



# THE INTERNATIONAL SCHOOL OF PORT OF SPAIN

## 2016-2017 ANNUAL REPORT





## One Mission, A Shared Vision

### ISPS Mission- Our core purpose

ISPS is a vibrant learning community dedicated to developing passionate learners who strive for excellence and pursue their unique potential.

We encourage resilience, innovation and collaboration, preparing students to act with confidence and integrity as caring global citizens.

### ISPS Vision- Our aim for the future

Inspiring thinkers and doers to shape a better world.

### ISPS Motto

Difference Makers, Future Shapers.





# Table of Contents

5	Introduction	18	Educational Excellence
6	Welcome from Chairman	19	Measuring Success
8	Message from Director	21	Academic Progress
10	IB: PYP and MYP	23	Advanced Placement
12	ISPS Board of Directors	24	Performance at SAT
13	Who We Are	25	College Matriculation
14	Faculty Demographics	26	Well Rounded Global Citizens
16	The Year Ahead	27	Community of Learners



"Next school year, we will see a greater emphasis on developing school spirit and fostering activities that encourage teamwork."



# A Message from the ISPS Board

In August and September, the Board conducted a comprehensive review of the recommendations outlined in the US Embassy Report. An external consultant was hired to help ISPS implement changes.

Data was gathered in October via a school wide survey and this baseline data was gathered and analyzed. ISPS Administrators, the Leadership Team, Stepping Forward Support Teams have been tracking progress in the following areas:

1. Staff Recruitment and retention
2. Performance Review of Staff
3. Professional development
4. Leadership development
5. Curriculum development and delivery
6. Assessment of Academic Standards
  - a. PYP evaluation
7. School Discipline
8. School Improvement Plan
  - a. Recommendations from PYP and MYP evaluation visits
  - b. Preparation for a full self study, including a report sent to AdvancEd in the 2017-2018 school year

The Board monitored the change process primarily through monthly reports/presentations at the HR and Policy sub-committee and the Education sub-committee. These sub committees then presented reports to the Board.

Therefore, we can confidently report to parents that significant strides have been made in all areas and, in our view, the educational "health" of ISPS is very good. We are confident

that ISPS will continue its improvement efforts and move from strength to strength.

The adoption of the new calendar will enable the school to continue its development, specifically with the addition of Late Start Wednesdays.

The Timetables in ES, MS, and HS are nearing completion and they have been able to build time into weekly schedules for Library, Guidance and Homeroom. Next school year, we will see a greater emphasis on developing school spirit and fostering activities that encourage teamwork.

Enrollment for 2017-18 is still projected at 370.

Because of the drop, ISPS Administration looked at the overall programme and made some difficult decisions. HS French and MS and HS Dance will not be offered next year. On-line or after school alternatives will be sought for those wanting those two programs.

The Financial "health" of ISPS is still good. Our Capital reserves are strong and we are making efforts to reduce Operating costs. We will be operating a deficit budget for the 2017-18 school year, and the Board will be closely monitoring specific data points (% of the overall budget allocated to staffing costs, our student teacher ratio, and our enrollment) to ensure ISPS' continued financial health.

It has been a busy school year and as a Board, we would like to thank the PTO for their efforts in supporting ISPS this year, we would like to thank all staff at ISPS for their efforts in getting ISPS back on the right track, I would like to thank other Board members for their participation on the Board this year.

**"We can confidently report to parents that significant strides have been made in all areas." – Camille Alfonso Ferguson**

# A Message from Barney Latham, ISPS Director

Dear ISPS Community,

Within this Annual Report you will see a variety of data on the range of ISPS' activities.

You will see data on our students academic performance, data on college acceptance, and data from external assessments including ERB and MAP testing in ES and MS and PSAT and SAT in the HS. You will also see scores from AP exams from last year. Results for AP exams taken this year are released in late July. As you will note, ISPS students are performing at, or above, National (USA) and International norms in most areas.

Equally as impressive are the results achieved by our ISPS Caimans. The CAISSA Caimans ended the year with Gold in Girls' and Boys' Volleyball, Gold in Boys' Basketball, Bronze in Girls' Soccer, Silver in Boys' Soccer and Bronze in Girls' Basketball.

Fifteen Elementary athletes took part in the Milo Games with track and field events. ISPS finished with 5- 1st place finishes, 7- 2nd place finishes and 4- 3rd place finishes.

ISPS entered the LLB Primary School Tennis Tournament on May 21st Country Club Maraval.

We entered a Hardball A Team, a Hardball B Team and a Green Dot Ball Team.

Our Hardball A team placed 3rd, our Hardball B team

placed 4th and our Green Dot team placed 3rd.

