



AISR Visioning Event

23-25 September 2014



Cleveland Consulting Group, Inc.

Table of Contents

- Introduction 3
 - The Process 3
 - Working Together 3
 - Our Facilitators..... 5
 - Thoughts from Participants 6
- APPENDIX A: Days One and Two..... 7
 - Data from Day One 7
 - Data from Day Two 18
- APPENDIX B: Day Three 31
 - Table Notes from Day Three 31
 - Data from Day Three..... 37

Introduction

On 23-25 September, we undertook an activity to develop a vision for AISR, as well as action steps to realize our vision and guiding principles that will inform our thought and action as a community.

The Process

On each of the first two days, groups of about 70 persons, representing a diverse mix from our community—students from grades 5-12 (including learning support and EAL students), faculty, staff, parents and board members—were lead through an interactive process to explore our collective values and aspirations, how we might make our school an even better place to learn and teach, how we might express the essence of AISR and how we will put our values into action.

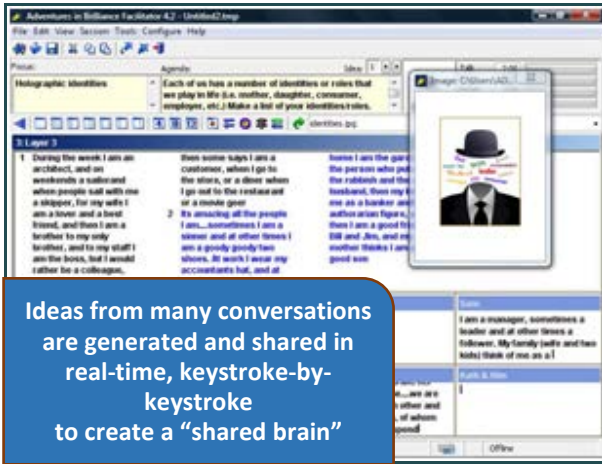
The knowledge we created in the first two sessions was correlated by our facilitators and presented on the third day to a plenary group consisting of participants from the first two days. This group then collaborated to craft working vision and mission statements for the school, and language for our guiding principles.

The beauty of this process is that the new knowledge produced is made—and owned— by the whole community, rather than by a few individuals. Everyone is represented and acknowledged and has an equal part to play in the outcome. The process itself has helped to build capacity in our community for cross-boundary/group collaboration, helping us to hear and understand each other and to work together to achieve our goals.

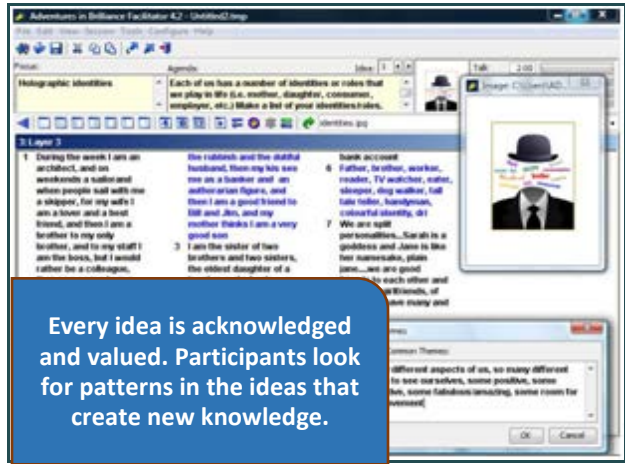
Working Together

We used a collaborative meeting system, called Zing, to assist in facilitating the program. This conversation-based methodology allows people to quickly and easily make the shift from gathering as a group to working as a high-performing team. The tool provides a common “thinking space” for multiple minds (see illustration below), each bringing a different perspective to an issue. All participants are able to simultaneously view and contribute ideas (via wireless keyboards) to synergistically co-create new knowledge. Output from sessions is instantly available in electronic form. (For more info visit: <http://www.maverickandboutique.com/about-zing/>)

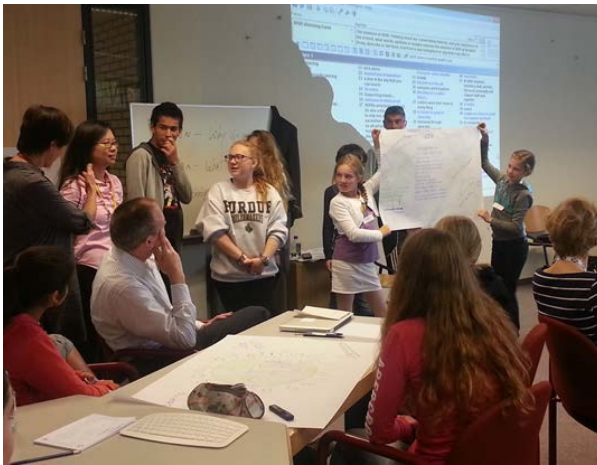
The Zing process is used in over 30 countries in multiple sectors, including k-12 and higher education, business, economic and community development, defense and industry to facilitate activities such as innovation, process improvement, product and service development, strategic planning, academic and industrial research and collaborative learning.



Zing User Interface: Individual contributions



Zing User Interface : Sense-making mode



Students share their ideas on Day Two



Day Three in the gymnasium



Mr. Dilk and the facilitators share ideas



All contributions are recognized and heard

Our Facilitators



Herb Stevenson

Herb is the founder of Cleveland Consulting Group, a business consulting group that applies innovative methods to help organizations and executives discover new ways of “being” that lead to profound change. He has supported clients from small firms to the extremely large, such as Fannie Mae, Hewlett Packard, NASA, and the National Cooperative Bank. He has designed and successfully led large systems change and has supported executives in massive reorganization planning and implementation processes.

Herb received a BA in Economics and Communication at **Wright State University** in Dayton, Ohio, and a MA in Organizational Psychology with a diversity specialization from **Cleveland State University**. He has studied in Executive Education programs at Harvard and Dartmouth.

Herb is a faculty member at the Gestalt Institute of Cleveland and a certified coach, and has developed powerful programs for personal and professional development that draw on and incorporate the wisdom of his Native American heritage



Abby Straus

Abby is a pioneer in the field of strategy and leadership for complex environments, partnering with individuals, communities and organization systems as a facilitator, workshop leader and coach, helping people develop plans of action and methods of interaction to collectively create a more successful future.

Organizations that have benefited through collaboration with Abby include the United Way, Pace University, the Cleveland Clinic, Eli Lilly, Dun and Bradstreet, the International Centre for Complex Project Management, UBS, New Jersey State Library, The State of Vermont and the National Education Association.

Abby has co-developed a cadre of practical, systems-based tools and methods that support her clients in proactively leveraging possibility and creating their preferred futures in the midst of complexity, ambiguity and rapid change. Her work provides both context and processes for innovation and collaboration across the boundaries of professional disciplines, world views, cultures and organizational structures.

She holds a BA in cultural anthropology and a master's degree in divinity, and is the proud mother of a twenty-two-year-old son, an avid yoga practitioner, hiker and gardener. She lives in the Pioneer Valley in Massachusetts.

Thoughts from Participants

At the end of the first two days, we asked for thoughts and feelings about the day from each participant. These are included in Appendix A. At the end of Day Three, we asked for comments from anyone in the group who would like to contribute their thoughts about the entire event. Here is what we received:

"I think it's good we all got to share our opinions of the school and how we can improve."

"We've grown together as a school. Not often do we get to sit down together to work on a common task and have everybody heard."

