



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.	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.	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 bug success, increasing transparency and providing a voice to various groups.
	2020-21 School Year Plans	2020-21 Review of Progress
	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.	1-The school is functioning well with our current model of leadership. 2-Numerous teacher-leaders have been assigned throughout the organization, to increase efficiency. 3-Due to COVID, teacher meetings were limited to the essential only.
	2021-22 School Year Plans	2021-22 Review of Progress
	1. After a year of implementing the IB Programme, review leadership structure. 2. With organizational expansion, the director will assign a number of leadership positions, to help in the decision-making process. 3. The newly formed Executive Board will continue to work on big-picture issues. Due to COVID, the Community Board did not meet in 2020-21, but will do so this school year.	
2-Achieve IB/CIS accreditation to	2019-20 School Year Plans	2019-20 Review of Progress
	1.Complete and submit IB application.	1-Full IBDP Authorization achieved

ensure high standards and guide continuous improvement efforts.	<ol style="list-style-type: none"> 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"> 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 	<ol style="list-style-type: none"> 1- The implementation of the IB was a success, although hindered by starting during the year of COVID and online learning. 2- The Executive Board deferred the decision on whether to pursue CIS accreditation until spring, 2022.
	2021-22 School Year Plans	2021-22 Review of Progress
	<ol style="list-style-type: none"> 1. The Executive Board will decide on CIS accreditation in spring, 2022. 2. The IBDP will be evaluated after a second full year of implementation, in the spring of 2022. 	
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 did not meet the goal, and the school has secured a coordinator for both languages for the coming school year.
	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. 2. Increase purchase and use of online resources. 3. Align French and Arabic curricula with American-based curriculum. 4. Increase expectations in French/Arabic and raise instructional levels 	<ol style="list-style-type: none"> 1- School leadership decided to focus on French and Arabic resources, and has selected appropriate text. 2- The school increased its use of online resources, due to online learning during the

		<p>COVID pandemic.</p> <p>3-A consultant was hired to help guide our French & Arabic programs. The curriculum has been vertically aligned K-12 and proper ability level placement assessment tools were created, to assist in groupings.</p> <p>4-New staff were hired, which enhanced instruction. The curriculum in both languages has been vertically aligned.</p>
	2021-22 School Year Plans	2021-22 Review of Progress
	<p>1.While gains have been made, school leadership will continue to focus on French & Arabic as our primary area of academic improvements. This will include bi-weekly meetings of teachers with the French/Arabic coordinator, to assure curriculum coverage and instructional efficacy.</p> <p>2.The secondary team will strongly emphasize academic integrity, as part of the school values.</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>- PS did not hold assemblies due to Covid-19. Plans in place for End of Year celebrations.</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>	<p>1-The student council was restructured and included weekly meetings and various student-led initiatives.</p> <p>2-Due to COVID, this was not possible.</p> <p>3-An afterschool activities coordinator was appointed to increase offerings and help</p>

		oversee the program.
	2021-22 School Year Plans	2021-22 Review of Progress
	1.Improve sports facilities, including the basketball courts and updated workout room. 2.Host international academic competitions, i.e. Model UN or Scholar’s Cup along with various athletic events.	
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
	1. Improve communication of Human Resource department operations. 2. Improve turnaround on apartment requests and repairs. 3. Improve overall transportation experience with efficient scheduling.	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. OVERALL-the Retention rate went from 60% to 85% in one year!
	2020-21 School Year Plans	2020-21 Review of Progress
	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	1-The school’s budget was limited due to COVID. However, the retention rate for the staff is very high, at over 85%. 2-The number of meetings was held to a minimum, due to COVID. 3-The school improved its ordering procedure by shortening the process.
	2021-22 School Year Plans	2021-22 Review of Progress
	1.Introduce organizational corporate structure that increases efficiency and access to resources. 2.Staff-led committee revises teacher evaluation system. 3.Depending on the budget, improve the overall compensation package for staff.	