Our mission statement refers to ISPS as a "vibrant learning community developing passionate learners who strive for excellence and pursue their unique potential". We try to live our mission every day, yet we also understand that there is always room for improvement. We have completed the development of the School Improvement Plan for 2016-2019 and will be sharing an overview with all stakeholders in August.

It has been a very busy school year and much of the behind the scenes work that has been completed is in preparation for the 2017-18 school year. We have been able to build in components (Library and Guidance periods in MS and HS) that will help us strengthen our program. We will also focus attention on rebuilding the House programme in MS and HS.

We are all very excited about the upcoming school year and I hope you all have a very relaxing summer which will be spent with friends and family. Please remember that school re-opens on August 23rd.

Barney Latham

Director

"We try to live our mission every day, yet we also understand that there is always room for improvement"

– Barney Latham





"We are all very excited about the upcoming school year."





As IB learners we strive to be:

Inquirers  
Open-minded  
Thinkers  
Communicators  
Principled

Knowledgeable  
Caring  
Risk-takers  
Balanced  
Reflective



# The PYP and MYP

## Progress of Primary Years Programme and Middle Years Programme

The academic year 2016 – 2017 has seen growth with the Primary Years Programme (PYP) and the Middle Years Programme (MYP). ISPS was authorized to implement the MYP in June 2016, and the PYP was re-authorized in April 2017.

### Primary Years Programme

On December 15, 2016, the school was notified by IB Americas of its second evaluation visit. The coordinator led the process to prepare for the visit by guiding teachers on how to do the self-study of the program. This self-study which is based on the IB standards and practices brought awareness to the elementary staff that there are areas in the program that need refinement. They were guided in creating an action plan for areas that need improvement and strategies on how to address them.

A team of two visited the school on 23-24 January 2017 to evaluate the school's implementation and delivery of the PYP. On April 26, 2017, the school received the evaluation report with a list of commendations and recommendations. As a result of the recommendations, the PYP action plan was further revised to incorporate them. One of the recommendations that we have begun to address is changing the units of inquiry to be more transdisciplinary so that all science and social studies, in particular, are integrated. The coordinator has been working with teachers on how to integrate the Next Generation Science Standards (NGSS) into the units. This process will require professional development to assist teachers with unpacking the standards to understand the concepts that need to be taught. In addition, the report prompted us look at the revised AERO social studies standards and benchmarks which will also be incorporated into units. Spanish is another area that requires some restructuring so that different levels of Spanish are differentiated in the classroom. Spanish teachers have already begun to plan for this by grouping students into phases in grades 4 and 5 so that the transition into Middle School is more fluid. We will continue to follow the PYP action plan and slowly implement the recommended changes over time.

### Middle Years Programme

Upon authorization for MYP in June 2017, the focus has been on addressing areas of concern one step at a time. The new Middle School Principal conducted a series of after school workshops and two-day workshops to enhance teachers' understanding of the MYP. A couple workshops have also been held for parents. One major area that he has addressed is assessment. He put together a handbook for assessment guidelines to help teachers and parents understand the criterion-based assessment. Moreover, teachers have also become more familiar with the planning process with the guidance of the coordinator. The use of the new system, Atlas, has provided a common location to house units of inquiry and allow for more collaboration. Over the past year, revisions have been made to units by some teachers as they become more familiar with the program, and understand the importance of planning and reflecting on the teaching and learning process. This framework is particularly helpful for new teachers, and teachers who have been reassigned to teach new courses or grades. The year ends with teachers updating changes to units in Atlas, and a better understanding of the Middle Years Programme. The goal is to continue providing teachers with resources and IB training that will help them enhance the program to improve student learning, and also grow as a learner.



# ISPS Board of Directors

ISPS is governed by a Board of Directors, with four shareholder members and three parent Board members nominated by parents at the PTO Annual General Meeting. There is an alternate Board member for each full member. The members of the Board for the 2016-17 school year were:

## Board Members

Camille Alfonso Ferguson  
Tat-Chuen Wong  
Lisa Gosine-Alleyne  
John McIntyre  
Bronwyn Cox  
Tarun Rai  
Lou-Anna Patterson

## Representation

BGTT/Shell  
BPTT  
EOG Resources  
US Embassy  
Parent Director  
Parent Director  
Parent Director

## Alternate Members

Richard Eaton  
Ana Lia Ferrero  
Derek Reiber  
Stephen Weeks  
Ian Chinapoo  
Nicholas Walter  
Robert Hadad





The primary functions of the Board of Directors are to set policy, maintain financial health and monitor the quality of the education being provided at the school. The day to day management of the school is the responsibility of the school's Director. To assist them in their work, the Board has four standing committees:

The Finance Committee oversees the financial activities of the school and advises the Board on the determination of school fees and employee compensation.

The Finance Committee plans for capital and physical improvements at the school and monitors health and safety issues.

