



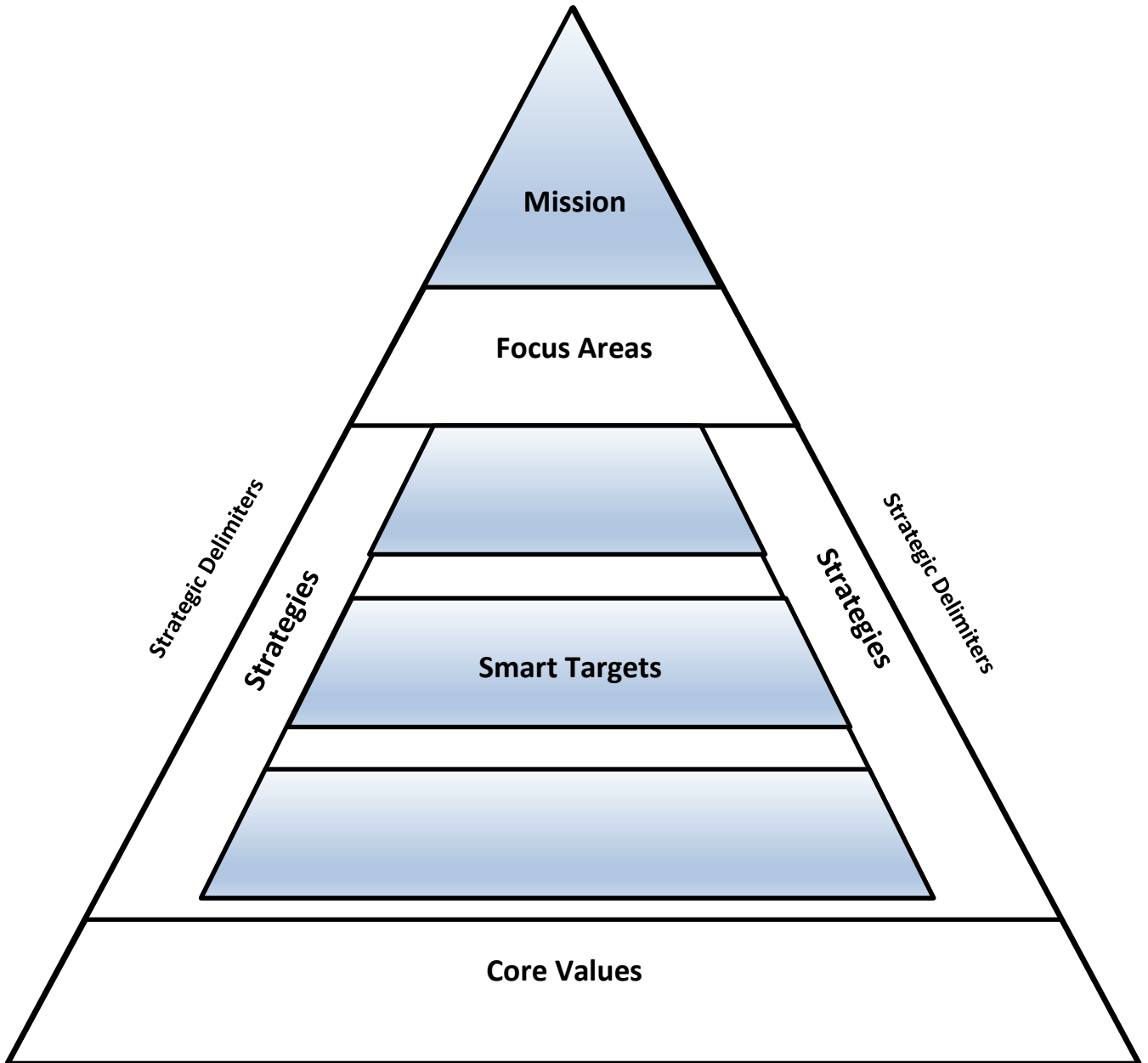
# AISA STRATEGIC FRAMEWORK

(Revised June 2021)



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## AISA Core Values

### **We believe that:**

Being open to differences leads to knowledge and understanding

All individuals have intrinsic worth

Nurturing is necessary for growth and change

Personal fulfilment derives from defining a sense of purpose and making connections through service to others

A sense of belonging enables people and communities to thrive

All people want to learn, and people learn differently

When people work together, better outcomes are more likely

The development of international-mindedness and cultural competence are fundamental to being successful in an interconnected world

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## Identity

### **[What is our niche?]**

AISA is a collaborative learning community of accredited internationally-minded schools in Africa, which provides targeted services and relevant resources, facilitates innovative programmes, and connects people.

