



INTERNATIONAL COMMUNITY SCHOOL

Bangkok, Thailand



ANNUAL REPORT 2018-19



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Vision

To continuously excel as a Christ-centered learning community.

Mission

Based on the Bible, in partnership with parents, we teach the whole student to know and apply wisdom for the good of our world and the glory of God.

Letter from the Superintendent

Dear ICS Community,

I believe ICS is God's school and that He established it in order to show His love for us and to be a place where we can show love for each other. We believe the ICS school community is a gift from God, and I hope you will find, inside this report, both encouragement and celebration.

ICS is not only an excellent academic school, but also a learning community where we shape students to be positive influencers in our world. In August 2015, the ICS Board, wishing to expand upon this vision, began to investigate starting a second school with the same heart and goals as ICS Bangkok. In August 2020, ICS will open that second campus in Udon Thani, Thailand, operating under the same guiding principles that have anchored our Bangkok campus for over 26 years. It is encouraging that many in that area, including an ICS alumnus, want to send their children to ICS Udon Thani when it opens because of the strong reputation ICS Bangkok has established. As we move forward, I want to assure you that the ICS Board has also required that we maintain an ongoing commitment to "continually excel" at the ICS Bangkok campus, even as we start our second school and some staff members leave Bangkok to serve there.

At ICS, we strive to balance growth with an intentional and consistent set of standards articulating what we do and how we do it. To keep our focus, we have posters that list our vision, mission, core values and what we want our students to become, hanging in all classrooms and offices.

While many organizations do this, at ICS we align all we do and even assess how well we are doing according to these standards. The ICS school board even evaluates me on how the school accomplishes what we say we will do on the posters. As you read through the rest of this report, I invite you to refer back to our Vision, Mission, Core Values and what we want ICS students to become. As you reflect, we believe that you will see that the statements on this poster have guided our decisions at ICS and invite your input, as always, to show us how we can continuously excel.



The poster features the ICS crest at the top. Below it, the text reads: **INTERNATIONAL COMMUNITY SCHOOL**. The poster is divided into four sections: **OUR VISION** (To continuously excel as a Christ-centered learning community), **OUR MISSION** (Based on the Bible, in partnership with parents, we teach the whole student to know and apply wisdom for the good of our world and the glory of God), **CORE VALUES** (Biblical Truth, Community, Growth, Integrity, Respect, Love, Christ-centeredness), and **The ICS Student is becoming a** (Lifelong Learner, Discerning Thinker, Competent Communicator, Quality Producer, Team Player, Responsible Citizen, Follower of Christ). The ICS logo is at the bottom right.

Thank you for reading and thank you for your partnership as a part of the growing ICS community.

Sincerely,



Darren M. Gentry
Superintendent

Annual Highlights

Serving and Learning Together (SALT)

Taking our students outside the confines of the ICS walls and leading them to serve in communities around Thailand achieves our two main cornerstones at ICS - loving and learning. This year, there was a greater emphasis put on service opportunities across the board during our 4-day long Serving and Learning Together trips. Our teachers organized over 20 service groups in Middle and High School in order to have enough "authentic" service experiences for our students. Our students impacted others' lives both close to home and in far off provinces. They showed a willingness to work hard, serve with grateful hearts, and make a difference in the lives around them. Areas such as Bangpli, Kanchanburi, Pattaya, Kao Yai, and more were impacted by the commitment of our teachers and students. Along the journey, each class grew even closer together as a team.



Carnival

Loving and learning was once again clearly evident in the way in which our seniors laughed and cried together in the lead up to the Senior Carnival. No day sees our community come alive together like the Carnival. The seniors put on a show for all ages to enjoy. The students forgave each other, worked hard for each other, and learned from each other on this most memorable day.



Annual Highlights

Mulan Musical

Learning together within a classroom, a single grade level or a subject is one thing, putting together a performance that brings hundreds of students together across almost every grade level is a complex team building activity. The stage truly came alive in the production of Mulan. The make-up, the stage design, the lighting, the music, and so much more all worked seamlessly together to create a breathtaking performance from start to finish. Mr. Gersom and over 100 students united to produce a show that mesmerized the audience and kept them on the edge of their seats.



