



# ANNUAL REPORT

## 2019 - 2020



**INTERNATIONAL  
COMMUNITY SCHOOL**  
*Bangkok, Thailand*



# Table of Contents

Letter from the Superintendent	2
Annual Highlights	3 - 7
New & Noteworthy	8 - 12
Annual Results	13 - 16
Parent - Teacher Partnership	17 - 19
Capital Improvement	20 - 21
Annual Finances	22
Message from the Board	23



## Letter from the SUPERINTENDENT



**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.*

### Dear ICS Community,

Thank you for reading through this annual report remembering all that God has accomplished through the ICS community during the 2019-20 school year. While this year unfortunately ended with online school due to the Covid-19 pandemic, as I look through this annual report, I remain amazed at not only what all of the students accomplished, but also what they have become as they have lived and grown in the ICS community. As you read this report, I think you will also be amazed at the students, families, and ICS staff who are ICS. I think you will also see why the ICS board chose to build a second campus in Udon Thani to make our ICS community available to more people and to have an even greater positive impact in Thailand and the world.

It is the ongoing strength of our community which makes ICS a special place which will forever be the gold standard against which many of us will eventually compare future schools and places to serve. This is the case for me, and I know that I will never find a place to serve that has the same quality of students, the same engagement and support of parents, and the same dedication and excellence as those who serve at ICS. While the 2020-21 school year will be my last year at ICS, I will leave with confidence and optimism for the future of this community because the success that we have enjoyed at ICS is not about one person but rather about all of us with the shared vision to “continuously excel as a Christ centered learning community.” I believe that the commitment to this vision is stronger now than ever, and that ICS WILL continuously excel. This means we will grow in quality and will continue to make an even greater impact on Thailand and the world, in and through our graduates.

I want to end with a special thank you to all of the parents and teachers who demonstrated, in a whole new way this year, the “partnership with parents” written in the ICS mission. I believe that both groups understood that it took hard work and collaboration to successfully finish the school year online and your cooperation and diligence are just a couple more examples of what makes ICS a very special place.

**Darren Gentry**  
*Superintendent*



# CAPSTONE PROJECT

Our seniors will forever be remembered for graduating while wearing face masks, and also for being the first class to ever present their Senior Capstone Service Projects online. The Class of 2020 was stretched this past year and forced to be flexible and committed to finishing strong through it all.

Here is a quick overview of what our Class of 2020 accomplished through their Capstone Projects. Our students committed to serving a very broad group of communities and organizations from young students, to the urban poor, from migrant communities, to the elderly.

## The Senior Class of 2020 focused on the following:

- Safety (mitigating risk) - schools, businesses, homes, transportation
- Renovating schools, homes, and community spaces.
- Technology - leveraging technology and apps to improve the human experience
- Education - supporting young students
- Health - exercise, playgrounds/park, nutrition, rabies, alcohol addiction
- Hospitals - patient care, patient experience

Total hours our Seniors spent on their Capstone Projects - 2693 hours; average of 30 hours per person.



## Students who "Passed With Excellence" were:

- Aoey** - Inspired the next generation of scientists through a STEM camp
- Bam** - Created a tactile periodic table to help students learn chemistry
- Caren** - Leveraged her love for music to inspire students in their musical endeavors
- Dada** - Raised over 220,000 Baht for a cancer research program to reduce the cost of cancer treatment in Thailand
- Deborah** - Invested in the lives of kids helping them understand the power of managing their money
- Eric** - Improved the thermal efficiency of a physically disabled young man's home
- Joseph** - Supported students with the desire to learn to play music
- Megan** - Empowered individuals with Parkinson's disease to continue physical therapy at home
- Peam** - Improved the patient experience at a government hospital
- Thaam** - Designed a program using ballet to help a young lady with scoliosis and encouraged healthy exercising habits along with her friends
- Year** - Developed a program for students to improve safety and confidence in the water



# SERVING AND LEARNING TOGETHER (SALT)

Teaching English, building fences, serving food to those in need, digging ditches, mixing cement, painting walls, and more were all tasks our students embarked on throughout their time on their Serving and Learning Together (SALT) trips. They remained committed to the cause of serving and loving their neighbors.







## 1984 PLAY

Mr. Gersom De Koning continues to stretch our drama program each and every year in new and unique ways. The adaptation of 1984 enabled the audience to truly feel the emotions that the characters were dealing with through each dramatic scene. The audience was able to choose two different paths - the Resistance or the Government - and were immersed in the action, walking through each compelling and enthralling scene, seeing the emotions of each side. The ICS community was left in awe at the set design, the creativity of our students, and the way in which our actors and actresses truly embodied their characters in a dynamic way.



