

2024
— to —
2029



30th Anniversary STRATEGIC PLAN

A catalyst for progress and an opportunity to imagine what our school can be in its next 30 years.



International School of Indiana

HEAD OF SCHOOL'S MESSAGE

During my first five years as the International School of Indiana Head of School, I had the immense privilege of leading ISI through a successful strategic plan that changed our campus and united us as one. Dreaming of how this next plan will continue to push ISI further in identifying new aspirations and creating a pathway to achieve them excites and energizes me, and I hope it does the same for you, too.

Throughout the planning process, I heard from so many of you that one of the greatest strengths of ISI is our community. Being together on one campus allows us to approach this strategic plan by leveraging that strength. Our vision to invest in our community allows us to continue to grow and for our learning environment to be strong and connected not just now but for the future.

I sincerely thank all involved in the creation of this plan: faculty, staff, students, parents and caretakers, alumni, advisers, board members, community partners, and friends. The shared commitment from our community to continue to strengthen ISI, not so that our institution receives accolades but so that our students have the experience and skills necessary to make a difference and thrive in a world that is ever-changing, is inspiring.

Go Gryphons!



Elizabeth Head
Head of School



ABOUT OUR PROCESS

As we approach the milestone of our 30th year, the International School of Indiana is pleased to launch its next strategic plan. This plan is rooted in collaborative contributions among the school's stakeholders. It intends to be a catalyst for progress as well as an opportunity to imagine what our school can be in the next 30 years.

The strategic planning process began in the summer of 2023. Five pillars, identified through prior planning processes, were adopted by the school's leaders as the imperatives for the new plan's framework. Over the past year, the framework was vetted through significant data analysis, including survey and focus group results that captured the perspectives of a wide range of stakeholders.

Stakeholders' substantial feedback was valuable in helping ISI to understand how it is perceived, what is needed to progress, and how to select and prioritize a broad range of needs, wants, and desires. More than 600 ideas were distilled into eight themes. They were carefully considered as the plan evolved, as was the dynamic educational environment, relevant research, and understanding of ISI's trends, threats, and opportunities as it prepares for the future.

The priorities the school has decided to focus on over the next five years will push us beyond our comfort zone but are also grounded in reality, considering available resources and recognizing how complex and multi-dimensional our work is. ISI hopes the plan's broader vision and purpose provide a unified meaning for our work and will energize the ISI community to collaborate in the relentless pursuit of our goals.

This introduction to the strategic plan purposely does not identify the specific strategies ISI will undertake or define the metrics ISI will utilize to measure success. These, along with detailed objectives and action items, will emerge and evolve during implementation. Implementation will be across schools and departments and align with the vision and goals articulated herein. The senior leadership team is responsible for the implementation of the strategic plan, deploying resources to ensure that their teams develop a strong commitment to the strategic plan.

You can read more about our process and the information shared in the [2023 Strategic Planning Update](#).



PILLARS OF THE PLAN

The pillars of our Strategic Plan are integral to our future, helping to prioritize our ambitions and guide our improvement efforts and financial investments.

Each pillar has shared characteristics:

- Aligning with the school's mission,
- Reflecting important commitments to our families, employees, and community as a whole,
- Recognizing our responsibility to carefully steward all of the school's assets and resources,
- Representing current areas of strength or desired areas of strength.

The mission of the International School of Indiana is to provide our students with a world-class education that prepares them to be responsible citizens and effective leaders in a rapidly globalizing and interdependent world.



1 COMMUNITY CULTURE



2 DISTINCT ACADEMICS



3 SUSTAINABILITY



4 ENGAGEMENT



5 GROWTH



1

COMMUNITY CULTURE

VISION

Foster an inclusive and welcoming environment that allows all community members to feel supported and experience a sense of belonging and engagement in a safe space.

GOALS

Prioritize opportunities for social engagement by reevaluating extracurricular activities, clubs, and school events to ensure they align with the ISI mission, vision, equity statement, and values.

Review of school-wide policies and procedures to ensure all practices are equitable and consistent with each other.

Continue to intentionally create, embrace, and promote an inclusive campus environment that reflects empathy, compassion, and respect.



2

DISTINCT ACADEMICS

VISION

Establish and communicate the ISI difference in holistic international education, where students thrive intellectually, emotionally, socially, and creatively, fostering well-rounded individuals adept in critical thinking, empathy, and academic excellence.

GOALS

Articulate our IB programmes and how this separates ISI from other schools in terms of a distinct academic experience in an international and U.S. context.

Highlight STEAM opportunities within and outside the ISI curriculum that support meaningful transdisciplinary/interdisciplinary learning.

Increase opportunities for collaboration across programmes to enrich student learning experiences and build community as a unique one campus school.



3

SUSTAINABILITY

VISION

Focus on fiscal health, human capital wellness, and infrastructure from a physical campus and IT perspective to secure the future.

GOALS

Focus on centralized policies, procedures, and expense management; set realistic revenue goals; establish an endowment for long-term fiscal health; and optimize resources to ensure efficient fiscal management and accountability in alignment with the mission of ISI.