Annual Highlights



International Day

Learning about the many cultures that co-exist so well at ICS and celebrating our oneness in diversity is what International Day is all about. Our exceptional parent and student community made this day possible.



Thai Day

Hosting a yearly celebration of the rich culture we live and serve in is always a special day. This year's Thai Day was no exception with students performing exquisite dances that celebrated Thai Culture, past and present.



Annual Highlights

Capstone Projects

Our senior Capstone Service Projects showcased a learning process for our seniors that stretched them all physically, emotionally, intellectually, and spiritually. Completing a needs assessment, researching a problem that many face in Thailand, and then discovering what it means to care for others took many students to a deeper understanding of global issues.



Annual Results

History Bowl

Once again, our students took home many medals in the annual International History Bee and Bowl competitions. Our students competed twice this year in Bangkok, and they continued to dominate. They won the Varsity and JV History Bowls in both competitions. Our Middle School team finished in 2nd place in both as well. Gold, silver, and bronze medals were also won by individual students in the history and geography bees.



Eagles Athletics

- Volleyball** Varsity Boys - 3rd Place BISAC, 3rd Place ISB Invitational
Varsity Girls - 3rd Place NIST Invitational
- Basketball** Varsity Girls - 2nd Place BISAC, 3rd Place ACSC Tournament, 3rd Place ISB Invitational
- Soccer** U-15 Girls - 3rd Place Shrewsbury Tournament
- Cross Country** U-11 Boys 3rd Place BISAC, U-13 Boys 3rd Place BISAC, JV Girls 3rd Place BISAC,
U-13 Girls 2nd Place BISAC, U-15 Girls 2nd Place BISAC, and Varsity Boys 2nd Place in BISAC



Annual Results

The Arts

The Performing Arts Center and the Community Arts Forum continued to hold events throughout the year that showcased the amazing level of talent that our students possess. Their creativity and freedom to express music and art that makes us all feel something inside our soul is what truly stands out to students, teachers, and parents.



Parent Satisfaction Survey

99% Strongly agree or agree that their children feel happy to be able to learn at ICS.

98% Strongly agree or agree that ICS provides a loving environment.

97% Strongly agree or agree that ICS provides a caring and nurturing environment.

97% Strongly agree or agree that they would recommend an ICS education to family and friends.

91% Strongly agree or agree that because of the education at ICS, my child has been positively affected by the Christian teachers and their examples.

96% Strongly agree or agree that I believe that ICS has demonstrated its commitment to helping students, faculty, and staff grow in all areas of their lives.

93% Strongly agree or agree that the time spent at ICS has prepared or will prepare my child to be successful at the college and university level.

University Acceptances - Class of 2019

United States

Abilene Christian University
 Auburn University
 Azusa Pacific University
 Babson College
 Baylor University
 Bentley University
 Biola University
 Boston College
 Brown University
 Cairn University
 California Baptist University
 Calvin College
 Carnegie Mellon University
 Case Western Reserve University
 Cedarville University
 Clark University
 Clarks Summit University
 Colorado State University
 Columbia College Chicago
 Columbia University
 Cornell University
 Covenant College
 California State University, Northridge
 Dartmouth College
 Denison University
 DePaul University
 Embry-Riddle Aeronautical University
 Emerson College
 George Fox University
 George Mason University
 Gordon College
 Harvey Mudd College
 Hope College
 Johns Hopkins University
 Lee University
 Lewis University
 Massachusetts College of Pharmacy and Health Sciences
 Messiah College
 Michigan State University
 New York University
 North Dakota University
 Occidental College
 Ohio State University
 Penn State University
 Princeton University
 Purdue University
 Quinnipiac University
 Rutgers University

Saint Louis University
 Savannah College of Art and Design
 Seattle Pacific University
 Stanford University
 State University of New York, Binghamton
 State University of New York, Buffalo
 State University of New York, Oswego
 State University of New York, Stony Brook
 Taylor University
 Temple University
 University of California, Berkeley
 University of California, Davis
 University of California, Irvine
 University of California, Los Angeles
 University of California, San Diego
 University of Chicago
 University of Cincinnati
 University of Colorado
 University of Florida
 University of Illinois at Chicago
 University of Illinois at Urbana-Champaign
 University of Maryland
 University of Massachusetts, Boston
 University of Massachusetts, Dartmouth
 University of Michigan
 University of Minnesota, Twin Cities
 University of Oregon
 University of Pennsylvania
 University of Pittsburgh
 University of Richmond
 University of San Francisco
 University of South Carolina
 University of Southern California
 University of Washington
 University of Wisconsin, Madison
 Wesleyan University
 West Virginia University
 Wheaton College
 William Carey University
 Yale University

