



STRATEGIC PLAN: 2023-2028

OUR VISION

- ▶ A community fostering **respect, leadership, and empathy** through interculturalism and the joy of learning.

OUR MISSION

- ▶ Through a rigorous, trilingual program, we fuel **inquiry** and inspire each other to develop **critical thinking** skills in a community where **curiosity** is valued, **adventurousness** is encouraged, and **diversity** is honored.

OUR CORE VALUES

- ▶ Our community encourages and values:



ADAPTABILITY

We consider different **perspectives** and **approaches** to the challenges we confront.



AUTONOMY

We learn to work and explore **independently** while developing our **strengths** and recognizing areas **for growth**.



CREATIVITY

We take creative risks that help us **learn** and **grow**, both as **individuals** and in **teams**.



INCLUSIVENESS

We demonstrate how each member of our **community** is **valued** by actively **welcoming**, **building up**, and **advancing** a diverse mix of individuals.



KINDNESS

We are **friendly, generous**, and **considerate** with one another, always striving to do the **right thing**, even when it is difficult.



RESPONSIBILITY

We show respect and **care** for our **global** and **local** societies, as well as for our **shared environment**.

A LETTER TO THE COMMUNITY.

It is our pleasure share with you Austin International School's 2023-2028 Strategic Plan, one that will build on over two decades of excellence in international education and propel our community into its next phase of growth. This document will serve as our roadmap for the next five years; it outlines key strategic objectives and the priorities that will help us meet these objectives.

This plan represents the hard work and dedication of our entire school community. In 2019, we began the process of reviewing and updating our school's vision, mission, and core values to ensure that they not only correctly represent who we are and what we stand for, but that they also provide a solid foundation for the years ahead. Undaunted by the global pandemic, we published our updated vision, mission, and core values in 2021, laying the groundwork for our new Strategic Plan.

Throughout the 2021-2022 school year, we collected multiple sources of feedback from our community to help us establish our primary objectives. The Strategic Committee of the Board of Directors worked in earnest to distill, refine, and carefully wordsmith the different elements of this plan to ensure that a diverse set of voices was included and represented. After final approval in late 2022, we officially published this plan to the community in January 2023.

This Strategic Plan is an assertion of our identity, a guide for our future, and the expression of our desire to work together as a community to build the Austin International School of the future.

Dustin Hindman
Chair, Board of Directors

Jacques A. Weber
Head of School

INTRODUCTION TO THE STRATEGIC PLAN.

The goal of Austin International School is to be recognized internationally as the preeminent center of excellence in multicultural and multilingual education within the rapidly evolving city of Austin, Texas. We do this by creating an environment where true global citizens can live and learn; our goal is for them to challenge and actively contribute to a diverse and constantly evolving world. We do this through our uniquely immersive, multilingual program that is designed to challenge each learner through rigorous academics, cultural curiosity, and community engagement. To this end, our 2023-2028 Strategic Plan assists in plotting the course for the future of our growing community, ensuring that all growth is intentional, sustainable, and above all, mission-driven.



STRATEGIC OBJECTIVES.



OBJECTIVE ONE

To offer a rigorous, trilingual learning experience that fosters academic achievement and develops students into well-rounded, globally-minded citizens who experience the joy of learning within a safe and inclusive environment.

OBJECTIVE TWO

To cultivate a thriving community of students, alumni, teachers, staff, and engaged family members who foster school spirit and shape our shared identity.

OBJECTIVE THREE

To ensure our school is better positioned to attract and support the continuous growth of our campus and community especially as the Austin metropolitan area's identity and population continue to evolve.

**OBJECTIVE
ONE**

To offer a rigorous, trilingual learning experience that fosters academic achievement and develops students into well-rounded, globally-minded citizens who experience the joy of learning within a safe and inclusive environment.



● TO MEET THIS OBJECTIVE,

- We will continue to advance and measure academic excellence in all curricular areas, while further enhancing and dedicating resources toward project-based learning (e.g. STEAM), advanced literary and composition skills, as well as critical thinking methods to empower our students' academic journey at and beyond the Austin International School.
- We will establish an International Baccalaureate (IB) program for our Middle School that also opens an accessible and alternative learning path for a broader and more diverse student body.
- We will continue to exceed all criteria necessary to maintaining and attaining our current and planned accreditations.
- We will increase our commitment to developing well-rounded students by expanding our capabilities in the arts and athletics through investments in our facilities, staff and community.
- We will continuously identify, implement, and review our pedagogical approach to instilling the knowledge, skills, and attitudes necessary for developing healthy identities, emotional awareness, durable relationships, and responsible decision-making.
- We will further commit to the continuing education and professional development of our educators in order to ensure they are able to deliver an unparalleled classroom learning experience.

**OBJECTIVE
TWO**

To cultivate a thriving community of students, alumni, teachers, staff, and engaged family members who foster school spirit and shape our shared identity.



● TO MEET THIS OBJECTIVE,

- We will review and revise as necessary our school's brand and identity in order to ensure that it is aligned to the needs and desires of our evolving community.
- We will continuously refine and execute our approach to building equity, diversity & inclusion through age-appropriate programming for students, admissions strategy, and staff education.
- We will further expand volunteer and community building opportunities for students, alumni, and families.
- We will enhance our ability to track, connect with, and engage alumni and their families.
- We will continue to review the policies, processes, and technologies that help to safeguard our campus as well as the physical and mental well-being of our community.
- We will improve our campus with the specific intention of enabling students, families, teachers and staff to build deeper relationships within our close knit community.

**OBJECTIVE
THREE**

To ensure our school is better positioned to attract and support the continuous growth of our campus and community especially as the Austin metropolitan area's identity and population continue to evolve.





TO MEET THIS OBJECTIVE,

We will address our current and future facility needs by updating our growth projections and establishing a compelling and phased campus plan.

We will continuously assess and update our use of technologies that improve the efficiency of our ability to operate, communicate, and educate.

We will diversify our approach to fundraising and broaden our donor base, inclusive of capital campaign(s) to support our growth and begin the implementation of our campus plan.

We will identify and implement programs that improve the visibility and recognition of our generous donors.

We will establish and grow an endowment fund for capital planning and scholarships, separate from the school's reserve fund.

We will establish and foster meaningful local, regional, and global partnerships that enable our school to achieve our mission and serve as a valuable community resource.



CONTACT US.

Austin International School is a 501(c)(3) non-profit independent school located in Austin, Texas, United States, for students in pre-kindergarten through 8th grade.

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