

The 2021-25 Strategic Plan



**“To nurture the heart
and mind of every student.”**
— THE RIVERSTONE EXPERIENCE



RIVERSTONE
INTERNATIONAL SCHOOL



Riverstone International School
5521 E Warm Springs Avenue
Boise, ID 83706



RIVERSTONE
INTERNATIONAL SCHOOL

Dear Riverstone International School Community,

Thank you for reading Riverstone's **Strategic Plan 2021-25**.

Riverstone International School is a mission and vision-driven school. We are a community where success is achieved through quality instruction, leadership, and collaboration and by leaning into innovation and best practices. We are a community that works together to achieve the best results possible for all our students.

The Strategic Plan 2021-25 provides a roadmap to provide an education for a changing world, with a commitment to providing courageous learning journeys that celebrate and nurture each child's growth and learning. We are confident the aspirations held by our community are reflected in the plan and we are proud of our school's dedicated efforts to seek continuous improvement.

I look forward to moving forward together as we provide a balanced education where students achieve academic success and develop socially and emotionally with staff who foster equity and opportunities for creativity. My commitment is to support Riverstone as one school, focused on preparing children to thrive as global citizens in a rapidly changing world. It is my pleasure to join you in this journey while supporting our students.

We welcome your positive involvement and support as we embark on this exciting phase of Riverstone International School.

Warm regards,

Jeff Paulson, Ed.D.
Head of School
Riverstone International School



“...with a commitment to providing courageous learning journeys that celebrate and nurture each child’s growth and learning.”

History of Riverstone International School

Riverstone International School was established in 1997 under the name Hidden Springs Community School. The mission of the school was to provide students in the Treasure Valley with a quality, independent education. The founding trustees were Jim Grossman, developer of the community of Hidden Springs, and Sam Hazard, founder, and former Head of the Community School of Sun Valley. The school opened its doors with 57 students enrolled in kindergarten through eighth grade.

It did not take long for word to spread about the School and its offerings. In 1998, the beginnings of the Upper School, grade nine, was established. In just three years, enrollment doubled. In 2000, the School moved from Dry Creek Valley to southeast Boise and changed its name to Riverstone Community School. The School was housed in an old Forest Service building and three modular buildings that were built by the School. By the fall of 2001 enrollment had increased to 130 and an additional building was added. The School was accredited by the Northwest Association of Schools and Colleges and Universities (NASCU) and the State of Idaho. In that same year the School approached the International Baccalaureate Organization (IBO) to begin the rigorous authorization process that would permit the School to offer the revered IB Diploma Program. This required adding grades ten through twelve to the Upper School.

In the 2002-2003 school year, grade ten was added and enrollment reached 170. Wanting to develop a global student body, the School's first international exchange students arrived in 2002. These students came from Russia, Thailand, Germany, Brazil, Spain, Chile, and Colombia. The School dedicated itself to completing a full Upper School with a college preparatory curriculum culminating with the International Baccalaureate Diploma Program in the final two years of Upper School (high school). By 2003, the School's enrollment increased to 235 students, including nineteen international students. Eleventh grade was added, additional property was secured, and the School broke ground on a new elementary school.

Grade twelve was added in 2004 and the IB Diploma Program was authorized for grades eleven and twelve. In 2005, the School became an accredited member of the Pacific Northwest Association of Independent Schools (PNAIS), which later changed its name to the Northwest Association of Independent Schools (NWAIS). In the same year, the School's second graduating class became the first recipients of an IB Diploma in the State of Idaho. The School changed its name to Riverstone International School in 2006.

In 2009, Riverstone was granted authorization to offer the Primary Years Program and Middle Years Program and began offering dual languages, Spanish and English, in full day preschool. In 2016, the School opened its Residential Program to expand efforts to attract international students and develop a global student body. Early in the 2021-22 school year, Riverstone's enrollment topped 400 for the first time.

Riverstone International School is an IB World School and offers all three IB Program: the Primary Years Program (PYP), Middle Years Program (MYP), and the Diploma Program (DP).

Riverstone will celebrate its 25th anniversary in the 2022-23 school year.