## ELEMENTARY MUSIC/ DRAMA PROGRAM

Mrs. Aimee Smith entered our elementary school and immediately boosted our music program to new levels this past year. Her passion for music and children really stood out each day. She led the 4th grade students through a beautiful music performance during the Thanksgiving chapel. One of the largest performances was the K4/K5/Grade 1 student performance of the musical "The Grumpy Sheep." This was a Christmas musical that told the biblical Christmas story from the perspective of a very grumpy sheep. The students worked hard to learn their songs, movements, and speaking parts.



## BAND/STRINGS PROGRAM

At the Bangkok International School Performing Arts Festival this past year, the main conductor said the following about ICS. "We thank ICS for participating in this festival from the very beginning, since 2011. They for sure have one of the best music programs in Thailand." Mrs. Marybeth Khamis and Mr. Cody Thomas have taken our Strings, Band, and Voice students even further this year. Both programs were able to perform combined pieces this year as well, celebrating the vast array of talented individuals we have at ICS. The focus in our Band/Strings/Voice program is on our students finding joy in the music they play and creating positive, long lasting relationships with their peers and teachers.



## CARNIVAL

Bringing 100 senior students together to organize an event that will serve over a 1000 people is not an easy task by any stretch of the imagination. The activities ranged from an Esports FIFA tournament, a maze, carnival games, a pony ride, and much, much more. The lessons they each learned along the way in bringing such a huge event to fruition were worth it for our seniors.





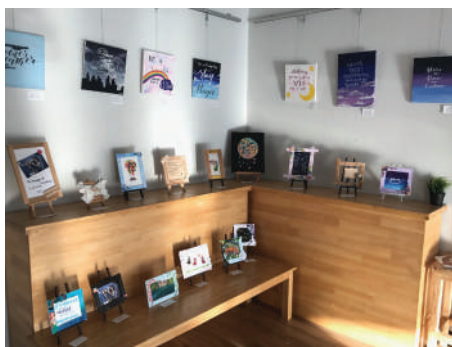
# THAI DAY

It is always an honor for our ICS community that consists of people from 28 different nations to come together to celebrate the country where we all live and serve - the great nation of Thailand.



# THE ARTS

We at ICS believe strongly that God has blessed all of our students with different gifts. One of our goals is to have our students come to the realization of what those gifts are and then give them each opportunities to see those giftings strengthened, enriched, and encouraged. Our students of all ages continue to excel in the realm of visual arts, pushing themselves to think imaginatively and design creatively.



# NBC CAMP

The summer of 2019 marked the largest ever NBC Basketball Camp held in Bangkok, in our very own ICS gymnasiums. Mr. Todd Gealy, the ICS coaches, and NBC Camp coaches worked together to meet the needs of over 140 students each week. What is so special about this camp is that students not only learn about how to excel in each aspect of the game of basketball, but they also learn serious life lessons on how to be a competitor with integrity and what it means to stay true to God-given values. This camp would not be possible without the amazing dedication of our very own ICS teachers.



# ICS DEBATE COMPETITION

ICS hosted a student-led Varsity Debate Championship during the first semester. Professional debate evaluators were brought in to help individual teams during the competition and our students ranging from 6th grade to 12th grade thrived in this setting. The intellect exhibited by our students and their ability to “think on their feet” was quite impressive throughout the event. Students and parents combined to organize this special event. They clearly exhibited the attributes of what it means to be a “competent communicator” and a “discerning thinker.”





## YOUTHS FOR SDG'S CONFERENCE

Youths for SDGs is a high school event that focuses on the 17 Sustainable Development Goals and encourages students to be a force for change in their world. The goals of the event revolved around raising awareness of the SDGs, creating a network of students passionate about making change, and pushing students to find creative solutions to complex issues facing their world. In this first ever conference in Bangkok attended by over 15 international schools, our team of Proud, Fah, and Mina placed 2nd overall at the competition.



## Service CONFERENCE

2019-20 marked the first time ICS has ever hosted the annual Service Conference. Hosting the Service conference was one of the most challenging events we have ever been a part of but the opportunity was also incredibly rewarding! The ICS community members, especially Mr. Mike Holden, played a pivotal role in bringing this event to ICS. Without the support of several ICS teachers and parents who spoke during the conference and led community outreach projects over three days, the event would have never been possible.

### By the Numbers:

- 240+ students attended with 30 teachers from 17 schools
- 14 service trips took place across the city - the most of any Service Conference
- 6 adult keynote speakers presented
- 8 student keynote speakers presented
- 18 adult led workshops
- 27 student led workshops
- 39 student and adult organizations attended the service fair



## JISMO

### Japan International Science and Mathematics Olympiad

Over the past couple of years, our very own ICS Elementary and Middle School students have won individual accolades in competitions such as the Singapore and Asian Schools Math Olympiad and the American Math Olympiad. This year, our team of 6th grade competitors received the 1st place prize in the Japan International Science and Mathematics Olympiad, beating every other school in Thailand. Our students are growing across every discipline of study!