The Quality of Education Committee oversees the education programs of the school at the policy level and plays an important oversight role in the implementation and progress of the School Improvement Plan. In addition, the committee monitors student progress and assists the administration in program initiatives.

The HR Policy Committee reviews and approves changes to the Board Policy Manual and other policy related documents, and oversees HR matters in the school.

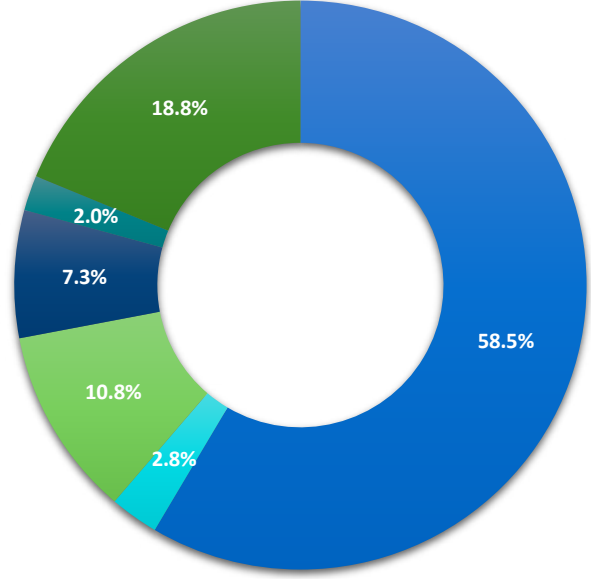


# Who We Are

The International School of Port of Spain consists of three divisions: The Elementary School (Pre-kindergarten through Grade Five), Middle School (Grades Six through Eight) and High School (Grades Nine through Twelve). Each school has its own unique programs that fit together into a cohesive vision that supports the school's educational philosophy.

