

Strategic Plan 2025 - 2031

Welcome to EBIHS



MATHILDE MONDONGOU

CO-FOUNDER and HEAD OF SCHOOL

On behalf of the EBiHS Board of Directors, I am delighted to present our new strategic plan 2025-2031. It sets out solid educational choices, in line with the vision that has guided us since the school was founded.

We place the well-being of our children at the heart of our priorities. We want to offer them an excellent, motivating and stimulating bilingual programme.

Our aim is for them to be happy to come to school, and curious to discover and learn every day. To achieve this, we rely on caring and committed teachers. We also rely on an inclusive community that is open to the world and shares our values.

Consultation with all members of our community - students, parents, teachers, stakeholders and administrators - through surveys, interviews and working groups, has enabled us to develop our vision to 2031. We have clarified our objectives and defined possible strategies for achieving them. We are determined to continue developing our program, welcoming more students to meet demand, and creating new learning spaces to do so.

Exploring, learning and developing in our program, which is open to the world: that is what we offer to the EBiHS students!





"Learn and Thrive in a Bilingual and International School."

At EBIHS, students thrive in a stimulating and caring environment designed to foster their independence and teach them to adapt to new cultures and languages.

Our students grow up in an international context, surrounded by children of many different nationalities. The multicultural environment enables them to develop qualities and skills that are essential for their future: curiosity, critical thinking, empathy, a sense of sharing and collaboration, and an open mind.

The EBIHS values











ENJOYMENT

Le goût, l'envie d'apprendre

BOLDNESS

L'audace, la résilience

IMAGINATION

L'imagination, la créativité

HARDWORKING

L'engagement, la volonté

SHARING

L'ouverture d'esprit, le partage





Contine to develop our program to become the leading international bilingual school in the Annecy region, catering for students from nursery to high school.

Prepare students to pass their baccalaureate with an excellent level of language skills, but also develop the essential skills to be able to communicate, collaborate, think critically, be aware of ecological issues and be open to the world.



Axe 1 - Explore, learn and grow at EBIHS

The main objectives

- Prioritize the pleasure of learning, commitment and emotional well-being of each child. Make the school a real place to live, where friendships are born. An environment where classmates are inclusive and respectful, teachers are attentive, and the working atmosphere is caring and encouraging.
- Offer a motivating and engaging bilingual education, thanks to a rich, well-balanced program and methods based on research, questioning and project-based teaching. Open up international perspectives, discovering and encouraging each child's talents.
- Promote curiosity about science, nature and new technologies, and develop critical thinking skills. Train students to be eco-citizens and cyber-citizens who understand the interactions between man and nature, the importance of preserving the planet and the challenges of digital technology.
- Put every child at the heart of the program with individualised teaching, choices from an increasingly varied curriculum, including extra-curricular activities that enrich the school curriculum.

Axe 2 - Well-being: functional and welcoming living and learning spaces

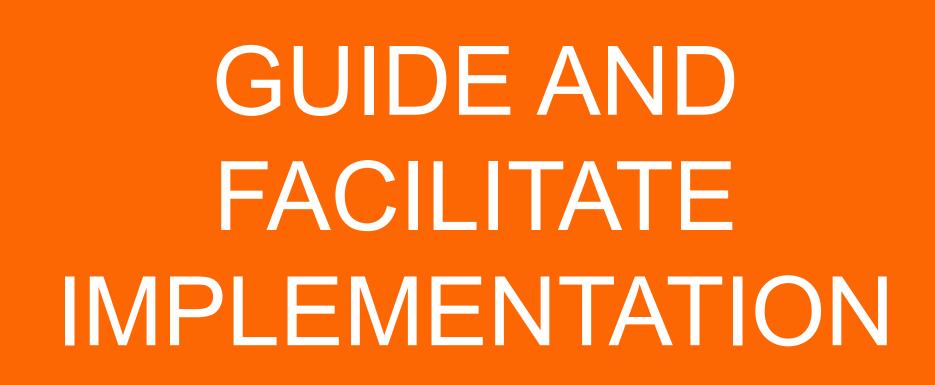
The main objectives

- Contine to develop and furnish living and working spaces in line with the school's mission: convivial places that encourage meetings, exchanges, and collaborative teaching.
- Adapt the premises to the needs of the program and the methods used: classrooms with dynamic furniture, areas for small groups, specialised rooms for art, music, reading or science and sports activities.
- Engage the community students, teachers and parents in an environmentally-friendly approach by favouring solutions that reduce our carbon footprint: encouraging soft mobility, public transport, reducing waste, and water and energy consumption.

Axe 3 - An EBIHS community that is open to the world, inclusive, and whose values reach beyond the school.

The main objectives

- Communicate with the community, the region and beyond about the school's values, the excellence of its bilingual program and its projects. Promote the school's educational values and strengthen its image.
- Welcome new families with care from the moment they enquire. Accompany them every step of the way and facilitate their integration into our community. Offer them all the support they need to ensure their child's success in our program.
- Create convivial events that reflect the school's open-mindedness and cultural diversity. Involve students and other members of the EBIHS community: parents' associations, students, teachers and alumni.
- Continue to develop links and networks with other international establishments and encourage trips and exchanges that benefit students and their families.





EBIHS management and administration: commitment, professionalism and a shared educational vision based on the school's values

Objectives to support and ensure the continuity of the school's main orientations:

- Strengthen the Board of Directors with new members to meet the needs inherent to the growth of EBIHS, and its rigorous management.
- Refine and strengthen financial management by increasing human and technical resources in order to improve efficiency and facilitate strategic decisions.
- Seek new financial resources through complementary programs, fund-raising, and the search for sponsors.
- Maintain a financial balance that takes into account the desire to remain a school accessible to as many people as possible, and continue to develop the financial aid program.

