



STRATEGIC PLAN 2025-2030

SHAPING NEXT, NOW:

**EMPOWERING GLOBAL
CITIZENS FOR TOMORROW**



**World
Academy**



DEAR XWA COMMUNITY,

The future of XWA is bright, and I'm excited to share our new strategic plan with you: **Shaping Next, Now: Empowering Global Citizens for Tomorrow.** This plan will provide clear direction and focus for the actions we take to achieve our goals.

Our plan is the result of a year-long collaborative effort, incorporating the valuable insights and perspectives of students, parents, faculty, and staff. Your voices have been instrumental in shaping this exciting vision for our future.

OUR NEW STRATEGIC PLAN IS BUILT ON THREE CORE COMMITMENTS:

- 1. Advancing Excellence and Future Readiness
- 2. Building Connections Through Wellbeing and Inclusion
- 3. Igniting Culture and Leading Purposeful Change

These commitments are reflected in our **vision to ASPIRE, ACT, GROW** and our **mission which is to empower an inclusive international community of happy learners who aspire to positively impact others.**

I am confident that, together, we can achieve these goals and make XWA an even more exceptional place to learn and grow. I look forward to partnering with you on this journey.

Read on to discover how we're creating a school that empowers students to thrive in an ever-changing world. We can't wait to embark on this journey with you!

Sincerely,

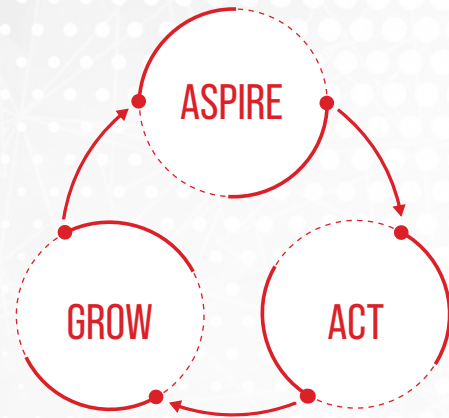
Sammy Murphy

Head of School, XCL World Academy



AIM & ETHOS

VISION



MISSION

To empower an **inclusive** international community of **happy learners** who aspire to **positively impact others**.



*"I love the feeling as I walk in — peaceful, cozy, welcoming and vigorous. I feel it's **real and authentic** to what you claim to be."*

- KG2 PARENT



COMMUNITY FEEDBACK

We extend our deepest gratitude to the **entire community** for your involvement in our strategic planning journey!

By engaging in interviews, surveys, and focus group discussions, you've contributed invaluable insights that have shaped our direction.

Your feedback has uncovered remarkable growth opportunities, and we're excited to weave them into our aspirational path forward.

Take a look at some of the *key highlights* you've shared with us:

90% OF ALL PARENTS feel the school atmosphere is warm, welcoming and inclusive.

85% OF ALL PARENTS are happy with the experience their child is getting.

93% OF ALL STAFF feel supported by their colleagues.

88% OF ALL STAFF & FACULTY feel respected by the parent community.

84% OF ALL STUDENTS say they have been taught how to use technology safely and responsibly.

82% OF ALL STUDENTS feel that students at XWA are growing their independence.



STRATEGIC PLANNING PROCESS

Over the past year, we engaged in an in-depth community-centered process to assess XCL World Academy's current state, gather diverse perspectives, and collaboratively envision future goals.



OUR PROCESS CONSISTED OF:

- 1. DATA REVIEW**
We conducted a thorough review of existing documents and past data, including reports from CIS, WASC and IB, to gain a clear understanding of XWA's current state and identify key areas for further investigation.
- 2. STAKEHOLDER INTERVIEWS**
We held one-on-one interviews with key members of the school community, including educators, leadership, and staff, to gather diverse perspectives on the school's strengths and areas for growth.
- 3. COMMUNITY-WIDE SURVEYS**
We conducted surveys with over 1,000 respondents from parents, students, and staff to ensure the planning process reflected the insights and opinions of the entire XWA community.
- 4. IN-PERSON FOCUS GROUPS AND IDEATION SESSIONS**
We facilitated in-person consultations, including ideation sessions and focus groups with students, parents, and faculty, and began plan ideation with the Planning for the Future Committee.
- 5. IDENTIFYING KEY THEMES**
We analyzed all of the feedback from the various sources to identify key themes that now serve as the foundation of the strategic plan.
- 6. SETTING GOALS FOR THE FUTURE**
From the feedback, we set clear short- and long-term goals to guide the school's development.
- 7. DRAFTING THE STRATEGIC PLAN**
We used these insights to iteratively develop a strategic plan that outlines a roadmap for our shared future.
- 8. DEVELOPING THE OPERATIONAL PLAN**
In parallel with the strategic plan, we created a detailed operational roadmap with year-by-year objectives and a resource allocation plan for effective implementation.

