ANNUAL REPORT

Academic Year 2019-2020

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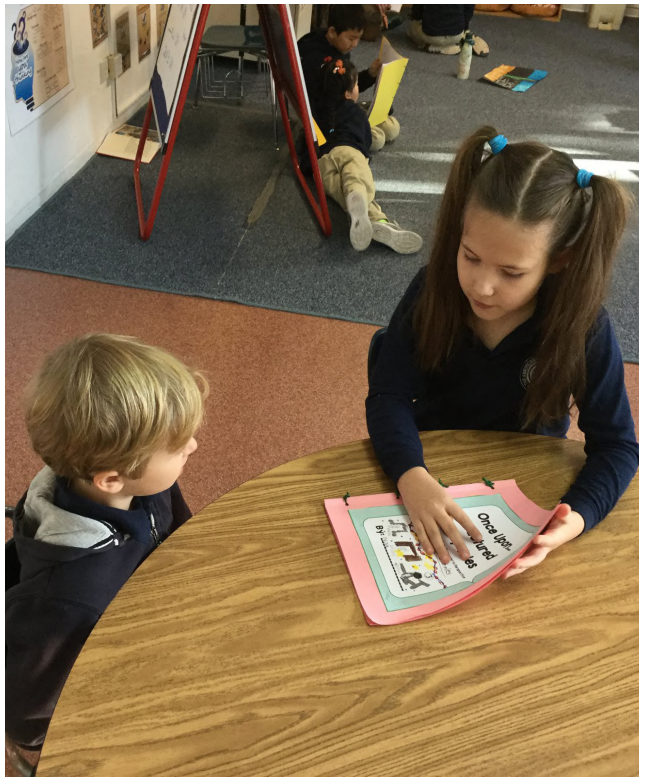


A grade 2 student sharing self-authored book at a class publishing party.

01

Governance & Leadership

Mission of AISC

The American International School in Cyprus inspires students to become enthusiastic life-long learners who value integrity, cultural diversity, and the pursuit of excellence. Using an American and international curriculum, our qualified professionals work with the school community to prepare students to be creative, critical thinkers, and socially responsible world citizens.

Esol Education Management

AISC is managed by Esol Education, an organization with over 40 years of expertise in establishing world-class K-12 international schools, serving over 10,500 students in Abu Dhabi, Dubai, Hong Kong, Cairo, Lebanon and Cyprus. The Esol Education Board appoints the Director of the School who has the responsibility for all operational and educational plans and priorities. The Esol Education Board, in conjunction with the AISC Director, and in accordance with the highest accreditation standards and expectations, determines all policies of the school, its operations and educational programs. The Parent Advisory Council (PAC), the Parent and Student Network (PASNET) and Faculty and Student Committees and Councils are key participants in our school providing input, suggestions, and valuable feedback to the School in relation to the School's Guiding Statements. Discover more about Esol Education by visiting www.esoleducation.com.

Accreditation Memberships

AISC is dually accredited by The Middle States Association of Colleges and Schools (MSA) and the Council of International Schools (CIS), and authorized by the International Baccalaureate (IB). We have full membership status with the European Council of International Schools (ECIS), Mediterranean Association of International Schools (MAIS), Near-East and South Asia (NESA) Association of International Schools, an Associate membership with Central and Eastern European School Association (CEESA), and the International Society for Technology in Education (ISTE) Organization. We are approved, registered and endorsed by the Ministry of Education in Cyprus as an independent private school operating in accordance with all Ministry expectations, laws and standards.

Letter from the Director

Welcome to the 2019-2020 Annual Report for the American International School in Cyprus (AISC). As an Esol Education School, we strive for excellence in delivering a well-rounded educational program, rich extra-curricular activities and high-quality services in support of the development of the whole child. We are also committed to being an inclusive school in which every student has the opportunity to flourish.

The 2019-2020 school year was extraordinary. The onset of the COVID-19 pandemic in January 2020 led to nationwide lockdown in March 2020. Our campus was abruptly closed on 11 March, but that very same day online instruction immediately began. Teaching adapted, classes proceeded, learning sustained, and our community remained strong.

