



**Bavarian
International
School**

Annual Report 2019 | 20

Believe. Inspire. Succeed.

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Communication, Flexibility and the Power of Innovation



Looking back at the school year 2019–20 one topic will always be at the forefront: the Covid-19 crisis.

At which point did you realise the seriousness of the situation?

“I think it became real for me at the end

of January 2020, when the first case of Covid-19 became known at the international company Webasto. Then again at the Association for the Advancement of International Education (AAIE) and the Academy for International School Heads (AISH) conference in New York in the first week of February, as all the Heads from International Schools in China/Asia were absent. By then at the latest it was clear that we could not contain the virus. But the extent of the pandemic was not yet foreseeable.”

How did the BIS leadership team react to this?

„We immediately formed a Covid-19 Task Force and worked on concepts for crisis management on the basis of the existing educational technology we already had. The intensive exchange with other international schools, particularly in China/Asia, helped us in this process. Leadership, teachers, Ed-Tech and IT specialists worked incredibly hard on the distance and hybrid learning programmes in February, including working throughout the ski week. That was really the basis of our success, which is why we were able to switch smoothly to a virtual school during the first lockdown in mid-March.”

What were the other success factors?

„Investing in Educational Technology since 2002. We have digital equipment for the students and have our own IT team with a help desk. But the decisive factor is the teachers, who are open, innovative and digitally trained and who are constantly furthering their professional growth. In addition, we have always been proactive rather than reactive – this includes the courage and willingness to try something new. Communication, constant sharing of information and an effective feedback culture are other key factors.”

Despite the crisis, there were also nice moments – which ones stick out in your mind?

“That’s right, despite corona there were many wonderful moments that I can only list in brief: the collaboration of all teachers and staff was impressive. We are proud that we achieved the IB DP average score of 35.8 with 100% passing rate and our first cohort of IB CP graduates. And it was impressive to see how parents, PTO and the BIS team worked together to ensure that the Class of 2020 was given a worthy graduation.”

What were the biggest learnings from the crisis?

“In times of uncertainty and fear, transparent communication is a key factor in creating trust. Flexibility, openness and innovation are crucial to continuously developing a school of the future.”

Dr. Chrissie Sorenson

Head of School & Executive Board of BIS



**The power of determination
in unprecedented times –
Congratulations to our Class
of 2020**

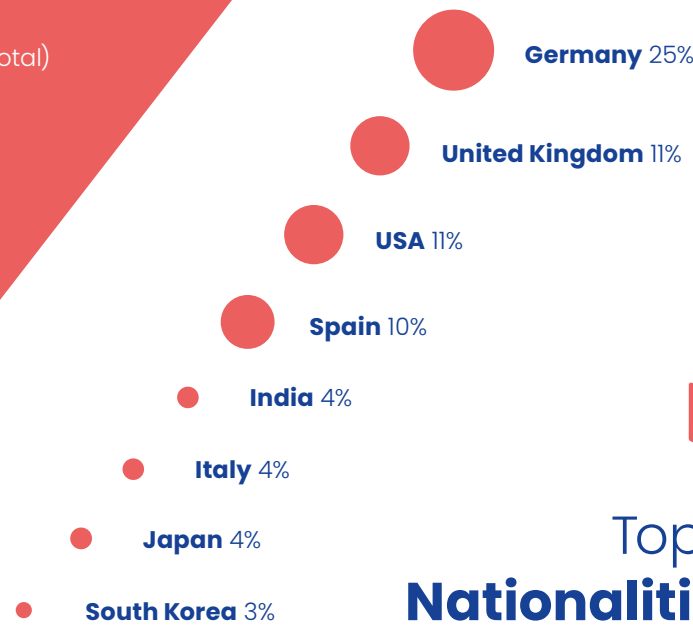


**Record number of
“The Duke of Edinburgh's
International Awards”** (24 in total)

6 in Gold:

Luca Sutton (Great Britain)
Maximilian Holsman (USA)
Henri Maria van Wasen (Germany)
Fabian Holland (USA)
Maarten van den Ancker (USA)
Elian Matha (France)

Plus 9 in Silver
and 9 in Bronze



**Top 8
Nationalities**



Academic Facts

IB DP* students	81
IB DP passing rate of BIS	100%
IB DP passing rate worldwide	85.18%
IB DP average score of BIS	35.8
IB DP average score worldwide	31.1
BIS students with more than 40 pts.	19
BIS students with bilingual diplomas	38
BIS highest score earned by 7 students (Top 3.4 % worldwide)	43
IB CP** students	7
IB CP passing rate	100%

* International Baccalaureate Diploma
Programme (DP)

** International Baccalaureate Career-related
Programme (IB CP)

General Facts

1991 Foundation of BIS (30th anniversary in 2021)

1 School, 2 Campuses, 1 Spirit

1.150 students from **61** nations

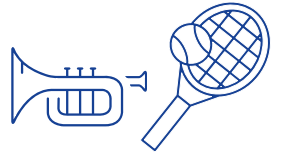
210 teachers from **29 nations**



3rd largest international school in Germany
1 of 2 schools in Germany authorised by the Inter-
national Baccalaureate Organization (IBO) to
offer all four IB Programmes (PYP, MYP, DP, CP).



1 of 5.285 accredited
IB World Schools in **158 nations**



After School Activities

approx. **80 per week** with more than
400 participants

Languages

5 modern native languages are
taught at BIS: **English, German,
French, Spanish, Mandarin**

17 languages in the Home
Language Programme

**BIS Awards
2019 – 2020**



Theory of Knowledge (TOK) Award:
Gabriel Barrere (Peru)

CAS Award (Creativity, Activity, Service):
Olivia Arevalo-Hoelscher (Spain)

Service Award: China Kizu (Japan)

Community Award: Tessa Del Vitto (USA)

ECIS Award: Lucie Maistrelli (France)

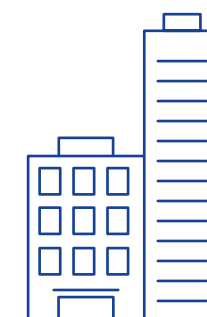
Academic Excellence Award:
Farah Wallauer (Germany)

CP Award:
Felicia de Talhouet de Boisorhand (France)

**BIS Students
1st choice
of universities**

(examples 2019–20)

Oxford University
Edinburgh University
King's College London
Imperial College London
University of Amsterdam
Riga Stradins Medical School
McGill University
Duke University
Osaka University
Ludwig-Maximilians-Universität München
Technische Universität München (TUM)



**Top companies whose employees send
the most children to BIS:**

Eurofighter
BMW
Airbus
Samsung
Sandoz

Microsoft
Siemens
Amazon
Google
Linde

Eur. Patent Office
Eur. Space Observation
Infineon
Huawei
Nokia

Audi
Alianz
Essity



A Challenging Year

2019/20 was a challenging year for BIS in many different ways. For the first time in many years BIS experienced the impact of worldwide economic impacts slowing down, which resulted in our student numbers decreasing. Trade wars, Brexit and the transformation of drive technology in the automobile industry all caused frictions in the globalised economy.

