



German International School
Portland

5-Year Strategic Plan 2017–2021

*Building a Strong Foundation
to Accelerate Growth*

May 2017



Overview

Looking Back and Ahead

GIS Plan

Strategic Planning Scope & Ownership

Strategic Planning Approach

Strategic Plan Priorities

What's Next?

Q&A

Appendix: Research Results



GIS Leitbild / GIS Mission

*GIS ist eine **Lerngemeinschaft**, in der unsere **Schüler im Mittelpunkt** stehen. Hier wachsen Kinder in einer **zweisprachigen und weltoffenen** Umgebung auf und streben nach **akademischer und kreativer Exzellenz**, übernehmen **Verantwortung** für sich selbst und ihre Umgebung, und entfalten ihre **Individualität** und werden an **selbständiges, kooperatives und lebenslanges Lernen herangeführt**.*

GIS is a **collaborative community** with a **student-centered learning environment** that encourages **growth into bilingual world citizens**, who strive for **academic and creative excellence** embrace **healthy and responsible behavior**, and **value independence** and **lifelong learning**.



Looking Back and Ahead

Seed, bloom & grow and Beyond



Previous 5 Years

2012–2017

- ✓ Became IB World School
- ✓ Became German School of Excellence
- ✓ Secured Permanent Home and Expanded Property

Next 5 Years

2017–2021

- Solidify base
- Strengthen academic curriculum
- Invest in facility
- Increase student body

- Ready for rapid growth
- Occupy entire building with elementary program?
- Add middle/high school?
- Add satellite location(s)?
- Additional language(s)?

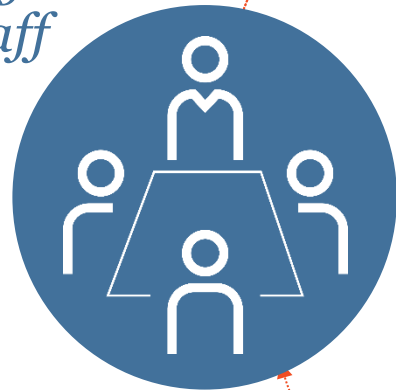


GIS Strategic Plan



☰ Scope & Ownership

Communicate goals to GIS community & school staff



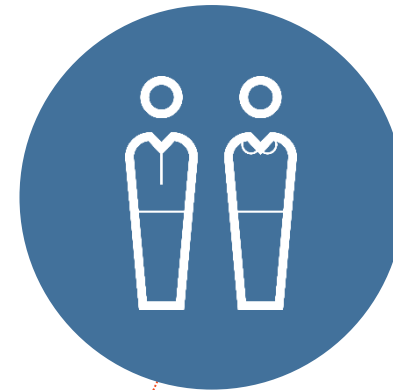
GIS Board

- Sets strategic direction
- 5 year horizon
- Provides strategic and fiscal oversight



GIS Community

Adjust plan based on progress & macro-economic trends



School Staff

- Executes the strategic plan
- Develops tactical implementation
- Reports progress



≡ Strategic Planning Approach

1



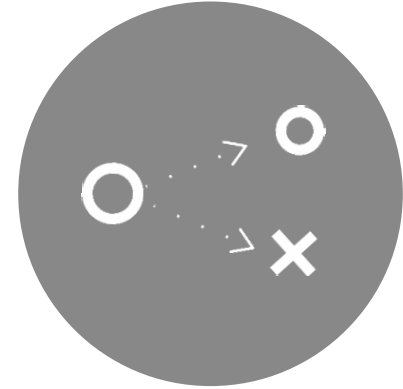
- Research past success and future needs
- Input from 200 stakeholders; including parents, staff, alumni, board members, and heads of other schools similar to GIS

2



- Data analysis to determine targets for improvement
- Board off-site December 2016 with facilitator

3



- Working groups formulate detailed strategic goals for each of the target areas



Strategic Plan Priorities of 2017–2021

GIS Strategic Plan

Build a Strong Foundation to Enable Accelerated Growth beyond 2021



**LEARNER
EXCELLENCE**



**BUILDING
& FACILITIES**



GROWTH



COMMUNICATION



Strategic Plan Priorities of 2017–2021

LEARNER EXCELLENCE

1. Further develop IB and German curriculum.
2. Continue with staff development.
3. Improve student support, i.e. addition of counseling services.
4. Identify indicators of performance and establish comparative methods.
5. Engage students in interscholastic competition and experiences.



— Strategic Plan Priorities of 2017–2021

BUILDING & FACILITIES

6. Develop multi-year facility plan, including financing options (i.e., capital campaign, German government grants, SNAP bond) that addresses both immediate and longer term needs.



Strategic Plan Priorities of 2017–2021

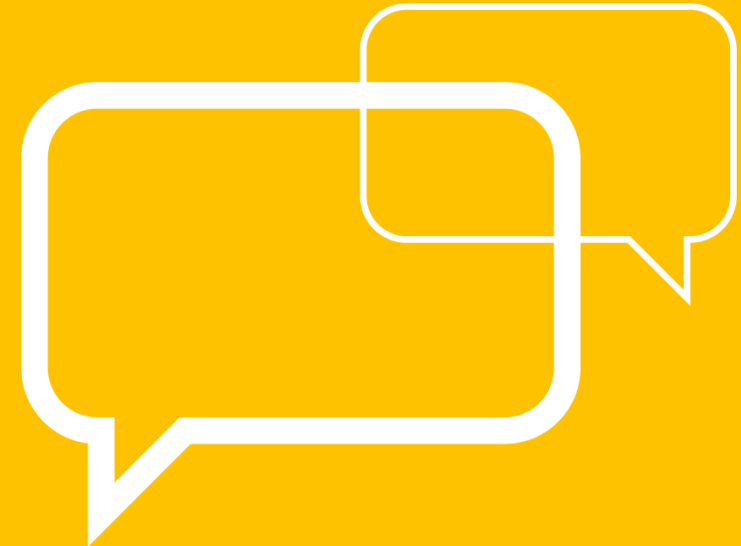
GROWTH

7. Increase enrollment by 13% by 2021 (reaching approximately 222 students).
8. Increase fundraising by 7% annually each year of the plan.



COMMUNICATION

9. Based on measured performance of current communication tools, develop improved communication platform.
10. Define what a Curious Communication Culture means at GIS. Develop and execute training for entire GIS community.



What's Next?

- Present Strategic Plan results to stakeholders (happening right now!)
- Support school management to execute on the Strategic Plan
- Monitor and adjust the plan based on economic realities and progress



Gratitude

The Board and LDC want to thank the **many parents, staff, alumni, board members, and community members** who participated in this process. The development of a comprehensive, inclusive, consensus-driven plan is one of the most complex and worthwhile endeavors any organization can undertake. The input gathered from these many sources provided a glimpse into the variety of needs, concerns and hopes our community has for our school.

The detailed presentation of the anonymized research will be attached to this presentation and is available to all community members electronically.

Many thanks to all for your participation in this process, and for your membership in our special community.