## 1ST ONLINE MIDDLE SCHOOL AWARDS AND GRADUATION CEREMONY

Leave it to Mrs. Karen Conwell to create an online graduation for the ages. She directed, organized, led, and presented in our Online Middle School Awards and 8th Grade Graduation Ceremony. From start to finish, with video slideshows, music videos, and award presentations, it was a can't miss event. Mr. Micah and Mr. Joe thankfully helped on the tech side allowing us to live stream the presentation. We had family members from across the world as far as the USA and Australia watching the event. The teachers went above and beyond in the production of a tribute video that has since gone viral on our ICS Facebook page.





## MS Global Issues Challenge



A huge thanks goes out to Mrs. Karen and her cast of energetic middle school teachers for leading the MS Global Issues Challenge this year! From a "Hunger Banquet", to three stimulations demonstrating global inequality and a reflection station, it was a jam packed event! Through these annual events, focusing on the UN Sustainable Development Learning Goals, we want students to grow in compassion, character and global responsibility.



## ICS Hosts International Volleyball Tournament

In the month of October, ICS hosted the Asia Christian Schools Conference Annual Boys Volleyball tournament. Over 60 total games were played over the course of four grueling days. Teams from 5 different nations competed against each other, and ICS Bangkok came out on top at the end, in extremely dramatic fashion. Mr. Taylor and his athletes not only played brilliantly, but also were shining examples of sportsmanship and teamwork throughout the tournament.



. . . . .

## Bangkok Entrepreneurial Student Tryout Competition 2019

ICS Business Club Students organized the Bangkok Entrepreneurial Students Tryouts (BEST) this year. Students interested in competing in BEST attended a bootcamp hosted by Reactor where they began brainstorming startup ideas and got practice pitching their ideas to a team of judges. After the bootcamp, students continued the process, developing their startup ideas independently and worked on getting their startup ready to launch. At the BEST competition, each team (3-5 students) presented their startup ideas to a panel of judges from startup-focused businesses in Bangkok.







**1095**

Number of students enrolled for 2020-2021 from 4-year-old kindergarten to G12

**21**

Number of AP courses offered, with 88% of eligible students having taken at least one AP

**65%**

Teachers with a Master's Degree or higher

**8.6**

Average years of retention for all ICS faculty and staff

**28**

Number of countries represented among the student body

**99%**

Surveyed parents who agree that ICS provides a caring and nurturing environment for their child

**99%**

Surveyed parents who agree that they would recommend an ICS education to family and friends