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## Mission

### **[Who do we serve, and what is our fundamental purpose?]**

AISA is dedicated to transforming student learning by leading and supporting professional growth, good governance, strategic thinking, and the wellbeing of the entire AISA community of schools

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## STRATEGIC FOCUS AREA 1: PROFESSIONAL GROWTH

By 2023, Member schools will report that they access and value AISA services, resources and networks to support professional growth.

### STRATEGIES

- 1.1 AISA will further develop effective professional learning by offering specialised, extended, online PL programmes to increase competence and mastery and support sustainable change in schools
- 1.2 AISA will further develop community building and professional learning by creating AISA 'Challenge of Practice' communities where educators collaborate online to improve an aspect of student learning, school leadership or school effectiveness
- 1.3 AISA will further develop effective professional learning by developing an AISA Professional Learning Dashboard, providing details on staff PL needs, school PL priorities, matches with AISA PL Programme and tools to track the impact of PL at school

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## STRATEGIC FOCUS AREA 2: GOVERNANCE, STRATEGIC THINKING, SCHOOLS IMPROVEMENT AND LEADERSHIP

By 2023, Member schools will report that they access and value AISA services, resources and networks to improve the quality of their school's Governance, Strategic Thinking, School Improvement, and Leadership

### STRATEGIES

- 2.1 AISA will conduct an audit of the learning needs member schools have in the areas of Governance, Strategic Thinking, School Improvement, and Leadership to establish the type of support AISA should offer to embed good practice over the long term
- 2.2 AISA will devise and prototype a focused suite of 'good practice' professional learning opportunities (onsite and online) for Governance and Strategic Thinking that recognise the specific context of, and diversity among, AISA schools
- 2.3 AISA will develop and prototype an online "Board Essentials" self-learning course for new heads and trustees that covers the basics of the *AISA Code of Governance* in international schools
- 2.4 AISA will develop and prototype an online "School Improvement Essentials" self-learning course for new heads that covers the basics of the *AISA School Improvement Handbook* for international schools
- 2.5 AISA will develop and prototype an online "Strategic Thinking Essentials" self-learning course for new heads and trustees that covers the basics of Strategic Thinking in international schools

## STRATEGIC FOCUS AREA 3: CHILD PROTECTION AND WELLBEING

By 2023, member schools will report that they access and value AISA services, resources and networks to strengthen child protection and wellbeing

### STRATEGIES

- 3.1 AISA will foster collaborative partnerships of support and learning that strengthen child protection and wellbeing programming in member schools and beyond
  - 3.2 AISA will advocate and raise awareness of evidenced-informed, model practice in child protection and wellbeing
  - 3.3 AISA will develop, undertake and draw upon research that informs the development of resources and professional development to support model wellbeing and child protection practice in the region
  - 3.4 AISA will equip member schools to foster student social and emotional learning (SEL) and staff wellbeing and implement model child protection practice within their schools
  - 3.5 AISA will foster the sustainability and scalability of its Wellbeing for All programme
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## STRATEGIC FOCUS AREA 4: AISA OUTREACH

By 2023, Member schools will report that they access and value AISA services, resources and networks to support educational development in their local community

### STRATEGIES

- 4.1 AISA will establish an AISA Outreach 'Think Tank' to devise a multi-year strategy for the development and implementation of an AISA Outreach Programme that supports professional learning in local schools
  - 4.2 AISA will develop Strategic Partnerships with world-class experts & organisations that will contribute to AISA's Outreach Programme
  - 4.3 AISA will revise the AISA Invitational Conference (AIC) into school-led professional learning activities, conducted by educators in existing AISA member schools, as the primary mechanism by which it supports the Professional Learning Outreach Programme (PLOP)
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## STRATEGIC FOCUS AREA 5: AISA DIVERSITY, EQUITY, INCLUSION AND JUSTICE (DEI+J)

### STRATEGIES

By 2023, Member schools will report that they access and value AISA services, resources and networks to support diversity, equity, inclusion and justice in AISA member schools

- 5.1 AISA will review and establish internal organisational policies and procedures that support DEI+J across its operations, key programme areas and activities.
- 5.2 AISA will develop learning programmes and resources that support long term DEI+J change initiatives in its member school.
- 5.3 AISA will identify strategic partners to assist in the design, implementation and evaluation of a region-wide (systemic) change management strategy for member schools that raises awareness about, advocates for, and nurtures diversity, equity, inclusion and justice