

Strategic Plan

2019-2024



French Immersion
School of Washington



The Strategic Plan for the French Immersion School of Washington is based on an analysis of information gathered during the 2017-18 and 2018-19 academic years. Led by the Board of Trustees, Strategic Planning Committee, and the Head of School, the effort included focus groups with parents, faculty, staff, end of the year teacher and parent surveys. The plan was launched in September 2019 and sets the direction for the school for the next five years. The plan emphasizes stability and improvement in our programs, practices and facilities.

As part of this evaluation, the Board has spent time reviewing our mission and has decided that the school mission and philosophy continue to reflect our strategic goals.

Mission and Philosophy

Our mission is to provide an excellent bilingual education in a welcoming environment that encourages critical thinking and curiosity.

We believe that by helping our children develop their intellect and character in a bilingual, bi-cultural environment, they learn respect and appreciation for cultural differences, thus better preparing them for their future in a multicultural workforce and global environment.

The French Immersion School's curriculum is taught by outstanding, certified faculty in a traditional and structured environment. Students are immersed in the French language most of the time and receive a rigorous, complete, challenging education conforming to the French national curriculum in French, math, science, history, geography, art, music and physical education. The American part of the program focuses on language arts, social studies, and math. It gives all students the means to excel at meeting the requirements of the local educational system.

Research has shown that an international education allowing children to learn about other countries and cultures is of utmost importance for the world's future.

French is an international language, spoken around the world. Immersion gives children the opportunity to learn another language in a natural and effective way. It also gives them increased skills in English and logical thinking.



Core Values

Academic Excellence: Our child-centered education promotes intellectual and personal growth through a bilingual education that is challenging, comprehensive, and humanistic.

Curiosity: Our students learn by observing, asking powerful questions, and drawing conclusions. Our education is process-driven, instead of results-driven, so that children develop a joy of learning and enjoy exploring, discovering, making mistakes, and learning from these mistakes.

Respect: Our safe environment allows students to take on responsibilities and learn to make good and respectful choices. Through a complete education that goes beyond academics, students become independent, take risks, grow, and learn.

Collaboration/Community: Our school is rooted in community. Our families, teachers and staff share a mutual commitment to a child-centered education and the positive impact of this approach, which creates an environment where relationships and learning flourish.

All our community members are intrinsically motivated to grow, to gain new knowledge, and to question ideas and methods. Our students listen to, understand, and respect different perspectives. They learn from each other and work effectively in teams with peers and adults.

Communication: Our students have diverse and global perspectives. They effectively communicate their thoughts in French and English. They master the norms of communication specific to these two languages and cultures.



Three Strategic Focus Areas

As part of our strategic planning process the Board of Trustees and the Strategic Planning Committee have identified three critical areas of focus for the next 5 years.

1 Education

Strengthen our program

Our rigorous bilingual curriculum must adapt to the demands of students of the 21st century by becoming more inquiry-based and by empowering students to be independent and think for themselves.

2 Facility

Enhance our facility to make it welcoming and state-of-the art

With increases in admissions and retention, we anticipate outgrowing our current site. We must find ways to better accommodate the current and future needs of our students.

3 Sustainability

Advance our school and strengthen our finances

As our school celebrates its 20th anniversary, it must position itself as a leader in bilingual education.

1

Education

Strengthen our program

We remain deeply committed to FISW success in delivering a challenging bilingual education that allows students to think critically, to develop their curiosity, creativity, and independence. We also want to adapt to the changing needs of our students.

Strategies:

Optimize our Learning and Teaching Resources:

- Optimize our classrooms (rethink and redesign our classrooms)
- Attract, recruit, develop, and retain excellent faculty who support our mission (raising teacher salaries)
- Develop a mentoring program for new teachers
- Develop a strong professional development plan for our faculty that will focus on inquiry-based methods, character education, differentiated teaching
- Review student support (ESL, FSL, ...)
- Continue the integration of purposeful technology in the classroom (use technology when technology allows better teaching and learning)
- Create opportunities for faculty members to model and share practices



Enhance Program Excellence

- Create a technology and cyber citizenship curriculum
- Reinforce foundational content areas in both languages
- Restructure and detail our English curriculum to drive consistency
- Review, amend, simplify, and update program alignment
- Focus on the acquisition of a broad general culture
- Strengthen our character education program

Strengthen the Delivery of our Program

- Review our assessment system
- Develop experiential and project base learning
- Differentiate learning
- Emphasize collaboration, creativity, communication, and diversity



2

Facility

Enhance our facility to make it welcoming and state-of-the art

With increases in admissions and retention, we anticipate outgrowing our current site. We must find ways to better accommodate the current and future needs of our students.

