

Annual
Report

2018
2019



Educating
Minds

Transforming
Lives



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Message from The Director

Dear ICS Community,

What a year it has been here at ICS. As I reflect on the past year, I realize how important the ICS community has been in making our transition to Singapore a smooth one. The community here represents what Jean Vanier has written recently, “Community enables us to welcome and help people in a way we couldn't as individuals. When we pool our strength and share the work and responsibility, we grow.”

The mission of ICS of educating minds and transforming students' lives to impact the world around them is centered on this idea of community. We are in the business of developing

students holistically so they can become leaders in the communities that they later become a part of.

How is this done? It is accomplished day by day, class by class, experience by experience as the teachers, parents, and administration partner together to build trust and grow our students. We see evidence of this in the way our students handle the challenges of collaboration and problem solving in the classroom. We see it also as they compete in athletics, on stage, and on the playing fields. Finally, we see it in the teamwork exhibited in creating and supporting campus activities and serving on our mission trips.

This annual report is an overview of the demographics, statistics, outcomes, and

results of this past year. On the surface it is a series of facts and figures that paint a picture of our success in the 2018-2019 school year. We are certainly proud of our accomplishments. However, the challenge for the reader is to look beyond the statistics and see the quality and outcomes of the students who walk our halls. As we look to the future as an institution, we are excited about the student leaders that we are producing.

Please join us in celebrating the work being done in and out of the classrooms every day.

May God bless each of you.



Dr. J.P. Rader
ICS Director



Board of Directors

“ICS is truly a family and we especially appreciate the Christ-centered education. Our teachers are amazing and many have become our dear friends. The quality of the education, after-school activities, and the competitive sports programs are also very valued by our family. I am honored to serve on the Board of Directors as a way to serve the school. I am continually encouraged by the school administration and the other board members.”



Chairperson: Julie Wiggins

Job Title: Director of Operations, Young Life Asia Pacific
Term: May 6, 2016 to May 5, 2021



Vice-Chair: Dave Hane

Job Title: Personnel Coordinator, Asia-Pacific Strategic Partners
Term: May 6, 2016 to May 5, 2021

“ICS not only gives our children knowledge, but also helps them to gain wisdom in how to use that knowledge. The DNA of ICS is seen in its mission statement: “Educating minds and transforming lives to impact the world for the glory of God.” An education at ICS involves academic excellence, but it is also about value formation, character development, and spiritual growth.”

“We love ICS because of ICS itself. Here “I” stands for Integration of a biblical worldview into every subject in the curriculum; “C” stands for a Community that is very close-knit—more like a family than an institution; and “S” stands for Striving for excellence, not just in academics, but in the holistic growth of the students, including their heads, hearts, and hands. Even after four years, we remain absolutely convinced ICS is the best school in Singapore for our two precious children.”



Director: Jacob Li

Job Title: Resident Faculty, East Asia School of Theology
Term: January 16, 2018 to January 15, 2021



Director: Laura Tan

Job Title: Program Manager, Lonza Biologics Tuas
Term: July 17, 2017 to July 16, 2022

“ICS is such a wonderful place to grow, learn, and transform. I am amazed at how our daughter has developed, grown, and gained all the confidence that ICS has blessed on her. The ICS community is special and everyone is a true blessing. I am excited to see what ICS has in store for its future and can't wait to be part of that journey.”



“Ecclesiastes 4:12 Though one may be overpowered, two can defend themselves. A cord of three strands is not quickly broken.

In our fifth year at ICS, we have really come to appreciate the bonds we have built over the years. ICS is truly a place where relationships and holistic growth in addition to academic excellence are valued. Our staff and teachers are always going above and beyond the academic call of duty to serve and love our students. We are truly stronger together and grateful for the trust and community we share. Thank you ICS. GO KNIGHTS!!”

Director: Sam Kim

Job Title: Pastor
Term: October 15, 2018 to October 14, 2021

“What makes ICS so special? To me, it is the great sense of trust and Christ-like love that is so evident among all the members of the community that make up ICS: teachers, staff, parents, and students.”



Director: Su Wei Yong

Job Title: Homemaker
Term: October 15, 2018 to October 14, 2021

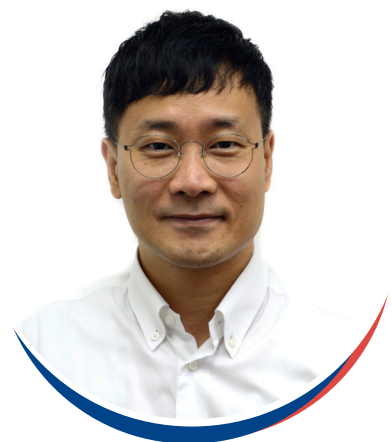


“Over the years, ICS has built a community where teachers, students, and parents are able to engage and come together, creating strong and deep relations centered on Christ. Students receive a quality education from teachers who are committed to their academic as well as spiritual growth. ICS is unique in being able to provide a well-rounded education, having Christ at the center of its activities, and allowing parents to partner in this journey. We have been blessed to be part of the ICS family for the past seven years.”

Director: KD Baruah

Job Title: EVP (APAC), DT One
Term: November 13, 2018 to November 12, 2021

"Ironically, trust is always coupled with uncertainty and requires cognitive leaps, which makes it challenging for people to build trust. ICS has helped my family make the process of trust easy by showing us its academic excellence and nurturing Godly images in our children through daily activities among the community members, including students, teachers, staff, and parents. My family and I are grateful to be a part of the trustworthy ICS community."



