

CLC strategic plan 2022-2025

excellence + aspiration



The Strategic Plan for Colegio Internacional de Caracas

2022-2025

a new beginning.

For more than a century, Colegio Internacional de Caracas (CIC) has been an educational leader in Venezuela providing a US-accredited PN-12 education to the international community. In addition to elementary education based on US and international standards, CIC is presently authorized to offer the International Baccalaureate Middle Years (Grades 6-10) and Diploma Programmes (Grades 11, 12).

executive summary.

The Colegio Internacional de Caracas (CIC) Strategic Plan 2012-2025 represents a commitment to our students and community. Through the use of surveys and focus groups comprised from all school stakeholders, we have identified our school's strengths and areas for development. After analyzing the results, the following themes emerged from which this report is developed:

1. Student Learning
2. School Identity and Leadership
3. Campus Culture
4. Fiscal Growth and Security

Clearly, the entire CIC community is committed to a school that is steadfast, and assures that students are involved in engaging hands-on, relevant, collaborative, learning – and will remain viable for another 100 years. This strategic plan will guide the entire organization for the next three (3) years in order to prosper at all levels.

The CIC Strategic Plan is a cornerstone for decision-making within the organization, and progress will be benchmarked three times per year. In the weeks leading up to the start of each school year, the Board of Directors and the Head of School will meet to review all past progress and create benchmarks for coming successes. Second, during the first semester, the Head of School will work with the faculty and staff to assure appropriate progress is being made, and with the appropriate timelines. Finally, the third and final benchmarking process will conclude the annual cycle, and provide the Board of Directors with the appropriate feedback.

1. student learning.

At CIC we provide learning opportunities for every child to reach his or her fullest potential by offering a relevant, challenging, and engaging curriculum that caters to individual learning styles, interests, and personalities. We believe that rigorous learning is supported with high-impact teachers, proper resources (including technology and physical space), and a strong evolving curriculum. CIC will improve learning for all students in order to realize the school's mission and vision.

Strategic objectives for *student learning* include:

1a. CIC student output will be identified as “high quality” at all grade levels through a renewed commitment to rigor, active learning, research/problem solving, and assessment.

1b. CIC will seek and retain high quality international and Venezuelan teachers through innovative and persuasive salary packages, and hiring methods.

1c. CIC will succeed visibly across the nation through excellence in test scores and success in competitions.

2. school identity and leadership.

A stronger and more clearly understood identity for CIC is essential for organizational development among all stakeholders. From enrollment and hiring, to learning and community participation, CIC must be clear about its standards, character and personality. Additionally, as the school moves through uncertain times, the school must promote effective leadership at all levels on campus. CIC will improve its school identity and leadership abilities across the entire campus.

Strategic objectives for *strong school identity and leadership* include:

2a. CIC will promote enrollment and alternative revenue streams through precise branding and marketing of the organizational identity and school culture.

2b. CIC will assure that the leadership structure is transparent, understood by all, and operates effectively through job clarification, as well as the roles within the school board.

2c. CIC will assure high standards across the entire campus through a comprehensive system of professional development, an internal system to develop employees, and a clear understanding of the school mission and vision.

2d. CIC will develop a stronger community through careful engagement with the parent and alumni community.

3. campus culture.

The daily experience each stakeholder has while on campus is of particular importance. CIC is aware that the people, the classrooms and campus structures, school protocol, and school culture affect the experience for each stakeholder. CIC will implement strategies to visibly improve campus culture.

Strategic objectives for the general campus experience include:

3a. CIC will assure clean, bright and useful instructional spaces across campus through a systematic space improvement plan that will include painting and space utilization.

3b. CIC will commit to campus-wide innovations to improve the overall student experience that will include online learning, design and robotics instruction, and

3c. CIC will provide excellence in services to support students that include busing, food services, sports and activities, and maintenance.

4. fiscal growth and security.

The current national political and economic crisis has impacted CIC significantly for many years and financial growth is required to assure CIC's long-term organizational health. While CIC envisions years of growth under the current national situation, the focus is now on changes in strategies that will accelerate growth and assure fiscal security. From enrollment and alternative revenue streams to more effective investing and spending, CIC will assure its financial future.

Strategic objectives for financial growth and fiscal security include:

4a. CIC will increase the enrollment of select grade levels through a scholarship program, strategic discounts, and investment in marketing.

4b. CIC will improve alternative revenue streams through the initiation of a capital campaign, fund raising, donations, and on-campus rentals.

4c. CIC will assess its spending protocols through select audits and cost-benefit analyses to assure spending is useful to the future of the school.

mission

To provide excellence in a PN-12 English-speaking environment, and fully prepare each student to prosper in a borderless and innovation-based world.

vision

To become Venezuela's most aspirational PN-12 learning environment.