

International School of Tucson 2025 Strategic Plan



Opening the World to Your Child



Core Values

Language Immersion

Language immersion at IST means students don't just learn languages—they live them. By engaging students deeply in language-rich environments, they develop cognitive agility, cultural understanding, and effective global communication skills. Through this immersive approach, students experience firsthand the power of language as a daily practice, essential to their educational and personal growth.

Global Citizenship

Global Citizenship at IST extends beyond awareness of cultural differences; it involves actively fostering respect, empathy, and collaboration across diverse communities. Students are encouraged to explore and understand different perspectives, preparing them to navigate and positively influence a complex world. This intentional cultivation of cultural intelligence equips students to thrive anywhere they go.



Community

At IST, inclusive community is built through everyday actions of care, reliability, respect, and mutual support among students, staff, and families. This shared commitment encourages active participation, consistent engagement, and meaningful contributions to our collective well-being. Through this shared responsibility, IST nurtures a vibrant, connected, and resilient school community where everyone is welcome.

Holistic Development

IST commits to the holistic development of students by employing a global lens while nurturing their academic excellence, ethical integrity, emotional resilience, problem-solving skills, and personal aspirations. Students are supported in becoming well-rounded individuals capable of critical thinking, personal reflection, and leadership. They learn to engage with others respectfully, act with compassion, and contribute positively to diverse communities. This comprehensive approach ensures that students launch from IST ready to thrive academically and personally.



Strategic Priorities

Elevating Academic & Programmatic Excellence

IST will continue to refine its curriculum and program offerings to ensure high academic standards across all grade levels while maintaining its unique multilingual and multicultural identity. This includes strengthening core academic areas such as STEM, reinforcing language immersion outcomes, and ensuring a consistent, rigorous experience across classrooms. As IST grows, the school will ensure that curricular innovation, teaching practices, and student support align with the evolving needs of its learners.

Objectives

- Assess and strengthen IST's program structure to ensure continuity, academic quality, long-term sustainability, and student retention across all grade levels.
- Formalize academic achievement goals to enable success tracking and strategic interventions.
- Conduct a curriculum audit to evaluate how well the existing structure supports academic excellence and adherence to organizational values.

Investing in Organizational Capacity & Talent Development

To deliver on its mission and sustain growth, IST will strengthen its internal capacity through thoughtful staffing models, clear role definitions, professional development, and support systems for faculty and staff. This includes aligning responsibilities to reduce burnout, improving hiring structures, and building a culture of mentorship and leadership from within.

Objectives

- Refine our strategic staffing model to allow staff and faculty to focus on primary responsibilities, promote efficiency, and foster expertise.
- Enhance the comprehensive professional development and mentorship ecosystem that cultivates instructional excellence, leadership capacity, and long-term staff retention.
- Develop and implement a robust leadership succession planning process to identify, nurture, and prepare individuals for key leadership roles.

Cultivating Family & Community Engagement

IST will continue to deepen its relationships with families, alumni, and the broader Tucson community. This includes expanding outreach efforts, building partnerships, clarifying brand messaging, and developing structured engagement opportunities that foster lasting connections. As IST evolves, a strong, inclusive community will remain at the heart of the school experience.

Objectives

- Strengthen partnerships with local organizations and expand opportunities for community engagement.
- Enhance family engagement through structured initiatives that connect families across grade levels and language tracks.
- Strengthen IST's governance capacity through intentional board development and community-aligned leadership practices.

Reimagining Campus Planning & Learning Environment Supports

IST will evaluate and pursue campus facility enhancements to better support current and future students. This includes exploring relocation or expansion options, improving accessibility and inclusivity of learning environments, and ensuring facilities reflect the needs of a diverse and growing student population. The school will adopt a phased, strategic approach to ensure decisions align with long-term vision and values.

Objectives

- Address facility needs to support sustained enrollment and enhance learning environments.
- Invest in technology upgrades and classroom resources to support modern teaching practices.
- Explore external partnerships with local universities, businesses, and cultural organizations to supplement facility resources.

Ensuring Financial Sustainability & Growth

IST will develop and implement financial strategies that support stability while fostering innovation and growth. This includes diversifying revenue streams, strengthening fundraising infrastructure, and aligning resource allocation with strategic priorities. The goal is to create a long-term financial model that supports access, programmatic development, and operational excellence.

Objectives

- Support financially sound strategic decision-making through rigorous forecasting, cost modeling, and data-informed budget planning.
- Develop and implement a comprehensive strategic enrollment management plan to support sustained growth, stability, and mission alignment.
- Strengthen IST's financial foundation by expanding revenue and philanthropic sources to support long-term stability and reduce reliance on any single funding stream.



Our Mission

Through language immersion and cultural learning, IST nurtures multilingual, globally aware students who are prepared to navigate a changing world with empathy and curiosity.

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