

Director's Report to the Association

ICS Addis: the State of the School

Jim Laney Jr
Director

Association's General Meeting
April 19, 2011

- Student Learning
- Student Activities
- Accomplished this year
- Coming up next year!

The ICS Mission Statement

- The International Community School of Addis Ababa, accredited in the United States, develops the talents and intellects of a multicultural student body using learner-centered, holistic instructional methods, empowering each student to contribute in an evolving world.

Adopted by the ICS Board of Governors, Spring, 2006

A Few Statistics...

- Total school enrollment of 658
- 378 in EC & Elementary
- 134 in Middle School
- 146 in High School
- 62 nationalities
- 213 new students this year to date
- 83 full and part time faculty & admin
- 134 support staff
- 15 nationalities on staff
- 57 with advanced degrees
- 22 new teachers
- 14 new support staff

Student Learning Results and Academic Program Improvements

HOW ARE ICS ADDIS STUDENTS LEARNING THIS YEAR?

Elementary Focus on Growth

- Growth for elementary students will be assessed at the end of May

Reading Level	Percentage
All or Above	70%
Approaching	20%
Below	10%

Elementary student reading levels at beginning of school year

Elementary School

<h3>Leadership Team</h3> <ul style="list-style-type: none"> • Focus on school improvement • Guided by research of Robert Marzano, "What Works in Schools". • Made up of teachers and teaching assistants 	<h3>Goals for ELT</h3> <ul style="list-style-type: none"> • Curriculum Guides for parents • Schoolwide Rules: signage • Spelling Bee • Teacher team norms and facilitators
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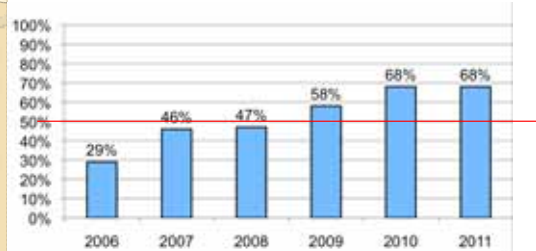
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Middle School

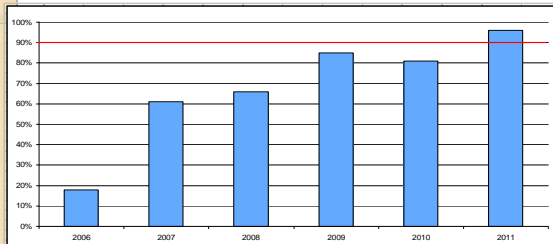
- Standards-based reporting
- 6+1 Traits Writing Assessment indicated...
 - Balanced literacy program
- Modern Language required now
- Principal's Advisory Committee started
- Continued improvement in evaluation of teachers and the MS Principal



50% of our Long-term Students will attempt the IB Diploma



90% of Non-Diploma Students Will Take at Least 2 IB Certificates



High School

- More effective formative and summative feedback processes for teachers
- Head of Departments
 - Collaboration on improved standards, benchmarks and reporting practices
 - Planning Time, Collegiality, Peer Review
- Technology
 - *Joyce Halsey, High School Principal!*



ICS Technology

Learning Goals of our 1:1 Program

- Students will use technology tools to expand and enhance their learning in all areas
- Students will collaborate with peers, mentors and experts around the world
- Student projects will involve multiple media and interactivity
- Students will be empowered with learning experiences that are personalized to their interests, needs and learning differences



Athletics and Activities at ICS Addis

WHAT ARE OUR STUDENTS DOING OUTSIDE OF CLASSES?



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Activities and Athletics

- 529 different students participated in an activity to date
 - 84 activities are offered to our student body each season
- 346 students on 26 teams this year
 - Volleyball, Soccer, Basketball, Tennis, Track, Cross-Country
 - U14 Coed, U14 Boy, U14 Girl, JV Boy, JV Girl, V Boys, V Girls
 - 41 coaches
- 26 parent volunteers
- Elementary School Office coordinating 3rd season of activities



ICS, an International Showcase

- First IAAAC Conference in November
 - ICS will host the Second Annual conference in the fall, 2011
- Second Annual IITT in February, 2011
 - Four international teams joined us—50 athletes
 - Third Annual IITT will be held in December, 2011
- ISSEA Tournaments
 - Split Soccer & Volleyball in November, 2010: sixty more students are able to experience a tournament each year
 - 120 Basketball athletes from six schools in March, 2011
- ISSAAA & International Invitational Track Meet
 - 176 international athletes & coaches
 - 127 local school athletes
 - 67 ICS Addis athletes—**SECOND PLACE!**



Program and Facility Enhancements for 2010–2011

WHAT ELSE HAS BEEN HAPPENING?



