



2019-2022 AAC Strategic Plan

Goal	2019-20 School Year Plans	2019-20 Review of Progress
1-Improve the leadership structure and communication of the entire organization.	<ol style="list-style-type: none"> 1. Streamline organizational chart to ensure maximum efficiency. 2. Empower teachers with leadership positions creating a pipeline and long-term sustainability. 3. Provide teachers with collaborative planning time to increase cohesion across academic domains. 4. Create a community board of all school stakeholders to support the decision making process. 	<ol style="list-style-type: none"> 1-The reduced admin team has proven to be much more efficient and effective 2-New teacher leadership positions were created to distribute decision making 3-This was successful in ES and showed signs of progress in secondary school 4-The Community Board, made up of teachers, students and parents-was a big success, increasing transparency and providing a voice to various groups.
	2020-21 School Year Plans	2020-21 Review of Progress
	<ol style="list-style-type: none"> 1. Analyze our updated leadership structure and refine positions to meet needs. 2. Increase roles and responsibilities of teacher-leaders. 3. Refine school schedule to increase collaborative time. 	
	2021-22 School Year Plans	2021-22 Review of Progress
<ol style="list-style-type: none"> 1. After a year of implementing the IB Programme, review leadership structure. 2. Update the school's student management system to meet the needs of our expanding organization. 		
2-Achieve IB/CIS accreditation to ensure	2019-20 School Year Plans	2019-20 Review of Progress

high standards and guide continuous improvement efforts.	<ol style="list-style-type: none"> 1.Complete and submit IB application. 2.Host IB DP visit in spring 2020. 3. Continue staff training on IB philosophy and pedagogy. 4. Refine AAC curriculum to meet IB standards. 	<ol style="list-style-type: none"> 1-Full IBDP Authorization achieved 2-Successful visit 3-Various trainings helped prepare school for shift to IB 4-Curriculum has been updated, although more work is needed
	2020-21 School Year Plans	2020-21 Review of Progress
	<ol style="list-style-type: none"> 1.Introduce a new secondary schedule that meets IB requirements. 2.Complete and submit CIS accreditation application. 3.Continue work on K-12 curriculum, emphasizing horizontal alignment 	
	2021-22 School Year Plans	2021-22 Review of Progress
	<ol style="list-style-type: none"> 1.Host CIS accreditaiton visit. 2.Begin MYP application process. 	
3-Raise academic levels across all subject areas and divisions of the school.	2019-20 School Year Plans	2019-20 Review of Progress
	<ol style="list-style-type: none"> 1. Train teachers on the use of data to improve instructional planning. 2. Homogeneously group students by math ability to allow for targeted interventions within classrooms. Also, add math support personnel to improve instruction outcomes. 3. Raise professional development standards to allow for teacher options based on their individual needs. 4. Hire French and Arabic coordinators. 	<ol style="list-style-type: none"> 1-Training began, but was halted due to COVID 19 2-The new groupings greatly increased the efficacy of instruction. 3-All necessary teachers received IB training 4-The French and Arabic programs lagged behind.
	2020-21 School Year Plans	2020-21 Review of Progress
	<ol style="list-style-type: none"> 1.Review all school instructional materials use and appropriateness for our student population. 	

	<p>2. Increase purchase and use of online resources.</p> <p>3. Align French and Arabic curricula with American-based curriculum.</p> <p>4. Increase expectations in French/Arabic and raise instructional levels</p>	
	2021-22 School Year Plans	2021-22 Review of Progress
	<p>1. Adopt IB methodology throughout middle school in preparation for MYP adoption.</p> <p>2. Begin PYP professional development in primary division.</p>	
4-Improve the student experience at the school, beyond the classroom.	2019-20 School Year Plans	2019-20 Review of Progress
	<p>1. Foster a sense of community within all divisions and promote our core values.</p> <p>2. Hold monthly assemblies to reinforce positive and improving behavior and academic success.</p> <p>3. Provide students with opportunities to positively impact the AAC community through such avenues as Service Learning, peer tutoring and reading/ math buddies.</p> <p>4. Increase sport and club offerings for all divisions.</p>	<p>1-Solid promotion of all values, throughout school</p> <p>2-Assemblies in ES and MS were very successful</p> <p>3- Some progress made, but more needs to be done</p> <p>4-More offerings in place, but participation was not sufficient</p>
	2020-21 School Year Plans	2020-21 Review of Progress
	<p>1. Continue to increase student voice in school-wide decisions by adding students to committees.</p> <p>2. Introduce student exchange programs for high achievers with other international schools.</p> <p>3. Redesign Afterschool Activities to increase offerings and participation.</p>	
	2021-22 School Year Plans	2021-22 Review of Progress

	<ol style="list-style-type: none"> 1.Improve sports facilities, including an artificial soccer field and updated workout room. 2.Host international academic competitions, i.e. Model UN or Scholar's Cup. 	
5-Increase teacher retention and improve the teacher/staff experience, along with updating the staff hiring process to ensure a high quality staff.	2019-20 School Year Plans	2019-20 Review of Progress
	<ol style="list-style-type: none"> 1. Improve communication of Human Resource department operations. 2. Improve turnaround on apartment requests and repairs. 3. Improve overall transportation experience with efficient scheduling. 	<ol style="list-style-type: none"> 1-Solid improvement overall, but still too many inconsistencies exist 2-The apartment complaints from teachers dropped dramatically 3-Dramatic drop in bus complaints as well. <p>OVERALL-the Retention rate went from 60% to 85% in one year!</p>
	2020-21 School Year Plans	2020-21 Review of Progress
	<ol style="list-style-type: none"> 1.Improve overall compensation package for staff 2.Increase professional development budget to allow for more teacher attendance at international conferences. 3. Provide streamlined process for resource ordering 	
	2021-22 School Year Plans	2021-22 Review of Progress
	<ol style="list-style-type: none"> 1.Introduce organizational corporate structure that increases efficiency and access to resources. 2.Staff-led committee revises teacher evaluation system. 	