In the beginning of May, the nationwide lockdown began to ease and the possibility of reopening campus emerged. Adhering to health and safety measures above the requirements of the government, including reduced class sizes, social distancing, mask wearing, and increased hygiene, AISC was ultimately able to open in some way for all students in all grades, a feat we reckon was unmatched on the island.

By the end of June more than half of student enrolment had taken advantage of the opportunity to return to campus. At the same time, the school maintained online distance learning for all students through a "hybrid" approach that included simultaneously broadcasting lessons delivered live in classrooms. It was challenging to meet the needs of both students at home and students in class at the same time. Nevertheless, our community persevered and our mission was served.

Sincerely,

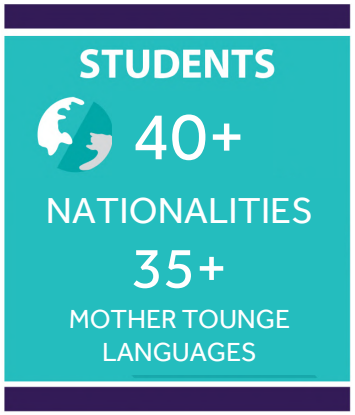
Misha Simmonds, Director

02

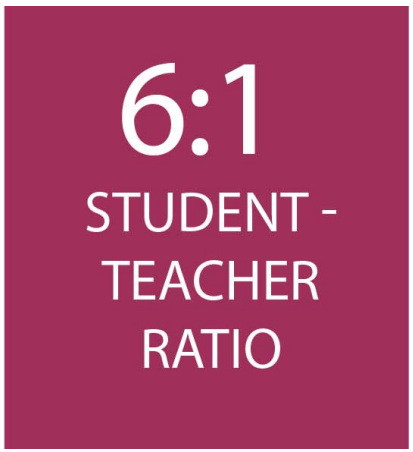
Demographics

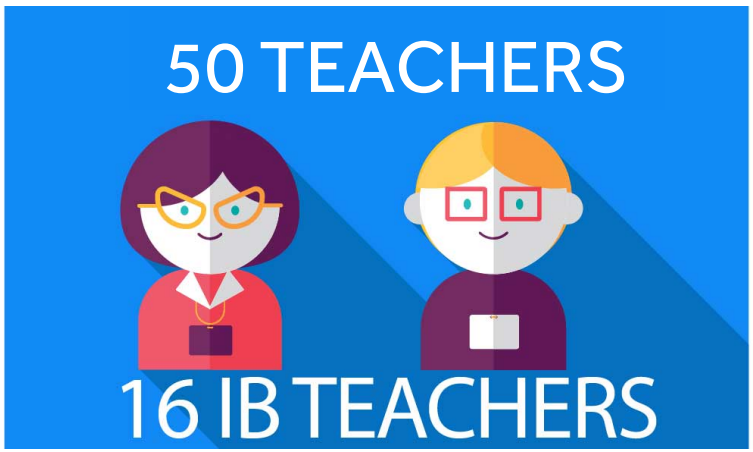
In 2019-2020, AISC served 324 students representing over 40 different countries, speaking more than 35 mother tongue languages. AISC has a vast international community serving Embassies and Consulates, as well as multinational companies and private, international and local host country citizens. In 2019-2020 our host country student population was approximately 17% of our overall student body; while 83% comprised of an expatriate population.

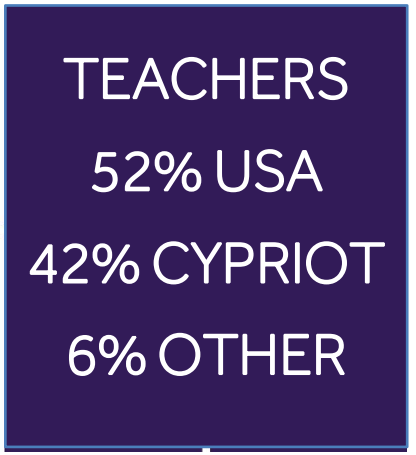
In 2019-2020, 6% of the K-12 student population had individualized educational plans and were receiving direct support services for learning differences, and 13% of the K-12 students were beginning English Language Learners and received English as an additional language support with direct services to grow their English proficiency levels.