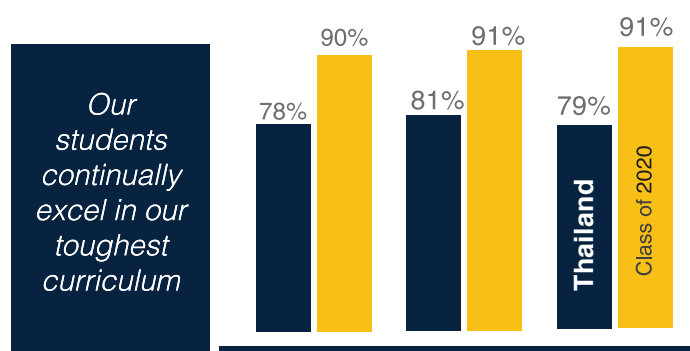
**SAT Results**

SAT I	ICS *
EBWR	625
Math	693
<b>Total</b>	<b>1317</b>

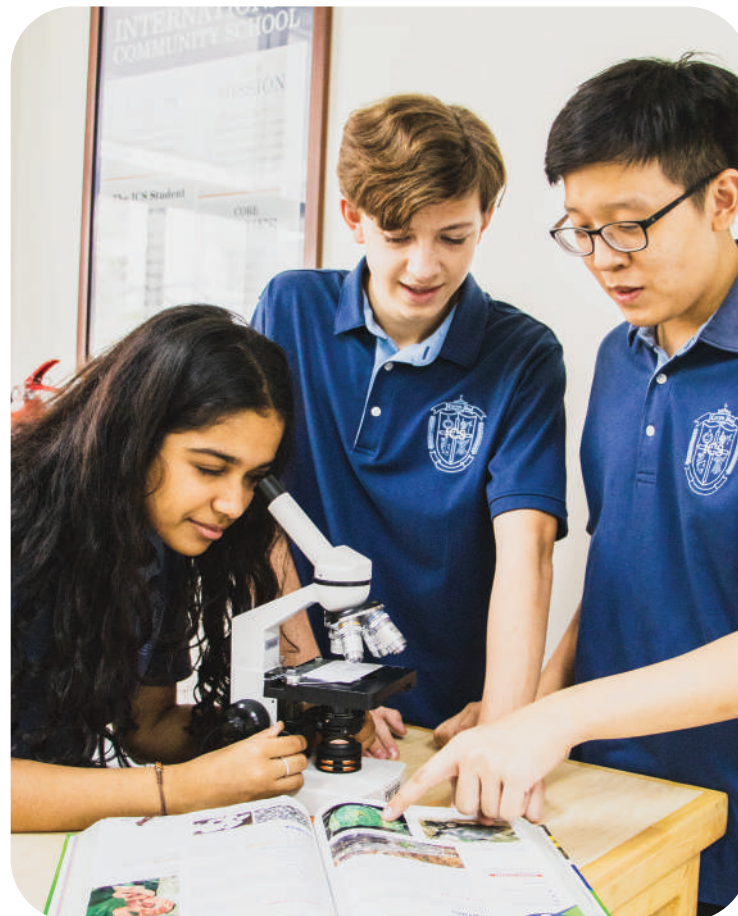
\*Mean score, 80 out of 93 students tested from Class of 2020

**Advanced Placement (AP) Results**

ICS is the top AP school in Thailand in terms of AP courses offered and scores achieved.



	2018	2019	2020
AP students	195	208	204
Exams taken	392	436	453
Scores 3 or above	90%	91%	91%
Perfect 5 Scores	41%	36%	37%



**History Bowl**

**Varsity Division Champion of 2019 History Bowl**

Team consisted of Sun (G12), Guy (G11), Daniel (G11), Jeremy (G9), Brave (G8)

**Middle School Division Champion of 2019 History Bowl**

Team consisted of Samik (G8), Gusty (G8), Gun (G8), Thumb (G7)

**First place of History Bee**

Sun (G12)

**Semi-Finalist of History Bowl**

Atom (G8), Lion (G8), Mimi (G8), Nikki (G8), GG (G6)

**Third place of History Bee**

Guy (G11)

**Second Place MS Division of History Bee**

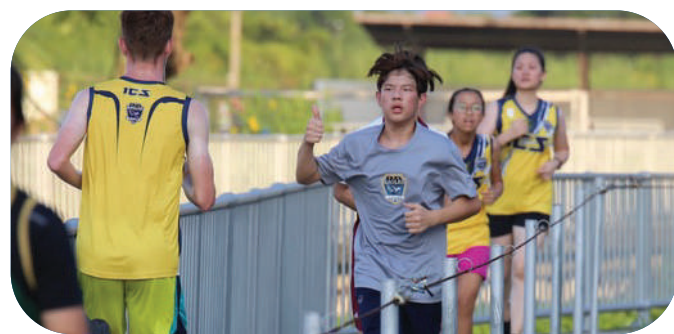
Samik (G8)

**Top Score of Geography Bee**

Guy (G11)







# EAGLES ATHLETICS

## Cross Country BISAC

U-11 Boys team- 3rd place  
 U-11 Girls team - 1st  
 U-13 Boys team - 2nd  
 U-13 Girls team - 3rd  
 U-15 Boys and U-15 Girls teams - 1st  
 JV Girls team - 2nd.  
 We had many individual winners as well which would be too much to list.

## Varsity Boys Soccer:

3rd- NIST Tournament  
 3rd- ISB Tournament  
 3rd- BISAC

## Varsity Girls Volleyball:

3rd- NIST Tournament

## JV Boys Volleyball:

3rd - RIS Tournament

## Varsity Boys Volleyball:

3rd - BISAC  
 1st- ACSC

## U13 Girls Basketball:

2nd- BISAC

## U15 Girls Basketball:

3rd- BISAC

## JV Boys Soccer:

2nd- BISAC

## Varsity Girls Basketball:

1st - NIST Invitational  
 2nd- BISAC

## U13 Boys Basketball:

2nd- BISAC

## U13 Boys Soccer

3rd - Harrow Invitational

## U15 Girls Soccer

3rd - Harrow Invitational  
 1st - RIS Invitational

## U15 Boys Soccer

2nd - RIS Invitational

## U-11 Girls Soccer

3rd - Harrow Invitational  
 1st - NIST Invitational

## U-11 Boys Soccer

2nd - Harrow Invitational  
 3rd - NIST Invitational



# UNIVERSITY ADMISSIONS CLASS OF 2020

A global pandemic did not stop the Class of 2020 from receiving admittance into some of the best colleges/universities across many different nations. More importantly, students are continuing to work smarter on the process, looking for the right "fit" for them. Many students received acceptance into their "first choice" schools and our Class of 2020 was able to raise the bar of total scholarship money awarded to a given ICS senior class. The numbers are astounding. See the following for the full list of schools and scholarship offers.