In particular, the latter has provided us with an outlook for future trends impacting our lives. BIS picked up on the matter by becoming a state recognised eco school. Thanks to the fantastic effort of Emma Morris and her Green Team as well as Andi Pichler with his school garden and clean campus initiatives, BIS is showing true spirit and engagement. Our Facility team is working in a similar direction by optimising our use of precious resources. Not only are we monitoring our water but also we exchanging old worn light sources with new and more energy efficient lights. This, in the long run, not only saves energy but also

creates cost savings by reducing the power consumption.

In addition, the Creativity and Innovation Center (CIC) entered its conceptual design phase. In 2017 the American architect from Perkins Eastman created an initial concept based on the identified needs of the school. The Haimhausen Campus, especially Secondary School areas, are located in old buildings dating back to 1998/99. Many special subject areas need to be updated e.g. Science, Design Technology, Fine Arts. The temporary pavilions were never intended to be permanent and are in place for too long

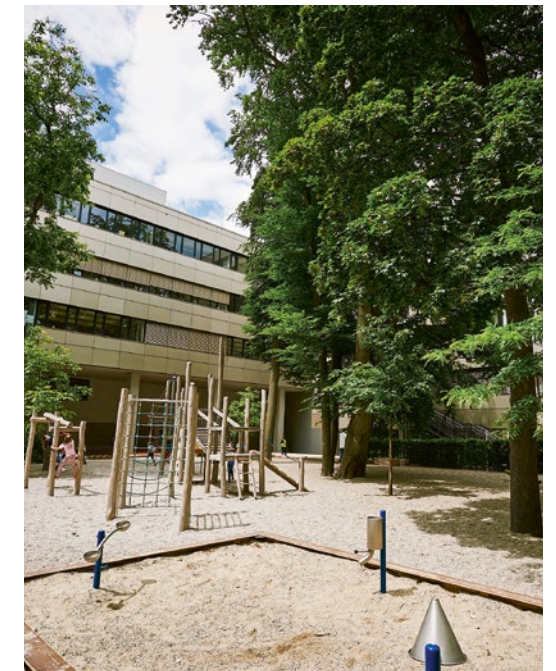
already. The phase which was completed in 2019/20 resulted in a usable building plan according to the German building code. Efficiencies for optimal cost use balance were focused on and implemented. Both the required building budget as well as the building timeline were tightened.

New partner for food & nutrition

Despite Corona, BIS was searching for a new caterer which was very challenging as direct contact was hindered and the real atmosphere and handling could not be experienced. Nevertheless, a committee consisting of students representing all sections, staff members as well as parents underwent a comprehensive process ensuring that goals such as tasty and healthy food, from local supplies with organic shares at an affordable price were accomplished. Of the five candidates, the committee chose f.e.b. Stromberg as they delivered the most convincing concept. One of their add on features was to avoid food waste which resonated well with the students and our sustainability goals.

Getting back to the beginning, BIS is establishing a culture of giving. We realise even more during financially critical times that our common model of relying on school fee payments and some small state subsidies is not sufficient for a balanced approach between being a school of excellence and at the same time being

affordable for everyone. Our support association Friends of BIS e.V. (FoBIS) saw its first year in operation and the main goal was to create awareness. Through numerous small events and fundraising opportunities FoBIS will not only be able to provide financial support but also to offer scholarships for students who would otherwise not be able to attend our school.



One school, two campuses, one spirit: The Haimhausen Campus (left) and the City Campus in Munich-Schwabing.



“For me, the Corona pandemic made it very clear how excellently BIS was positioned in terms of personnel technology and concept to offer smooth Distance and Hybrid Learning. Flexibility, perseverance and an optimistic attitude were important qualities in these difficult times.”

Marco Dahl Business Director and Executive Board of BIS

Innovative Education

The Supervisory Board is excited to mark another successful year. In January, 4 new members were elected to the SB, resulting in 9 members, with staggered terms, reducing the impact of turnover on stability. We welcome our new general members, Ralph Panzer (completing Uwe von Saalfeld's term), Manuel Cubero, Marcus Fischbacher, and Philipp Härle.

The Supervisory Board continues to build on the successes of the past years at BIS, focusing on integrating our newly elected members and working closely with the Executive Board to develop a comprehensive fundraising and communications strategy. We continue to build relationships with economic and political leaders, local communities, and our BIS families, by enhancing communications through streamlined technologies and building the network of our community through public events. In this context we emphasize that BIS is an important factor for the economic development and marketing of the greater Munich area. BIS embraces international families, which enhances the region's attractiveness as a destination for potential employees from all over the world.

Internationally-minded community

The Supervisory Board held two advances to discuss strategic priorities. In October we developed a set of position statements to enhance our mission and vision. 1) BIS is a dynamic and diverse learning environment caring for an internationally-minded community in the greater Munich area. 2) BIS is driven to provide an inclusive and innovative education designed for future generations.

In March we focused on key performance indicators and planning for enrollment fluctuations in the context of COVID-19. The resulting financial strain has led to careful

strategic collaboration with school leadership to examine areas of cost savings across all areas of the school and develop procedures to support ongoing organizational stability. We feel confident that we found opportunities to make changes that would lead to financial recovery without undermining the quality of education, which remains our top priority, while keeping tuition increases to a minimum in the coming year.

A leader in distance education

We are committed to educating internationally minded students to become responsible global citizens. We remain dedicated to ensuring that all students fulfill their potential through continuous development of the curriculum and excellence in education, the cornerstone of which is our dedicated faculty, a committed administrative staff, and two progressive, beautiful campuses. COVID-19 has proven to be a major challenge for schools around the world, and we are proud of how BIS has become a leader in distance education, both locally and globally. We want to extend our thanks to the leadership team and the entire teaching and administrative staff for their extraordinary efforts to develop and launch a highly effective distance learning program that is engaging and inspiring.