Further develop and implement recruitment, retention, and professional development policies, procedures, and practices that reflect a commitment to enhancing human capital well-being.

Continue to enhance and innovate campus facilities and IT Infrastructure so ISI provides an environment conducive to learning and teaching.



4

ENGAGEMENT

VISION

Cultivate mutually beneficial partnerships, boldly communicate our identity with a sense of pride, and showcase our achievements both in and outside the classroom so we are continually recognized as an excellent educational institution.

GOALS

Involve students in community projects and partnerships that further ties to the greater Central Indiana community.

Further develop an ISI Ambassador Program that utilizes all stakeholders in the ISI community.

Develop external partnerships with individuals, organizations, companies, and vendors that result in enhanced brand awareness and educational experiences.

Amplify the ISI value proposition and story through paid, earned, and owned media to realize increased brand awareness.



5

GROWTH

VISION

Recruit and retain students to achieve optimal enrollment for programmatic and financial stability and a thriving school community.

GOALS

Invest in recruitment and retention strategies that support targeted growth goals based on priority classes, language tracks, and groups.

Create funding sources that allow ISI to attract lower- and moderate-income families and retain cohorts reflecting socioeconomic diversity through Upper School.

Establish a Gryphon Athletic program framework with accompanying amenities and facilities to bolster a competitive athletics program that draws and retains students while aligning with various institutional priorities.



Though the strategic plan is just beginning, families can already anticipate some exciting changes coming during the first year of the new five-year strategic plan.

NEW WAYS FOR FAMILIES TO FEEL CONNECTED AND INVOLVED IN THEIR CHILD'S EDUCATION

In 2024-2025, ISI is boosting family engagement with intuitive, seamless, and branded web and mobile experiences that allow parents and caretakers to not just hear about what's happening at school but to have a better chance of becoming an active part of it.

Finalsite Billing

ISI will further utilize and integrate with Finalsite so that the Enrollment and Billing solutions are integrated into a single platform. Additionally, ISI will begin utilizing the Finalsite app. The mobile app will provide a streamlined and consolidated hub for parents and caretakers to receive important messages and stay informed by browsing, filtering, and engaging with the information.

Homeroom

For the 2024-2025 academic year, ISI will utilize a new platform, Homeroom, that will help ISI improve the administration of the before and after care and enrichment programs at ISI. The all-in-one platform will simplify registration for parents and caretakers, allow ISI to process refunds with one click, automatically manage waitlists for popular enrichment programs, and provide greater registration flexibility.

Seesaw

Additionally, Lower School families will be able to utilize SeeSaw, a transformative online learning platform that serves as a digital portfolio and learning tool for students, teachers, and families. Families who have longed for an authentic window into the classroom will now have Seesaw accounts individualized to their child, where they will be able to share in their student's learning through pictures, videos, and regular work that documents their growth and development.

IMPROVING SUSTAINABILITY AND AIDING GROWTH

Choice Participating School

After careful consideration, the International School of Indiana is pleased to announce its participation in Indiana's Choice Scholarship Program (Voucher Program) to all eligible grade levels. This expands the participation from the Upper School to the Lower School, making participation possible for eligible families with Kindergarten through Grade 12 students for the 2024-2025 academic year.

The Indiana Choice Scholarship (Voucher) Program provides a partial tuition payment for eligible families who enroll at private schools. The voucher amount is based on your household size, income, and the school district in which you reside. Estimated vouchers for ISI students can range from approximately \$6,000 to \$7,300 per student per school year.

In 2023, Indiana expanded eligibility for the Choice Scholarship Program, meaning an estimated 97% of students in the state are now eligible to receive vouchers to attend private schools.

Creating a sustainable funding source for financial aid has been a top strategic priority of school leaders, aiding both recruitment and retention efforts and also financial sustainability. Participation in the Choice program provides a partial but critical funding source for the financial aid program. With expanded participation in Choice, an estimated 76% of the financial aid recipients at ISI will receive funded or partially funded financial aid, an increase from the current rate of 24%.

ENHANCING ACADEMICS

LEGO Education

To enhance STEAM, ISI will introduce LEGO education in the Lower School during the 2024-2025 school year. LEGO Education has built a robust program of scaffolded lessons that will enhance learning, and ISI is thrilled to add this to the Lower School curriculum. LEGO education focuses on hands-on learning, collaboration, critical thinking and creativity, which aligns closely with the Primary Years Programme and the approach of ISI. LEGO materials will be in place for next school year, and a review is underway of the Programme of Inquiry to integrate authentic opportunities for students to explore and learn using LEGO BricQ Motion and Lego Spike Essential, with the latter having a robotics component for the older students in the Lower School.

SAT Prep

ISI is adding SAT prep for grades 10 and 11 students as part of the curriculum. ISI is uniquely positioned to help students learn key strategies based on their learning style that boost scores and achieve results colleges notice.

Academic Competitions

The ISI Upper School is also expanding the X Block options so there are more external academic competitions that showcase the academic abilities of ISI students while developing skills and gaining experience.

You can follow along for plan updates [on the Strategic Plan web page.](#)





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30th Anniversary

STRATEGIC PLAN

Learn more at www.isind.org/about/plan