Canada

Queen's University
 Trinity Western University
 University of British Columbia, Canada
 University of Toronto
 University of Waterloo
 Western University

United Kingdom

Imperial College London
 Leicester University
 Loughborough University
 Swansea University
 The University of Sheffield
 University of Bath
 University of Bristol
 University of Kent
 University of Leeds
 University of Liverpool
 University of Manchester
 University of Surrey

Australia

Griffith University
 Monash University
 Swinburne University of Technology
 The University of Melbourne
 The University of Queensland
 The University of Western Australia

Taiwan

National Cheng Kung University
 National Taiwan University
 National Tsing Hua University

Japan

Nagoya University
 Osaka University
 Waseda University

Korea

Korea Advanced Institute of Science and Technology (KAIST)
 Korea University
 Seoul National University
 Yonsei University

Thailand

Assumption University
 Chulalongkorn University Faculty of Medicine
 Ramathibodi Hospital
 Khon Kaen University
 King Mongkut's Institute of Technology, Ladkrabang
 Mahidol University
 Rangsit University
 Srinakharinwirot University
 Thammasat University

Singapore

Yale-NUS College

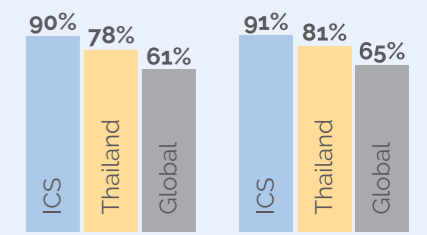
Scholarships

ICS Seniors were awarded **over US\$750,000** in scholarship offers for the 2019-2020 academic year!

College Admission and Scholarship Results

This year, Mrs. Jennifer Lembright introduced a new monthly College Club to help our students through the tedious and confusing college application process. Our senior students broke the university admissions results through the roof with our best ever college acceptance decisions in our history. Not only did many students get into one of their top 3 choices, but even more received scholarship offers that were mind blowing. Our students worked extremely hard to achieve these fantastic results.

Advanced Placement (AP) Results



	2018	2019
Scores 3+	90%	91%
Scores 4+	66%	64%
Perfect 5 scores	41%	36%

91% passing rate - 10% higher than the rest of Thailand and 26% higher than the world average.
 216 ICS students took a total of 444 AP exams



SAT Results

SAT I	Class of 2018	Class of 2019
ERW*	616	631
Math	669	679
Total	1285	1310

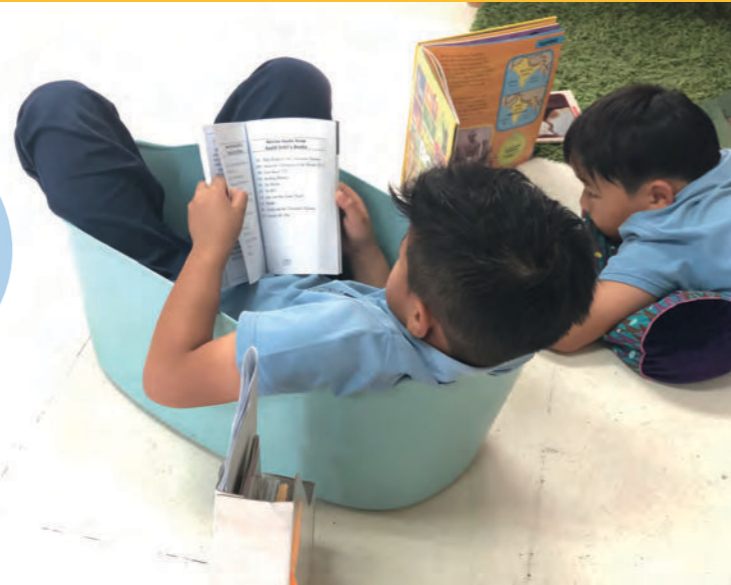
* ERW - Evidence based Reading & Writing