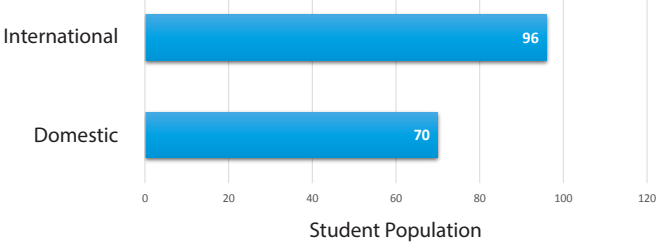
## Student Nationalities

ISPS Student Demographics

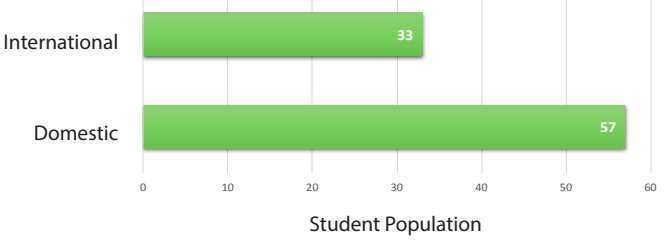


British	29
Canadian	8
US	43
Trinidadian	234
Venezuelan	11
Other	75
	400

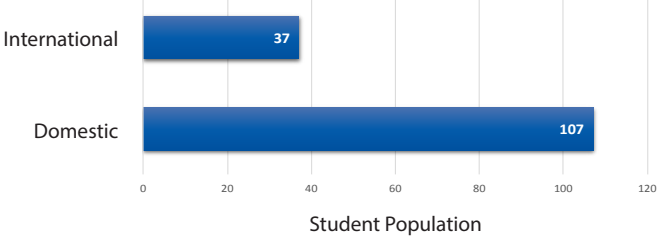
Elementary School



Middle School



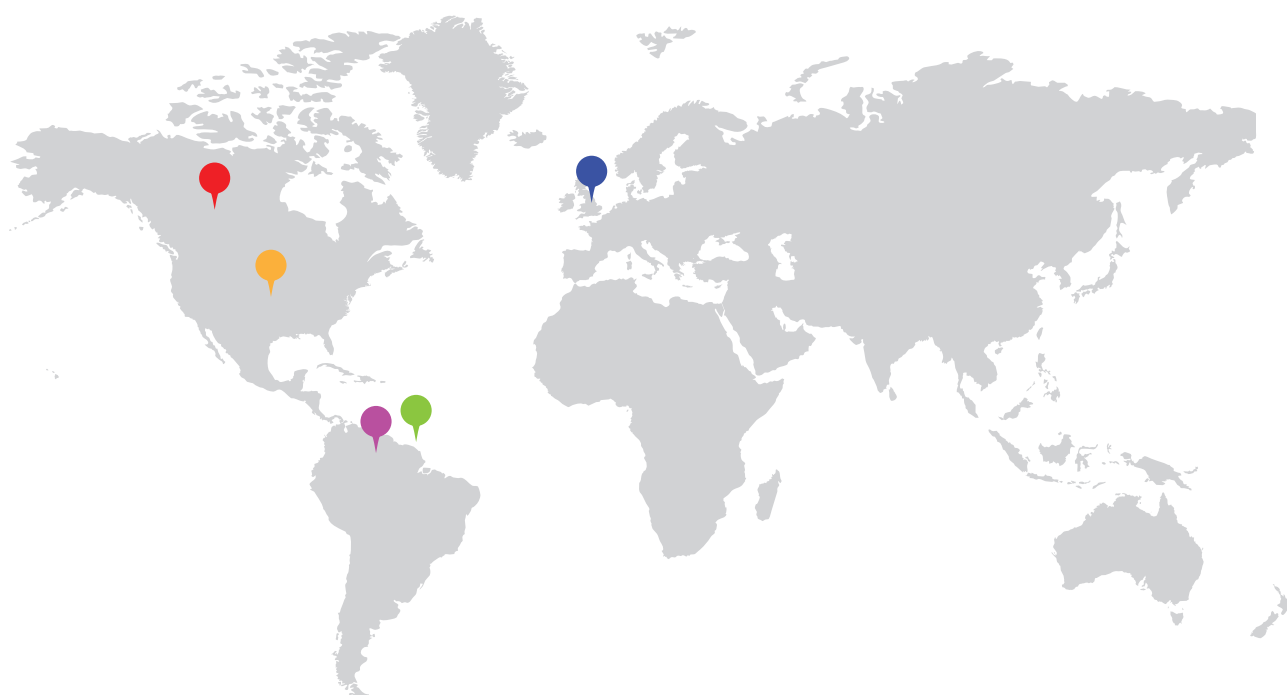
High School





# 30+ Nationalities

The International School of Port of Spain (ISPS) offers an international education based upon a US curriculum model while utilizing the rich and diverse environment of Trinidad and Tobago and draws on the special qualities of the ISPS community to prepare young people for the challenges they will face as citizens of the twenty-first century."



The International School of Port of Spain (ISPS) provides a college preparatory, holistic education for children from Pre-Kindergarten through Grade Twelve. Providing them with the skills, knowledge and values necessary to be productive individuals in an interdependent world.

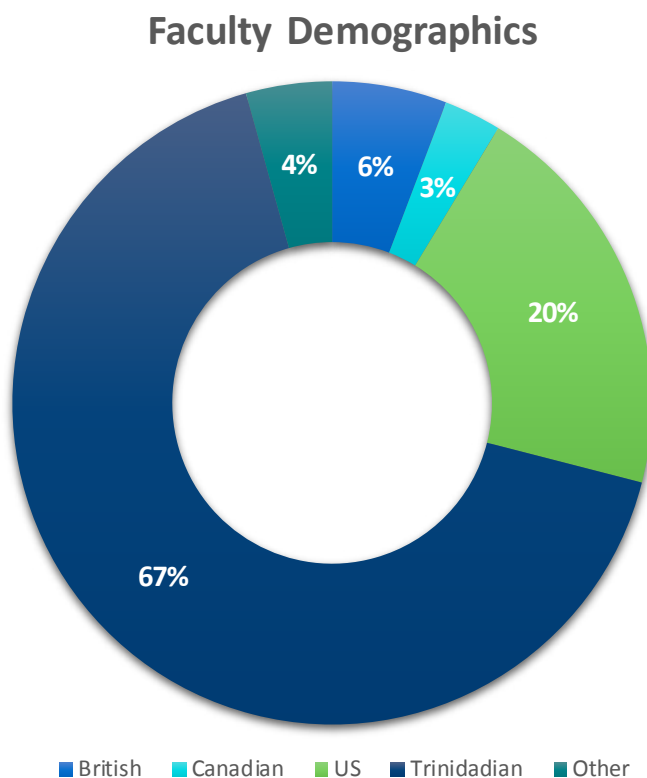
Focusing on programs of study and requirements of universities in North America and abroad. ISPS strives to meet the needs of both international families and long term residents of Trinidad and Tobago.