Vision:

Inspiring the Journey



Mission:

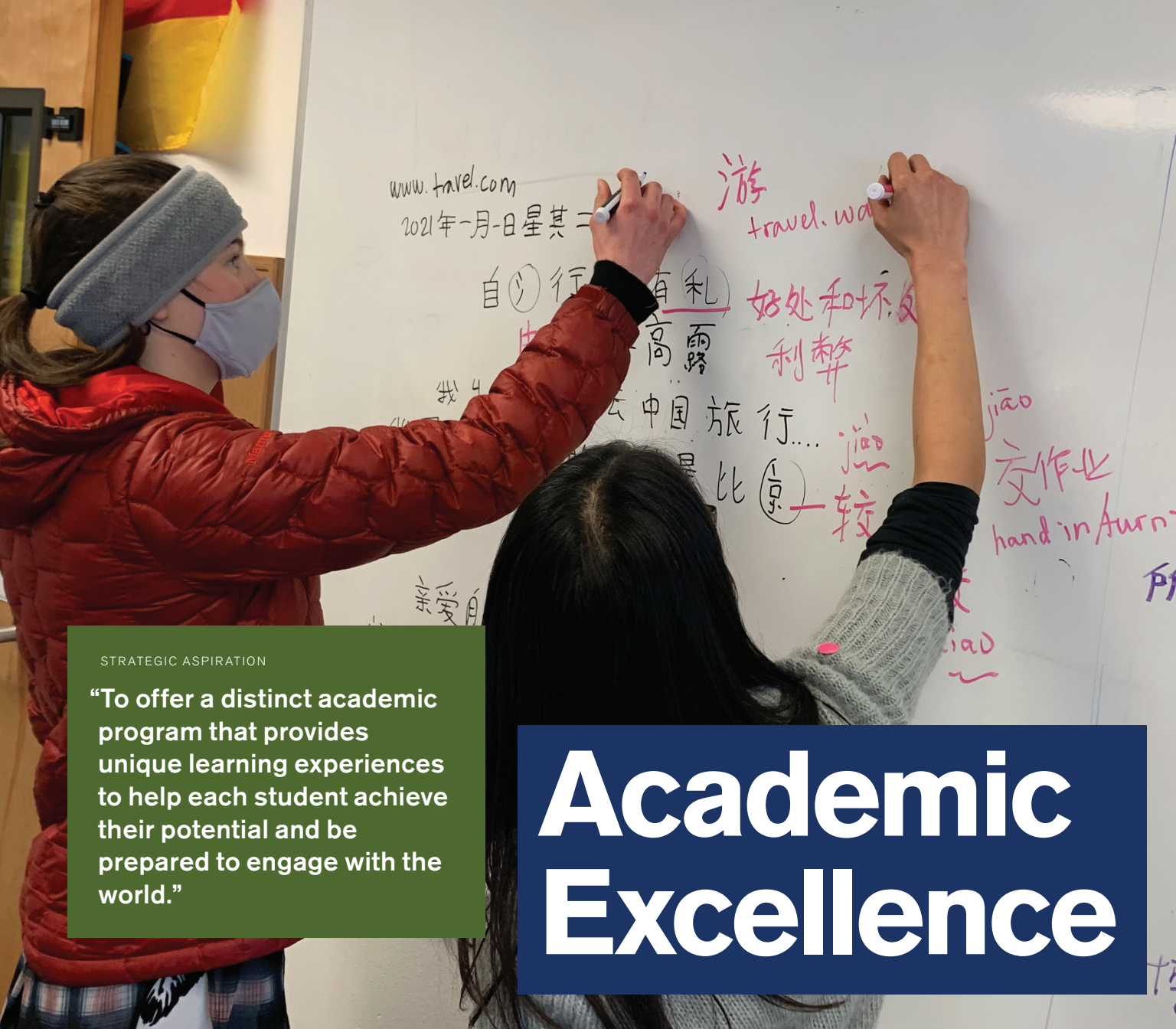
Riverstone International School inspires courageous journeys of academic and personal exploration that enable our students to lead meaningful lives.



How We Do This

Riverstone International School strives for students to join and strengthen a global community of citizens determined to make a difference to the organizations and communities in which they work and live.

We are committed to ensuring our students develop the intellect, skills, and character to become caring individuals and adaptable and independent thinkers.

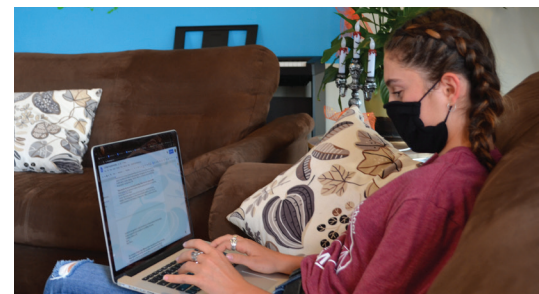


STRATEGIC ASPIRATION

“To offer a distinct academic program that provides unique learning experiences to help each student achieve their potential and be prepared to engage with the world.”