"It was very interesting to go through the process and see what everyone's perspective is. Provide everyone the opportunity to think about what the school is and should give more meaning every day when people walk through the gate."

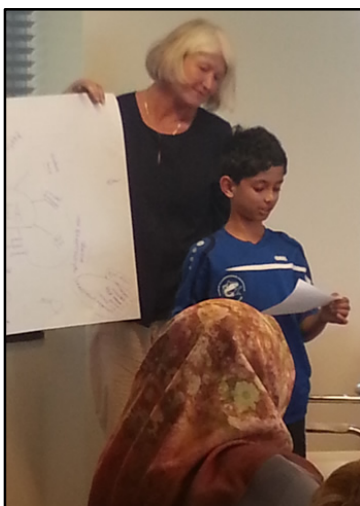
"AISR is a unique place to work and it was nice to meet students I didn't know. We're a small school and have the chance to interact with others."



"The teachers and parents should commend the students on their hard work."

"Unique process that allowed all of us together to come up with something meaningful. I really enjoyed meeting the students and to see how creative you all are."

"I am very excited to go this school and meet a lot of friendly students and friends. And let's let the school be better to complete our dreams."



"I think it's great to see that even though there are some differences of what the school can improve upon, there are a lot of ideas that everyone agrees on."

"I wanted to complement the school on the organization of getting this done and working with this method. We needed to stretch ourselves to come up with the results we came up with today. I'm thrilled and touched to see how committed everybody is."

"It's a big opportunity to be at this school because it's a safe one. I really enjoy this school when many other children don't have the opportunity. It's perfect."

APPENDIX A: Days One and Two

Data from Day One

AISR Visioning Event
Data from Day Two



1. What we do well: Describe a time when you felt happy and/or proud to be part of the AISR community. What was happening? Whom were you with? What were you and they doing?

- 1:1 attention
- 24-production
- After school sports
- And of course singing on the school bus!
- Because the school is so small I feel like I matter more
- Because we are small, we have no choice but to be friends. (this is a positive thing...)
- Being part of an AISR sports team
- Break
- CAS
- CAS reflections :d
- Casual conversations over everything during lunchtime
- Class choices - electives
- Clean and cheerful environment
- Close to home
- Collaboration
- Communication
- Cozy school
- Different perspective of ideas from the different cultures
- Drama productions!
- During trip week, my class as a whole got close to each other
- Encouraged to try new things
- Everyone is included in sports
- Everybody gets to take part in everything, i.e. Sports, music, drama, clubs, etc.
- Everyone is involved
- Everyone is polite. Teachers are extremely helpful and make students feel comfortable.
- Facilities (sports, learning)
- Feeling like a family (as a class)
- Finding somebody to relate to
- Friendships
- Fun
- Gained tolerance with diversity
- Get involved!
- Getting involved in school while learning
- Going green
- Good balance
- Good conversation [mostly funny] with students and staff, especially Betty!
- Good conversation with other students
- Graduations
- Great comfort
- Great education
- Great fun!!!
- Great support to all (students, arrivals and teachers!)
- Hanging out with my friends
- Holidays - vacations
- Holidays!
- I like how the small school gives a more family feel
- I like the breaks because it gives time to relax if you do end up getting a little stressed over work
- I like the end of sport season awards ceremony
- I really like how students get to discover their abilities
- IB x_x
- Idea of everyone speaking is having a word
- Idea of IMYC
- In high school, we have classes with like 5 people or less and you learn more

- Individual attention from teachers
- Individualized attention.
- Is really fun and interesting
- Learning English is an continues process especially for EAL students
- Learning new cultures
- Level playing field (not too much formality).
- Living close to the school
- Lots of school spirit, evidenced especially at school events and celebrations.
- Lunch (cafeteria)
- Making friends with my classmates
- More English support for students that don't speak proper English
- More personal attention
- New arrivals to school
- New people coming into classes
- No bullying
- Not
- Not overwhelming
- Not taking myself too seriously
- Open communication.
- Personal contact with the teachers
- Playing football with my friends
- Really good relationship b/t students and teachers. It not us against them.
- Safe
- School events
- School events
- School spirit!
- School trips
- Small and easy community
- Small classes
- Small school community =inclusive, accepting, family
- Small school, so easy to remember names of other people, students, teachers etc.
- Small school, with big opportunities
- Social gatherings
- Soup kitchen
- Sport
- Student council
- Supported while speaking a new language, cooperation, students are really welcoming, knows each individual, good community spirit
- Teachers are always there to help
- Teachers are given freedom to teach how and what they want (generally).
- Teachers are nicer and threat us with our values
- Teachers provide a good learning environment and gives students the attention they need
- The bus service is dope.
- The parties
- The school accommodates all levels of learning
- The school is very flexible with what students want
- The size of the school allows everyone to know each other's names, like a family :3
- There is a good mix of students from lots of countries, with different mother tongues.
- There is lots of interaction between grades, which is not common at other schools.
- This school has a very welcoming atmosphere
- Those first Dutch steps with new staff members make me happy.
- Trip week
- Trip week (to the Ardennes)
- Vacations!
- We all love cleaning the lunch tables

- We are a small community, so were like a family. We know each other, and look out for each other.
- We cater to all. Accommodating/flexible.
- We don't just talk the talk, but we all the walk.
- We give everyone a chance
- Welcoming environment, good at having fun, student involvement and support, no bullying, school is like a family, fun classes, learning is spread thru day and year, you can be yourself, teachers go extra mile to help you understand, supportive, many opportunities and possibilities
- When I finished the drama production
- When I got my laptop
- When I play for the school sports teams
- When I won a trophy for basketball
- When I got my laptop
- With my friends
- Working in teams, welcoming students from all over the world, good spirit, supporting each other, respect, care about people ideas
- Yearbook
- You can always talk about your feelings with the school
- You know almost everyone in the school

Themes: family idea, fun, personal attention, welcoming, respect, inclusive, safe, sports, individual attention, learn, small, friendly, community service, supporting each other, knows each other, opportunities, flexible, culture/diverse/difference, tolerance, supportive, lunch!!!, singing on the bus, level playing field between staff and students, music, fun, personal contact with teachers, science, good spirit, laptops!, CAS

2. Making a difference at AISR: What could we do better at AISR that, if we did, would make our school and its community a better place to be and learn? Respond like this: [What we could do] + [What would be different]. Think about what we might invent, reinvent or even abandon.

- 9th and 10th, should learn more about the IB before 11th grade
- A bigger and more high tech school
- A cafeteria terrace outside, tables with umbrellas, make the place more inviting to visitors
- A more flexible schedule (more breaks)
- AISR and JSR more activities together
- Basic high school lounge facilities
- Be able to pay games o or computers during school hours
- Better use of the school agendas
- Bigger music facilities
- Breaks
- Bring back morning breaks!
- Can be too accommodating (eg. Sports)
- Coming to school on your bike
- Dance classes
- Do we need American in the school name?
- Every day we should have early dismissal and start later