“The Corona crisis showed me that it was time to press the reset button, to question certain points and to focus on the essentials again. From the BIS perspective, I am thrilled by the strong bond within the community, by the courage to take new and innovative paths. BIS is truly a frontrunner in digitalisation.”

Marc Aghili Chair of the Supervisory Board and BIS parent



The BIS gAG Supervisory Board
From left to right: Ralph Panzer, Silke van Wasen, Marc Aghili (Chair), Stephan Bauer, Lynda Sagrestano (Vice Chair), Marcus Fischbacher, Philipp Härle, Roger Hamada. Missing: Manuel Cubero.

Frontrunner of Distance & Hybrid Learning

From March 2020 on, BIS took advantage of the Bavarian government's mandatory school closing to deploy its Distance Learning program. School leaders and staff fine-tuned the extensive details required to support our students in Distance and later in Hybrid Learning. Protecting the health of students, families and staff remained paramount throughout.



BIS offered a fine-tuned, exemplary Distance & Hybrid Learning program.

"The health of all members of the BIS community and their families is, of course, our top priority," said Dr. Chrissie Sorenson, Head of School and Executive Board of BIS. "As we protect the health of the members of our community, we are committed to supporting the continued learning of our students through a wide range of online methods."

School leaders had been tracking the success and studying the models of schools already closed in regions such as Japan and China. "With our strategic focus on innovation," said Dr. Sorenson, "we were uniquely prepared to turn this most challenging crisis to our advantage." Teachers planned a range of both online and offline activities for students, mixing in physical activities designed by the physical education department.

It was absolutely essential," continued Dr. Sorenson, "that we partnered with parents to ensure the best possible support for their children." Together with the BIS senior leadership team, a 10-point plan for families was developed. Daily routines and a pleasant, quiet home environment supported deep learning, and the BIS culture of open communication and feedback ensured that students' concerns and fears were taken seriously. In general, the well-being of students was the main focus.



"As a community we saw our teachers and community rise to the occasion beautifully. We all learned new technologies and skills to facilitate learning."

Shary Marshall Deputy Head of School of BIS

"May the Wings of Destiny carry you aloft to Dance with the Stars."



Even in times of the corona crisis, Bavarian International School made it possible for the students of grade 12 and their parents to end their high school experience in an honourable and very special way. 91 students from 25 different nations received their high school diplomas.

With strict rules in place, students and parents attended a short graduation ceremony in the spacious sports hall on the Haimhausen campus. Grandparents, siblings and other relatives watched the "Class of 2020" graduate via a live stream. Shortly before the official part of the Graduation, parents of the Class of 2020 surprised all graduates with a Corona-compliant and wonderfully creative car parade - joy with distance, pure goosebumps, unforgettable moments for everyone.

"I am especially proud of this BIS cohort. The Class of 2020 has demonstrated how it has impressively mastered the unprecedentedly difficult corona crisis with flexibility, innovativeness, hard work and perseverance. I am honoured to be sending 91 open-minded, responsible, highly talented world citizens on their new paths. They will remain part of the international BIS family forever," said Head of School Dr. Chrissie Sorenson.

Sebastian Casse, the student speaker, also emphasised that this special graduation ceremony "was a testament to our ability to overcome adversity and persevere when confronted with the hulking challenges." Speaking on behalf of his 90 fellow students, the 18-year-old British student said: "Our school has not only fulfilled its goal of edu-

cation from an academic perspective but has also provided students with a lasting understanding of how to build relationships with each other and how to manage the burden of responsibility." Finally, he wished his classmates: "And may the wings of destiny carry you high to dance with the stars."

Great diversity in individual paths

BIS is a school full of diversity and the varied future paths of the students very much show this diversity. A large number of the students will attend universities such as Oxford University, Edinburgh University, King's College London, Imperial College London all in the UK, Duke University (USA), University of Amsterdam (Netherlands), Riga Stradins Medical School (Latvia), McGill University (Canada), Osaka University (Japan) and German universities such as LMU or TUM in Munich. Some students have chosen to complete a gap year. The variety of individual paths are huge - from a voluntary social year in a hospital in Lesotho (Africa) to an internship in "Extraterrestrial Physics" or a career start in acting in London. "For us and for our University Counselling Team, led by the amazing Jean Moorhouse, it is crucial that students find the university or the next stage of their career that best suits their individual needs," explained Dr. Chrissie Sorenson.



Magic Miss Millie

More than 12,000 physical books in over 20 languages are waiting for the students at BIS City Campus. Usually. However, in times of Corona everything is different. "To supplement digital learning, we have a huge number of our library books available as ebooks, and are working with the homeroom teachers to ensure that every child has access to plenty of new books to read from home", explained Millie Godfrey, Library Media Specialist at City Campus in Munich-Schwabing. For the younger children, the British "Miss Millie" has come up with something special: "I am providing daily story-time videos on my school librarian YouTube channel, reading books spreading positivity, community and happiness."



Enjoy her fantastic project
via the QR code.



Role Models for Distance Learning

BIS is proud to have such experienced, open-minded and innovative leaders, principals, teachers and coordinators who are among the best in the world. Their expertise and passion have been the cornerstones of BIS's exemplary and highly acclaimed Distance and Hybrid Learning Program. These short stories – just a small selection – give an insight into the real implementation of a “virtual school”.



Rethink School

As an open partner of the region, also for other schools, BIS publicly shared its knowledge on the website immediately after the Distance Learning program was launched. The YouTube video, which was already produced in March 2020 and watched by more than 3,000 people, also provides good insights into the switch to virtual schools.

Scan the QR code
to find out more.



Passionate teachers and the right balance

"Giving the students the right mix of routine, keeping them motivated and engaged in learning, being innovative and coming up with fresh new ideas." That was the secret recipe of John Bender. The Canadian teaches Grade 4 at BIS City Campus.

The 33-year-old emphasised the importance of routines, making students feel comfortable with the new reality, making them feel supported and encouraging their creative thinking. The right balance, the feeling of class community, communication and interaction were also extremely important for him. "I have been so impressed how my students adapted to the new situation in digital learning. Self management skills, the ability to communicate their thinking in a non face-to-face way, their autonomy and independence really increased", said John Bender.