# Faculty Demographics



ISPS Employs 69  
dedicated Full Time  
Educators

26 hold Bachelors  
Degrees

42 hold Masters  
Degrees

British	4
Canadian	2
US	14
Trinidadian	46
Other	3
	69

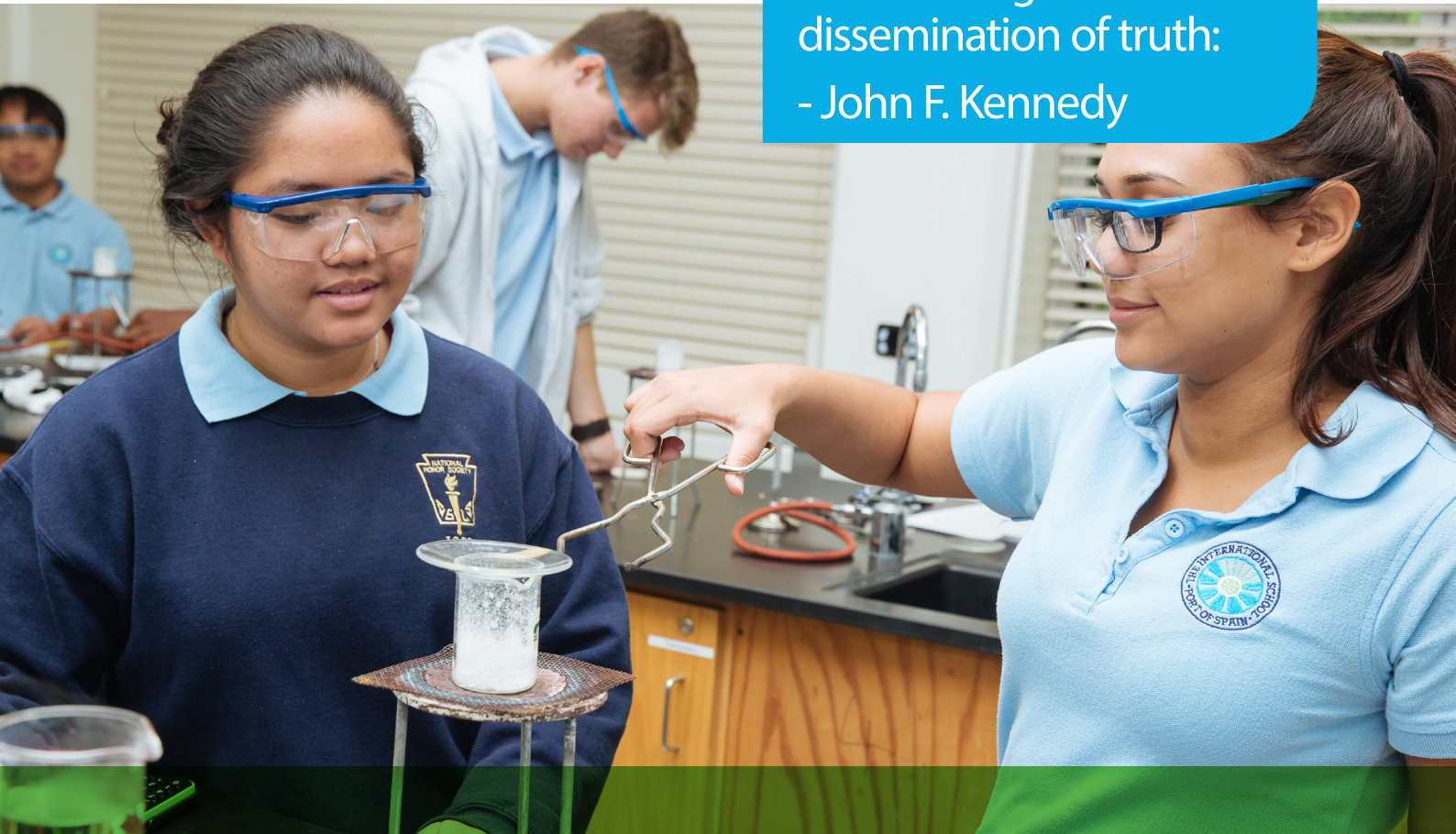






# Educational Excellence

"The goal of education is the advancement of knowledge and the dissemination of truth:  
- John F. Kennedy



## Difference Makers, Future Shapers

### Academic Achievement

Each student will meet challenges to reach his/her academic potential  
Students will:

- Consistently do their best (perform to their potential)
- Persevere when confronted by challenges
- Take responsibility for their learning
- Make connections

To help students achieve this, we will:

- Maintain a progressive and challenging curriculum
- Attract and retain high quality staff who utilize best practices

# Measuring Success at ISPS



The Board of Directors oversees the overall quality of ISPS' programs. As such, they have developed a list of quality indicators to benchmark the school's success in fulfilling our mission. These include:

- External academic testing results (such as the Measures of Academic Progress, Advanced Placement examination results, and performance on SAT's).
- Accreditation reports from the Southern Association of Colleges and Schools and the International Baccalaureate Organization.

"The function of education is to teach one to think intensively and to think critically. Intelligence plus character -- that is the goal of true education".  
- Martin Luther King Jr.

- Graduating senior's college matriculation.
- Competition and participation results in a range of academic and sporting fields







# Measures of Academic Progress

Measures of Academic Progress (MAP) is a computerized external assessment that measures student knowledge in Mathematics, Reading, and Language. It is adaptive - as a student responds to questions, the test responds to the student, adjusting up or down in difficulty until it levels out at a point where the student is answering questions correctly fifty percent of the time. This score indicates the level at which the student should be currently working on in class. Performance data is used by teachers to identify student learning levels and to inform instruction.