### USA

Arizona Christian University  
 Baylor University  
 Boston University  
 Brandeis University  
 Cairn University  
 Calvin University  
 Carnegie Mellon University  
 Cedarville University  
 Columbia University  
 College of Charleston  
 Creighton University  
 Davidson College  
 DePaul University  
 DePauw University  
 Florida Institute of Technology  
 Georgia Institute of Technology  
 Gonzaga University  
 Grinnell College  
 Hofstra University  
 Hope College  
 Illinois Institute of Technology  
 Johns Hopkins University  
 Kenyon College  
 Lehigh University  
 Maryland Institute College of Art  
 Miami University Ohio  
 Michigan State University  
 New York University  
 North Greenville University  
 Northeastern University  
 Pennsylvania State University  
 Pepperdine University  
 Purdue University  
 Rutgers University  
 Santa Clara University  
 Savannah College of Art and Design  
 Seattle Pacific University  
 Seattle University  
 Seton Hall University  
 Smith College  
 Stanford University  
 Syracuse University  
 Trevecca Nazarene University  
 Tufts University  
 Union College  
 University of California, Berkeley  
 University of California, Davis  
 University of California, Irvine  
 University of California, Riverside

University of California, San Diego  
 University of California, Santa Barbara  
 University of Colorado  
 University of Georgia  
 University of Florida  
 University of Illinois, Urbana Champaign  
 University of Massachusetts, Amherst  
 University of Massachusetts, Boston  
 University of Michigan  
 University of Minnesota  
 University of Oregon  
 University of Pittsburgh  
 University of San Francisco  
 University of Texas  
 University of Washington  
 University of Wisconsin, Madison  
 Vanderbilt University  
 Washington University in St. Louis  
 Wesleyan University  
 Wheaton College  
 Whitman College  
 Willamette University  
 Worcester Polytechnic Institute

### United Kingdom

Cardiff Metropolitan University  
 Durham University  
 Heriot-Watt University  
 King's College London  
 Lancaster University  
 Nottingham Trent University  
 The University of Edinburgh  
 The University of Sheffield  
 University of Aberdeen  
 University of Bristol  
 University of Glasgow  
 University of Leeds  
 University of Newcastle  
 University of Nottingham  
 University of Reading  
 University of South Hampton  
 University of St. Andrews

University of Strathclyde  
 University of Surrey  
 University of York

### Thailand

Chiang Mai University  
 Chulabhorn International College of Medicine  
 Chulalongkorn University  
 Faculty of Medicine, Ramathibodi Hospital  
 Kasetsart University  
 Khonkaen University  
 King Mongkut's Institute of Technology Ladkrabang  
 King Mongkut's Institute of Technology Thonburi  
 Mahidol University  
 Navamindradhiraj University  
 Rangsit University  
 Srinakharinwirot University  
 Thammasat University

### Canada

Emily Carr University of Art & Design  
 McMaster University  
 Queen's University  
 University of British Columbia  
 University of Toronto  
 University of Waterloo  
 York University

### Korea

Korea University  
 Hanyang University  
 Korean Advanced Institute of Science and Technology  
 Seoul National University  
 Sogang University  
 Stonybrook University, Korea  
 Sungkyunkwan University  
 Yonsei University

### Japan

Hokkaido University  
 Kyushu University  
 Nagoya University  
 Tokyo Polytechnic University  
 Tsukuba University

### Australia & New Zealand

LaTrobe University  
 Monash University  
 Queensland University of Technology  
 University of Auckland  
 University of Melbourne  
 University of New South Wales  
 University of Sydney  
 University of Wellington

### Europe

Jacobs University

### China

Zhejiang University  
 School of Medicine

### Singapore

Singapore Management University

**Scholarships: ICS Seniors were awarded over \$1,000,000 in scholarship offers for the 2020-2021 academic year.**



# PARENT-TEACHER PARTNERSHIP REACHES NEW HEIGHTS



## International Day

At the beginning of February, rumors of COVID-19 cases were on the rise. Amidst that, our parents pushed through and organized a safe and enjoyable event for our whole ICS community. Our parents care deeply about the ICS community, and continue to embrace the values that ICS adheres to, a respect for all people and a constant show of love and support for our “neighbor.” Nothing defines this more perfectly than International Day - celebrating the vast richness of our community.