During the 2019-2020 year, AISC employed 55 instructional staff (including full-time teachers, part-time teachers, assistants, counselling and leadership) and 17 Support non-teaching staff.







03

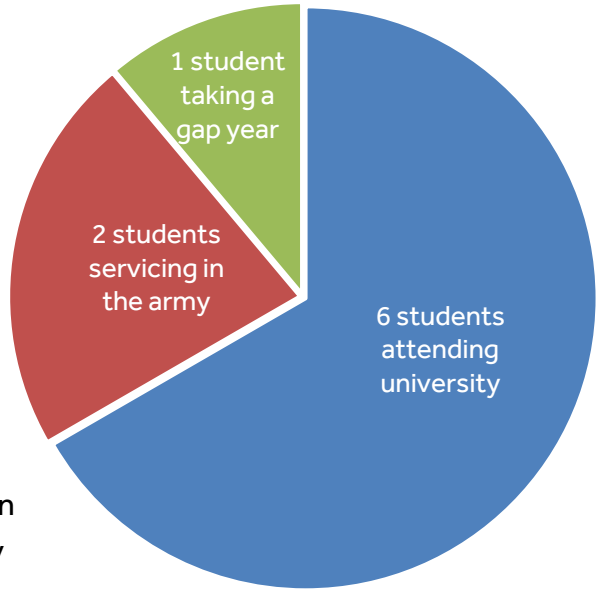
Student Achievement

Striving for Excellence

The Class of 2020 was accepted to 16 different universities across the United States, United Kingdom, the Netherlands, and Cyprus.

Out of nine (9) graduates, six (6) students indicated they were going directly in to university, two (2) deferred to complete their required military service, and one (1) 1 took a gap year due to COVID-19

Class of 2020 Post-Graduate Plans



Canada

- Concordia University
- York University

Cyprus

- Univeristy of Nicosia

The Netherlands

- The Hague University of Applied Sciences

United Kingdom

- City, University of London
- King's College London
- MetFilm London
- Queen Mary University of London
- University of Leicester
- University of Southampton
- University of Warwick

United States

- Maryland Institute College of Art
- Pratt Institute
- Ringling College of Art and Design
- Savannah College of Art and Design
- Virginia Commonwealth University

Grade 12 IB Full Diploma Results 2019-2020

AISC May 2020	
Pass Rate	83%
Score Range	26-40
Average Points Earned by Passing Students	35
Highest TOK/EE Matrix Score	2
Students scoring a 2 or higher on TOK/EE Matrix	50%
Number of IB scores between 4-7	97%
Number of IB scores between 2-3	3%

Grade 12 SAT Results 2019-2020

	US Average for Grade 11/12 (2019)	AISC 2019 Grade 11/12 Mean (Highest Score)
English Reading Writing Mean	531	628 (700)
Mathematics Mean	528	606 (680)
Total Combined Score Mean	1059	1234 (1330)

Grade 11 PSAT Results 2019-2020

	WORLD Grade 11 Mean Score (2019)	AISC Grade 11 Mean (High) Score
Reading and Writing (ERW)	512	531(740)
Math	501	550 (730)
% of students meeting college readiness levels in reading and writing		74%
% of students meeting their college readiness levels in math		63%

04

Student Activities

95% of our Elementary students were involved in our **After School Activities** Programs

97% of our Middle School students were **involved** in our **After School Activities** Programs

82% of our **High School students** were involved in our After School Activities Programs

Elementary Activities

1. Advanced Tennis Club
2. Animation Film Club
3. Arts Crafts Club
4. Art Practice Club
5. Ball Games Club
6. Band
7. Beyond The Book Club
8. Board Games Club
9. Book Arts Club
10. Boys Girls Basketball Club
11. Boys and Girls Games Club
12. Chess Club
13. Chinese Club
14. Choir
15. Competitive Swimming Club
16. Creative Arts Club
17. Cross Stitch Club
18. Drama Club
19. ECO Club
20. English Language Learners Club
21. English and Speaking Club
22. Fencing Club
23. Film Club
24. Friendship Bracelet Club
25. Gardening Club
26. Girls Soccer Club
27. Greek as Foreign Language Club
28. Handwriting Club
29. Harry Potter Club
30. Homework Club
31. Hope for Children CRC Club
32. Lidice Art Club
33. Math Olympiad Club
34. Mosaics Club
35. Origami Club
36. Photography and Photo Shop Club
37. Creative Circuits Club
38. Play Learn Greek Club
39. Read Aloud Club
40. Reading Buddies Club
41. Recreational Swimming
42. Robotics Club
43. Service Club
44. Soccer Club
45. Solve it Club
46. Spanish Club
47. T-Ball and Softball Club
48. Tennis Club
49. Wood Wizards Club