Academic Excellence

Our commitment is to leverage what makes Riverstone the region's best. The Riverstone experience is grounded in inquiry-based learning supported by outstanding teaching, individualization, and personalized learning. We inspire forward-thinking faculty to lead, collaborate, and mentor students. We support faculty through professional growth opportunities, and research best-practices in international education in order to create meaningful learning opportunities for students.



Thematic Goals

Deepen & Assess

Deepen student learning through real world connections, cross-curricular content integration, project-based learning, and performance-based assessment.

Embed & Educate

Embed the 3 C's (content, conceptual, and character) in the learning experience.

Provide & Program

Use Riverstone's pillars, as well as extra-curricular programs as mechanisms to maximize opportunities for academic excellence.



Financial Strength



STRATEGIC ASPIRATION

“To solidify Riverstone’s financial position in order to build for the school’s future and support the Riverstone Experience.”

Thematic Goals



Manage & Strategize

Use prudent financial management based on the school’s mission and strategic objectives.

Evaluate & Sustain

Continually evaluate all aspects of the school’s financing including revenue sources, costs, and contributors to achieve financial sustainability and long-term objectives.

Engage & Discuss

Engage the community, including parents and faculty, in discussions on the school’s future outlook and financial plans.



Our commitment is to maintain a business mindset and fundamentally review the allocation of resources to ensure alignment with our strategic objectives. Fiscal decisions will be made with a focus on educational priorities and student enrollment data. Transparent and collaborative decision-making ensures that Riverstone will use resources

effectively, while also providing long-term financial stability and growth. This approach positions Riverstone to not only meet the immediate needs for continued growth and organizational development, but also lays the groundwork for future financial flexibility, sustained growth, and reputational impact.



Community & Reputation

STRATEGIC ASPIRATION

“To be a leader in international education. It is Riverstone’s goal to be the school of choice for students and families who share the vision of a healthy, international, sustainable, and connected community.”



Our commitment is to recognize that our international school community is critical to Riverstone’s success. We strive for a Riverstone Experience that is transparent and collaborative in order to build engagement and a sense of belonging in the teaching and learning process. With a keen focus on philanthropic support and advocacy, Riverstone

seeks opportunities to actively build-upon what makes our school distinct in order to enhance the school’s reputation and to strengthen relationships within our community.

Thematic Goals



Riverstone’s success is measured not just in academics, but in how it elevates and contributes to our greater community. Here are our goals moving forward to that end.

Connect & Partner

Seek connections and partnerships within our internal and external community.

Define & Communicate

Actively define and communicate “Who We Are” as an educational organization.

Nurture & Emphasize

Nurture a Preschool-Grade 12 Community-Based Program that emphasizes community, service, and leadership as essential parts of the Riverstone Experience.



STRATEGIC ASPIRATION

“To exercise Riverstone’s commitment to diversity, equity, and inclusion and to be stewards of environmentally sustainable practices.”



Social Commitment



Our commitment is to weave environmental sustainability, diversity, equity, and inclusion into the Riverstone Experience and ensure they are grounded in our five pillars of Academic Excellence, Outdoor Education, International Understanding, Leadership by Example, and Community & Service. These pillars are rooted in the school’s guiding principles

and represent the values that are intertwined in the fabric of the school community.

Thematic Goals



Diversify & Include

Implement a three-year diversity, equity, and inclusion plan (DEI).

Partner & Network

Partner with Green Schools National Network (GSNN).

Seek & Learn

Seek opportunities to maximize inclusivity that are presented by a diverse school community.



Wellness & Development Prioritization



“To prioritize the wellness and development of the Riverstone community in order to ensure that each student, faculty, and staff member is empowered to be an active, valued, and contributing member of the school.”



Our commitment is to develop students, faculty, and staff of impact. For students, we are committed to supporting development of the whole child (social, emotional, physical, moral, ethical, and academic). For faculty and staff, we are committed to their development as professionals and engagement in collaborative and leadership opportunities.

Riverstone is committed to celebrating success and offering experiences for students, faculty, and staff to share in the growth and organizational development of a healthy school.



Thematic Goals

Grow & Guide

Offer a professional growth planning program to nurture a top-quality faculty and staff.