New and Noteworthy

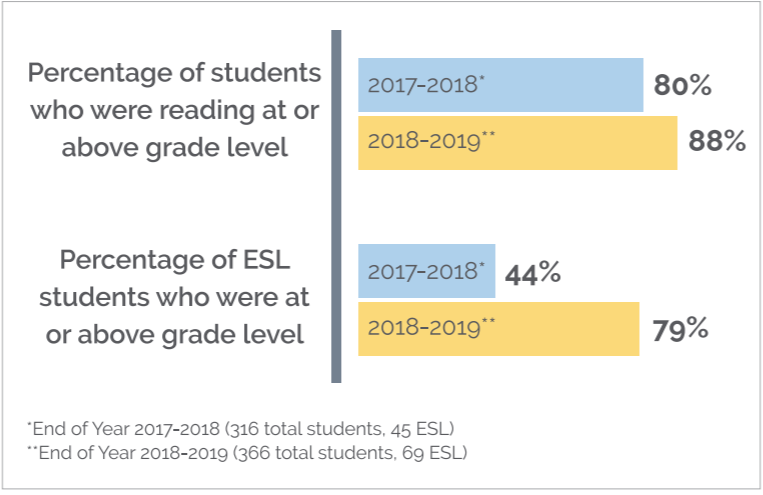
Reading Workshop

At the start of the 2018-19 school year, ICS invested a considerable amount of money in building classroom libraries in each K5 to Grade 5 classroom. All in all, over 9000 books were purchased and added to the classrooms.

Over
9000
books
purchased



This large investment was made because of the research that continually points to the need for early readers to be engaged, interested, and encouraged in their reading. A major foundation of all learning, across all subject areas, is the ability to read well. Alongside that investment, we decided to adopt the Reading Workshop method in the ES classrooms. Reading Workshop is a teaching strategy that was implemented this year across K5-Grade 5. The method consists of a 5-10 minute mini lesson on how to decode or comprehend books across all genres. It also entails 25+ minutes of students either reading independently, reading with a partner, or meeting with the teacher. It often concludes with 5 minutes of sharing their learning with their partner or with the class. By the conclusion of the 2018-19 school year, we already saw great gains in the area of reading across our elementary division. See the comparisons



2019 Clean Water Challenge

The Middle School division opened up the month of May with their "Lock-In With a Purpose" service event. The global learning theme was water scarcity around the world. Over 100 students participated in the "6K Walk for Water Challenge" which had each student walk at least 3K carrying a bucket of water. This truly made them feel the struggle that millions go through every single day due to the lack of water. The students then went on throughout the night to take part in 5 simulation stations, learning the complexity of clean water scarcity. They woke up on Saturday morning and served at the Construction of Hope Ministry off campus.

New and Noteworthy



X Block

At ICS, we believe that Middle School students need time for exploration in order to better form a healthy sense of identity, leading to higher levels of motivation, self-awareness and even academic success. This year, ICS MS launched our new "X Block" program (eXcite, eXplore, eXcel) with over 25 different "mini-courses" offered for all students from Grades 6-8. From STEM electives like Robotics, Electronics, Chess, Engineering Challenges or Sports Medicine to Arts electives like Photography, Sewing, Cooking or Animation, each Middle School teacher at ICS mentored a small group of students in a different inquiry-based elective each quarter. The key ingredient for success has been our teachers choosing subjects they themselves are passionate about so that the teacher's own love for learning becomes contagious! X Block has quickly become many students' favorite hour of the week, and we can't wait to see what the future holds with 25+ new electives on offer for 2019/20!