Middle School (MS) and High School (HS) Activities

1. Advanced Tennis Club
2. Archery Club
3. Art Club
4. Basketball Club
5. Biology Club
6. Boys Soccer Club
7. National Honor Society Club
8. Choir
9. Competitive Swimming Club
10. Creative Circuits Club
11. Hope for Children CRC Club
12. Duke of Edinburgh Club
13. Drama Club
14. Dungeons and Dragons Club
15. Eco Club
16. English Language Learner Club
17. First Aid Club
18. French Club
19. German Club
20. Girls Soccer Club
21. Greek Language Club
22. Harry Potter Club
23. Macrame Club
24. Math Clinic Club
25. Math Games Club
26. Model United Nations Club
27. Mosaics Club
28. Newspaper Club
29. Polymer Club
30. Rainbow Alliance Club
31. Research Club
32. Robotics Club
33. Rock School Club
34. Senior Choir Club
35. Solve it Club
36. Strategy Game Club
37. Middle School Student Council
38. Highs School Student Council
39. Tech Club
40. Wood Wizards Club
41. Yearbook Club

Eco Club

Action against climate change is increasing, and our children are leading the way. After our student-run Eco Club launched in July 2018, the group quickly conducted an environmental review of the AISC campus as part of the Eco Schools program. This led to a robust action plan to improve the environmental impact of the school, as well as the setup of an Eco Committee consisting of students, teachers, parents, staff and other community members to meet monthly and oversee implementation.

As part of the action plan, students have been cleaning beaches and parks in Cyprus as well as internationally. During the lockdown they promoted the creation of home gardens and eco-friendliness at home. They also decreased school waste, by replacing the school's single-use paper late slips with reusable ones.

Now the Eco-Club is on track toward full "Eco-School" accreditation for AISC at the end of 2021!

United Musical Vibes – Uniting music to end violence in schools

United Musical Vibes is a special music festival which began back in 2010. Students and professional musicians rehearse together and have the opportunity to perform as part of a large orchestra and choir. Students participating in United Musical Vibes range in age from 7-19 and are not only diverse in musical ability and experience, but also in cultural background. Their hard work culminates in an exciting and vibrant concert and the educational and social benefits gained from working collaboratively are infinite.

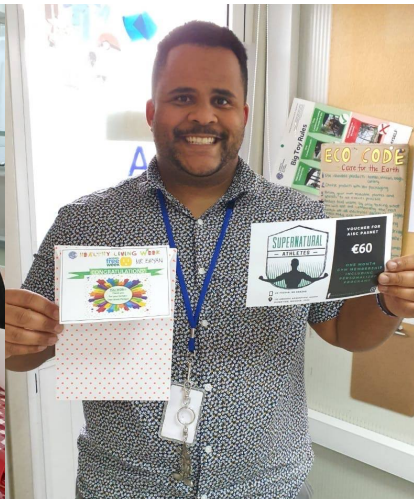
The United Musical Vibes concert is dedicated to raising awareness and funds on behalf of children at risk from bullying, abuse or neglect. Concerts this year raised over 33,000 Euros for UN Hope For Children: Children's Policy Centre, supporting children's rights across Cyprus.

United Musical Vibes is produced and directed by Kate Jarrold and Andreas Papapetrou, music teachers from The American International School in Cyprus, Yiannis Miralis, professor of music at European University Cyprus, Koullis Limniotis and in collaboration with selected teachers and students from the English School and public music schools.

