

# Strategic Plan

## Our Mission

The mission Of IAS is to foster in students a lifelong commitment to intellectual exploration, individual growth, and social responsibility by inspiring and supporting them to strive for academic and personal excellence within an ethical framework that places the highest value on honor and respect for others.

It is our belief that every child deserves a chance to be educated to their fullest potential.

## Our Philosophy

*IAS* promotes excellence at all levels of school life. Students participate in a demanding academic program, complemented by extensive co-curricular opportunities. The total *IAS* experience encourages students to reach their fullest intellectual, moral, aesthetic, creative, and physical potential. Implicit in this challenge is the school's belief that, as students mature, they should assume an increasing responsibility in shaping their own educational experiences. Accordingly, they develop the initiative, self-reliance, and independence essential for reaching their full potential and for making the most of their years at *IAS* and beyond.

The *IAS* mission and vision is based on mutual respect and personal integrity. All members of the School are expected to honor the rights of others, to conduct themselves at all times in a moral and decent manner, and to see this responsibility as an integral part of their lives at *IAS*.

*IAS* encourages close personal relationships among all its members, in order to nurture and guide its students. These relationships create an atmosphere of trust and support in which students see independence, initiative, and imagination as the means to pursue self-discovery, develop qualities of leadership, and affirm a sense of self-worth. Imbued with these values, students give freely of their time and talents, mindful of how these contributions of individuals enhance the quality of school life.

*IAS* is a school joined by a single vision: to build the honor and character, intellectual engagement and rigor, inclusion and diversity, stewardship and sustainability of each student, individually and collectively, and to empower each one to impact the future of the world in a positive way. All members, including administration, faculty, staff, students, and parents contribute to the School in many different ways but share a unified and consistent commitment to *IAS*'s mission.

### **To achieve our vision for IAS, we must focus on four core themes:**

- honor and character, intellectual engagement and rigor,

- inclusion and diversity, and, stewardship and sustainability.

**We will advance these themes over the next five years through five strategic goals:**

- Attracting Exceptional Students
- Investing in the Finest Faculty and Staff
- Enriching Academic Programs
- Enhancing Facilities
- Developing Our Resources

***I. Attracting Exceptional Students***

IAS's goal is to develop a well-rounded student body, rich in potential and character, diverse in perspectives, backgrounds, aspirations and talents, and accomplished in academics, the arts, and athletics.

**To achieve this, we will:**

- Enhance marketing and branding to ensure that the *IAS* reputation is exceptional, accurate, and proactively shaped by the school's commitment to integrity in education
- Take ongoing steps to engage the whole family of every *IAS* student and candidate for admission in understanding and committing to the school's mission, vision, and Honor Code
- Ensure that the admissions process continues to attract, admit, and enroll the best candidates to shape a balanced and diverse student body of extraordinary character and capability
- Raise sufficient financial aid endowment funds to enable the best students who are admitted to enroll at *IAS*

***II. Investing in the Finest Faculty and Staff***

Our goal at IAS is to attract and retain a collaborative faculty that is exemplary in its intellectual engagement and achievement, its diversity of background and perspective, its commitment to honor and character, and its zest for students and for learning.

**To ensure this goal is met, we will:**

- Develop, implement, and monitor a recruitment strategy that increases the diversity of the faculty and staff so that it more closely mirrors the diversity of the student body
- Ensure that the compensation package for faculty remains among the most generous of comparable international American schools and is structured to address the cost of living in our area and the life cycle needs of our faculty
- Develop a model program of ongoing faculty assessment and professional growth that challenges complacency and supports collaboration, lifelong learning, pedagogical

innovation, intellectual engagement, and appropriate integration and applications of technology which will enable our educators to be on the leading edge of education here in Egypt

### **III. Enriching Academic Programs**

The *IAS* goal is to offer a purposeful curriculum of academics, arts, athletics, and leadership development, continually reevaluated, that emphasizes moral and ethical decision-making, intellectual engagement and rigor, leadership, and global relevance.

#### **Our plan is to:**

- Review and modify the current curriculum, with particular attention to interdisciplinary and global connections and opportunities for leadership, and develop and implement a process for ongoing review and incremental adjustment across all divisions of the school
- Review the athletics program, and define and implement clear and consistent program goals
- Evaluate and enhance the opportunities for extending the *IAS* education, through service and experiential learning, beyond the borders of the campus and into the local, regional, national, and international communities
- Ensure that the core of each subject is richly enhanced with ongoing developmental requirements for students to apply critical, analytical, and logical information processing and decision making

### **IV. Enhancing Facilities**

The *IAS* goal is to steward—and in some cases, develop—exceptional facilities to support every aspect of the international American philosophy.

#### **To accomplish this, we will:**

- Assess athletics' needs and improve, modify, and expand facilities to ensure that the interscholastic athletics program and the physical education program have the facilities they need to support growth and development in those areas
- Develop state-of-the-art standards for academic spaces, and bring classrooms and other academic spaces up to those standards
- Ensure that all common spaces and other spaces that support student, faculty, and staff life meet the highest standards

### **V. Developing Our Resources**

The *IAS* goal is to develop resources commensurate with our stature and aspirations, and sufficient to achieve our strategic goals.

#### **This will include:**

- Managing and stewarding our resources—financial, physical, and human—to ensure that future generations of *IAS* students will have access to opportunities even greater than those available to our students today

- Raising the funds to build and endow an athletics center and other identified needs of the athletics program
- Raising sufficient financial aid endowment to ensure that every student who is admitted to *IAS* can afford to enroll, and each student who attends *IAS* can, regardless of family resources, partake fully of the breadth of the *IAS* experience
- Developing such exceptional connections with all *IAS* constituencies that *IAS* sets the independent day school standard for engagement, participation, and philanthropic support

By realizing these goals, *IAS* will continue to set the pace among the preeminent independent schools around the world by graduating visionary, problem-solving, service-oriented leaders that impact the future of our nation in a positive way.