



INTERNATIONAL  
SCHOOL  
OF BROOKLYN

# VISION 2021: STRATEGIC PLAN

## Looking Forward: Our Vision for the Future of ISB

ISB is driven by its mission to “develop adventurers, create advocates, and shape leaders,” and we are grounded in our six core values of Language Immersion, Inquiry-based Education, Global Curriculum, International Mindedness, Diversity, and Community. With these guiding principles in mind, we came together as a community to craft a strategic plan to carry us through the next four years of ISB’s growth.

In our strategic vision for the future we endeavor to balance who we are as a learning community with where we would like to venture in our growth and development. To this end, we offer our goals and outline our commitments to the ISB community, laying the groundwork for the continuous improvement of ISB.

# Goals

## Embrace and foster equity and inclusion

Our goal is to ensure that our school's commitment to a just and inclusive world is reflected in all activities that we engage in.

## Energize and share our distinctive educational culture

Our goal is to energize ISB's distinctive educational culture. We seek: to align all aspects of our program through the risk-taking lenses of innovation and creativity; to use our core values and mission to guide our program; and to showcase the strength of our N-8 multilingual IB program, internally and externally.

## Actively connect and communicate with our community and the world

Our goal is to build, and strengthen relationships with our internal and external community to identify opportunities, expand our community, and create visibility and connections.

## Innovate for our Financial Future

Our goal is to set and manage proactive revenue targets and use prudent financial management to meet and support our mission and core value objectives. This approach positions our school to meet immediate needs for continued maturity and self-sustainability, while also laying the groundwork for future financial flexibility.

# ISB commits to:

- develop opportunities to expand the diversity of our internal community, including students, families, Faculty, Staff, and the Board of Trustees.
- increase the diversity of the population beyond cultural diversity and showcase to all members of our community.
- support students, parents, Faculty, and Staff around their identities.
- deepen Faculty training on the subjects of race, gender/sexual orientation, religion and cultural diversity, including training on supporting a full range of learners.
- develop an explicit racial literacy curriculum for both students and faculty.

- develop a strong support system for our full range of learners.
- strengthen our program around STEM.
- strengthen alignment and collaboration across all grades and language tracks of the school.
- create new schedules which allow for flexibility in program offerings.
- support all Faculty in pedagogical innovation.
- engage our community by leveraging its expertise and resources to embed diverse perspectives across all grades and language tracks.
- ensure that faculty and staff participate in and lead professional learning.
- expand community service and leadership opportunities for all students.

- emphasize our six core values and articulate them in all of our communications to our community.
- reach a broader audience by engaging our faculty, staff and parents more deeply and empowering them to further ISB's outreach.
- highlight the diverse perspectives and experiences of our community.
- strengthen connections with the high schools most frequently attended by our graduates.
- expand relationships with other schools internationally.
- create study-abroad and cultural programs in order to enhance learning experiences.
- create opportunities for all students to share their expertise in language with audiences across our local and global communities.

- work towards full enrollment each year.
- increase the number and size of gifts to the ISB Annual Fund for Excellence to support our strategic goals.
- increase the operating budget to support the goals of our strategic plan.
- plan for the life-cycle of our school building and equipment.
- raise funds for capital projects that would enhance our facilities such as a renovated yard and a new STEM space.
- ensure that our salaries and benefit packages are consistent with our community in order to attract and retain a diverse pool of quality educators and administrators.

# ISB Mission Statement

We Develop **ADVENTURERS**. Creative collaborators and intellectual risk takers who are inspired to think critically and seek answers.

Creamos **REPRESENTANTES**. Comunicadoras y comunicadores apasionada(o)s conectados activamente con su comunidad y el resto del mundo.

Nous formons des **LEADERS**. Des innovateurs et des innovatrices enthousiastes, prêt(e)s à relever des défis et à explorer de nouvelles idées.



## ISB Diversity, Equity, and Inclusion Statement

ISB strives to create and maintain a diverse and inclusive school community through reflection and deliberate action. We actively seek to build and maintain a safe environment that is representative and supportive of varied backgrounds, including race, culture, ethnicity, religion, sexual orientation, gender identity, socio-economic status, and ability, because our differences enrich our students, families, and staff and make us a better and stronger school, locally and globally.

*International School of Brooklyn's Vision 2021 Strategic Plan  
Adopted by the Board of Trustees on September 28, 2017*