A key component of our mission at ICS is “partnership with parents.” We believe strongly in looking for ways to strengthen that partnership each and every year. I say it over and over again that we have the best parent community in Thailand.



Nothing would stretch our partnership with parents more than the COVID-19 pandemic that swept across the world in an unprecedented fashion in March of 2020. Some lives were changed forever as a result of this pandemic, and the way in which our students needed to learn each day changed as well. Our teachers went into overdrive and worked extremely hard to meet the needs of their students through online lessons, assignments on Seesaw, live learning hours, posted screencasts, engaging Flipgrid videos, and much, much more. Our parents were there to help their children in ways they never thought possible, and did an amazing job. Knowing the stress they themselves were under during the COVID-19 crisis, made it all the more remarkable. We appreciate the support we received from our precious parent community. We believe in the end that our partnership was strengthened as a result.

At the same time, it amazed us all to see our students making a commitment to produce positive change in the world around them during this trying time by making masks for health care workers, by delivering supplies to hospitals in need, by creating a food pantry outside ICS, by delivering food packages to communities most in need, by partnering with the Thai Immigration Bureau to provide disaster relief packages to hundreds of people in poor communities, and more. Amidst that commitment, they never put aside the hard work learning online. We are proud of our students who are definitely becoming “responsible citizens” and world changers.







### Online Learning Parent Survey Quotes



“My kid misses everything at school.”

“Well done! The teachers are doing an amazing job!”



“The ICS staff/teachers have been amazing, and I applaud the good attitude that staff/teachers have had toward these changes and toward parents.”

“I am so impressed with my child’s grade level teachers! They have worked so hard and changed things as needed. When I have a concern, the teacher is quick to respond and help.”



“A big THANK YOU for all the teachers!! We understand the stress level of this new way of teaching and the long hours that you have to be online (Preparing lessons, making videos, posting the lessons, commenting on the work of each child, etc)! This is not what you signed up for or was mentioned in your job description, but you are doing it! So, thank you for not giving up teaching, for your perseverance and for loving your students so well.”



### New Elementary School Classrooms and Re-model of PAC Lobby

When I tell other school leaders around Bangkok and around the world that ICS has either stayed the same or grown in enrollment numbers each and every year over the past 27 years, they are all amazed. We believe strongly that this is due to the teacher/staff community that cares and loves on students daily and for our parent community that buys into our vision of “continuing to excel as a Christ-centered learning community.” We have to continue to thank our parents for sharing the word to others about the positive impact ICS is having on their kids. Due to these increases, this past year we had to build two new classrooms in the elementary division with four homeroom classes from 1st grade to 5th grade. We were also able to add an extra K5 class. We are grateful!



### Cooperative Learning/Team Building

ICS invested a great deal of funds into the purchase of brand new trapezoidal tables for every classroom in the school. Research shows that a key ingredient of becoming an effective 21st Century Learner is the ability to work with a team and the ability to problem solve. Both of those are clearly fostered in this flexible seating arrangements that these tables offer. They could be used for cooperative learning, team building, problem solving among small groups, class-wide discussions, and more.