- Extend morning brake
- Extra curricular activities
- Faster internet
- Fewer history essays
- Full seasons of sports
- Fully adopt the smart board in classes.
It would be easier to clear the board, increase student involvement while learning through uses of technology
- Future positioning
- Give the juniors and seniors their trip week back
- Have more school picnics, it will allow parents to involve as well as teachers and students
- Having longer breaks because then we would be in a more happy mood
- Healthier lunches, more food diversity (cheaper)
- Healthy food in the cafeteria
- Higher quality coffee machine
- Improve the high school student lounge
- Increase art activities
- Increase the number of events for high school
- Kids not having to clean the lunch tables.
- Less blocked websites on school Wi-Fi (some aren't necessarily inappropriate)
- Less homework
- Less homework!!
- Less overprotectiveness to students
- Less pasta
- Listening more to the needs of all staff and students, and then acting. More doing, less talking about doing.
- Longer morning breaks
- Make better use of the Powerschool
- Make improvements in events for the school
- Make math more difficult, higher expectations (so people will be smarter)
- Making a second trip week
- Making the school larger
- More activities
- More activity's/parties
- More attention for school programs
- More bike racks!
- More breaks
- More breaks
- More breaks in the morning for high school
- More CAS opportunities
- More educational activities
- More facilities
- More flexible homework
- More focus on the arts
- More fun classes
- More half days
- More half days
- More healthy foods
- More individual study spaces
- More interaction outside school community
- More language choices
- More middle school activities
- More music class
- More nature in the play ground
- More parent involvement
- More parents should get involved
- More playing areas
- More school events
- More social activities after school or outside the school
- More space
- More sport
- More sports for middle school
- More sushi days.
- More time to implement programs properly

- More variety in the cafeteria.
- More vending machine food options
- Nap time
- Need more activities to know other grades better
- New color for the school buses
- New lounge furniture
- No need for advisory (positive way)
- Offering German as language
- Offering more subjects
- Offering Portuguese as a language
- Outside tables
- PE uniforms cheap (20 euros! You got to be kidding, right?)
- PTSA: more parent/teacher involvement. Regular meetings. Events
- Put animals in the classes
- Quiet working space would allow for better in-school study. (the library is oft riddled with meetings and yelling little kids)
- Reorganizing students lounge
- Research supports that starting school later actually improves the functioning of teenage brains
- Roof garden with a place to hang out
- School should give more money to student council
- School uniforms cheaper
- Sharing of school facilities, e.g. Musical instruments
- Shorter blocks
- Sport once a week
- Start school later at 9
- Start school later for the high school
- Start school later like at 9 am
- The people on my bus are annoying. (not dope)
- Using less of the computer and using books
- We can still be more accepting of others cultures and backgrounds
- Wi-Fi on the bus
- Wi-Fi on the school bus
- Year-long sports

Themes: More breaks, less homework, student lounge, outside table, lunch program: healthier and more variety, meeting: PTSA and more activities, more paces to hang out, more 1/2 days, later school start, bring down price of track suit, more sports, more languages, better internet, more arts, unblocking some websites, identity and positioning of the school in the Rotterdam community, lockers easier to open,



3. The essence of AISR: Thinking about our conversation thus far, and your experience of the school, what words, symbols or images express the essence of AISR at its best? Draw, describe or list them. Feel free to use metaphor or any device you like to express the essence of the school and community.

See notes below and drawings made by participants.

Contributions made by keyboard:

- AISR is growing to a better future.
- As AISR students, we grow all together and eventually reach the stars.
- Education is the goal of AISR.
- The school is like an iPhone: some people think it is good some people think it is bad.



Themes/additional thoughts contributed by the group after drawings were presented:

Multicultural; we're all privileged global citizens; we are educating whole people, incl. extra curricular sports; arts, etc...We're united; education as a journey rather than a destination; geographically as well as the process; lots of globes; together; different yet all the same; we are all equal; going to the future.

Small but feisty; all given a chance; happy, lucky, opportunities; family; diversity: We talk about a lot about diversity of what we come with and we all come with diversity of ability and needs; We want to offer as many opportunities as possible to meet the diversity of needs to help students go where they want to go; inclusive in all ways.

4. Thinking about the essence of AISR, how will we put those ideas/qualities/values into action, e.g. Caring: We express caring for each other by being respectful, listening well and understanding each other's needs?

- Acceptance: We accept each other for what we are. (We don't really have a choice... :))
- Activities: fun, healthy, learn how to do things, introduced to different technics,.
- AISR: community, school, making new friends, learning, caring, beginning of my life about success, achievement.
- Being part of AISR is unique:)

- Caring: If someone has a question or a problem, we try to help them the best way we can. This includes opening lockers.
- Community: Students and teachers participate in after school activities and extra-curricular activities. Social events and advisory to continue the foster cohesiveness and the sense of belonging
- Community; CAS, participation, support each other, meeting new people, acceptance, reaching out to others, helping students with learning disabilities, develop connections, interaction between all grades and levels, interaction between students and teachers, a sense of oneness
- Cooperation: positive feedback, mostly work in teams generate ideas together, work supportively with each other
- Equal, language program: even if someone has language problem you still get help for example EAL class
- Family caring: we help each other, family is not only relatives, families stand up for each other, support, loving and caring.
- Family, Not a big distance between the teacher and students
- Family, we treat each other with respect, accept our differences, support each other and agree to disagree
- Family: Everyone participates, we go through the same experiences together, knowing about each other, forgive one another
- Family: We spend time together; we communicate with each other; we take care of each other.
- Family; unconditional acceptance, helping one another, friendly, sharing is caring, relationships, spending time with each other and friends, being supportive
- Foundation: setting the path for the future
- Freedom: we come from different cultures, but nobody expects you to change; trust to do the right thing, we are allowed to believe and think what we want, allowed to be ourselves
- Friendly: including everyone, being nice, anti-bullying, social activities, caring, polite, valued relationships beyond the classroom.
- Futuristic: Students and teachers use electronics to keep in touch and also learn subjects in class using technology
- Happy: Friendships, positive attitude, rapport between students and staff, friendships.
- Happy: Variety, opportunities, friendships, handling stress, no bullying,
- Inclusive: Welcoming to all. Equal opportunities to all. Non-discriminating
- Inclusive: everyone has a chance to be a part of the sport team
- Inclusive: we insure all members of our community are involved, feel welcomed, respected and valued
- Journey: inter and intra-personal development, preparation and support during the journey and for life after AISR
- Multicultural: Bringing together over thirty nationalities as one. All equal.
- Multicultural: it feels like being in all the country at once, different perspective, learning new languages, being an open minded.

- Personal growth come into our own while maintain close relationships. Enhancing self-confidence.
- Respect: people don't criticize me for my beliefs, everyone is generally nice and supportive of each other, people respect each other's belongings (it's okay to leave your laptop in the hallway)
- Respect: understanding different viewpoints, using positive criticism, not judging people, non-racist attitude, respect people and cultures, balanced views
- Respectful: We treat others the way that we would like to be treated. We are respectful of each other's culture. We try not to judge each other unfairly.
- Risk-taking: We take risks by raising controversial subjects and discussing them, and by participating in new or frightening activities like CAS and Drama.
- Skillset: The school develops students who are practical, can apply skills in class to real-world situations
- Support: not only do teachers help students, but students help each other.
- Supported: if someone wants a class that the school doesn't already offer the school will do all they can to provide that class for you, teachers are always there to help, if I am ever having a problem I know there is someone who will be willing to help me
- Supportive: Going the extra mile, being supportive in and out of the classroom, willingness to help, giving the students their own voice, listening, caring
- Supportive: We support each other in our times of need. The school gives us the opportunity to grow at our own pace.
- The Arts: more choir/band performances, artist of the month, talent shows
- Tolerance: wanting to understand other peoples backgrounds and accepting them, listening to the views and opinions of others even if you don't agree, just because you don't agree with someone doesn't mean it's okay to belittle their ideas
- Tolerant: patience, anti-bullying, respectful towards each other, willingness to embrace differences.
- Unique: International, Maintaining our values, teaching method, small school, Individual improvement,
- Unique: when someone is crazy, instead of being frustrated or annoyed we join in with them. BE YOURSELF
- United: International Day, helping each other, interaction between the HS and MS, school sweatshirts, more ALL SCHOOL activities (Fun Run, Back to School Picnic, International Potluck Dinner)
- Welcoming: Embracing cultural diversity, approachable, willing to cater to all abilities, friendly,