Healthy Living Week

Parents collaborated with staff and students to organize "Healthy Living Week" in February 2020, with actitivities promoting exercise, proper nutrition, stress management, and fun across the entire school. Highlights included:

- Educating the community about healthy foods and featuring them in the cafeteria
- Serving special healthy treats, including "Hulk" and "Smurf" smoothies, for everyone to explore and enjoy
- Holding track and field compeitions and the Harry Potter "Quidditch" league
- Inviting students and staff to pledge to be "screen-free" for a period of time, and awarding them prizes and certificates
- Appreciating student and staff that participated in "Walk to School" Day
- Learning from and getting a check-up from a pediatric dentist
- Introducing the concept of a healthy mind and practicing relaxation through yoga in character education classes
- Engaging in training in the "Alexander Technique" to retrain habitual movement and posture, releasing tension in our bodies



Hope for Children CRC Club

The AISC Children's Rights Campaign (CRC) Campus Club's aim is to help and support children to learn about their rights, become accredited volunteers and work towards defending and promoting their interests. In collaboration with and receiving constant support from the Hope for Children CRC Policy Center and professionals in the fields of Psychology, Social Work, Law and Research, the club held discussions, activities and events, aiding children to become more informed citizens, bringing a profound and essential change to our current and future society.

In November 2019 AISC CRC Ambassador Kasra Mulot attended the Council of Europe's international conference on "Redefining Power: Strengthening the Rights of the Child as a Key to a Future-Proof Europe" in Strasbourg, France. Representing Hope for Children, AISC, and the children of Cyprus, he delivered a speech to the entire conference delegation on "The Power of Speaking up Against Violence".

In February 2020 the AISC CRC Youth Ambassadors met with Strovolos Mayor Andreas Papacharalambous to present their proposal for cooperating with the municipality to make Strovolos a "Child Friendly City" and to raise awareness and educate other children on their rights and responsibilities, and the mayor agreed to move forward with the initiative.

In May 2020, the Ambassadors recognized frontline workers for their leadership and sacrifice during the pandemic on social media.

Grade 11-12 International Official Creativity/Activity/Service (CAS) Projects in 2019-2020

Creativity, activity, service (CAS) is one of the three essential elements that every student must complete as part of the International Baccalaureate (IB) Diploma Programme (DP). A table of experiences and projects undertaken by students in 2019-2020 is shown below:

CREATIVITY	ACTIVITY	SERVICE	Integrated CAS Projects
Choir	Swimming	Beach Clean Up	CAS Trip to Krakow
Musical Vibes	Football (Soccer)	Math Tutoring	UNITE Concert
Science Club	Swimming Club	CAS Reporter	Model United Nations
Yearbook Club	Running Club	Homework Club Assistant	Math Tutorial Clinic
After-School Drama	Basketball	Halloween Games	The Stockholm Junior Water Research
German Lessons	Volleyball	AISC Open Day Tour Guide	Coaching the Basketball Team
Guitar Lessons	After School Tennis	Tutoring After School	Coaching Middle School Football
Piano Lessons	Gym	Reducing Wastage Within the School	Duke of Edinburgh Award
Art Class	Yoga	Hope for Children	Coaching After-school Tennis
Pottery Club	Pilates	Hope For Children Children's Rights Club	International Day
Open Mic Night	Tennis Club	Project	Student Council
Saxophone Lessons	Boot Camp	30 Hour Famine	Adopt a family for Christmas
School Band	Ballet	Eco Club	Human Rights Ambassador Project
Robotics Club	Equestrianism	World Vision Fundraiser	National Honor Society activities
Violin Lessons		Tutoring Adopted family children	Stelios Ioannou Foundation
Creative Writing Club		Dog Shelter	STEM Research Club
Drama Club		Popcorn Sale for Charity	Community Garden
French Horn		Movember Campaign	Open Mic
Photography Club		Ugly sweater Day Campaign	Elementary Buddy program
		Blue Nose Campaign	
		Caritas Food Campaign	
		Harry Potter Club assistant	

05

Professional Development

Engaged Teachers

The overriding goal of professional development at AISC is to support faculty in their ability to actualize the School's Guiding Statements. At AISC we seek to hire, develop, retain and empower teachers who are impassioned about learning, are constantly reflecting, sharing, seeking feedback, and are inspiring others with their strong commitment to personal and professional development.

We seek to grow and continually improve in our practices by engaging with a robust professional development framework designed for our teachers and leaders. We continually reflect on and refine our teaching and learning practices so that all the needs of the students in the classroom are being supported and advanced.