Advisory Block

At ICS Middle School, we also believe that all learning is social and emotional: that we teach students before we teach subjects, and that connecting the school and community is particularly essential during early adolescence. This August, we launched our middle school advisory program aimed at promoting three "Cs" for growth and development: community, connection, and communication. Through placement in a small group of 12-15 students who met with the same teacher-advisor every day for 20 minutes, each middle schooler was given an adult advocate who helped with pastoral care, academic accountability, and (especially important in middle school) FUN! The academic support provided by our advisors led to the lowest rates of academic probation in over ten years and a 6% increase on the honor roll. The team building challenges led to increased community and engagement. In an anonymous year-end survey, students said that advisory block helped them "find a smaller group in a big school that they can belong and feel safe" and "feel like they have a family at school too". 81% of students even said that if they were having difficulty at school, they would talk to their advisor. Our advisory program is already growing into a successful distributed care model which makes sure no student goes unnoticed at ICS!



New and Noteworthy

High School Business Club

One of our most successful clubs of the year was the newly formed ICS Business Club. The group was over 40 strong on most events as they visited hospitals, multinational corporations, and more in order to gain insight into what it takes to form a successful business.



New and Noteworthy

High School Phone Policy

“Bell to bell.” After careful consideration and research, our High School adopted a “bell to bell” policy as it relates to cell phone usage in the school. One student remarked, “We know it’s good for us.” Community is paramount at ICS and therefore we want our students conversing with each other throughout the day and connecting with people face to face. It was amazing to see the difference in community this change made. Students played board games during lunch and simply socialized with each other.



TEDx Youth Event

For the first time in our history, our students led a TEDx Youth Event on our campus. Over 10 of our High School students had the courage to stand up and speak for 15 minutes on topics close to their hearts. This was completely student led with everything from direction, organization, design, lighting, sound, and recording being done by our very own ICS students.



High School Debate Club and MS Debate Competition

The High School division started up a Debate Club this year with Mr. Darryl De Kock leading the way. This club paid immediate dividends as a few of our teams competed in the Thailand Youth Debate Championship. A couple of our teams finished in the top 10. One of our teams were champions in the “rookie” category. Shortly after that, we had a middle school team compete in a Thailand Debate Competition, and they also finished in the top 10. Many of the competitors at these events were in university already. Our students continue to amaze us.



Our Community

The most important part of every school is not in facilities, it's not in school size, it's not in resources, it's in, simply put, the teachers. Not only do our teachers go above and beyond teaching the content with excellence in the classroom each day, but they also work hard to represent Christ's character in all that they do. The building up of our students' character is what we hold so highly here at ICS. It's the support of the teachers which makes that even possible. They not only teach our students how to make the right decisions, but they model it and then build community that helps reinforce it.

A recent NYTimes article with the headline "Students Learn from People They Love: Putting relationship quality at the centre of education" (Brooks 2019) highlighted neuroscience research noting that "a key job of a school is to give students new things to love...what teachers really teach is themselves — their contagious passion for their subjects and students." This is truly the foundation of good teaching and at ICS; we build our programs around this keystone of relational learning.

This character and community building goes hand in hand at ICS. We wouldn't have events such as HS Eagles Camp or MS Ignite Retreat without over 40 teachers and staff members being willing to build relationships with their students outside the classroom and take the time to speak life and hope into the minds of their students. We also wouldn't have events like our Christmas Shoebox Drive which brought over 30 teachers together with over 300 students to put together over 2,000 shoeboxes for those in need. Our staff and teachers also wouldn't be investing in the lives of our students on most Friday nights or Tuesday afternoons throughout the school year, building relationships



Ways in which we teach and demonstrate the importance of character and community

with hundreds of students at Friday Night Fellowship, GNC, Night of Worship, etc. We also wouldn't have teachers committed to acting out what great character looks like week in and week out in ES Chapel, emphasizing our 4B focus.

One of the major reasons this character and community building is made possible is due to our ever-increasing average years of service for all teachers and staff at ICS, hitting a remarkable height of 8 years this year, our highest mark ever, and our consistently low turnover rates. We have committed teachers who stay because they love their students and are here for a greater purpose.