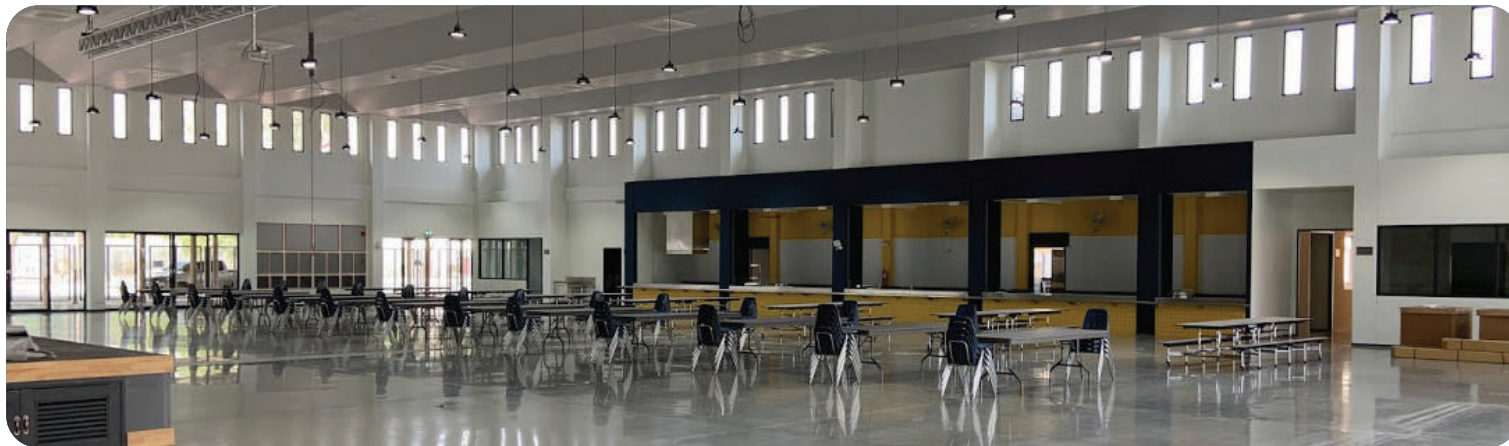




## ICS Udon Thani Campus

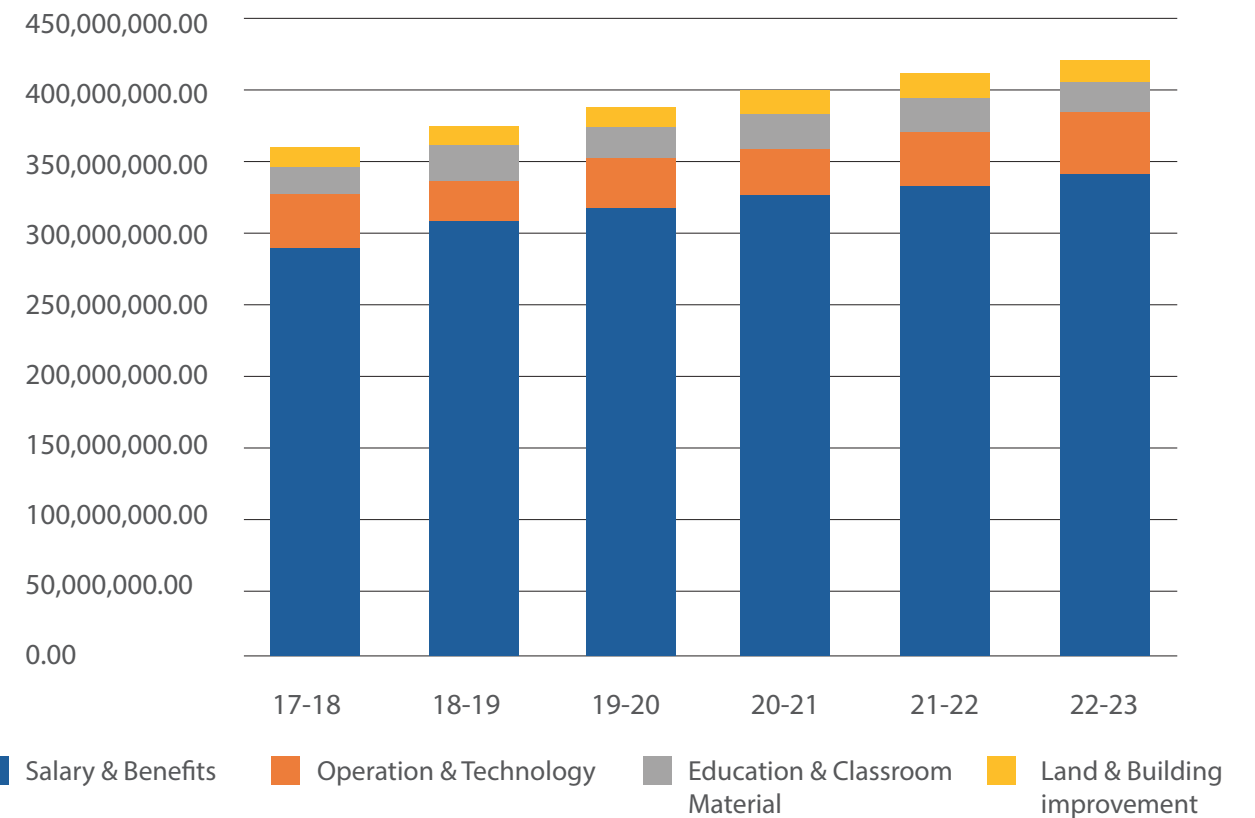


Expanding ICS to the region of Udon Thani was no small feat. It came from a deep desire to determine where the largest need is for a Christian international school in Thailand and then working tirelessly to see that come to fruition over a 4-year long process. One of our goals at ICS has always been to expand Christian education in Thailand. For the past 27 years that meant mainly in Bangkok, but now we can proudly say that this entails the huge region of Udon Thani and its surrounding areas, as close to 150 students from northeast Thailand have made ICS their "home." The ICS community continues to expand, and we are grateful to God for that.