An annual individualized Professional Growth Plan written by each teacher

An appraisal process based on AISC's Key Indicators of Effective Teaching

Technology workshops based on department and individual goals

Encouraging teachers to participate in peer coaching peer classroom visits

Participation in collaborative departmental meetings within the 10-day cycle

Providing an early release day - once per week

Providing three dedicated professional development days within the school calendar

Providing five teacher professional development work days before the start of the new year

Opportunities to share best practice sessions throughout the year

Encouraging teachers to attend local, regional and international conferences

At AISC we invest in our teachers with the following annual professional development opportunities, structures and plans:

- Funding for IB training for every new to AISC - IB teacher
- Access to the Esol Education Professional Learning Community on Rubicon Atlas
- Invitation to Esol Education's Professional Development Conference every two years
- Benefits of the School's regional and international memberships (MAIS, CEESA, NESA, ECIS, ASCD, AAIE, ISTE)
- Access to professional webinars and a professional development library
- Elementary Literacy Coordinator to ensure that the Balanced Literacy Framework and expected assessments are implemented
- Encouraging faculty to be part of an outside accreditation team visits to learn about other international schools

This past year our professional development themes, which built on work done in previous years as part of the strategic plan, included:

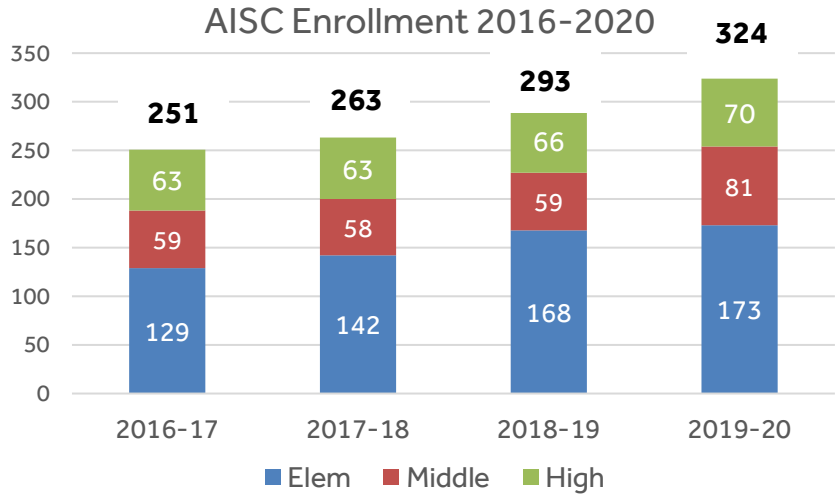
- **Concept-based curriculum (CBC):** An approach to curriculum design that moves away from subject-specific content and instead emphasizes "big ideas" that span multiple subject areas or disciplines. For example, in a CBC classroom, students may study the big idea of "change" in a variety of areas, from patterns in mathematics to civilizations in social studies, to life cycles in science.
- **Positive Discipline:** Our approach to building relationships and classroom management is based on Jane Nelson's work around positive discipline. The goal is to develop young people to become responsible, respectful and resourceful members of their communities.
- **Inclusive Approaches to Teaching and Learning (ATL):** Malcolm Nicolson, Director of Erimus Education and former Head of both DP and MYP Development for the International Baccalaureate (IB) program, led two days of workshops engaging all teachers at all grade levels with strategies to develop curriculum incorporating inquiry and conceptual learning with a focus on inclusive strategies.
- **Cultural Heritage Studies:** Every two years AISC adopts a cultural heritage site in Cyprus. All students and teachers K-12 explore the site and participate in interdisciplinary field trip and fieldwork activities designed by their teachers. This past year we selected a new site, the House of Hadjigeorgakis Kornesios. It is the most important example of urban architecture of the last century of Ottoman domination that survives in old Nicosia.

06

School Improvement Planning

An Ethos of Planning

In June 2016 AISC submitted the CIS/MSA Self/study and School Improvement Plan prioritizing three main goals to help develop our school as outlined below. As a fully accredited school, we follow up on these goals each year with one-year strategic outline plans, and update the status of the over-arching goals each year.