IB Diploma Program 5-Year Review

- Self-assessed according to standards
 - School philosophy
 - School organization
 - School curriculum
 - The student
- Groups contributed, collaborated
- Supporting documentation about IBDP development at ICS Addis since 2006

Our report was uploaded on April 15!



Changes to Supervision...

- Portfolios for EC–12 Professional Staff
- Research on effective teaching
- Collecting evidence of student learning, as well as own learning
- Feedback from students, colleagues, parents, supervisors and other sources
- Principals included for first time
- Countersignatures up the line



Support Staff Improvements

- Job and Salary Analysis completed
- Credit Association formed
- English lessons for maintenance staff
- Technical library for Maintenance Dep't
- Help Desks for IT and for Maintenance
- Checklist for housing
- NCEF—safe school facility check list



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Campus Projects This Year



- New temporary classroom & toilets upfield



- *Three additional classrooms being built now*



Campus Projects This Year

- Renovated seven elementary classrooms
- New perimeter wall, trees and lighting
- Upfield hardcourt resurfaced
- Elementary art room improvements
- Solar water heaters for Kitchen

- *Resurfacing the elementary blacktop!*



Campus Projects This Year

Traffic & Safety

- Improvements to zebra crossings, speed bumps, barriers and drop off areas
- New sidewalks on campus perimeter
- 15 spaces made available inside for ECE parents and short-term parking
 - Please do not park inside the campus until after 8:00 AM! We need those spaces to keep traffic flowing and students safe...



Progress on Lease and Title Deed

- Mayor and City Council have all signed off
- Made down payment on Lease Agreement with the City Administration
- Terms are for a 90-year lease, with a 20-year payment plan
- Lease Agreement to be signed very soon, we think
- Title Deed to be issued from the subcity administration soon after that



Program and Facility Enhancements for 2011–2012

WHAT ARE THE MAJOR INITIATIVES FOR THE NEXT SCHOOL YEAR?



Academic Programs...

- Elementary School: 2011–2012
 - Speech & Language Therapist added, and more Student Learning Support
 - Refining student portfolios and reports
 - Activities coordinated through ES office to continue the fine program already running and to build more enrichment into the program
 - Focus on Science instruction, hands-on units



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Academic Programs...

- Middle School: 2011–2012
 - Standards-based reporting with narratives
 - Separate "effort" grades from attainment
 - "The Arts" strand—to expose students to the arts
 - Adding to student learning support
 - Student-led Conferences in April, 2012
 - New elective classes offered
 - After School Activities will include enrichment clubs (French Club, Science Club, etc.)
 - Continue building high expectations: *you can do, you can re-do, but you can't not do*



Academic Programs...

- High School: 2011–2012
 - Report cards will detail academic achievement and effort separately, using clear descriptions of performance
 - Adding to student learning support
 - Action plans based on IBO Report
 - New electives offered
 - More support for Advisory, CAS & Student Life Activities



African Schools Dashboard



- Ten "Like Schools" in pilot project
- Data being collected now for uploading in May
- Will guide Board & Admin in strategic decision making



Getting Ready for Growth

- Looking into alternate, nearby sites for Early Childhood Center (ECC)
 - Must maintain quality of facilities
 - Classroom sizes, toilets, limited stairs, etc.
 - Nurse station: safe, clean play spaces, etc.
 - Library annex, other supplies & equipment
 - Specials to be included, and other features of a quality school program
 - All families have access to our main campus
 - No immediate change in fees planned



Getting Ready for Growth

- New, large classroom block being designed and should be ready to start construction this fall
 - Middle School "Pod" concept employed
 - 26 classrooms, including 3 science labs, 3 art rooms, 2 language labs; office spaces too
 - Several large multipurpose spaces, attractive green spaces
 - Handicap accessible
 - Full, finished basement for storage



"Middle School Classroom Block"



As designed by Abba Architects...



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Future Campus Development



Thanks to our Board of Governors!



On behalf of the leadership team and all our faculty and staff...

**THANK YOU FOR
TRUSTING US WITH
YOUR CHILDREN!**

*Jim Laney Jr
Director
April 19, 2011*