5. What have we learned today about our school and ourselves? What do we find exciting/inspiring? How have we grown?

1. We're close and we care. AISR is a very special school and we're proud to be part of it. Very inclusive. Makes me realize how privileged we are to be in such a multicultural society. Really fun. Learning together.
2. Today embodied all the things we've talked about.
3. It was exciting to see that we have similar ideas about the journey we're on.
4. We got to share and compare our ideas from different perspectives. Learned how people think differently about the school.
5. I like how people from different ages have the same ideas.
6. It was interesting.
7. Using Zing was exciting.
8. It was special.
9. You learned something that you might use for your whole life...look back and say that we all have many different ideas...all right in different ways.
10. People from different grades can work together.
11. We're a school where it's easy to feel at home.
12. We're very privileged...lots of fighting everywhere and we have this environment.
13. We can all get along. There are a lot of good parts of the school. Everyone sees it the way I do...common experience.
14. Being privileged...does it set you up for the world outside?...sheltered environment.
15. Being diverse is the norm here.
16. I found it really cool that everyone agreed about what the school does well and what it doesn't.
17. Learned a lot about each other today.
18. We all think alike.
19. We involved everyone and had fun.
20. Got to know people.
21. I'm getting to know that you don't have to be scared to be involved.
22. What we can improve. Every person has a different perspective, and they all relate.
23. Doesn't matter where you come from... We want to the same thing.
24. No one believes that bullying exists...makes it a fact.
25. Cool how everyone has their own opinion about the school.
26. I like that everyone has their own opinion.
27. As a family we can achieve goals together.
28. Liked working with new people and that we consolidated who we are by talking about it.
29. We should feel privileged that we can know each other in a small school.
30. A=Acceptance, I=International, S=Secure, R=Respectful
31. The session highlights the positive and that people are able to express themselves in a safe and accepting environment
32. Everyone was involved and have our thoughts positive and negative
33. Discussing other's ideas and combining them
34. I didn't recognize how lucky we are
35. See the ideas of the people

36. I liked that everyone was involved and agreed with most things
37. Not every day do we have a chance to be heard about how we feel about the school
38. As a parent, I think it's fantastic that the school allows us to be so involved
39. As a teacher, it's interesting to see what we can improve...we can always make it better
40. Giving everyone the opportunity to express their opinion and not being pointed at, how we learned about other people and what they feel about the school
41. Brought us closer together
42. What we have done and how we have done it is the best evidence of who we are many voices
43. One vision: we all make a difference together
44. I like how we all got to know the AISR family better
45. The good thing about the session is that students were able to express themselves
46. The school cares about all needs
47. The student/parent connection can be improved...PTA can be more involved with student council
48. We say what we do and we do what we say...moving toward the future and supporting our students
49. The entire school is working toward a common goal, excited by listening to what students think
50. Students very articulately and confidently expressed their ideas
51. We learned what other people think about the school
52. Everyone learned that we are a family and respect each other's opinions
53. All a bunch of tight-knit misfits woven together in a respectful community
54. No doubt that the school is special
55. We rare unique and welcoming/open minded
56. Learned how the school works, we respect each other's opinions and option
57. The students are so confident in presenting in front of a big group
58. Herb had a lot of fun...loves creating opportunities for people to express themselves...everyone showed up and found a way to express themselves...come together here and go back out into the world being accepting and cross cultural...each person will make a difference
59. Mr. Dilk: So many times we focus on the lack of time...important to take time to do processes like these...do it right and make sure everyone's included
60. Abby: So happy to facilitate this process for a school and particularly to assist young people in having their voices heard

AISR Visioning Event Data from Day Two



1. What we do well: Describe a time when you felt happy and/or proud to be part of the AISR community. What was happening? Whom were you with? What were you and they doing?

- Accepted
- Access to technology for all
- AISR is embraces different cultures and cherishes all different backgrounds and languages
- All students have a voice
- All the people are friendly
- All the teachers are really helpful
- And pizza
- Appreciation from parents
- Arnheim was a great school trip...
- Art is good, pe is good, after school sports are good!
- Celebrate holidays (mainly America), we have the fastest typers!
- Churos
- Class size is good sometimes
- Comfortable and helpful to new students
- Community feeling

- Connecting with people (students, parents, teachers)
- Cooking in advisory
- Courses- playful way to teach
- Diverse population but people get along very well
- Each child is treated as an individual
- Education is better here than in home country
- Everybody is nice
- Everyone can do sports
- Everyone gets to be themselves and there no judging
- Everyone has their own identity and people accept that
- Everyone is accepting
- Everyone is equal
- Everyone is open minded
- Everyone is supportive
- Everyone knows everyone
- Everyone works together
- Feel at home
- Feeling part of a team...
- Freedom expression - aka style
- Generous and kind colleagues who i assume kind to students too
- God community between parents, teachers, students, etc.
- Good cafeteria, pizza and cheese sauce
- Good communication between parents, children and teachers
- Good English support...
- Good it support staff
- Good use of technology
- Got my laptop
- Great colleagues, while doing EAL
- Great for learning English
- Great learning support program
- Great options for field trips
- Helps the children be multi-cultural and open minded
- I enjoy the learning support and language departments
- I like food
- I like football
- I like my class mates and teachers
- I like playing with my friends
- I like school rips
- I like science
- I like technology in this school
- I like the pasta in the cafeteria
- I like the subjects
- I love Syd
- I really like this school it is very, very fun. It feels great I really learn something in this school that we all work as a team and we want quality not quantity
- It is a lot of fun here because you feel really open
- Joining middle school
- Kind teachers
- Laptops
- Large variety of nationalities.
- Last year in soccer when we won
- Like a family
- Like the break times
- Miss Dr Markham turtle is amazing
- Mr. Dilk is nice
- Nice community. Great teachers and very easy to talk with them. It is nice that all students know each other
- Not too competitive -everyone goes at their own speed
- Not very judgmental
- Open and upfront attitude with no hidden agenda
- Organize the events for the students

- Parents are a welcome part of the community
- Parents body is supportive
- People are friendly and it is a small community...
- People are nicer than in other schools
- Playing around with Avi
- Playing around with Leo
- Playing around with Mattis
- Playing sports at other schools because we are proud and everyone is nice to the other children
- Playtime is great with friends
- Professional teachers, approachable
- Proud on field trips because of behaviour and the way they treat each other
- School is small
- Sense of small family
- Small classes, teachers have time to individualize (one on one)
- Sports are fun
- Staff work together to problem solve, find creative solutions to help students
- Supportive environment
- Syd is my favorite Lancaster
- Teachers are always trying to improve
- Teachers are cool
- Teachers are nice and helpful
- Teachers are supportive
- Teachers are understanding
- Teachers are very nice
- Teachers are willing to help
- Teachers get along, nice
- Technology is a benefit/ high priority
- The atmosphere is good and healthy
- The food is good...
- The freedom to make mistakes and learn from them
- The people here are really nice when you come to this school
- The people where safe environment
- The play and the choir!!
- The school belongs to NECIS
- The small amounts of students at the school make all of us closer, we all know each other
- The teachers know all of the students personally, and they know how to deal with all of their problems or places they need help with.
- There are more people at AISR than my last school
- There is enough support if you need it
- There is no bullying
- There learning support
- Trip week
- Trip week
- Trip week food
- Trip week- get to know everyone better and learn new things. And super fun!
- Trip week helps friendships grow
- Trip week is fun
- Trip weeks are fun
- Unique, multi-lingual and multi-cultural
- Very flexible and accommodate all
- Very open very accepting, very professional
- Warm and friendly
- Watching sports teams have a positive attitude whether they win or lose, then everyone feels good
- We all collaborate
- We all get along
- We all get along
- We are a small school, which allows everyone to get to know each other.
- We are friendly
- We are like a big family

- We are proud of our athletes
- We display understanding and are very inclusive
- We have fun holiday activities
- We have many after school activities
- We have many language choices
- We have many sport options
- We like the language program
- We love our subjects
- Welcoming atmosphere
- When I did training with the u14s
- When our team (any sports team) won a game
- You feel good in this school when you joined a team?