Points to note about the RIT score (Source: [http://www.fortheteachers.org/rit\\_scores-2/](http://www.fortheteachers.org/rit_scores-2/))

- The RIT scale is consistent - 1 RIT is always 1 RIT. A student's growth from 165 to 170 is the same amount of instructional growth as a student's growth from a 280 to 285.
- RIT Scores are completely Independent of Grade level. There are "typical" RIT scores for each grade level (USA column of chart below), but every student is different. The RIT scale allows for students to be accurately measured regardless of their grade level. A 3rd grade student with 210 on the Reading MAP assessment and an 8th grader with 210 on the same assessment are at the same instructional level.
- In general, students starting with a lower RIT score tend to show greater amounts of growth than students starting with a higher RIT but all students can grow.

The data below compares ISPS Grades K-8 RIT scores (Math, Reading, Language Usage) for Fall 2016 (beginning) and Spring 2017 (end) with 2015 normative data from US schools and Spring 2015 International comparisons.

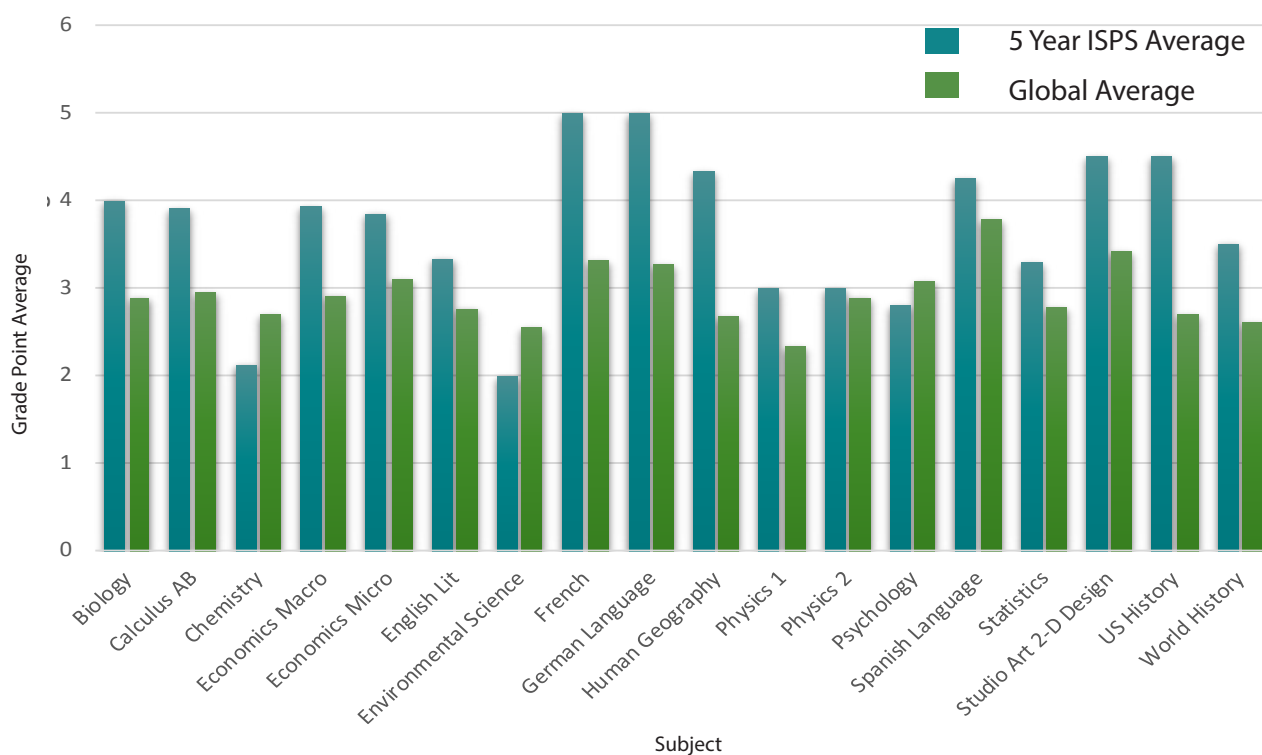
TEST	MATHEMATICS					
	BEGINNING (Feb 2016)			END (Spring 2017)		
Grade	ISPS	USA	INT	ISPS	USA	INT
K	151	140	142	167	159	157
1	172	162	158	187	181	176
2	186	177	177	196	192	190
3	196	190	190	205	203	199
4	211	202	200	216	214	209
5	222	211	210	226	221	218
6	232	216	216	234	225	223
7	234	223	223	236	229	230
8	233	231	231	239	231	237