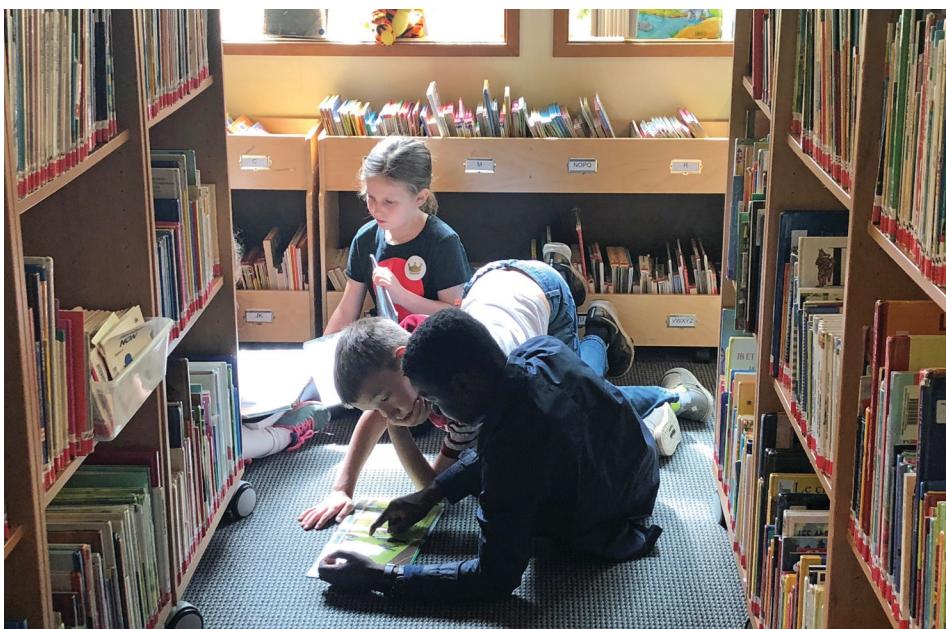
Strategies:

Location and cost

- Investigate space expansion and economization options
- Investigate bus transportation to and from the campus(es)
- Study the feasibility to acquire a satellite campus – while maintaining our core values and community

Campus

- Find ways to better accommodate the current and future needs of students
- Enhance our existing facilities (security of our campus, interior ambience, state of the art classrooms, multiple uses of parking area)
- Address the physical requirement of a PS -5th program including expanded extracurricular offering such as sports, art, and music
- Become a green campus (investigate sustainability initiatives)



3

Sustainability

Advance our school and strengthen our finances

As our school celebrates its 20th anniversary, it must position itself as a leader in bilingual education.



Strategies:

Define growth for our school

- Examine the proper enrollment model to be most beneficial for our students and fiscally sound
- Study the feasibility of opening a middle school

Strengthen our finances

- Strengthen our financial core
- Solidify our culture of philanthropy by cultivating and expanding our donor base
- Develop a comprehensive, long term fundraising strategy; encompassing areas such as reserve funds, capital campaigns, and endowments
- Explore additional sources of revenues (online learning, using campus / buildings, sponsorships)

Advance our School

- Promote our school through tailored marketing
- Streamline our communication with targeted and relevant information for all constituencies
- Attract a more diverse student body
- Strengthen our connection with the French community (French companies that have a Puget Sound presence)
- Cultivate and build alumni relations



Strategic Planning Participants

Strategic Planning Committee

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Board of Trustees

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Planning Participants:

Parent, faculty, staff focus groups (2017-2018)

Other Support

Tim Haser - facilitator