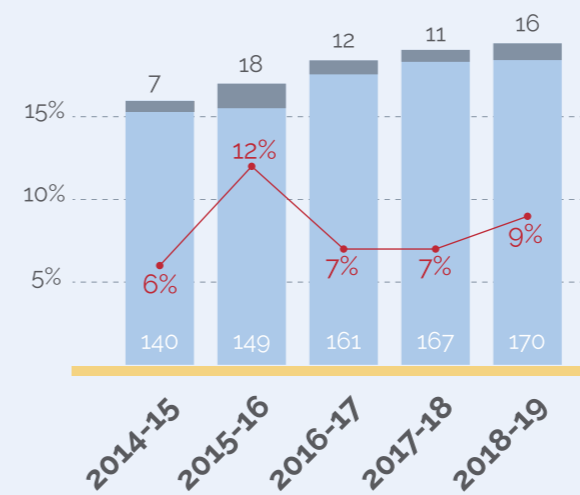
Our Community



[Christmas Shoebox Drive]

[PTO Sports Day]

Teacher Turnover Rate



Average Years of Service

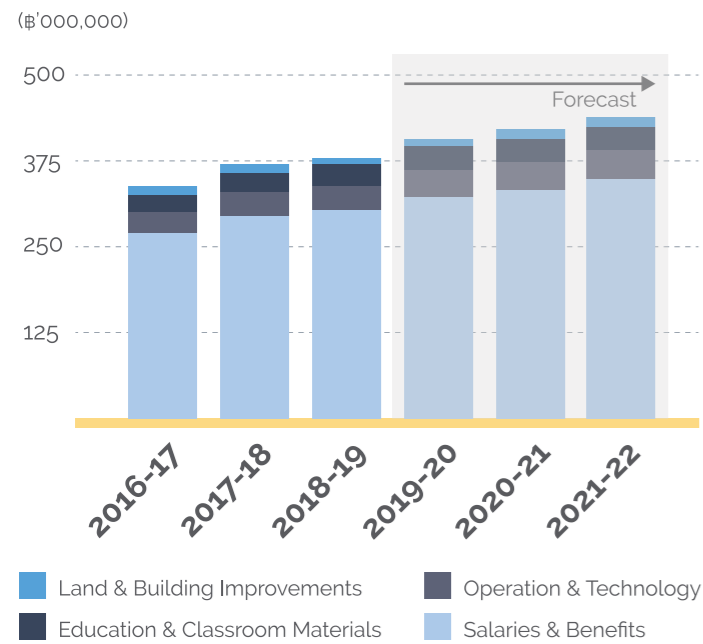


■ Total Number of Teachers/Staff
■ Number of Leaving Teachers/Staff
● Average Years of Service
● % Turnover Rate

We thank God for your generous support to ICS over the years. Even with an ever-increasing list of new international schools in Bangkok, ICS continues to see our admissions and enrollment grow each year. You continue to trust us, and we do not take that trust for granted.

Since we announced our plans to open a second ICS location in Udon Thani, the response has been overwhelmingly positive and supportive. Many are excited with us to continue our Foundation's heart, to proliferate quality Christian international education in Thailand, particularly in the Isaan region where there are fewer educational choices. We are humbled by all the encouragements, and even the donations, that have already come in for this project, and we are pleased that progress is on time to begin classes in Udon starting Fall of 2020!

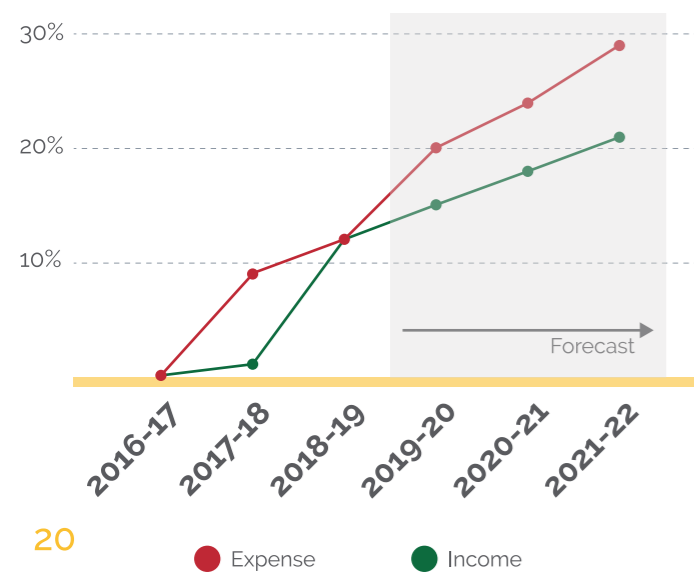
Yearly Expenditures



Understandably, some of us wonder whether a large effort like this would detract from the work and resources at Bangna. The ICS Board of Directors, in agreement with the ICS Bangna administrators, have committed to make sure this does not happen. To help illustrate what this commitment entails, we want to take this year's Finance section of the Annual Report to share our spending and income, not only of the past years, but our forecasted spending for the next few years.

