



**FIS** | Frankfurt  
International  
School



# Strategic Plan

## FIS MISSION

Our mission is to be the leading, culturally diverse and family-oriented international school with English as the principal language of instruction.

We inspire individuals to develop their intellect, creativity and character to become independent, adaptable, socially responsible and internationally minded citizens, by ensuring a dynamic, inquiry-driven education of the highest standard.

## FIS BELIEFS

- Each person is unique and has equal worth.
- Education of the highest standard is a shared responsibility of students, family and school.
- Expectations that are challenging lead to higher levels of performance and allow us to reach our potential.
- All people are responsible for their actions.
- Honesty, integrity and respect are essential for building trusting relationships.
- Open-mindedness, empathy and compassion are essential for living in a diverse community.
- Leading a healthy and active lifestyle improves the quality of life.
- Commitment, enthusiasm and perseverance lead to success.
- Contributing positively to society and the environment is our shared responsibility.
- Nurturing curiosity and creativity stimulates exploration and discovery throughout life.
- Our lives and the life of our community are enriched by diversity.





# Behind the Strategic Plan

The FIS Strategic Plan shared within this document represents an ambitious blueprint to move the school rapidly forward in the coming years. We are also sharing the work that has taken place in our community and “behind the scenes” to make this transformational plan possible.

We began our discussions by having our Board of Trustees and leadership teams review parent, student and faculty/staff survey data to identify key areas to propel the school forward and make the greatest impact on student learning. A Board Task Force was then convened to evaluate proposals from each division that were designed to strengthen FIS’ delivery of a world-class education. After these innovative concepts were refined, they were brought to a Strategic Planning Team, which included more than 40 parents, students, faculty and Board members for additional input.

This process was completed to be in alignment with the accreditation visits by the International Baccalaureate Organization (IBO) and the New England Association of Schools and Colleges (NEASC). FIS is one of only a handful of schools worldwide chosen to pilot a joint visit of these two accreditation agencies. The review of our school and its Strategic Plan by the IBO and NEASC will add an outside, objective perspective to confirm our ambitious course of action to transform the FIS experience to make an even greater impact on the lives of our students and learning community.

If you would like to learn more about the Strategic Planning Process and the IBO/NEASC visit, we invite you to watch this short [video](#) to help you understand how FIS is hard at work to further its position as a leading international school.



A photograph of two young girls running on a red track. They are wearing dark green t-shirts with a yellow logo and dark leggings. The girl on the left is wearing grey leggings with yellow accents, and the girl on the right is wearing dark blue leggings. They are both wearing face paint and wristbands. In the background, other people and trees are visible.

# What is an “Accelerator”?

In countless meetings over the past year, our FIS leadership poured over data and debated ideas to develop a bold plan of achieving excellence in every aspect of our work with students. Through these discussions, it became clear that we needed to add personnel and programs that would speed the pace at which FIS could realize its goals. These additions became known as “accelerators” because their intended impact is to propel FIS forward at an unprecedented pace rather than await incremental changes to be implemented over an extended period.

An “Accelerator” can be a person, such as a Learning Coach who helps support the needs of high performing math students who need to be challenged outside the normal curriculum expectations. It can also be a program, such as the newly created Performing Arts Academy that extends the opportunities for students to pursue artistic endeavors before or after school. It can be a new space, such as an outdoor learning classroom to give students hands-on science experiences, or a resource, such as the school’s 3D microscopes that are rarely found outside of universities.

The plan to implement Accelerators at FIS was a decision to provide our students with the resources that would have an immediate and meaningful impact on their learning. We expect this impact will be creating educational dividends for all members of our school community even during the first year of its implementation.





# Three Keys to Success

The Strategic Plan and its embedded accelerators have been organized around three key areas: Excellence, Opportunity and Balance. Excellence represents our efforts to take our existing programs to an even higher level of effectiveness. Opportunity denotes the creation of new programs and services that will enhance the FIS experience. Finally, Balance gathers those initiatives that intend to support the physical, social and emotional well-being of our community.

## Excellence

- Accelerate STEM opportunities for students through new classes, future-focused programs and the integration of design-thinking models throughout the school.
- Build a dynamic culture of coaching and collaboration that speeds the pace of learning for students, faculty and staff through meaningful feedback and engagement with experienced mentors.
- Transform student assessment to incorporate broader approaches to learning and allow students to have a continuous and personalize understanding of their needs and achievements.
- Further develop FIS facilities to ensure they meet the highest standards of teaching, collaboration, play and safety on both campuses.

## Opportunity

- Revolutionize instruction by creating individualized student learning programs that offer expanded choices, new leadership opportunities, and greater student agency in the development of plans for their success.
- Multiply educational opportunities by developing outdoor learning spaces for students of all ages to support their study of science, environmental issues and other curricular areas.
- Design a more flexible instructional program that makes better of space, time and personnel in order to expand the pathways for each individual to realize his/her potential and goals.
- Strengthen programs that will help students to develop the values and character attributes to be caring and compassionate members of their current and future communities.

## Balance

- Expand global awareness and international mindedness among all community members through specific programs aimed at heightening sensitivity to critical issues impacting our community, Germany and the world.
- Strengthen social, emotional and physical wellness by providing new community engagement opportunities, while also ensuring that technology is used in a balanced and appropriate manner that does not inhibit a healthy lifestyle.
- Institutionalize a program of FIS Academies that allow students to pursue their passions in the areas of art, athletics and languages with opportunities offered both before and after school.

# Moving Forward

In essence, the Accelerators within the Strategic Plan are not only designed to move our school forward, but to move it “fast forward” in order to reach our goals more rapidly.

The school will be implementing the first phase of new initiatives during the 2018/2019 school year, but the commitment to more aggressively pursue the highest aspirations of the school is something that will continue as a central commitment of the FIS leadership team.

Each division will be collecting data to monitor the success of the new action plans and make modifications as needed. This data, along with the input provided by the IBO, NEASC and external resources, will be helpful as we develop the next steps on this path of change. Each year the school will provide an overview of upcoming changes so that all of us can share in the exciting transformation process as it unfolds.

It is important to recognize that every member of the FIS community has a role in strengthening the school. We welcome your perspective on how these changes are impacting the FIS learning environment, as well as your ideas regarding what new programs you would like to see developed in the coming school year. We consider the FIS experience to be a partnership between our school and our families, and we will continually seek your views and expertise to help us achieve our ambitious mission.