A Google classroom

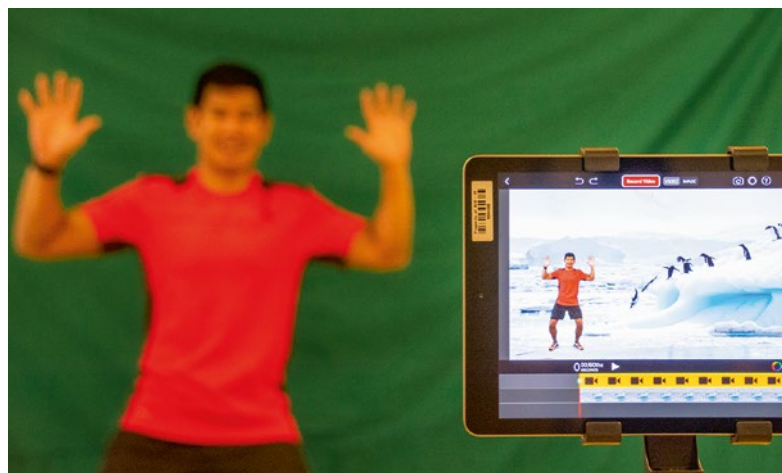
Physics by Distance Learning?

Why not! In this photo the BIS Science Teacher Dr. Sarah Sydney is preparing content for a grade 9 physics class on wave behaviour – using the document camera (the green object) to take an image of the light wave reflecting.

“In these classes I talk through the concepts on Google Meet, and then to test student understanding I have been getting them to make little gifs or posters, demonstrating the physics concepts we’ve been learning about”, said Dr. Sydney. She has been really impressed by the



students' engagement and creativity in the first weeks of Distance Learning at BIS.



Healthy Balance

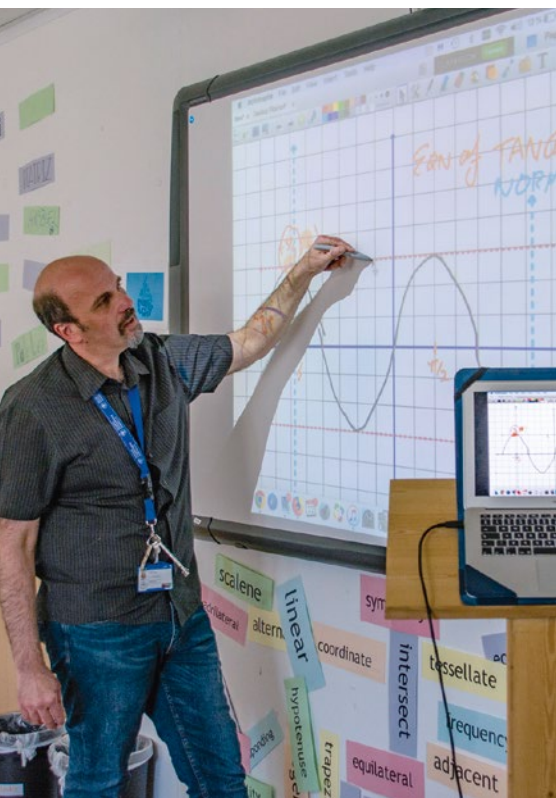
Sports and exercise were very important building blocks for the right balance of Distance & Hybrid Learning, especially in full lockdown. The Physical Education (PE) team with Cornel Roibu, Ines Dumala, Katrina Schuh, Matt Dang and Head of Department Jerry Nicol did a fantastic, innovative and creative job, giving countless virtual lessons and producing countless inspirational training videos. "The PE Department recognised that our students were spending more time on IT devices than they would be if they were at school. To help the students maintain a healthy balance of work, rest and play, the PE Department provided an opportunity for each student to participate in a form of physical activity, each day from Monday to Friday.

The days when the students would normally have had Physical Education classes, they received a lesson specific to the part of the curriculum being focused on in that class. We believe regular participation in physical fitness and activity plays an important role in the life of a healthy person," said Jerry Nicol.



Masks made by a 3D Printer

BIS donated dozens of face shields and eye masks to the München Klinik Schwabing, the Klinikum Dritter Orden and a hospital in the Dachau area. Robert Clements, our Head of Department of Design Technology, produced the items using a 3D printer. "My son Benjamin (Grade 2) helped me with the 3D printing of the frames and my daughter Naomi (Grade 4) laminated all the visors," said the Scottish teacher. Rob Clements was inspired by social media postings from DesignTech teachers and other schools around the world, who had produced similar, much needed material for doctors, nurses and care workers. "The great gratitude of the clinics has made it clear that our help is important."



Empty classroom, full passion

During the lockdown, Mr. Loay Malek was one of the educators who continued to teach from their classroom – only virtually. The Egyptian-born Australian appreciated his interactive whiteboard, which he connected to Google Meet for his math lessons. "I pretend that my empty classroom is full of my students. It's difficult when I can't see their faces to know how they're processing information in real time, so I've replaced the 'raise your hand' with a 'turn your mic on' if you have a question", says

the maths teacher and Diploma Programme (DP) coordinator, who has been working at BIS for seven years.

For Mr. Malek, the balance between offline and online time was an important factor for the success of Distance Learning. He gave the students enough time for independent, flexible learning and brought in variety, e.g. through online math games like Kahoot. The passionate BIS teacher has his wife and two daughters (13 and 15 years) also here at BIS.

Two Stars Award for BIS



The Bavarian International School received two stars with the European Eco-School Award for their environmental sustainability. Under the guidance of Emma Morris, Eco School coordinator at BIS, Andi Pichler and Kim Kermath, teachers at our Haimhausen Campus and Monica Godoy Hidalgo, a teacher at our City Campus, hundreds of students engaged in projects focused on waste, biodiversity and healthy living within the school. These passionate students proceeded to document how environmental sustainability is integrated into their daily school life.

Fantastic award for BIS from Minister of Education Prof. Dr. Michael Piazzolo (right).



The Bavarian Minister of Education, Prof. Dr. Michael Piazzolo, honored the achievements of BIS and other schools at a ceremony in Munich. "We actually only applied for one star, but it is incredible that our environmental sustainability efforts over the past school year was acknowledged and earned us two stars," said Emma Morris, coordinator of the CAS programme (Community, Activity, Service) and Eco Schools projects at BIS.