Themes: We're all s family, laptops, food, trip week, teachers are nice, NECIS is fun, playing with kids, supportive teachers, diversity, everybody plays well with each other, accepting, supporting, collaborating, support for student, good subjects, good language program, best school ever!, multi-lingual/cultural, nice teachers, individual instruction, collaborative, great sports program

2. Making a difference at AISR: What could we do better at AISR that, if we did, would make our school and its community a better place to be and learn? Respond like this: [What we could do] + [What would be different]. Think about what we might invent, reinvent or even abandon.

- A better Human Resources department!!!!
- A little bit more emphasis on academics
- A lot of teachers
- A more involved PTSA
- Advisory doesn't make too much sense
- Afterschool programs
- Allowing gum in school
- At the moment all children do all activities so same children are taken away from school time not all languages are represented in mother tongue,
- Because it's a small school sometimes students feel forced into joining sports
- Better and faster Wi-Fi
- Better and healthier food
- Better cleaning of facilities
- Better communication with outside community
- Better furniture
- Better links with the Dutch community
- Better media program different equipment
- Better music program
- Better organization of events, etc.
- Better play area (it hurts when you fall)
- Better Wi-Fi coverage
- Bigger parking for bikes
- Bigger playground
- Bigger playground
- Bigger soccer field
- Bring back 10th grade study hall
- Bus comes too early
- Bus drivers go too fast
- Cheaper food
- Cheaper lunch
- Could we combine with other small schools for activities until we grow?
- Counsellors for the students
- Culture day - where every student and teacher have the opportunity to represent/present their culture

- Digital citizenship needs to be implemented
- Earlier lunch time
- Expensive ice cream
- Expensive lunch
- Fix vending machine
- Focus off American and more multi-cultural (holidays/celebrations)
- Focus on learning rather than focus on teaching
- Get the advisory program down, doesn't seem like it is going very smoothly
- Give study periods once a week
- Grades 09 and 10 need more breaks, we don't have any breaks other than lunch and during the day when we get really hungry we don't have time to get at least a snack since we have to go half of the day with no food, and we have to rush to every class half of the time
- Green roof
- Harsher grades
- Healthier food in cafeteria
- Healthier food in the cafeteria, food from different cultures, food education
- Help for 12th graders or other grades for reverse culture shock or preparing for life in college/university
- Hungry
- I love school
- I need food right NOW
- I'd like to do more fun stuff on trip week instead of listening to history I mean bowling was fun but I did not like the history I mean I forgot everything already!
- Integration of IT in subject areas
- Introduce internships / work experience for IB students / high school
- It could be nice to have each month a festivity of different country and culture
- I love math with Mr. Sunshine!
- Junk food!1
- Kitchen/cafeteria facilities, another microwave + not a long line for heating up your food anymore
- Later start of school day
- Learning about different religions
- Less fast food
- Lunch time at 11:30 is too early. They are not hungry at all, so they don't eat everything, and about 2:00 pm they are starving!
- Make the field more softer so people don't get grazes on the playground
- Middle/high school needs an earlier lunch or a longer break in the morning. Also an afternoon break between classes would be useful
- Mindfulness
- Mindfulness program for the students and for the staff
- More afterschool programs
- More animals/class pets
- More books in library
- More breaks
- More breaks
- More breaks- especially 9th and 10th grade
- More buses
- More communication on results of school
- More connection with local culture/environment (especially for Dutch)
- More cooking classes
- More engagement with other schools and the Rotterdam community
- More excursions/adventures

- More field trips
- More field trips to do some studying outside
- More green in the school - green roof
- More half days
- More healthy food and options in cafeteria, we study nutrition, but we don't follow through in cafeteria. Make students have a balance of food.
- More independence for older students
- More parking space bike/car...
- More PE
- More recess
- More recess or more time between classes
- More salads and soups/stews in cafeteria
- More students
- More students (especially girls in 6th grade)
- More students for the sport teams
- More students/ But not too much more
- More subjects like science in elementary
- More sushi
- More team building activities
- More toilets
- More trash cans
- More trips to places...
- More variety in PE
- More water fountains
- Need more information online about the school, better presence
- No nourishing food!
- Not enough toilets
- Not fair on the bus. First one picked up and last one dropped off
- One day early and one day late
- Opportunities like plays, teams, band can be limited because of numbers
- Or maybe start at 7:30
- PE should be in curriculum for all grades
- Playground needs to be improved
- Playground should have grass or astro turf and higher fence to keep ball from going out
- Poor table, activities for the young children after school/ sports teams.
- Put more efforts into making the school a green / sustainable school
- Relationship with local Dutch neighbours who live round the school
- Reorganize brakes
- Smart boards in all classrooms
- Some community work for 9th and 10th graders
- Spaces between lessons to get ready...
- Spirit week
- Start at 7:00 A.M.
- Start later in the morning
- Start later with school and end later
- Student common rooms...
- Students learn more about their friends cultures and beliefs
- Students numbers, larger number may mean more opportunities, but might cause issues with individual focus on children
- Study groups before exams
- The quality of food is not good enough. Lots of fries, pizza, and junk food!
- Too much advisory periods; add more study hall
- Too much IPC
- Uniform technology in the classroom
- We throw away too much lunch
- We are going to die we are hungry!!!!
- We have too many teachers
- We need a student center
- We need food

- We need more breaks
- We need more fruit in the cafeteria
- We need more funding to improve programmes
- We need more students
- We need more trip weeks!
- We need to get one day in a week to work on our homework just like the 11th and 12th graders!
- We should be able to see our GPAs on Powerschool
- Winter- hot chocolate for students free

Themes: food, healthier, breaks, better playground, more class pets, interaction/relations with Dutch community, more trash cans, more trip weeks, more after school activities, more study halls, more breaks and longer recess, better music program, 6th grade lounge, defining the advisory program, more ways to learn about diff. cultures and religions, need more students, more music, greener, more sustainable school, start school earlier, more food/fruit, more healthy lunches, earlier lunch, better lunch, greener school, easier lockers to handle, solutions for the same children doing activities, more work experience/internships, more interaction with local community, counselor/mindfulness training for students, make sure that sufficient different languages are offered, foods from different countries, better Wi-Fi

3. The essence of AISR: Thinking about our conversation thus far, and your experience of the school, what words, symbols or images express the essence of AISR at its best? Draw, describe or list them. Feel free to use metaphor or any device you like to express the essence of the school and community.

