



# FIS HONG KONG STRATEGY



## THE FUTURE OF OUR STUDENTS, THE FUTURE OF OUR SCHOOL

**Empower every student to reach their ambitions and fullest academic potential**

**Provide coherent and consistent language pathways to multilingualism**

**Meet the specific needs of our French and English language learners**

**Further strengthen an aligned approach to social-emotional learning and well-being**

**Be culturally French and globally-minded**

Recruit and retain world-class faculty

Reinforce a coherent professional growth and performance evaluation system

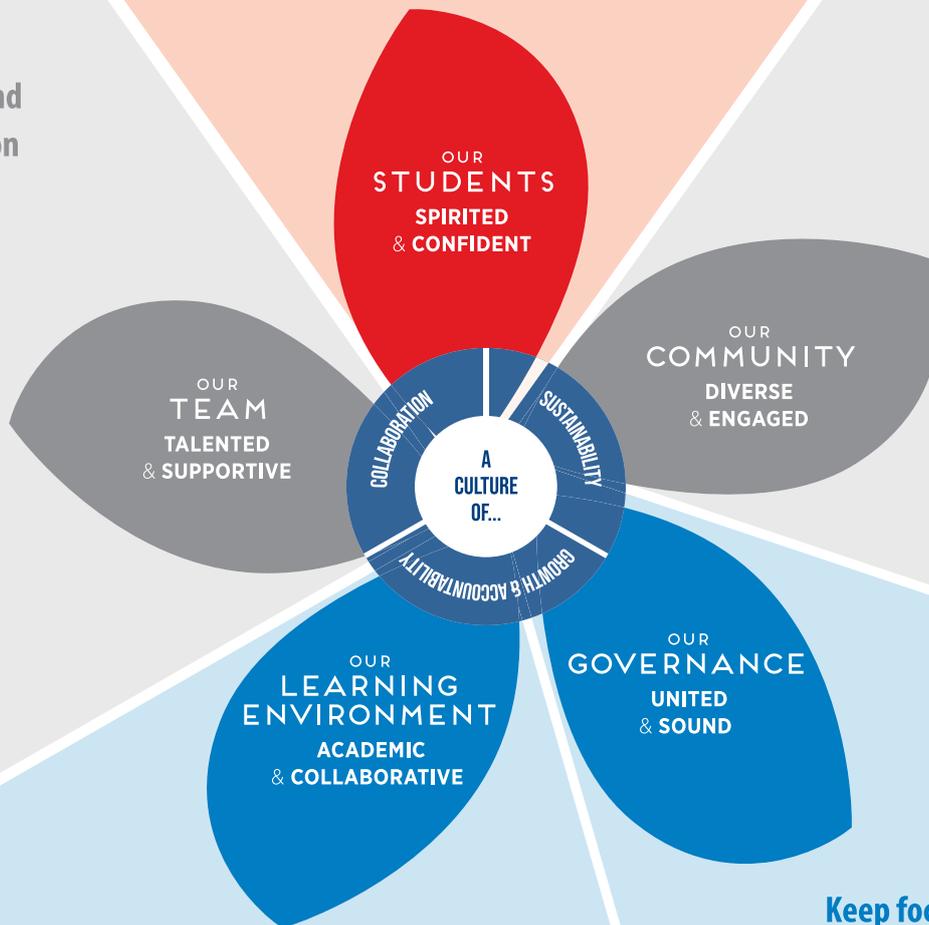
Provide professional development for life-long learning

Ensure fair and equitable compensation and benefits

Engage and structure the entire FIS community: #ProudToBeFIS

Lead and deploy in Sustainable Development Goals

Be the top-of-mind international school in Hong Kong



**Ensure child protection and safety**

**Reinforce an interdisciplinary approach to innovation and technology integration**

**Enhance cross-stream, cross-division, cross-campus collaboration and identity: One FIS**

**Continue to develop physical and digital infrastructures**

**Keep focus on strategic governance**

**Maintain a holistic and strategy-focused performance management system**

**Manage the long-term financial health and sustainability of the school**



**French International School (FIS) should...**

*“All students deserve to achieve their full potential”.*

1. Inspire and empower every student to reach their ambitions and fullest academic potential by providing comprehensive support that addresses their unique capabilities and needs. This should be based on a System of Support for All Learners (SSAL) that allows for a truly differentiated learning experience, a greater consideration for choice (in pathways, courses, assessment, etc.), and the ability to fulfil one’s entire potential.

*“All students are multilingual”.*

2. Support French-English bilingualism and allow choice in building students’ multilingualism, including in Mandarin Chinese, by providing a coherent and consistent language programme in both streams.

*“All students are language learners”.*

3. Adapt to the school’s changing demographics by strengthening support to English as a Second Language (ESL) and French as a Second Language (FSL) learners.

*“All students deserve to be happy and well”.*

4. Further strengthen an aligned early childhood to secondary school approach to Social Emotional Learning (SEL) and Well-Being. This will contribute to greater student agency and self-efficacy.

*“All students increase their understanding of France in/and the world”.*

5. Continuously support a greater understanding of French culture and language in the context of a multicultural, globally minded school.



**French International School (FIS) should...**

*"Everyone on the team is nurtured, valued, and celebrated for their successes"*

1. Recruit and retain top-quality faculty and staff in support of our students' learning.

*"Everyone on the team is held accountable, evaluated, and provided opportunities to grow"*

2. Ensure support and accountability through a strong and coherent Professional Growth and Performance Evaluation (PGPE) system.

*"Everyone on the team is a lifelong learner within our Professional Learning Community"*

3. Support its faculty and staff in their quest for life-long learning by providing meaningful and effective professional development.

*"Everyone on the team is fairly and adequately compensated"*

4. Provide an equitable, fair, and attractive compensation and benefits framework.





### French International School (FIS) should...

1. Ensure a safe and healthy learning environment by strengthening the school's Child Protection framework and practices.

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2. Attend to school's identity by further strengthening cross-stream, cross-division, and cross-campus collaboration and opportunities: One FIS.

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3. Address current and predicted trends in innovation by reinforcing an interdisciplinary approach to the integration of technology within the curricular framework provided by its programmes.

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4. Continue to develop and strengthen the school's physical (facilities) and digital (IT) infrastructure.

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**French International School (FIS) should...**

1. Engage and structure the entire community in an ongoing partnership centred on students: #ProudToBeFIS

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2. Lead, model, and focus our community efforts in helping achieve Sustainable Development Goals (SDG). *This goal ultimately belongs to all petals of our vision (students, team, learning environment, community, governance) and is one of the cultural levers of this strategy.*

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3. Be the top-of-mind international school in Hong Kong through efforts to further improve communications, branding and marketing, admissions outreach, alumni relations, and fundraising capacity.

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### French International School (FIS) should...

1. Keep its ongoing focus on strategic governance, with an emphasis on nurturing of Board candidates committed to strategic governance, orientation and ongoing education relative to best practice of all directors, and fostering of an effective, collaborative relationship between directors and school leaders.
2. Maintain and refine a strategic performance management system that helps set targets, track progress, communicate, and celebrate achievement.
3. Manage the long-term financial health and sustainability of the school, while building capacity for its future as a not-for-profit organisation.



This ambitious strategy will succeed if supported by the following capacity-building structures (culture levers):

- ✿ A culture of collaboration
- ✿ A culture of growth and accountability
- ✿ A culture of sustainability (SDG goals)