Celebrate & Nurture

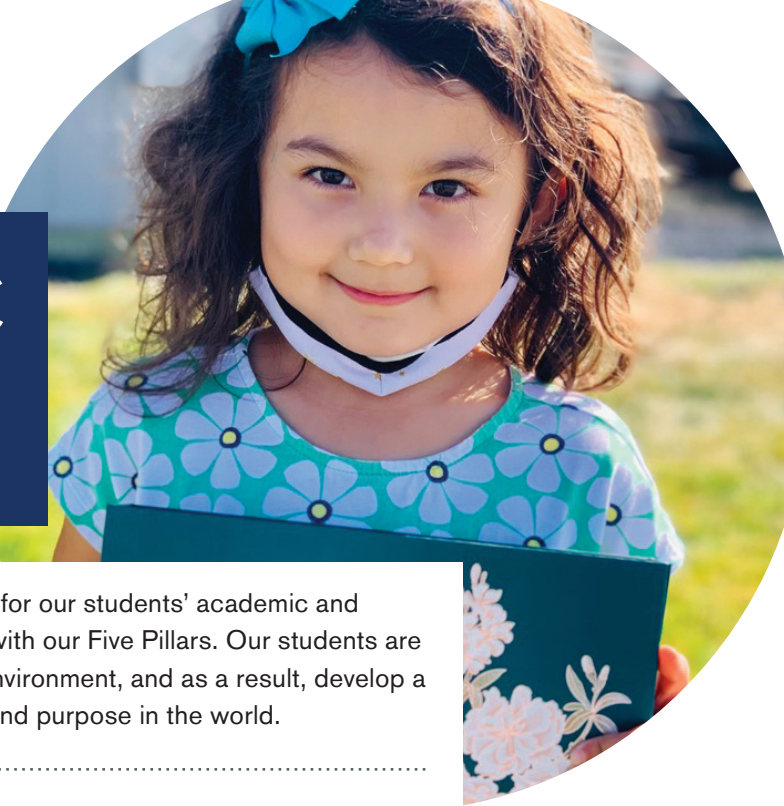
Celebrate and nurture a culture of service, trust, collaboration, safety, and health.

Incorporate & Understand

Ensure the school community understands and incorporates guiding principles in the Riverstone Experience.



Strategic Pillars



At Riverstone International School, we create pathways for our students' academic and personal exploration through opportunities associated with our Five Pillars. Our students are encouraged to explore the Five Pillars in a supportive environment, and as a result, develop a greater understanding of themselves and a mindset to find purpose in the world.



Academic Excellence

Riverstone International School is an academic institution that is a member of the International Baccalaureate Organization (IBO). We are committed to the exemplary implementation of the Primary Years Program (PYP), Middle Years Program (MYP), and Diploma Program (DP) as the means to ensure students experience academic excellence. Every student receives the benefits and opportunities afforded by the IB program.

Outdoor Education

The Outdoor Education Program is a critical component of the Riverstone International School curricula and gives students the opportunity to develop self-confidence, teamwork, leadership skills, and an environmental ethic. The environments experienced through the outdoor program are invaluable classrooms for real-world and context-driven learning. The program is also intended to unify and strengthen the school community.

International Understanding

Riverstone places a great emphasis on an international perspective and intercultural understanding. Beyond learning how to operate successfully in an increasingly global world, Riverstone expects its students to be passionate and caring about their own community. Students become empathetic, inquisitive, and knowledgeable young people who help to create a better and more peaceful world through intercultural understanding and respect.

Leadership by Example

Riverstone students are expected to act as leaders in their community. This does not mean that they will be "in charge" all of the time, but they are expected to act at all times in a manner that sets an example for the rest of the community; they are expected to lead by example.

Community & Service

Students, parents, and staff work hard to create a warm, welcoming, and nurturing community to which we all belong. Students are expected to understand and respect our local, national, and international communities and to play an active role in its development through student-led service-learning activities.

DIVERSITY STATEMENT:

“Riverstone International School strives to create and maintain a diverse and inclusive school community through reflection and deliberate action. We actively seek to build and maintain a safe environment that is representative and supportive of varied backgrounds, including race, culture, religion, ideology, sexual orientation, gender identity, socio-economic status, and ability, because our differences enrich our students, families, and staff and make us a better and stronger school—locally and globally. Through discourse and exploration of ideas, we celebrate the rich dimensions of diversity within each individual, encourage individual personal development, and strive to become compassionate citizens of the world.”



Diversity Statement & Guiding Principles

Riverstone International School has four guiding principles:

Assume
positive intent

Take action
to help my
community

Respect
others and
myself

Seek
understanding

These principles will support a Riverstone learner to be:

An Inquirer

Knowledgeable

A Thinker

Principled

Open-Minded

A Risk-Taker

Balanced

A Communicator

Reflective

Caring





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