See notes below and drawings made by participants.

Contributions made by keyboard:

- A community of excellence...
- A place where your move is every thing
- A place where you learn from your every mistake
- A place where your imagination is a king and ruler of everything
- A star in the sky that you can reach
- Aiming for a better tomorrow...
- Amazing
- At AISR students, teachers, staff, parents, the local community and support staff work together
- Close,
- Collaboration to learn to become independent and take own decisions in life
- Community
- Community working together...
- Cool
- Cool
- Diverse harmony.....

- Dora the explorer
- Everyone is doing great
- Everyone work together
- Expand your imagination!
- Fun
- Fun
- Happy play...
- Harmony through diversity...
- Have a great day and be the best you can be, thank you!
- International
- Learning through love...
- Learning with play...
- Love forever
- Lovely
- Many cultures - one dream...
- Many languages
- Maybe our school is small but together we stand
- Mr. Brown is also good at singing
- Mr. Brown is great at dancing
- Nice place
- Peace
- People can take your car away or anything but they can never take away your education
- Sometimes we make mistakes but we will make up for them someday
- Strength through work...
- Supporting hands...
- Targeting the future...
- That place is AISR
- The love is in the air
- We all hold hands at AISR
- We are all awesome and cool
- We are doing good
- We care
- We care
- We will al achieve something together we will achieve greatness
- When everybody can take everything they can't take your knowledge
- Working for a better future...
- Working together....for a better future...
- Zeilstra rules!



Themes/additional thoughts contributed by the group after drawings were presented:

international school, unity, growth, prep. for the future, support, caring and learning, friendship, accepting, collaboration, multi-cultural/lingual, respect, happiness, peace, love, positive leadership, thankfulness, gratefulness, together, passionate, community, accepting, teamwork, supportive, preparing for the future, honesty, imagination, academic excellence, helpful, tolerance, feeling,

Poem:

AISR is amazingly cool
And it's also a fun school
There is only one rule
Be nice to each other not cruel
Don't be afraid you won't be fooled
This is the best place to be
Here I feel like I'm free
My name is Ace and everything here is going in a good pace

4. Thinking about the essence of AISR, how will we put those ideas/qualities/values into action, e.g. Caring: We express caring for each other by being respectful, listening well and understanding each other's needs?

- Academic excellence: Continue to support teachers in professional development in order to deliver high quality instruction.
- Academic excellence: Define a set of measurement tools to appreciate academic level and continuously monitor to identify progresses or possible regressions. Encourage best practice.
- Academics: Being supportive of students and getting their personal needs
- Accepting each other's cultures: appreciate aspects of everyone's backgrounds
- Accepting: being different is good
- Accepting: respecting other people's cultures, beliefs, abilities, etc.
- Accepting: Being okay with peoples personalities and cultures
- Accepting: don't judge other people
- Accepting; warm welcome, understanding, recognition of differences, leading by example,
- Be helpful to multilingual people
- Be nice
- Beauty: Finding the beauty in all...
- Belief that we can succeed to reach our goal
- Believe in yourself
- Blackburn rules

- Celebrating diversity- learn more about other cultures, beliefs, systems
- Celebrating: Differences, Similarities, Milestones, Breakthrough, Cultures, Festivities, Dances, Working
- Collaboration: be open minded
- Collaboration: students teaching each other to create friendships and improve academic excellence
- Collaboration: Support for tomorrow...
- Collaboration: working together
- Collaboration: Share you ideas and you thoughts you feelings, don't be afraid
- Communicative; between all of community and global community
- Community: we work better together as a community
- Community: Involving all of us and being all together
- Coolness: just be cool
- Cooperation: Working with others and being okay with it
- Cooperation; Are school might be small but together we stand tall.
- Culture day- each classroom has to present on a certain country, present and serve foods from that place, dress up in national clothing, various different presentation¹
- Education: Grow as a person. Academic excellence. Differentiation. Life learner. Strong curricula
- Equality; create bonds between grades to avoid any hierarchy
- Exposure: communicate between all grades, all friends, ex. High school and middle school have barely any interaction
- Feel like you have the courage to ask someone for help
- Feel safe around here
- Flexible: feeling safe in your environment, allow opportunity for child to grow their own way and in their own direction
- Friendly: Getting to know people, recognize ideas, academic excellence
- Friendship: Be there when they need it
- Friendship: Communication, talk it out, being kin to others, tolerance, cooperation, ret
- Friendship: standing up for each other
- Fun: prevent bullying and promote everyone playing together
- Fun: We can draw, sing, and type, play, sports, and do something with the people in your class, party.
- Give love to your friends
- Grateful: Appreciating what you have
- Growth: Building on the foundations of knowledge.
- Happiness: checking in with everyone students teachers administrators
- Harmony: Finding value in all...
- Have confidence
- I wanted to be treated respectfully and the other people wanted to be treated very nice
- International: keep accepting students from everywhere.

- International: seeing things from different perspectives
- Just act normal
- Just imagine that you have been here for a long time
- Just remember be confident
- Learning; How to grow in an unknown tomorrow
- Making Differences: Making a small difference is the same as making a big difference
- Multi-culturalism: Celebrating differences and treasuring similarities
- Multiculturalism: Presentations by students of their different religions, cultures, habits, festivities, food, games, and more.
- Oneness: Finding the unity in all for a harmonious future....;-)
- People
- Preparation of students to become global citizens: need to learn about different cultures (cultural days!! Would also help for acceptance and friendship and unity)
- Questioning: encouraging the children to be enquiry based, curious, inquisitive
- Respect- We respect each other by celebrating difference. We also respect each other's different learning profiles.
- Respect: be kind
- Respect: honoring others, learning styles, opinions, maintaining discipline
- Respect: Recognizing people's opinions, and accepting their thoughts and acknowledge the
- Respect: treat people how you want to be treated by them
- Respect; maintaining high standards of behaviour so learning can go on for all, politeness and treating everyone as individuals.
- Respect; no unreasonable criticism towards ones opinions
- Responsibility: Knowing how to take care of your property
- Safe in surroundings
- Show compassion to other people
- Support- being there for one another
- Supportive; Identifying what the needs are, and working towards meeting those
- Sustainability: address all levels; take steps to become and eco-school, sustain and build language program and foster cultural diversity, improve healthy living
- Taking risks: let children make mistakes and allow learning from these
- Thankfulness: recognizing the privilege of having the opportunity to work in this environment, environment that encourages and stimulates the students to thrive
- The people that came here were very welcoming
- Thinking: Creative thought for tomorrow...
- Together as one we can be a strong team
- Together in the community: build internship opportunities, establish partnerships with businesses and other schools
- Tolerance: Living with the challenges of life.
- Tolerance-accepting each other and how people want to do something

- Treat people how you want to be treated.
- Trust: to build trust you need time and patient. Don't trust everybody but some people you can.
- Trust: Trusting in the goodness of others...
- Truth: Seeking knowledge for a better life.
- Unique: encourage people to be themselves
- Unity: knowledge about others (cultures, etc.), work together, team building, collaborate
- We all are similar inside
- You can help somebody
- You can never take your eyes of from this wonderful school