Schools all around Bavaria had the opportunity to apply for the European Eco-School Award. Each school must present two projects in relation to environmental sustainability as well as document and demonstrate how sustainability is rooted in day-to-day school life. The aim of this award is to further develop and challenge schools to meet the views of the Education for Sustainable Development, which is education for the future. It seeks to spread knowledge of global

relationships and the challenges of global warming, the protection of biodiversity and environmental justice. The synergy of economical, environmental and social factors belongs to education just as much as sustainable development does. ESD provides the fundamentals to create decision-makers for the future who can determine the impact it has on generations to come globally.

"It was absolutely essential," continued Dr. Sorenson, "that we partnered with parents to ensure the best possible support for their children." Together with the BIS senior leadership team, a 10-point plan for families was developed. Daily routines and a pleasant, quiet home environment supported deep learning, and the BIS culture of open communication and feedback ensured that students' concerns and fears were taken seriously. In general, the well-being of students was the main focus.



Learn more:

www.bis-school.com/succeed/the-green-team

<https://www.instagram.com/thegreenteambis>

Hello from Haakon

The Crown Prince Haakon of Norway inspired nearly 170 Grade 6 & 7 BIS students at Global Dignity Day in October 2019. This event dedicated to dignity, human rights, equal rights and tolerance was celebrated for the first time ever in Germany at our Haimhausen campus.



More than 200,000 adolescents from dozens of nations participated in Global Dignity Day worldwide. Over the course of the year up to one million children and young adults from 80 countries contributed to the initiative. In his personalised video for the students of BIS Crown Prince Haakon of Norway said: "It is fantastic to see that movement is growing." The Norwegian heir continued: "Pekka Himanen, John Bryant and I created Global Dignity because we wanted to empower people everywhere to look beyond what divides us and, instead, recognise all that unites us. When we held our very first Global Dignity Day in a small classroom in Switzerland, we never imagined that one day we would reach one million young people each year. By recognising our own dignity, and the equal worth of every other person, we can solve the greatest challenges we face and truly transform the world."

"Rangatiratanga"

Following the opening video and speeches, 170 BIS students commenced with workshops surrounding dignity in everyday life in families, sports and society. This prompted individuals to share authentic and personal stories with one another. 25 brave students then presented their experiences on stage in the auditorium. They covered topics including aiding wheelchair users, how to handle bullying, finding friends



Strong topics, important messages: The first Global Dignity Day at BIS and in Germany.

in new places, saving the life of an unconscious person and selflessly assisting those with sport-related injuries. One group identified that the New Zealand Maori word "Rangatiratanga" needs to be added to the international list of relevant dignity phrases. "Rangatiratanga" means dignity, respect, autonomy or sovereignty and is a cornerstone of New Zealand's constitution under the Waitangi Treaty of 1840.

BIS says a huge thank you to Global Dignity Germany's Dr. Matthias Bosch and Beau Barberis. Thanks a million for a fantastic partnership with true value and an exciting future!

www.global-dignity.de www.globaldignity.org



“Internationality and open-mindedness in every classroom”

In December 2019, BIS was grateful and proud to welcome an outstanding figure from the Bavarian political and social scene to the City Campus in Munich-Schwabing: Ilse Aigner, the President of the Bavarian Parliament. Ten-year-old student ambassadors guided her through the modern City Campus and welcomed the highest representative of the Bavarian State Parliament as the new patron for our Friends of BIS e.V. If you read her interview, she was really impressed...

During her visit at BIS City Campus, Bavarian state parliament president Ilse Aigner took plenty of time for the primary school students.

Dear Mrs. Aigner, after having experienced the BIS City Campus – what impressed you most?

“Especially the children, of course. The students were very friendly, curious, bright and confident. You can see that BIS is a truly international school – internationality, diversity and open-mindedness can be felt in every hallway, in every classroom. I also like the fact that children learn at a very early age to work together and help each other, and that the latest technology is sensibly integrated”.



Why are international schools like BIS so important for Bavaria?

“International schools like BIS are an important cornerstone in the mosaic of the Bavarian educational landscape. Private and state schools complement each other, at best they inspire each other and work together. This is the only way we can guarantee the breadth and depth of an educational offering with the well-known Bavarian quality. International schools such as BIS are of particular importance for economic development and location marketing in the greater Munich area and throughout Bavaria. Their offerings help companies to attract urgently needed top managers, specialists and executives from all over the world to our region”.

We are pleased to officially present you as the patron of our Friends of BIS e.V. Association – why is BIS’s innovation and future campaign so important to you?

“Despite all the necessary neutrality on the subject of education in Bavaria, I am very happy to support Friends of BIS as a patron. The primary goal of the Friends of BIS is to finance and build a Creativity & Innovation Centre (CIC) on the Haimhausen campus of BIS. Such innovation centres are important for Bavaria – they are living places for creativity, inventiveness and the development of future generations. And because BIS is opening this Innovation Centre to society, neighbours and partners, I very much welcome this idea”.



New Eyecatcher: "Diversity Rocks"

A strong, 28-metre-wide message that is practised at BIS day after day.

The colorful graffiti artwork "Diversity Rocks" welcomes all students, teachers, parents, visitors and pedestrians over 60 square meters at our City Campus in Schwabing. The Munich artist Johannes Brechter created the mural and it can be admired by anyone from the public who is passing the corner of Leopoldstraße 208 and Wilhelm-Hertz-Straße. BIS is setting a strong visual signal with the piece of artwork, highlighting the importance for diversity in this globalised world.

"BIS is an international, diverse and colourful school that stands for openness and promotes the individual development of young people. This identity should be reflected in the wall design. Diversity is simply great, an enrichment for our society and our future," said Johannes Brechter, who needed barely a week, two buckets of facade paint and 50 spray cans for the 28-meter-wide work of art. His creation itself is also diverse: some surfaces were painted, other elements sprayed, the picture is a colour blaze, the letters look like hieroglyphs with a touch of computer and comic culture.

From April 2020 on, the mural "Diversity Rocks" is the new visual attraction at the main entrance and courtyard of BIS at City Campus. "We were pleased to see the positive reactions of our students when they returned to City Campus again," said BIS Head of School Dr. Chrissie Sorenson.

The official inauguration of the artwork took place with students including a graffiti workshop and was covered by media in Munich like Süddeutsche Zeitung, Münchner Merkur and München TV. The project was sponsored by the Cultural Department of the City of Munich and the owner of the City Campus property PATRIZIA AG.

