



RIVERSTONE
INTERNATIONAL SCHOOL

STRATEGIC PLAN 2014-2019





Dear Members of the Riverstone International School Community,



We are pleased to share with you the 2014-2019 Strategic Plan for Riverstone International School. This next step in our strategic planning was developed under the leadership of a steering committee established by the Board of Trustees. The committee members included Trustees, administrative staff, faculty, parents, and students. We are grateful for the committee's time and willingness to serve our community in this important role.

The successes of our previous five-year Strategic Plan included receiving authorization to offer the continuum of International Baccalaureate programmes and a re-unification of our school to a single campus. Our educational philosophy was refined to include the Five Pillars of Academic Excellence, Community and Service, Leadership by Example, International Understanding, and Outdoor Education. Additionally, the generosity of our community and fiscal responsibility of staff allowed us to make important progress towards the School's goal of long-term financial sustainability.

As the committee began the process of developing the new Strategic Plan, there were many factors to be considered. The economic landscape in Idaho continues to fluctuate and educational opportunities in the Treasure Valley are expanding. Our graduates require a skill set for college (and beyond) that includes the ability to engage, problem-solve, think critically, persevere, and effectively communicate. Additionally, feedback from students, alumni, faculty, staff, and parents identified what our community views as the School's strengths and competitive advantages.

With those factors in mind, the committee proposed a more succinct mission statement that captured the spirit of our students' experience at Riverstone International School. This statement was approved by the Board of Trustees and has received an overwhelmingly positive response from parents, staff, and students.

"Riverstone International School inspires courageous journeys of academic and personal exploration that enable our students to lead purposeful lives."

Reflecting upon this mission statement, the steering committee identified six areas that offer the greatest opportunity to continue *Inspiring the Journey* of the Riverstone International School community over the next five years. These six areas are outlined in the 2014-2019 Strategic Plan.

I welcome your involvement and support as we embark upon this next exciting stage of our school's development.

A handwritten signature in blue ink, appearing to read "Bob Carignan", is located below the text.

Bob Carignan
Head of School

WHY RIVERSTONE?

Through conversation and surveys, our students, alumni, faculty, staff, and parents provided clear feedback on what our community views as the School's strengths and competitive advantages.

In particular, our high school students and alumni pointed out that these elements were central to their positive and successful experience at Riverstone and development as individuals. They were adamant that maintaining these elements were critical to the educational experience of future students.

- Small class sizes
- Relevant and rigorous academics (International Baccalaureate programmes)
- A personalized experience fostered by strong student-teacher relationships
- The opportunity to own and take responsibility for learning
- Individualized college counseling
- Encouragement to develop and pursue passions
- Outdoor education



OUR MISSION

Riverstone International School inspires courageous journeys of academic and personal exploration that enable our students to lead purposeful lives.

At Riverstone International School, we create pathways for our students' academic and personal explorations through opportunities associated with our Five Pillars. Our students are encouraged to explore the Five Pillars in a supportive environment, and as a result, develop a greater understanding of themselves and a mindset to find purpose in their world.

- Academic Excellence
- Community & Service
- Leadership by Example
- International Understanding
- Outdoor Education



THE 2014-2019 STRATEGIC PLAN

The steering committee identified six areas that offer the greatest opportunity to continue *Inspiring the Journey* of the Riverstone International School community over the next five years.

These six areas are outlined in the 2014-2019 Strategic Plan that follows.

- Expand Academic Excellence
- Strategically Manage Enrollment
- Enhance Finances and Facilities
- Reinforce the Five Pillars
- Improve Faculty Recruitment and Retention
- Clarify Expectations and Accountability



EXPAND ACADEMIC EXCELLENCE

Riverstone International School will continue to build and expand on one of its founding principles: to ensure that each student is challenged academically. We believe that every student arrives with his or her individual knowledge, strengths, and needs, and should be challenged and supported accordingly.

Riverstone International School has extensive experience in inquiry-based learning and, in combination with our small classes, is uniquely poised to expand upon academic excellence. We believe that a top-down approach to curriculum design, which focuses on the skills needed to be successful in the Diploma Programme (DP), will enable us to identify critical skills needed at each grade level. By clearly identifying the needs and skill set required for success in the Diploma Programme, we can ensure that our students are taught the supporting skills at the appropriate grade level. By doing so, we will enhance our students' academic journeys.

Our Strategic Goals include the following:

- Strengthen our ability to identify individual student strengths and weaknesses and better address individual needs in the classroom.
- Formalize our English Language Learner (ELL) program to best meet the needs of our non-native English speakers.
- Expand our Science, Technology, Engineering and Math (STEM) opportunities.

STRATEGICALLY MANAGE ENROLLMENT

To the full extent of our financial capability, we will maintain small class sizes and increase student diversity at Riverstone International School. Managing enrollment is a key component to creating positive learning environments.

