewed, and compliant with all applicable regulatory and legal financial requirements.</p>	<p>Governance: Annual Board Governance mid- and end-of-year self-assessment re: Orientation to AISV the role of the School Board</p> <p>Board/Head relationship: Orientation/onboarding between board head and director</p> <p>Personnel: Reports on recruitment strategies, hiring data, teacher qualifications, retention rates, student achievement data Revised compensation package/community survey</p> <p>Finance: External audit reports, 3-5 year projection plan Monthly dashboard data, Enrollment numbers</p> <p>Wellbeing: Well-being data from surveys, Approaches to Learning data</p>	<ul style="list-style-type: none"> • Conduct a comprehensive program for new member orientation and ongoing Board education • Conduct a mid-year self-survey to assess progress and address areas for improvement • Annual Board Governance training • Review salary packages for local and expat teachers to ensure parity with local and regional schools • Evaluate the Head in compliance with AISV policies and student growth expectations • Ensure the director has the tools to recruit, hire and retain the best teachers • Look at ways to restructure the board and effectively engage the board members with meaningful work • Gather financial, educational, admissions and other data to make strategic decisions



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Facilities - Board	Ensure the School's learning environment is safe, secure, healthy, and supportive of the mission and vision	Facilities to support curricular and co-curricular programs (e.g., labs for science, maker space for STEAM, Art studios, performance spaces, pool)	Explore options for US facilities, Subacaus, or any other available option - Financials - Timelines
Organizational Leadership - Administration and staff	Implement innovative strategies to build capacity, be a leader in the international school community, ensure continued financial stability, and embody our Guiding Statements	Community surveys Yearly Audit 3-year financial plan Continuity plan Recruitment data 3-5 years look at salaries Leadership Opportunities and Roles PD attendance data Collaborative Projects Schedule for collaborative meetings	Continue to offer PD opportunities that foster personal growth and correlate with school-wide goals and initiatives Continue to be a strong presence in local, regional, and international conferences Develop strategies to improve collaboration within divisions and across the school Continue to develop the AISV well-being program in response to the identified needs of community members
Facilities - Administration and staff	Ensure safe, supportive, inspiring, and sustainable educational facilities that nurture well-being and enrich meaningful learning	<ul style="list-style-type: none"> • Health department inspections • Updated handbooks (emergency procedures, child safety and protection) and procedures • PL - child safety • Drill logs • State-of-the-art facilities to support curricular programs (e.g., labs for science, makers pace for STEAM, Art studios, performance spaces, pool.) • Data on sustainability initiatives 	Create a cycle for handbook review Continue child safety PD Maintain accurate and accessible safety records Complete BREEAM certification requirements for Sroves and later for MS/HS facilities