We are the Champions!

It was gold for the youth dance formation "Next Generation" of the TSV DanceGallery Königsbrunn at the Dance World Cup in Braga (Portugal). In the "Modern Dance" category the eleven to 17-year-old dancers beat 33 other groups from 20 nations. The ten newly crowned World Champions also include three students of Bavarian International School gAG (BIS): Anna Tonn (12/Munich), Aurelia Berg (12) and Morgane Berg (15/both Unterschleißheim). Approximately 6,000 participants from 53 countries took part in what is currently the largest event in the Dance World Cup under this year's motto "Friendship through the language of dance".



Holistic Inspiration

In City Campus, action was a large focus of the year. Individual action included writing books, having been inspired by Mo O'Hara, the visiting author. Collective action included setting up maths, dance and gymnastics clubs for peers at recess. Within the "How We Organise Ourselves" unit, Grade 4 students learnt how to run a business, calculating costs, applying for loans and predicting profits. Their market was a great success and with pride the students donated their profits to support the education of our sponsored child in Nepal.



Learning with joy and fun

On a winter's afternoon, the whole City Campus community came together in the Sports Hall for a winter assembly. Ms Oswald shared her class' poster to further everyone's understanding of action. This was a precursor to the exciting celebration of student initiated actions, undertaken by students of all ages. Classes and individuals performed musical pieces and the culmination was a joyful community sing-along, akin to a seasonal karaoke. This sing-along was such a fun and special way to end a heart-warming winter's afternoon.

Exciting residential trips

In September 2019 the annual residential trips included Grade 3 heading to Benediktbeuern, Grade 4 to Chiemsee and Grade 5 to Schloss Leizen. Team building, social skills, cooperation and self-management were paramount. New relationships and class communities were built. In the words of one of our students: "The trip was very fun and we got to experience some new things I got to spend time with people I don't usually work with... In fact I would have liked to have stayed longer because it went too fast!"





Training for life after BIS

Another good example of how our students are trained for life after BIS: the traditional “Interview Day” for grade 11 students in December 2019. Successful personalities coming from diverse professional fields practised job interviews with the students in seven sessions. Among the interviewers were Dr. Manuel Cubero (former CEO of Kabel Deutschland Holding AG), Marc Aghili (Head of Europe, London Electric Vehicle Company), Gael de Talhouet (Vice President Brand Building & Digital Transformation of Essity), Isabel Pfeffermann (Munich International Consulting/photo left), Oliver Obitayo (Chief Sales and Marketing Officer of IDNow), Uwe Kilian (Director Global Projects of SCA GmbH), Dr. Roman Kotlarzewski (Co-Founder Globe Business College) and Roger Hamada (Member of the Supervisory Board of BIS and former Executive at Deloitte).



“It was a difficult year as an IB student, but I think it helped me develop a lot in my self-responsibility as a learner. In addition, I’ve learned to be grateful for things I used to take for granted, like going to school every day or soccer practice afterward.”

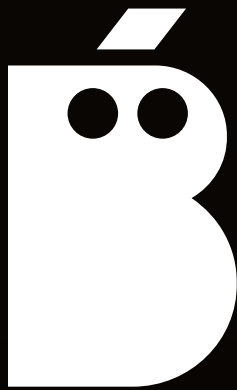
Henri Winter BIS student (Grade 12 in 2019–20)



Great fun – Spooky Day

Spooky Day on both campuses of BIS is a popular tradition. Not only the students have a lot of fun dressing up, but also the teachers transform themselves into superheroes and story book characters.

If school isn’t fun, it’s not a good school!
And we have a lot of fun at BIS...



Standing ovations and tears of joy

70 Primary School students from 27 nations thrilled the audience with the theatre production “Neverland” at Haimhausen Campus. The nine to eleven-year-old students presented a modern interpretation of the famous story of Peter Pan in the packed auditorium. For the 90-minute performance on three consecutive days, the students rehearsed for roughly five months as part of the voluntary “Extended Programme” of BIS. The musical was adapted by Karen Elmitt for BIS from the original “Pantastic” by Matthew Crosse and Tom Kirkham at School Musical Company. In the BIS production, the students enchanted the audience with their acting, singing, music, fantastic costumes, magnificent props and stage design – and of course, lots of humour.



Neverland



From “Tagesschau” to BMW

Shortly before the Corona lockdown in February 2020, BIS staged a unique Careers Day at the Haimhausen Campus. 170 students from grades 10 and 11 had the chance to experience four of 13 exciting personalities. Each of the speakers presented their profession and industry, the best training paths, necessary skills and competences for today’s working world. The speakers included the founder of PAYBACK Alexander Rittweger, the second editor-in-chief of ARD-aktuell Dr. Helge Fuhst (“Tagesschau”/photo above), BMW manager Peter van Binsbergen, Dr. Sven Neubauer (co-founder of the investment company Deutsche Finance Group (DFG), the former government spokesman of Gerhard Schröder, Bela Anda, as well as lawyers, medical doctors, scientists, real estate entrepreneurs, hotel directors, designers and experts for Corporate Social Responsibility (CSR).



Amazing Speaker

In November 2019, BIS welcomed US-author Dr. Ettie Zilber for three days, ten workshops and talks on both campuses. The international pedagogy expert worked with pupils, teachers, parents and interested guests on topics such as third culture kids, education in the age of globalisation, cultural awareness and the Holocaust. At a public event in the BIS auditorium of the Haimhausen Campus, Dr. Ettie Zilber shared her family’s moving story about her parents who survived the Holocaust and eventually settled in America.



“Not sitting together with my friends, meeting people, or visiting my grandparents taught me how I took this for granted. I also realized how privileged I am to be at a school that was so well prepared for this crisis.”

Sarah Hoeflmayr BIS student (Grade 9 in 2019-20)



What a Show: Our “Musical Revue”

What a great show in the auditorium of BIS in Haimhausen: In December 2019, 31 students from 12 nations presented a highly acclaimed “Musical Revue”. The students from grades 6 to 12 showed a selection of well-loved Musical Theatre hits from The Phantom of the Opera, Les Misérables, Wicked, Hairspray, The Greatest Showman and Kinky Boots! The story: Set in the year 2050, a group of BIS students are exploring the Schloss when they stumble upon a hidden music library. The technological advances of the future means that our gang of students have no understanding of the power of music. It’s up to the music students of the past to educate and inspire them...