Goal 1 Marketing and School Development

AISC will create annual marketing and fundraising plans and enhance the school's reputation as a long-term stakeholder in Cyprus through developing new partnerships, an alumni association, an events calendar, and a yearly communication plan. The purpose of this goal is to raise awareness of the school and its services to the local greater communities and to ensure the School's growth and development so it may:

1) continue to improve the current facility or move to a purpose-built facility;
2) increase staff salaries and benefits so that staff compensation levels are competitive in the international school market.

What have we accomplished since 2016?

Marketing	Enrollment	Fundraising	Partnerships
• Coordinated annual marketing plans with Esol Education Chief Communications Officer • Collaborated with DeLeMa MCCANN CYPRUS Communication Services on various projects • Updated website and marketing materials	• Increased enrollment by 29% over the past 3 years • Implemented new online admissions (Open Apply) and student information(Alma) system to steamline enrollment management	• Raised over 50,000 Euros • Formed parent fundraising committee • Completed annual fundraising Projects • Established Student Council Gift Shop	• UN Hope for Children • Stockholm Water Project • US Embassy speakers • EU Embassies for Tertiary Study • Cyprus Unique Smiles Association

Goal 2 Teaching and Learning

AISC will focus on the following five critical areas in order to strengthen the teaching and learning program across the school: 1) Map special programs across the school as indicated in the action plan; 2) Update the current Teacher Standards/Appraisal Program to include research-based pedagogy and practice; 3) Strengthen the assessment protocols across the elementary school; 4) Ensure AISC's annual International Baccalaureate (IB) results meet or exceed worldwide averages; 5) Continue to develop and measure the effectiveness of the Concept-based Curriculum Program K-12 to ensure it has a positive impact on student engagement and learning.

What have we accomplished since 2016?

Special Program Mapping	Teacher Appraisal	Assessment Protocols	Strengthen IB	Enhanced Curriculum
• Cultural Heritage Program • Guidance Counselling Seminar • Advisory Programs • Research Writing Programs	• New Appraisal Model • New Performance Standards • Implementation of model and standards	• New Elementary Report Card • New Elementary Assessment Handbook • New Elementary Evidence Binders • Training on qualitative assessments • IB Results Template	• 100% IB Diploma Pass Rate in 2019 • Performance Based Assessments • IB Results Template and Review	• Implementation of online curriculum management system (Atlas Rubicon) • Concept-based Curriculum Training, including Principal becoming certified trainer • Revised AERO Social Studies Curriculum Framework • Next Generation Science Standards (NGSS)

Goal 3 Educational Technology

In 2019-2020, educational technology became even more critical with the extensive use of online learning during the pandemic lockdown and "hybrid learning" combining simultaneous in-person and at-home instruction by broadcasting interactive classes by video conference.

For AISC, the shift to online distance learning marked the culmination of years of decision-making that has recognised the importance of educational technology. The Educational Technology Program at AISC was developed in conjunction with its learner profile that places open-mindedness, curiosity, integrity and empathy at its core. School policies around educational technology allowed the school to transition easily to online learning, including loaning iPads to families with a drive-through event.

To see more, go to our AISC Portal at https://www.aisc.ac.cy/community/aiscportal/

What have we accomplished since 2016?

Integrating ISTE Standards	1:1 Computing Program	Student Information Systems
• All ISTE standards uploaded into curriculum management system • Aligning all curriculum units to ISTE standards	• 1:1 tablets (iPad) for grades 1-6 • Bring Your Own Laptop (BYOL) for grades 7-12 • Introduced Grade 10 Technology Course • Systematize teacher professional development in technology	• Implement new student information system (Alma) • Implement new IB management system (ManageBac Learning)

07

Educational Technology

Elementary School

- 1:1 School-Provided iPads for Grades 1-6
- The ISTE and CSTA Standards
- Digital Citizenship Units (Common Sense Media)
- Elementary coding integrated in the curriculum
- Minecraft Challenges
- Elementary Robotics

Secondary School

- Bring Your Own Laptop (BYOL) Program for Grades 7 - 12
- CSTA Standards – computer science KG5-Grade 9
- Digital Citizenship Units (Common Sense Media)
- Visual Programming with Scratch
- Python Programming
- Lego Robotics
- Web Design
- Cyber Law and Computer Ethics