STRATEGIC COMMITMENTS

ASPIRE 01 Advancing Excellence and Future Readiness

ACT 02 Building Connections Through Wellbeing and Inclusion

GROW 03 Igniting Culture and Leading Purposeful Change



ADVANCING EXCELLENCE AND FUTURE READINESS

We aim to lead in education by equipping students with a strong foundation and future-ready skills essential for thriving in a rapidly evolving world.



WE WILL:

- Articulate a distinctive XWA graduate profile, outlining a comprehensive roadmap for skill development throughout each student's learning journey.
- Incorporate skill-based, experiential learning opportunities that prepare students for the challenges of the future.
- Empower every student to achieve their fullest potential by designing personalised learning pathways that foster individual growth.
- Empower students to be responsible digital citizens with the knowledge, ethics, and awareness to engage thoughtfully in a connected world.
- Center assessments on the learning process, recognizing and celebrating each student's growth and ownership of their learning.
- Provide ongoing professional development for teachers, focusing on differentiation, innovative assessment strategies, and student-driven learning approaches.
- Expand bilingual tracks in the Primary Years and English as an Additional Language (EAL) support schoolwide to ensure equitable access to high-quality education for all learners, regardless of their background.

BUILDING CONNECTIONS THROUGH WELLBEING AND INCLUSION

We envision a community where respect, inclusion, and wellbeing foster a strong sense of belonging.

Through a focus on mental health, diversity, and programs that build connection, resilience, and joy, our aspiration is to ensure that every student thrives.



WE WILL:

- Enhance our supportive environment by expanding wellbeing resources, including counseling services and structured programs that prioritise students' social and emotional health.
- Embed respect, fairness, and belonging into every aspect of school life—from curriculum design to classroom culture and extracurricular activities—to foster a welcoming environment.
- Offer regular events and assemblies that celebrate cultural understanding, elevate student voice, and strengthen collective wellbeing.
- Collaborate with families and the wider community on wellbeing initiatives to ensure a holistic, community-driven approach to mental, physical and emotional health.

IGNITING CULTURE AND LEADING PURPOSEFUL CHANGE

We are dedicated to fostering a resilient school culture that thrives through change.

By aligning our community with our mission and managing change with intention, we aspire to create an environment where clear communication and strong leadership guide every step.



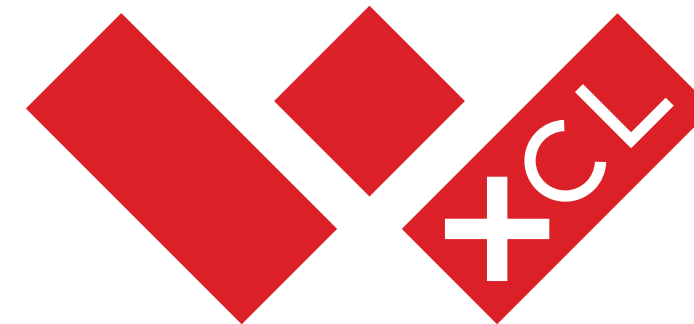
WE WILL:

- Foster a collaborative culture where all community members feel heard, valued and respected as new initiatives are implemented.
- Lead intentional change by gathering input from community stakeholders, and using critical data to balance innovation with continuity.
- Ensure employee support and retention are at the forefront of decision making as we consider the pace and depth of change.
- Establish clear and consistent communication strategies across all departments to ensure transparency throughout every phase of change.
- Support transitions gradually and purposefully through structured planning and clear role alignment, ensuring all community members are engaged in change management processes.
- Cultivate unity and shared purpose by celebrating incremental successes and actively involving the school community in key decision-making.



*"I feel happy, proud that I go to this school, **ready to learn**
and to discover new things about myself."*

- GRADE 10 STUDENT



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