A box of excellent drama

Ancient Greek Fairytales brought to the streets of Manhattan – students of grades 6 to 8 and one student from grade 10 at BIS kept the audience enthralled throughout their performance of “Once upon a Pandora’s Box” (directed by Connie Panagakis, MYP Drama teacher). Entertaining, exciting, fantastic cast with different nationalities were to be seen on the stage – many languages, humour and life lessons could be heard throughout the performance!



BIS Alumni proved Darwin’s theory

Very impressive: former BIS student Laura van Holstein (Class of 2013) proved Darwin’s survival of the fittest theory. “My research investigating the relationship between species and the variety of subspecies proves that sub-species play a critical role in long-term evolutionary dynamics and in future evolution of species,” said the lead author Laura van Holstein. The 24-year-old is a PhD student in biological anthropology at St John’s College, University of Cambridge.

Scan the QR code and read the whole story here:



Strong BIS Chinese community

Positive messages were more important than ever during the pandemic. In March 2020, the BIS Chinese Community organised various fundraising initiatives at City Campus and Haimhausen for three small hospitals in Wuhan (China). “We successfully sent over 1445 masks, 107 hazzard suits, 200 boot covers and 50 protective glasses to our Wuhan doctors and nurses”, says BIS parent Jenny Ngan Heelan.



Virtual Arts Exhibition

A normal, public Arts Exhibition of our grade 12 students work was sadly not possible due to Corona, so BIS decided to have a virtual show via Facebook and Instagram. 18 students from ten different nations presented their work in the art genres of painting, mixed media, photography, film, installation, sculpture and fashion. They were each free to choose the theme. Later, some of the artworks were displayed in the old sports hall and permanently installed in various places around the castle.



New calisthenics facility in Haimhausen

The organisers of the Haimhausen Triathlon, SV Haimhausen and the Bavarian International School, supported the construction of a calisthenics facility with 800 euros. The sum came from donations and the charity sale of food and drinks. The total costs of about 20,000 Euros were financed by a joint financing of the Bavarian State Sports Association (BLSV), AOK, Volksbank, the community of Haimhausen, Bürgerstiftung Haimhausen, the proceeds of the triathlon and by a private donor. The new calisthenics facility is now open to the public.

A sense of togetherness

Music was brought into the homes of the Early Years BIS children! Singing is part of the daily routine at BIS and the team knows how important it is to continue this during Distance Learning. Through song the children learned about different topics and got to express their feelings. Carrie Lawler, one of the teaching assistants at the Haimhausen campus enjoyed being able to perform for the children using “Green Screen” technology and said “It creates a sense of togetherness. The children are reminded that we are not alone – we are all singing together.”



There is no Planet B!

160 BIS students from grades 8 and 9 discussed the topic "There is no Planet B" at the 4th BelnSpired Innovation Summit in October 2019. Ideas escalated rapidly when our students collaborated with sustainability experts (e.g. best-selling author and UN jurist Claudia Rinke, Laura Zwick, coordinator of Rehab Republic e.V., Pascal Wolf from the green start-up URGROW) in the areas of environment and nutrition to develop concrete ideas and solutions. "How can more than seven billion people live on earth without destroying the planet? It starts with each one of us. That's why environmental experts worked with our students to develop tangible ideas for more sustainable environmental behavior in everyday school life. But whether at school, at home, around the neighborhood or among friends - each of us can be an environmental activist at any time," said Head of School Dr. Chrissie Sorenson in her welcome speech.



Winning Artwork

BIS student Derin Mitchell was one of the winners of the Mask Competition run by Bournemouth University. Her work "Antibacterial mask" was selected by the jury from 40 entries total. "I was inspired to create a mask based on the coronavirus. The purpose was to raise awareness that a mask can be used for multiple purposes which are to hide, express, change, or protect an identity. This award is special for me to be able to utilise as motivation for my future studies in Art and Design", said the 17 year old Brit from Grade 11. Three more designs from BIS received honourable mentions: Maho (Grade 10); a group design submitted by Mohul, Florian and Jun (Grade 8); and a collaboration from grade 6 students Lilah and Zoe. The competition was hosted by the Women in Engineering Society and Design Society at Bournemouth University. The BIS art classes were inspired to participate by alumnus Oliver Czerka (Class of 2018).

Honorary President of AISH

In February 2020, BIS Head of School Dr. Chrissie Sorenson was elected as the new honorary President of the Board of The Academy for International School Heads (AISH). AISH was founded in 1999 as a membership organisation for Heads by Heads. AISH currently serves approximately 500 school heads through focused advocacy, support, and professional development. The commitment of Dr. Sorenson is proof that BIS attaches great importance to educators who are among the international top class and who are continuously developing themselves further. In addition to international cooperation, professional development and consulting, an important goal of AISH is to make a significant

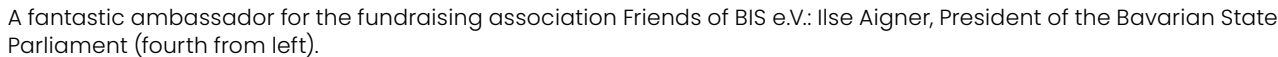


contribution to the future of learning. "This in turn fits the motto of our new innovation campaign "Rethink School – Innovation & Values for Bavaria and the whole world", states the German-American Dr. Sorenson.

Sport award for Shannon

Congratulations to Shannon Foley (USA)! The 18 year old graduate from the Class of 2020 received the Shane Walsh-Till Commitment to Sport Award for the school year 2019/2020! "Shannon participated in many competitive sports at BIS to include football, basketball and skiing. She was always fully committed to the BIS Lions Athletics programmes and was a fantastic ambassador. Shannon was an excellent role model and trained hard and played hard", says BIS Athletics Director Phil Drake. A big applause to four other BIS Athletes of the Year: Taiga Morita from Japan (Middle School Boys), Antonie Hauke from Germany (Middle School Girls), Ahmed Habib from Egypt (High School Boys) and Georgina Darbyshire-Jenkins from UK (High School Girls)!