Our Strategic Goals include the following:

- Target optimal enrollment for each grade, taking into account appropriate grade-level integration of local students, refugee scholarship students, Malone Scholar students, and international students.



ENHANCE FINANCES AND FACILITIES

The School has made great progress towards long-term financial sustainability and will continue this discipline in financial management during the next five years. A robust financial foundation will ensure Riverstone International School can meet facilities needs, diversify student enrollment, offer competitive salaries and professional development, and enable the school to weather economic downturns.

Our Strategic Goals include the following:

- Raise an endowment that will enable the School to implement the goals of the 2014-2019 Strategic Plan, support the School's long term sustainability, and secure the \$2 million of Malone scholarship funds previously awarded to the School on a contingent basis.
- Enhance facilities and their utilization. The School needs to carefully and thoughtfully manage and grow its facilities to meet the needs of its students with classroom instruction identified as a priority.

REINFORCE THE FIVE PILLARS

Riverstone International School inspires academic and personal explorations through opportunities that arise from our Five Pillars of Academic Excellence, Community & Service, Leadership by Example, International Understanding, and Outdoor Education.

While the School recognizes that academics are its top priority, it believes that creating opportunities for students associated with all Five Pillars is critical in inspiring a purposeful life-long journey for its students and graduates.

Our Strategic Goals include the following:

- More clearly define the Five Pillars and improve the community's understanding of the pillars.
- Create a clear articulation of the opportunities in each "Pillar" that are available to students and celebrate student success in these areas.
- Incorporate the opportunities available through our athletic program into the "5 Pillars."

IMPROVE FACULTY RECRUITMENT AND RETENTION

Recognizing that the School's great strength lies in the superb abilities of its faculty and their relationships with students, Riverstone International School will recruit, develop, and retain the highest quality faculty.

Our Strategic Goals include the following:

- Develop a strong recruitment pipeline and exemplary hiring practices.
- Provide fair and equitable compensation to faculty for supporting the mission of the school.
- Expand professional development opportunities.
- Improve faculty retention and satisfaction.

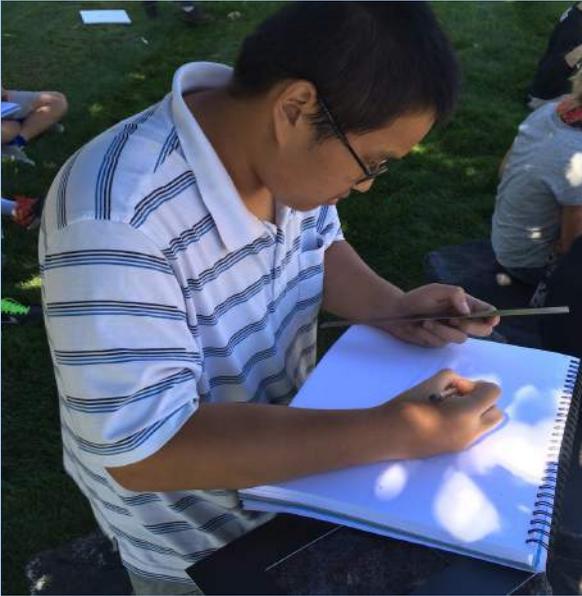
CLARIFY EXPECTATIONS AND ACCOUNTABILITY

Clear expectations and accountability are integral elements to personal responsibility and the wellbeing of our community. By developing a shared commitment to our Guiding Principles, our constituents will better understand what it means to be a member of the Riverstone International School community.

Our Strategic Goals include the following:

- Develop students and staff who embody our Guiding Principles in their daily actions.
 - * I will seek understanding.
 - * I will respect myself and others.
 - * I will take action to contribute to my community.
- Develop community-wide understanding of our Guiding Principles.





THE STRATEGIC PLANNING COMMITTEE

The development of this next Strategic Plan was truly a collaborative effort, involving Trustees, parents, faculty, administrative staff, and students. Sub-committees for each of the six areas of focus for this plan involved additional faculty, administrative staff, and parents who volunteered their time and expertise. Although too many to list here, we are humbled by the willingness of so many to share their thoughts and ideas. We appreciate your commitment to continually improving our school and our students' experience.

Mark Liebich: Trustee & Committee Chairman
Betsy Bader-Hellstrom: Parent
Brian Bava: Trustee
Bob Carignan: Head of School
Michèle Drolet: Parent
Amy Duque: Parent
Tarah Elam: Administrative Staff
Andy Johnson: Administrative Staff
Trevor Lindsay: Faculty
Kipp Martell: Parent
Mackenzie Roan: Student
Jeanette Thornton: Student
Jami Whitmer: Faculty







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