

# STRATEGIC PLAN 2021-2024







## OUR MISSION

The mission of the American Nicaraguan School is to provide an innovative and dynamic education so that our students realize their full leadership potential, achieve academic excellence, and make meaningful and ethical contributions to a global society.

3

## OUR VISION

We define learning as the agency to honor your curiosity and engage in the rigor of authentic and complex problems, working together to find solutions in an inclusive and collaborative community. We believe that when we have agency and rigor, our learning transcends time and space, taking us out into a future we create together.

**#WeareANS**



## TIGER TRAITS

Tigers are committed to living these traits as an integral part of our character, wherever we may be and in whatever situation we find ourselves in. A Tiger will always do the right thing, even when no one is watching, honoring the dignity of themselves and others.

### Curious:

We are individuals who value learning as a lifelong process, and who continually seek out information to enrich our knowledge in an effort to provide innovative and creative solutions to the needs of the global community.



### Compassionate:

We are empathetic and caring individuals aware of the needs of our global community, as well as proactive in our efforts to bring about innovative and creative solutions for the benefit of those in need.



### Determined:

We are individuals who strive to reach our goals with passion, commitment, and perseverance.



### Reflective:

We are individuals who embrace a thoughtful mind for our actions to ensure that they are aimed towards our own growth and those around us in our global community.



### Well-rounded:

We are individuals who work towards the development, growth, and balance of all areas of our lives—physical, social, emotional, mental, and environment selves—to become integral members of our global community.



### Accountable:

We are individuals who take full responsibility for our actions and understand that everything we do has an impact on ourselves and the global community.



### Open-minded:

We are individuals who value, respect, and learn from the opinions and unique qualities of others even if they are different from our own.



### Courageous:

We are individuals who embrace challenges bravely and positively. We are individuals who seek out and take risks in order to achieve our goals.



### Ethical:

We are individuals who guide our actions based on universal values that promote positive and healthy relationships amongst the members of our global community.



### Visionary:

We are leaders who have a vision and inspire others to join us in our efforts to achieve a common goal for the gain of the global community.







6

## OUR CORE VALUES

Our core values anchor our community through daily modeling and our intentionally planned curriculum. Our six core values allow us to live our mission and transfer our learning in a global society.

- Innovation & Creativity
- Intellectual Curiosity
- Respect of Self and Others
- Social Responsibility
- Environmental Stewardship
- Global Awarenessscore values



# STRATEGIC INITIATIVES

## 2021-2024



## TEACHING AND LEARNING (*Personalized Learning*)

8

### STRATEGIC INITIATIVE 1:

American Nicaraguan School community will provide dynamic learning experiences that enable students to achieve academic excellence while empowering them to explore their own interests and passions in order to become future-ready.

- **Area of Focus:** Develop and implement a personalized learning approach that is specific to each learning division.
- **Area of Focus:** Develop and implement a comprehensive language philosophy with fully aligned practices implemented in Grades Pathways-12.
- **Area of Focus:** Clearly articulate a Primary and Secondary math curricula, aligned with current AERO standards.
- **Area of Focus:** Define social emotional learning through a schoolwide philosophy and establish aligned programming in service to students' academic success and future readiness.



## MISSION AND VISION (*Developing Culture*)

9

### STRATEGIC INITIATIVE 2:

Develop a deep understanding of the Core Values for all members of the ANS community and provide routine opportunities to showcase evidence of their development beyond the classroom.

- **Area of Focus:** ANS will utilize all internal and external resources to enhance and advance our Mission and Vision through our Core Values.
- **Area of Focus:** Develop a robust student, parent, alumni advocacy/mentoring program.
- **Area of Focus:** A clear and transparent admissions process to identify the right fit for our academic and inclusion programs.





## ACCOUNTABILITY AND GROWTH

### STRATEGIC INITIATIVE 3:

Through strategic leadership, create and foster an environment of accountability and growth by developing a committed community of learners who see our potential and proactively work together to build capacity.

- **Area of Focus:** ANS will develop and implement a model that embraces a growth mindset and aligns with our coaching model for teacher improvement.
- **Area of Focus:** Develop a coaching manual for internal and external use that supports the school's growth mindset.
- **Area of Focus:** Develop and implement a comprehensive training program for all staff to enhance their learning and leadership potential.

## ADVANCEMENT

### STRATEGIC INITIATIVE 4:

Ensure the school's image is reflective of its mission and vision through all forms of communication.

- **Area of Focus:** Demonstrate alignment of overall marketing and communications plan with School's Mission, while maintaining clear and consistent communications with all constituents.
- **Area of Focus:** Develop and implement a comprehensive communication plan that will engage the community and provide clarity in messaging.
- **Area of Focus:** ANS will develop and produce informational videos of learning in action that tell our story titled: Community Voices or Humans of ANS
- **Area of Focus:** Develop a comprehensive plan to retain and recruit families by highlighting the many benefits of our programs, including Inclusion, through all forms of communication.







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