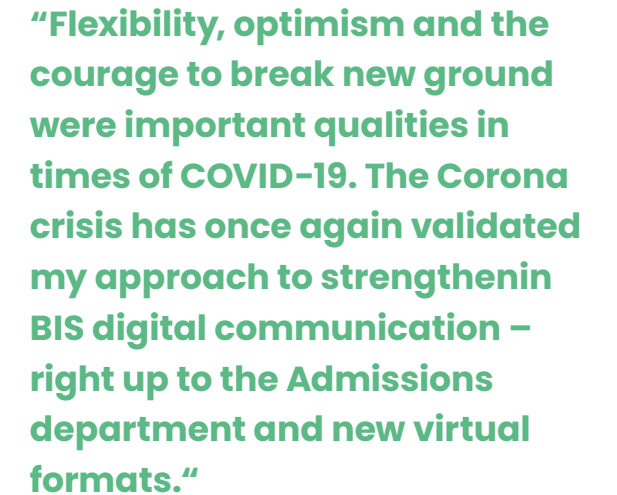


The four big Cs have caused times to change massively, even for private, international schools: Competition, Communications, Crisis and Corona. This made BIS's decision to establish a new department all the more important in order to boost its profile and reputation with a variety of effects for now and for the future.

All the different types of communication have a simple purpose: increased attention, stronger presence in the media and higher visibility on the internet. This in turn provides

In the broad area of Communication, BIS was able to achieve several milestones in the 2019-20 school year: The media presence was further increased to such an extent that our PR launch, which would normally have cost us high six-figures, ultimately came at no cost to BIS. The social media channels in some cases, have grown by triple-digit percentage points. Partnerships with media and specialised web platforms for expats and international schools were expanded (Expatica, Justlanded, Expat in the City, International School Database, World Schools etc.). Open Days and the first Google campaigns in the history of BIS were implemented – resulting in significant new student registrations. Events which had internal and external impact took place: The President of the Bavarian Parliament Ilse Aigner was the new ambassador of Friends of BIS e.V., BIS is the first German partner for the Global Dignity Day, the success of top-class Careers Day or the BelnSpired Innovation Summit under the title “There is no Planet B”. At the end of the school year the BIS website also received a significant soft relaunch.

munication and a consistent identity, which makes it clear to everyone: BIS is the school of the future, today and it will continue to develop with excellence, professionalism and a drive for innovation.



Marko Mädge
Head of Communications &
Public Affairs of BIS.

Throughout a year where it was not an easy feat to do active Fundraising due to the pandemic, the focus was on preparing various key fundraising projects. A lot of energy was put into developing the Capital Campaign, establishing an Annual Fund, highlighting key companies to visit on a company roadshow,

Towards the end of a challenging school year, there were still achievements to celebrate – the last stages of the process for a so called 501 (c) 3 status were finalised, allowing American families to make tax-deductible donations, and the motions were put in place to offer the first ever BIS scholarship through Friends of BIS e.V. and a company partner.

Learn more:
www.bis-school.com/support-bis

A Home away from Home

The mission of the PTO is to enrich the overall educational and cultural experiences of the BIS community, whilst encouraging mutual support between faculty, parents/guardians, and students across all campuses.



“Flexibility is a must have attitude that we all need to have and foster. The PTO was able to reinvent itself, finding new and creative solutions to help our community stay connected.”

Lynnette Nitsche
BIS PTO Chair 2019-2020

The main focus during the school year 2019-2020 was community building, accomplished through whole school events such as the Welcome BBQ, Christmas Market, Spooky Day, Quiz Night, and Wine Socials. Our Culture Club coordinator, provided parents with an array of activities throughout the school year. Mr. David Heath, from the History Department offered the highly sought after Munich Walking Tours. Unfortunately, the International Festival was cancelled due to the COVID 19-pandemic.

The PTO further fosters community building through our Grade, Area, and Language representatives, who act as a bridge of communication between the different school offices and parents/guardians. They are an invaluable asset, helping our community achieve the “home away from home” feeling. All PTO volunteers enable the PTO to fulfill its purpose and model the importance of volunteering and community building for students. The PTO is proud of the responsibility and engagement of our students.

The Executive Committee members Lynnette Nitsche (Chair), Tarra Powell (Vice Chair), Joanne Giesen (Secretary), Stephanie Viviano (Treasurer), Joanna and Stephen Richards (Welcome Coordinators Haimhausen), Kimberly Underhill (Communications Coordinator), Napo Rantho (IT Coordinator), worked hard alongside many other parent volunteers during the different activities that the PTO organized throughout the school year. Our teachers and staff coordinators were instrumental in increasing the participation and involvement of the teaching staff. In closing, the whole PTO Executive Committee would like to thank and acknowledge the work, effort, and time that you donate to our BIS community. We could not do our job without you.



“With your projects you have made an active contribution to the environmentally friendly shaping of everyday school life.”

Prof. Dr. Michael Piazolo Bavarian Minister of Education during the Eco Schools award ceremony in Munich in December 2019

“I hear really great stories from our kids how they experience this Distance Learning. Really big thumbs up how you and your team are handling this. The teachers are amazing. I think we are very fortunate to have our kids at BIS!”

Paul Peters (BIS parent)



“BIS is a great school with an exciting spirit and a very positive attitude that helps to inspire children for a lifetime.”

Bela Ando former government spokesman for Chancellor Gerhard Schröder

“From Haimhausen to Oxford”

Münchner Merkur (26 th of May 2020)



“Diversity Rocks – Bavarian International School with 28 meter wide graffiti artwork.”

München TV
(28th of May 2020)

“The breath of the wide world”

Süddeutsche Zeitung
(20th of December 2019)

“The exchange with students is absolutely valuable for me as a journalist. Through which platforms do they consume news today? What do they know about the media or fake news? The Career Day at BIS provides students with an early insight into different professional fields. This is just as valuable to them as the insight I have gained from them.”

Dr. Helge Fuhst Second Editor-in-Chief of the television and cross-media news format ARD-aktuell (“Tagesschau” and “Tagesthemen”)



“The virtual classroom”

Süddeutsche Zeitung
about the Distance Learning programme at Bavaria International School
(7th of April 2020)

“We are truly impressed how smart and balanced the BIS Distance Learning program is working. The teachers make us believe they have done this many times before, really cool!”

Petra & Wolfram Winter
(BIS parents)



Imprint

Publisher:

Bavarian International School gAG (BIS)

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Editorial Design:

2ISSUE, Munich / www.2issue.de

Print:

Stulz Druck und Medien GmbH

Photos:

Sebastian Stiphout, Marko Mädge,

Nordin Ćatić, BIS Community



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