Supportive Documents

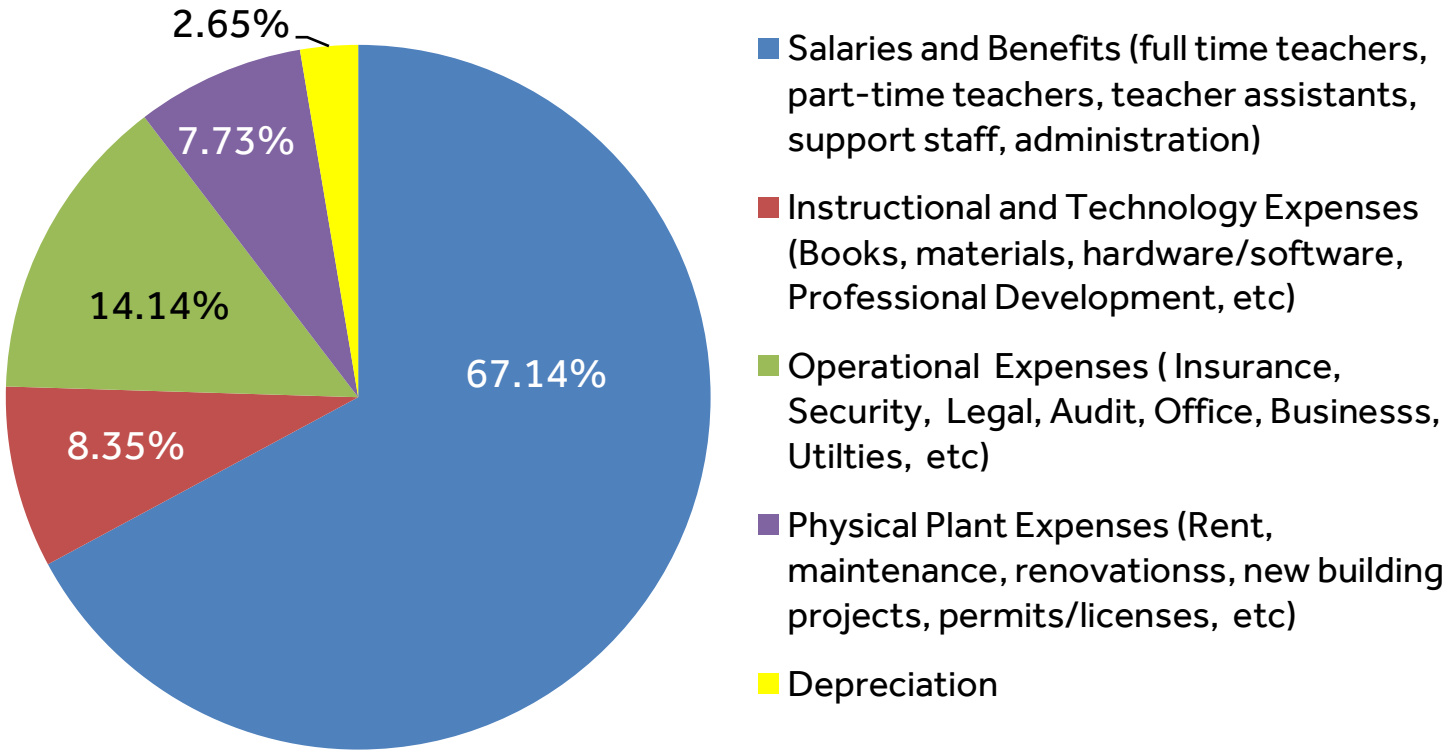
- BYOL FAQ for parents (grades 7-12)
- iPad 1:1 FAQ for parents (grades 1-6)
- Laptop Policies/ Acceptable Use policy
- Infographic/ Poster Acceptable use policy
- School Owned Device Care and Responsibility for Staff
- School Owned Device Support and Requirements for Staff
- Away for the Day – Mobile Phone Policies K-1

08

Financial Review

Annual Financial Review

AISC continues to have written, reasonable, and equitable tuition, collection, and refund policies. These policies are shared with incoming families. Tuition fees are clearly published on our website.



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