In the first chart, you will see our total yearly expenditures for ICS Bangna, broken down by categories. Similar to most international schools, salaries to support our quality faculty and staff accounts for most of our expenses. Overall, you'll see that the total spending at Bangna continues to grow each year leading up to our anticipated launch of ICS Udon in 20-21, and there are no foreseeable plans to slow down in Bangna. In other words our expenses are planned to keep increasing at the same pace as it has in the past, to not only sustain, but continue to improve the quality of our Bangna campus, much like we have for the last 26 years.

Growth of Income vs. Expense since SY2016-17



In the second chart, you can see that despite modest tuition increases each year, our total expense growth each year continues to outpace our income growth. In SY21-22, we expect ICS Bangna spending to be almost +30% more than what was spent in SY16-17, while our income over that same time will only grow by a little over 20%. This is another way to see financially that we will continue to accelerate our spending at Bangna for the foreseeable future, with no planned deceleration due to the new campus build.

It is important to note that, consistent with ICS history and priority, our spending is always focused more on enriching the student and classroom experience than on the latest gadgets or education trends (which come and go). We seek, to the best of our ability, to be proper stewards of the money entrusted to us by channeling those funds to only what we see as proven and effective channels for student achievement and well-being.



Painting of the Bedford building



New logo on buildings and fences



New tents on 5-rai soccer field



New PAC lights



New track and field equipment



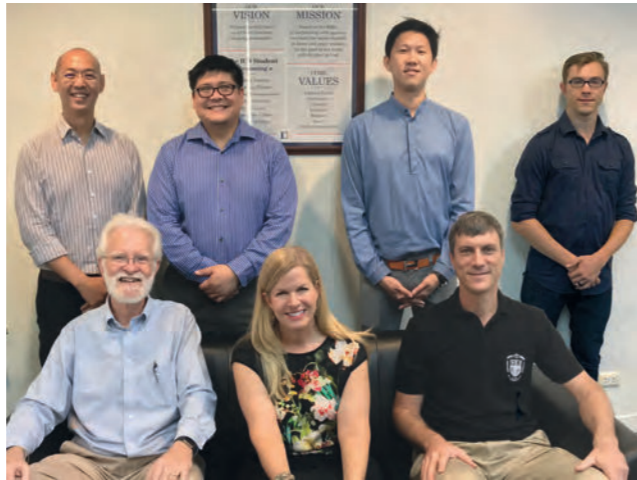
New multipurpose room in the Middle School division

Letter from the ICS Board

Dear ICS Community,

International Community School is such an appropriate name because the essence of ICS is our close-knit community. It is in the context of this community that students discover, grow and develop into the people God created them to be. It's a community in which parents and students are often found lingering on campus, playing and conversing, until the administration turns off the lights in the evening. Many call ICS their second home, and accreditation teams note that what makes ICS great is that students know that they are loved.

We as the ICS Board see our role as stewards tasked with ensuring excellent results in the lives of ICS students. We strive to continuously excel as a Christ-centered learning community. Although we work behind the scenes to perpetuate and build upon the vision and mission of ICS, you will see our goals posted throughout the campus. For example, "The ICS Student Is Becoming a Lifelong Learner." At ICS students grow to love learning and consider the pursuit of excellence to be a normal way of life.



We as a board establish governing policies and monitor school performance on a quarterly basis. We produce a link between ICS and the Christian community in Bangkok for long term accountability in achieving the school's goals. We bring to the table a wide variety of experiences and perspectives, yet we speak with one voice. Most of us are also mothers and fathers of ICS, having entrusted our own children to this school for many years. All of us joyfully volunteer our time and talents to serve the ICS community.