TEST	READING					
	BEGINNING			END		
Grade	ISPS	USA	INT	ISPS	USA	INT
K	149	141	143	164	158	153
1	170	161	154	182	178	168
2	185	175	171	195	188	182
3	197	188	185	204	199	192
4	205	198	193	208	206	200
5	218	206	201	233	212	207
6	222	211	207	223	216	212
7	228	214	212	229	218	217
8	225	217	218	227	220	221

TEST	LANGUAGE USAGE					
	BEGINNING			END		
Grade	ISPS	USA	INT	ISPS	USA	INT
K	N/A	N/A	N/A	N/A	N/A	N/A
1	N/A	N/A	N/A	N/A	N/A	N/A
2	186	175	175	195	190	185
3	198	189	187	205	200	195
4	205	199	195	211	207	202
5	218	206	203	221	212	208
6	223	211	209	225	215	213
7	227	214	213	227	218	218
8	225	216	218	227	219	221

# Advanced Placement Examination Results Five Year Average

AP courses are college level courses administered by the College Board in the United States. Students who score a 3 or higher on the external AP examination can receive college credit for the course at many universities. AP exams are taken in May of each year and ISPS will receive the 2016-2017 results in the summer. The following table compares 2015-2016 results against global averages.



	Number of Students	Number of Students Taking at least one AP	Percent-age Taking at least one AP	Average Number of AP's per Student
Class of 2017	39	38	95%	5.2
Class of 2016	51	51	100%	4.6
Class of 2015	43	43	100%	4
Class of 2014	40	40	100%	4.5



# Performance on the SAT

ISPS is a test center for the administration of a variety of external examinations which are required for entry into universities world-wide. In addition to Advanced Placement examinations, ISPS offers the following assessments: PSAT, SAT and ACT. ISPS student achievement on the SAT is noted in the table and graph below. The data is broken down to show results of students who have attended ISPS for one to two years and for those who have attended for more than two years.

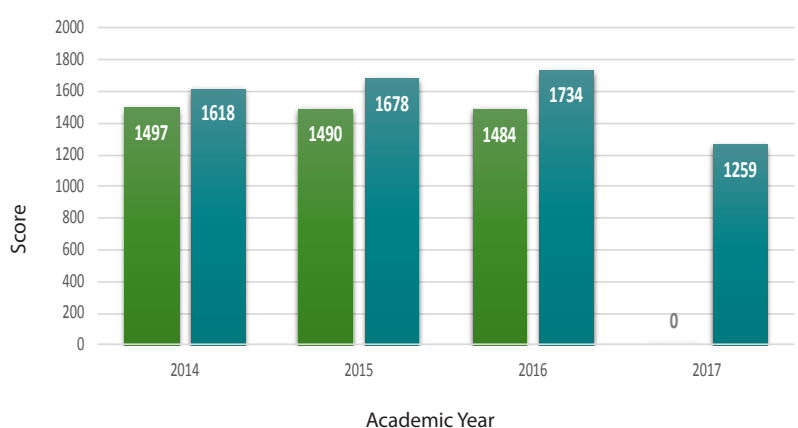
## SAT Scores for the Past Four Years

The data is broken down to show results of students who have attended ISPS for one to two years and for those who have attended for more than two years.

AT ISPS	Critical Reading	Math	Writing	Total
Class of 2014				
ISPS	538	542	538	1618
SAT Mean	497	513	487	1497
Class of 2015				
ISPS	564	570	544	1678
SAT Mean	495	511	484	1490
Class of 2016				
ISPS	584	589	561	1734
SAT Mean	494	508	482	
Class of 2017				
ISPS	631	628	N/A	1259
SAT Mean	SAT Means Not Yet Available			

## ISPS Mean Score versus College Board Mean Score on the SAT

■ ISPS  
■ SAT Mean



Year	Percentage of class taking the SAT	Percentage of class taking the ACT	Average SAT score (and percentile)	Average ACT score (and percentile)
2014	46%	37%	1616 (64 %ile)	24 (74 %ile)
2015	58%	35%	1674 (70 %ile)	25 (79 %ile)
2016	74%	27%	1734 (75 %ile)	26 (83 %ile)
2017	69%	13%	1259 (83 %ile)	26 (83 %ile)

# College Matriculation 2016-2017

The table below indicates the higher education choices of the class of 2016 (graduating seniors) as of June 10th 2016. This may be subject to change.