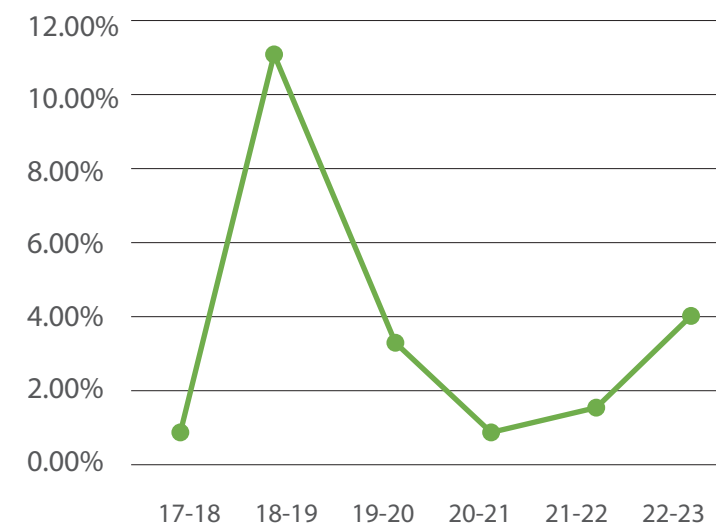


We have been fortunate over the past 28 years at ICS to have consistent growth in enrollment and quality. One of the main reasons for that, we believe, is due to the way in which we invest in our teachers and staff. Due to that investment, our teachers now stay at ICS, on average, for 8 years. That longevity comes at a cost as our spending below illustrates that clearly. Our overall expenses are rising higher than our income, but that will not deter us from making the right choices in our future spending with the goal always in mind of making a greater impact in the classroom, leading our students to continual growth and learning. Similar to most schools, the highest percentage of expenses is spent on salary and benefits. As you know, our teachers stay here to serve because they believe strongly in the mission of ICS and caring for your children. We have been blessed with the ability to spend on expanding our class offerings, programs, classroom space, gym space, etc. over the years due mainly to the tuition fees, which represent 98% of the income we receive. Thank you parents for your investment in your children's education, and we hope you continue to notice the many tangible ways in which we spend our money here at ICS, investing it right back into the education of your children.

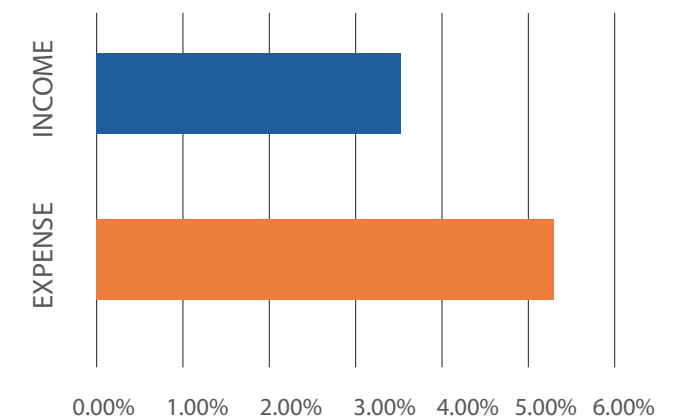
### Yearly Expenditures



### Growth of Income



### Growth of Income vs. Expense School Year 2019/2020







But those who hope in the  
Lord will renew their strength.  
They will soar on wings like eagles;  
they will run and not grow weary.  
Isaiah 40:31



On behalf of the ICS Board of Directors, I am continually amazed at how the ICS leadership, teachers and staff pull together to overcome unforeseen challenges and obstacles whilst doing so with continued excellence and an emphasis pursuing our vision and mission with tenacity.

After 19 years of faithful service, our beloved Superintendent Darren Gentry submitted his resignation and will continue to serve until June 2021. His presence, impact, and fruits of his labor has nurtured the ICS community to be one synonymous with love and care on multiple levels. Darren has been integral in transforming the culture of the leadership to give freedom and equipping needed to journey with the team to new heights. ICS Udon Thani will be one of his many legacies. Darren will be missed as a leader and as a friend.

After an extensive selection process, the Board of ICS has unanimously affirmed Stephen Ladas to succeed Darren. With his multiple years of service and dedication to the school, we have every confidence in Stephen's abilities, passion, and faith to continue the ministry of ICS into the future - making positive impact in the lives of students and those in the Kingdom of Thailand and the world, through the continued excellence at both of our school campuses.

Thank you for being a part of this ICS family, and it is my prayer for God to continually be glorified in all that we do, think, and say. May the peace of Jesus be with you and your family.

Humbly,

Sang Chanyaputhipong  
**Board Chairman**







# ANNUAL REPORT

2019 - 2020

**INTERNATIONAL  
COMMUNITY SCHOOL**  
*Bangkok, Thailand*