**5. What have we learned today about our school and ourselves? What do we find exciting/inspiring?
How have we grown?**

- | | |
|---|---|
| 1. A lot about the road but not about the destination | 20. Creating something meaningful |
| 2. Acceptance | 21. Diversity |
| 3. Aiming for the same goal | 22. Everyone heard |
| 4. As a parent, the school is a very safe learning environment | 23. Excited about future |
| 5. Be kind | 24. Family |
| 6. Be more open minded | 25. Family |
| 7. Being more cultural | 26. Feelings |
| 8. Being one | 27. Forgiveness, |
| 9. Believe in yourself, | 28. Friends |
| 10. Bonding | 29. Friends |
| 11. Brainstorming | 30. Friendship3postive commiumity3 |
| 12. Caring for each other | 31. Fun |
| 13. Celebrating differences...need clearer path | 32. Growing positively |
| 14. Collaboration | 33. Happier life, |
| 15. Collaboration between stakeholders, nice environment with the purpose to learn academic skill | 34. Honest |
| 16. Communication | 35. Honesty |
| 17. Community | 36. How to make good friends |
| 18. Confirmation that everyone is feeling cared for and supported | 37. Ideas |
| 19. Cooperating together | 38. Importance of students |
| | 39. Increasing interest in nutrition |
| | 40. Inspiration |
| | 41. Interesting common theme about differences bringing everyone together |
| | 42. International |
| | 43. Kindness |

44. Knowledge
45. Leadership
46. Learning all the different language backgrounds
47. Learning that other people share the sense of community
48. Love but don't hate
49. Multi-lingualism
50. Not a lot about academic excellence but it is ensured
51. One purpose
52. Opinion expressed
53. Parents and teachers coming together
54. Passion
55. Peace
56. Peace
57. Respect
58. Safe
59. Teamwork
60. Trust
61. Trust
62. Understanding
63. Unity
64. Unity
65. We are supportive and have a safe learning environment
66. We can work well together
67. Working together
68. Working together friendly people



APPENDIX B: Day Three

Table Notes from Day Three

AISR Visioning Event Day Three

Table Notes: Guiding Principle Categories



1. ACADEMIC EXCELLENCE

- Academic excellence: Continue to support teachers in professional development in order to deliver high quality instruction.
- Academic excellence: Define a set of measurement tools to appreciate academic level and continuously monitor to identify progresses or possible regressions. Encourage best practice.
- Academics: Being supportive of students and getting their personal needs

- Education: Grow as a person. Academic excellence. Differentiation. Life learner. Strong curriculum
- Flexible: feeling safe in your environment, allow opportunity for child to grow their own way and in their own direction
- Foundation: setting the path for the future
- Growth: Building on the foundations of knowledge.
- Questioning: encouraging the children to be enquiry based, curious, inquisitive
- Together in the community: build internship opportunities, establish partnerships with businesses and other schools

2. ACCEPTANCE

- Acceptance: We accept each other for what we are. (We don't really have a choice... :))
- Accepting each other's cultures: appreciate aspects of everyone's backgrounds
- Accepting: being different is good
- Accepting: Being okay with peoples personalities and cultures
- Accepting: Don't judge other people
- Accepting: respecting other people's cultures, beliefs, abilities, etc.
- Accepting: warm welcome, understanding, recognition of differences, leading by example
- Tolerance: Living with the challenges of life.
- Tolerance: wanting to understand other peoples backgrounds and accepting them, listening to the views and opinions of others even if you don't agree, just because you don't agree with someone doesn't mean it's okay to belittle their ideas
- Tolerance-accepting each other and how people want to do something
- Tolerant: patience, anti-bullying, respectful towards each other, willingness to embrace differences.

3. COLLABORATION

- Collaboration: be open minded
- Collaboration: Share your ideas and you thoughts you feelings, don't be afraid
- Collaboration: students teaching each other to create friendships and improve academic excellence

- Collaboration: Support for tomorrow...
- Collaboration: working together
- Cooperation: positive feedback, mostly work in teams generate ideas together, work supportively with each other
- Cooperation: Working with others and being okay with it
- Cooperation: Our school might be small but together we stand tall.

4. COMMUNITY

- Caring: If someone has a question or a problem, we try to help them the best way we can. This includes opening lockers.
- Communicative: between all of community and global community
- Community: Involving all of us and being all together
- Community: Students and teachers participate in after school activities and extra-curricular activities. Social events and advisory to continue the foster cohesiveness and the sense of belonging
- Community: we work better together as a community
- Community: CAS, participation, support each other, meeting new people, acceptance, reaching out to others, helping students with learning disabilities, develop connections, interaction between all grades and levels, interaction between students and teachers, a sense of oneness
- Equality: create bonds between grades to avoid any hierarchy
- Exposure: communicate between all grades, all friends, ex. High school and middle school have barely any interaction

5. FAMILY

- Family caring: we help each other, family is not only relatives, families stand up for each other, support, loving and caring.
- Family: Not a big distance between the teacher and students
- Family: we treat each other with respect, accept our differences, support each other and agree to disagree
- Family: Everyone participates, we go through the same experiences together, knowing about each other, forgive one another

- Family: We spend time together; we communicate with each other; we take care of each other.
- Family: unconditional acceptance, helping one another, friendly, sharing is caring, relationships, spending time with each other and friends, being supportive
- Feel like you have the courage to ask someone for help

6. FRIENDSHIP

- Friendly: including everyone, being nice, anti-bullying, social activities, caring, polite, valued relationships beyond the classroom.
- Friendship: Be there when they need it
- Friendship: Communication, talk it out, being kind to others, tolerance, cooperation, respect
- Friendship: standing up for each other
- Happiness: checking in with everyone students teachers administrators
- Happy: Friendships, positive attitude, rapport between students and staff, friendships.
- Happy: Variety, opportunities, friendships, handling stress, no bullying,
- Support: being there for one another
- Support: not only do teachers help students, but students help each other.
- Supported: if someone wants a class that the school doesn't already offer the school will do all they can to provide that class for you, teachers are always there to help, if I am ever having a problem I know there is someone who will be willing to help me
- Supportive: Going the extra mile, being supportive in and out of the classroom, willingness to help, giving the students their own voice, listening, caring
- Supportive: We support each other in our times of need. The school gives us the opportunity to grow at our own pace.
- Supportive: Identifying what the needs are, and working towards meeting those
- Together as one we can be a strong team

7. GLOBAL CITIZENSHIP

- Freedom: we come from different cultures, but nobody expects you to change; trust to do the right thing, we are allowed to believe and think what we want, allowed to be ourselves
- Futuristic: Students and teachers use electronics to keep in touch and also learn subjects in class using technology

- Journey: inter and intra-personal development, preparation and support during the journey and for life after AISR
- Learning: How to grow in an unknown tomorrow
- Making Differences: Making a small difference is the same as making a big difference
- Personal growth: Come into our own while maintain close relationships. Enhancing self-confidence.
- Preparation of students to become global citizens: Need to learn about different cultures (cultural days!! Would also help for acceptance and friendship and unity)
- Responsibility: Knowing how to take care of your property
- Risk-taking: We take risks by raising controversial subjects and discussing them, and by participating in new or frightening activities like CAS and Drama
- Skillset: The school develops students who are practical, can apply skills in class to real-world situations
- Taking risks: let children make mistakes and allow learning from these
- Treat people how you want to be treated.
- Trust: to build trust you need time and patient. Don't trust everybody but some people you can.
- Trust: Trusting in the goodness of others...
- Truth: Seeking knowledge for a better life.
- Sustainability: address all levels; take steps to become and eco-school, sustain and build language program and foster cultural diversity, improve healthy living
- Unique: encourage people to be themselves