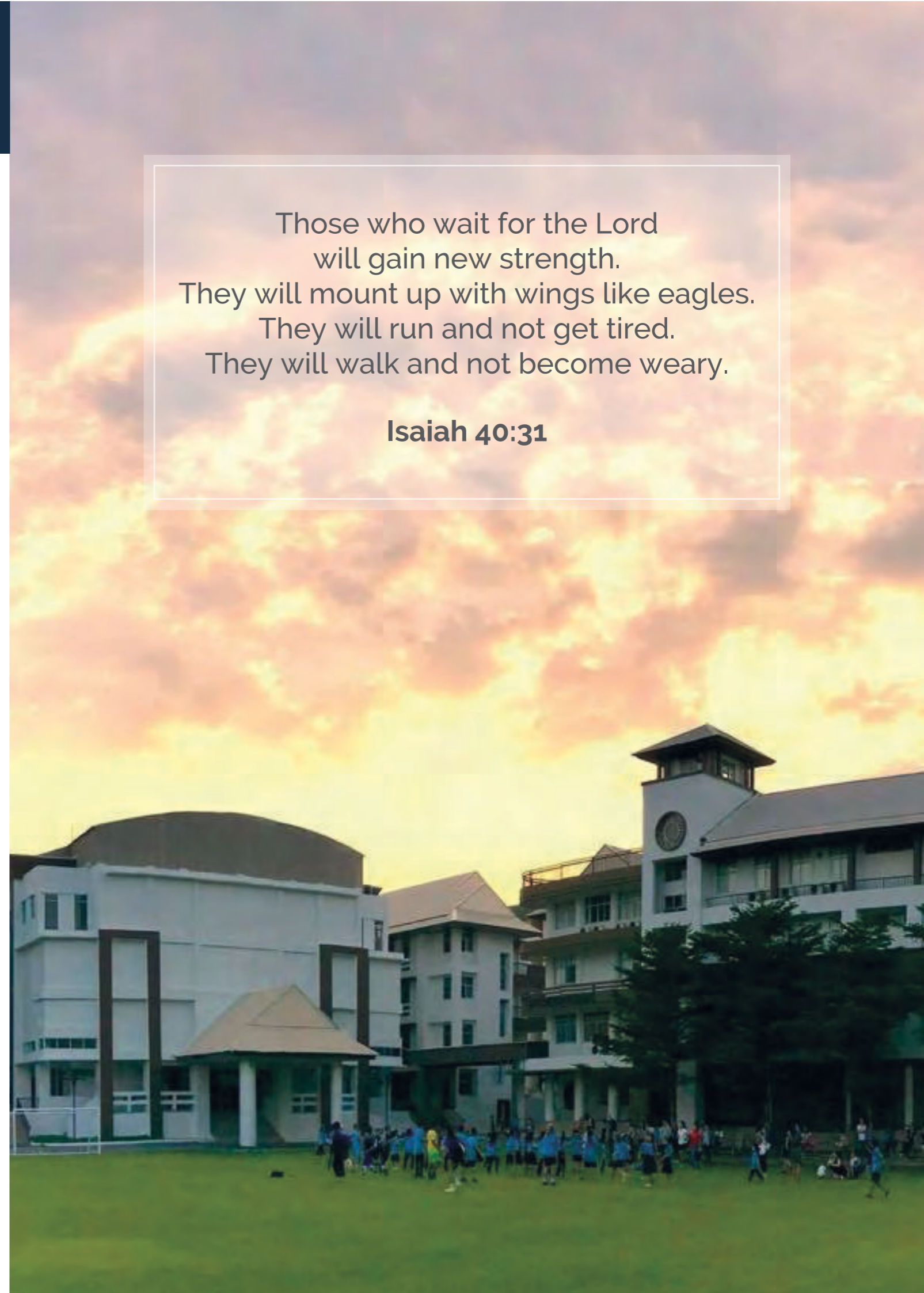
Our common passion for the ICS vision and mission motivates us because our families and communities have been eternally impacted through involvement at ICS. We hope yours are, too.

Sincerely,

ICS Board Members

Those who wait for the Lord
will gain new strength.
They will mount up with wings like eagles.
They will run and not get tired.
They will walk and not become weary.

Isaiah 40:31





ANNUAL REPORT

INTERNATIONAL COMMUNITY SCHOOL
2018-19

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