The new strategic plan is ambitious and will not be achieved overnight!

- Its implementation will require the involvement of all the school's stakeholders: educational community, staff, administration, management, and board of directors.
- Working groups may be set up to refine strategies and put the various aspects of the plan into action.
- > Planned and effective communication will engage the community as a whole.
- Human and financial resources will be required. Realistic, concrete and creative solutions will facilitate the progress of the projects, with the determination to move forward thanks to the values of the EBIHS: commitment, collaboration and perseverance.





Axe 1 - Explore, learn and grow at EBIHS



Put well-being first

A motivating and engaging bilingual education

Promote children's interest in science, nature, technology and artistic activities

Put every child at the heart of the program

- Develop emotional and relational well-being programs in conjunction with physical well-being and health education.
- Unite the team and align the various divisions with the shared values and expectations of the school in terms of attitude and respect for the common rules of life.
- Regularly revise the English program: align the oral and written language curriculum vertically from one division to the next, with precise objectives and end-of-year assessment and certification procedures.
- Continue to train and encourage teachers to adopt innovative teaching strategies that encourage questioning, research and project-based teaching.
- Set up language and subject coordinators within the teaching team, in order to continue harmonising programs, and better integrate new teachers.

- Give children the opportunity to develop their curiosity, creativity and critical thinking through a variety of activities with an international outlook.
- Develop initiatives that bring children closer to nature and help them understand the importance of eco-citizenship.
- Inform and help children to adapt to a complex and constantly changing digital world.
- Strengthen the extra-curricular program to offer more choice and enrich the students' school career.

- Reinforce student monitoring with regular assessments to monitor progress from one year to the next and plan remedial action if necessary.
- Develop the principle of the Learning Centre: an individualised support program tailored to students' needs.
- Recruit staff specialising in ESL, FLE and special needs students who benefit from a Personal Support Program (PAP or PPRE).

Axe 2 - Well-being: functional and welcoming living and learning spaces

Continue to develop and design living and working spaces

Adapt premises to program needs and methods

Involve the community, students, teachers and parents

- Continue to acquire and furnish premises to meet everyone's educational needs and well-being.
- Give priority to actions that bring students closer to nature: create green spaces, vegetable gardens, plant trees (in connection with educational initiatives).
- Continue to improve school areas: playgrounds, canteen areas, classrooms, etc. Ensure that living spaces encourage meetings and sharing between children and adults.

- Gradually rethink the classrooms in the different divisions: equip them with school furniture that facilitates dynamic teaching methods and allows varied configurations according to needs, such as group work.
- Set up workspaces for small groups to facilitate individual learning in the Learning Centre.
- Invest in specialised rooms for science, art or music.
- Create relaxation and leisure areas for students, according to the needs of each level.

- Connect parents to encourage car-pooling, and develop a shuttle system for transporting students to the campus.
- Equip the campus with recycling systems and look for solutions to save water and energy, involving adults and children in the eco-campus approach.
- For new buildings, plan to install solar panels and heating systems that reduce the carbon footprint.

Axe 3 - An EBIHS community that is open to the world, inclusive, and whose values reach beyond the school.

Communicate with the community and beyond

Create events that bring people together

Continue to develop links and networks

- Strengthen the means of communication with the parents' community through newsletters, regular communications from the administration, school councils and social networks.
- Maintain a website that reflects the values and quality of the EBIHS programme.
- Adapt communication media to the new premises, with displays and other means of dissemination for students, staff and parents alike.

- Program cultural and sporting events each year that engage students and the school community.
- Welcome new parents at events that showcase the open and inclusive spirit of the EBIHS.
- Showcase the talents of our students in performances and at end-of-year parties.

- Promote exchanges with other international schools: by welcoming students with the help of EBIHS families, and by organising discovery trips to other countries.
- Provide staff with opportunities to attend conferences organised by national and international organisations (Fondation pour l'école, ECIS, etc.) for private and independent schools.
- Develop training courses within the school and welcome teachers from other international establishments.

Timeline

2024 October

Start of self-study
Individual interviews

2024 November

Parent survey
Initial focus groups

2025

January

Alumni survey

Continuation of interviews and focus groups

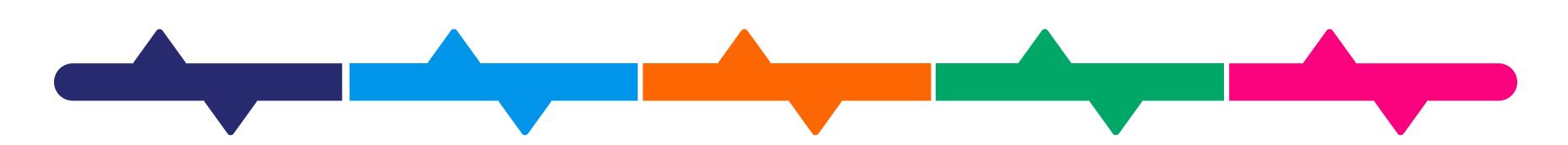
2025 February

Consultation to finalise the self-study

Focus group to draw up the Strategic Plan

2025 March

Adoption of the Strategic Plan by the Board of Directors



Thanks!

To all the players in the EBIHS community who contributed to the study, enabling all ideas and suggestions to be taken into account in drawing up the Strategic Plan.

Student delegates
Parent advisors
Alumni
Teachers

ATPA

The assistants

Extra-curricular activities leaders

Outside contributors

Administrative staff
Pedagogical management

EBIHS general management EBIHS Board of Directors





11, avenue du Pré de Challes 74940 Annecy +33(0)4 50 02 39 53 Self-study and Strategic Planning Consultant : L'Academy - Christian Jarlov