8. INCLUSION

- Celebrating diversity: learn more about other cultures, beliefs, systems
- Celebrating: Differences, Similarities, Milestones, Breakthrough, Cultures, Festivities, Dances, Working
- Harmony: Finding value in all...
- Inclusive: everyone has a chance to be a part of the sport team
- Inclusive: we insure all members of our community are involved, feel welcomed, respected and valued

- Inclusive: Welcoming to all. Equal opportunities to all. Non-discriminating
- Welcoming: Embracing cultural diversity, approachable, willing to cater to all abilities, friendly,

9. INTERNATIONAL/MULTICULTURAL

- International: keep accepting students from everywhere.
- International: seeing things from different perspectives
- Multicultural: Bringing together over thirty nationalities as one. All equal.
- Multicultural: it feels like being in all the country at once, different perspective, learning new languages, being an open minded.
- Multi-culturalism: Celebrating differences and treasuring similarities
- Multiculturalism: Presentations by students of their different religions, cultures, habits, festivities, food, games, and more.
- Oneness: Finding the unity in all for a harmonious future....;-)

10. RESPECT

- Respect- We respect each other by celebrating difference. We also respect each other's different learning profiles.
- Respect: be kind
- Respect: honoring others, learning styles, opinions, maintaining discipline
- Respect: people don't criticize me for my beliefs, everyone is generally nice and supportive of each other, people respect each other's belongings (it's okay to leave your laptop in the hallway)
- Respect: Recognizing people's opinions, and accepting their thoughts and acknowledge the
- Respect: treat people how you want to be treated by them
- Respect: understanding different viewpoints, using positive criticism, not judging people, non-racist attitude, respect people and cultures, balanced views
- Respect: maintaining high standards of behaviour so learning can go on for all, politeness and treating everyone as individuals
- Respect: no unreasonable criticism towards ones opinions
- Respectful: We treat others the way that we would like to be treated. We are respectful of each other's culture. We try not to judge each other unfairly.

AISR Visioning Event Data from Day Three



1. Guiding principles: Using the theme assigned to your group, craft a Guiding Principle statement that will help guide our thinking and action at AISR now and into the future.

Example: Caring: We express caring for each other by being respectful, listening well and understanding each other's needs?

1. Academic Excellence: To create a safe, supportive learning environment to give students the self-confidence and to maximize the opportunity to grow and meet their personal needs.
2. Acceptance: We are inclusive; we accept and respect others regardless of differences such as culture, beliefs, abilities, personalities, etc.
3. Collaboration: Working together, our community, comprising of all students, staff, and parents, openly communicates and respectfully reciprocates thoughts, feelings, opinions, ideas and

resources with each other in order to achieve academic excellence and foster global citizenship. We are small but together stand tall.

4. Community: At AISR we have strong community values. We support each other through acceptance; we interact between all grade levels. Teachers and students have good relationships giving the school a sense of oneness. We are a global school, building relationships not only in our local community, but also on a global scale. Our students help each other - they understand the importance of acceptance and building and maintaining good relationships with fellow students, teachers and people of the community.
5. Community: we create bonds within and beyond the AISR community to foster a sense of belonging and cohesiveness.
6. Everybody can be as well as they can be. We can achieve a common goal if we all work together.
7. Family: In the AISR family, we respect and celebrate our differences through supporting and caring for each other unconditionally.
8. Friendship: We build friendships by supporting each other with open minds and positive attitudes.
9. Global citizenship: We demonstrate global citizenship by respecting our individual and collective identities in a trustworthy, safe, sustainable learning environment in preparation for a dynamic future.
10. Inclusion: embracing and valuing diversity by including everyone. We provide the opportunity for all students regardless of ability, culture, religion or language to benefit from every form of learning that the school has to offer. This is every child's right.
11. International/Multicultural: our international village accepts the diversity and values of the individual perspective to create global citizens of the future.
12. Respect: We respect each other by acknowledging, accepting and celebrating our differences. In our community this means respecting our different learning styles, interests, viewpoints, beliefs and backgrounds.

2. Our vision for AISR: Thinking about what we have created/discovered thus far, craft a statement that expresses our vision for the school. What will it be like to learn and teach here? How will our world be different because we have been part of AISR? How will the world be different because AISR exists?

Example: Global awareness while honoring the country of origin through cross-cultural educational opportunities and leading edge learning experiences.

1. All for one and one for all

2. AISR is a happy, safe, welcoming place where friendships, inclusion, and engaging learning experiences nurture academic and emotional success for future dynamic global citizens.
3. At AISR, we are a tight knit community that strives for excellence through an unconditional holistic education to create global citizens of the future.
4. An inclusive community of international students working together respectfully to reach academic excellence and to become global citizens of the world. Acceptance of each other as individuals allows for the development of friendships into family.
5. AISR promotes opportunity for individualized unique choices in a global community of respect and core values.
6. AISR is a leading example of excellence at all levels for all students in a safe and inclusive environment.
7. At AISR we collaborate in teaching young people the skills and attributes that they need in order to succeed academically and interpersonally beyond AISR.
8. Maximizing the students' academic and social potential to become environmentally-internationally- open-minded, happy, caring, global citizens who can fulfill their dreams.
9. Facilitating academic excellence by creating a community that promotes acceptance, diversity and awareness of individual needs.
10. A poem by one of the students: Vision or hopes, mission and goals, welcoming for each individual, be the best that is all, helping and supporting, believing and laughing, that is AISR, the school where you can reach the stars.
11. AISR develops students that have the self-confidence, open mind and self-reliance to confidently contribute to the global society and eager to grab a large array of opportunities wherever they are.
12. Engaged, responsible and informed global citizens through holistic education who are inspired to positively change the world.
13. AISR shapes/develops skilled, eco-friendly, global citizens who achieve at high levels by offering a positive, collaborative learning environment.
14. AISR inspires every member of its community to become a responsible global citizen, considering and respecting other backgrounds.
15. As a multi-cultural community we (dare to) use innovative practices to share our cultural backgrounds to nurture growth, responsibility and productivity to affect the lives of others in the (our) world.
16. Providing a multicultural environment in which each child has the opportunity to learn and to flourish. Not just academically, but as an independent, resourceful, reflective global citizens prepared for the possibilities of tomorrow.

3. Our mission: Capture in one or two sentences what we as the AISR community must do to ensure fulfilling our Vision.

Example 1: Everyone engaged, everyone challenged, everyone successful.

Example 2: Globally aware, nation of origin reminded, locally involved.

1. AISR prepares our students to be the best we can be through determination, flexibility, guided support, collaboration, and creative thinking.
2. Forming (A)daptable, (I)ntelligent, (S)elf-confident, (R)espectful global citizens of the future.
3. Creating an environment that ensures learning through active participation to grow into a lifelong learner.
4. Provide and support a fulfilling, meaningful, challenging education, in order to achieve their goals and dream.
5. We are nurtured. We are challenged. We are engaged. We are ready to embrace the world. We are from AISR.
6. Motivated and self-assured students encouraged by the community to interact positively with one another and the world.
7. Creating resilient & resourceful learners who think laterally, through a challenging & inclusive education.
8. Learning today while envisioning the future
9. Learning together, achieving excellence, meeting the future.
10. Preparing young people for the opportunities of tomorrow
11. Knowledge: Provide tools and support to maximize number of opportunities. Challenge: Foster motivation, through experimenting, risk taking, ability to fail and recover. Self confidence: Recognize effort and achievement as they arise to ensure confidence in oneself.
12. [Addendum for any of the above] ...in a healthy (exercise and nutrition) environmentally-friendly surroundings.