School	Country
Bentley University	USA
BES La Salle	Spain
Boston University	USA
Brock University	Canada
Fordham University	USA
Fordham University	USA
Georgia Institute of Technology	USA
Hofstra University	USA
Hofstra University	USA
International Culinary Center	USA
Lawrence Technological University	USA
Manchester Metropolitan University	United Kingdom
McGill University	Canada
McGill University	Canada
Mercer University	USA
St. John's University - Queens Campus	USA
Universidad de Navarra	Spain
University of Aberdeen	United Kingdom
University of Bristol	United Kingdom
University of California, Santa Barbara	USA
University of Exeter	United Kingdom
University of Exeter	United Kingdom
University of Miami	USA
University of Miami	USA
University of Miami	USA
University of Miami	USA
Virginia Tech	USA
Western University	Canada
Western University	Canada
Western University	Canada

Thirty (70%) of the class of 2017 have made firm decisions regarding university placements.

- 17 (57%) to the USA
- 6 (20%) to Canada
- 5 (17%) to the UK
- 2 (6%) Spain

# Well Rounded Global Citizens

Well Rounded Each student will explore a variety of interests and pursue his/her passion. Students will:

- Exhibit open-mindedness and risk taking
- Demonstrate the ability to work independently and in a group
- Develop knowledge and skills in a variety of areas

To help students achieve this, we will:

- Provide breadth and depth in our programs
- Offer a stimulating learning environment

## After School Activities & Clubs

ISPS offers three after school activities sessions each year. Over thirty activities were offered during the course of the year and swimming was reintroduced to ISPS. In addition, several clubs are offered at ISPS. These include an environmental club, Global Issues, gymnastics, Model United Nations, National Honor Society, Pan, a Spanish club, and Scuba (among others!)



## Fine Arts

ISPS offers a dynamic fine arts program allowing students to pursue their passion in art, dance, drama and music. In addition to regular classes, students have an opportunity to showcase their talents on a larger stage.

Performance opportunities this year included: an Elementary School production of Tut Tut, the Middle School Sense of Time showcase, a Middle School production of Macbeth, and a High School production of Typecast. Also the school-wide Arts Festival was presented again this year. Caimans are talented!







## Athletics

Volleyball, Basketball, Soccer and Rugby form the core of our School Team Sports program, but we also participate in Tennis, Swimming, and Water Polo with great success. ISPS belongs to the Caribbean Area International Schools Sports Association (CAISSA), comprised of schools in the Dominican Republic, Ecuador, Venezuela and ISPS.

There are three tournaments a year in basketball, soccer and volleyball. This year we hosted the boys and girls' soccer and basketball tournaments, with the support of parents who housed visiting athletes.



“Education is the most powerful  
weapon which you can use to  
change the world”.

-Nelson Mandela



# Community of Learners

## Celebrating Diversity

ISPS provides numerous opportunities for our students to appreciate other cultures and belief systems. Not only is this integrated into the ISPS curriculum, but there are numerous events throughout the year that celebrate diversity. Perhaps the highlight of the year is the International Food Festival, when the more than 30 nationalities at ISPS share their culture's cuisine. Students also lead celebrations in a variety of traditions such as carnival, Christmas, and Divali. They can also participate in clubs focused on different cultures such as the Spanish Club.

## Community Service

All students, especially in the Middle and High Schools, are encouraged to participate in some form of community service. Community Service activities and projects are held throughout the academic year.

Middle School works through the Middle School Student Council and through the Community Service exploratory.

They are together involved in such projects as visiting the Princess Elizabeth Home for physically and mentally challenged kids, being part of their music and singing classes and assisting them with basic schoolwork. Visiting homes for the elderly to bring treats and good cheer through entertainment was hosted by a parent led group.

There were fundraising events which helped to facilitate various Christmas Parties for underprivileged kids in Beetham Gardens and the Clifton Hill area.

Funds were also given to the Grant A Wish Foundation to gift a terminally ill child.

High School works through High School Student Council, National Honor Society and the Reach Out project to facilitate various groups of students and animal shelters. Reach Out held a fabulous outdoor concert to raise funds for their project where children from low income families are assisted with academic help on a regular basis by our High School students and teachers who volunteer their time and services. This particular group were also treated to a day of fun and adventure when they were taken on an outing to a working farm, hosted by this group.

National Honors Society worked with Habitat for Humanity and held a Bingo early in the school year to facilitate ongoing work.

Many students volunteered on their own to serve various groups, one example is Shiva Persad Coosal who singlehandedly raised \$15,000. For the Cancer Society of Trinidad and Tobago.

Elementary School has for the past 10 plus years, lead the Annual Walk-a Thon to raise funds towards the Cyril Ross Home for HIV positive kids and The Christ Child Home in Diego Martin.





## Stay in touch

The International School  
of Port of Spain

1 International Drive  
Westmoorings,  
Trinidad, W.I.

Phone: 1(868) 633-4777  
Fax: 1(868) 632-4595

[www.isps.edu.tt](http://www.isps.edu.tt)  
[admin@isps.edu.tt](mailto:admin@isps.edu.tt)

CONFIDENCE EXCELLENCE INTEGRITY