Director: Younbo Jung

Job Title: Associate Chair - Academic and Associate Professor, Nanyang Technological University
Term: November 13, 2018 to November 12, 2021

We are pleased to announce that ICS's EduTrust Certification was renewed for a new four-year-long term from November 25, 2019 to November 24, 2023.

The EduTrust Certification is the Singapore government's highest level of quality assurance for Private Education Institutions on the island. EduTrust Certification provides families with the knowledge that ICS is operating according to the highest academic and operational standards. ICS's EduTrust Certification also allows ICS to enroll students on a Student Pass, a service we provide to 15% of ICS students.

The assessors noted a number of strengths at ICS, including the school's commitment to our mission, vision, core values, and Expected Student Outcomes as well as our programs which are designed to provide students with a holistic experience such as Week Without Walls, college and career counseling, and extracurricular activities. The assessors also noted ICS's commitment to planning high-quality, engaging courses for students.

Academics

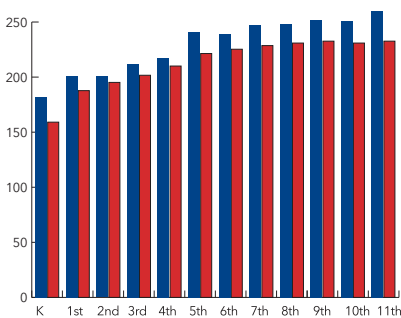
We are pleased to announce that ICS students consistently perform well above the United States norm. ICS is often ranked at or above the 95th percentile of schools globally in the Measure of Academic Progress (MAP) testing.

All students in the elementary and middle school take NWEA's MAP test throughout the year. The MAP test is given in mathematics, reading, and language usage. The MAP test is adaptive to each student's academic level, allowing ICS teachers and administration to ensure each student is receiving an education personalized to the student's academic needs.

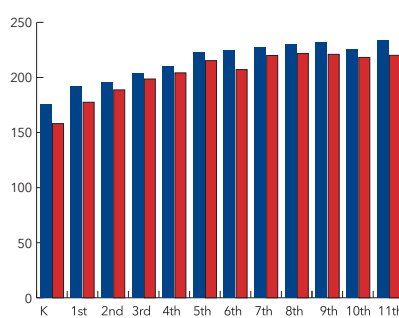
ICS uses this MAP test data in four ways:

- To provide teachers with information about each student's instructional needs
- To identify students who may need additional support
- To monitor growth over time, both during the school year and over consecutive school years
- To provide an external benchmark of student performance against schools in Singapore, Asia, and the United States

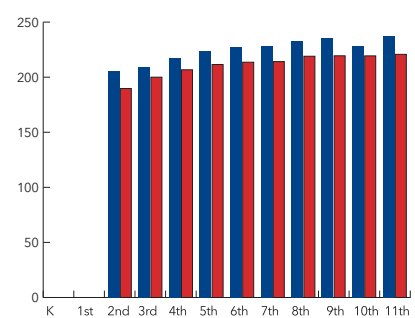
Mathematics



Reading



Language Usage



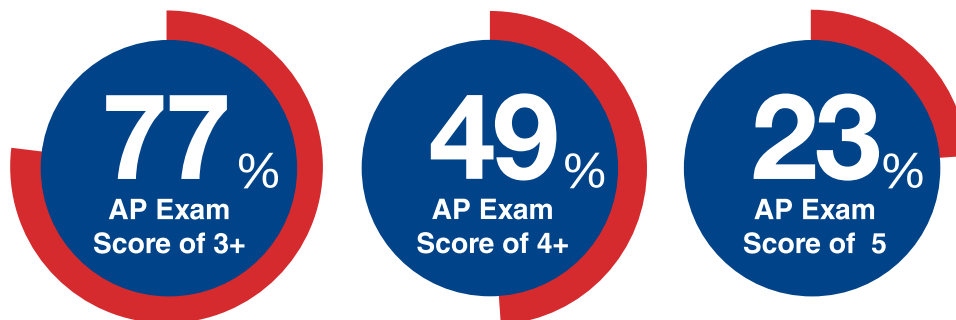
■ ICS ■ NWEA

**(Taken from NWEA Measures of Academic Progress Normative Data)*

HS Profile Highlights

We are proud of all our High School students for their excellent academic results. Students have an opportunity to take courses either at ICS or online through Northstar Academy. In 2019, 49 ICS students took 109 Advanced Placement (AP) exams. Students who scored a 3, 4, or 5 may be eligible for university credit.

ICS High School AP Results 2019*



* for courses taken on-site at ICS

List of countries that our ICS graduates have studied in recently.

- 7 • Australia
- 9 • Canada
- 1 • Hong Kong
- 1 • India
- 5 • Japan
- 9 • Korea
- 5 • Netherlands
- 1 • New Zealand
- 3 • Philippines
- 9 • Singapore
- 1 • Thailand
- 9 • United Kingdom
- 125 • United States

List of universities and colleges from which ICS graduates have received offers of admission from 2014 to 2020.

- #13 University of California Berkeley (US) - Acceptance rate - 15%
- #17 University of California, Los Angeles (US) - Acceptance rate - 14%
- #19 Cornell University (US) - Acceptance rate - 11%
- #22 Northwestern University (US) - Acceptance rate - 8%
- #25 National University of Singapore (SG) - Acceptance rate - 25%
- #29 New York University (US) - Acceptance rate - 20%
- #31 University of California, San Diego (US) - Acceptance rate - 30%
- #36 King's College (UK) - Acceptance rate - 68%
- #38 Georgia Tech (US) - Acceptance rate - 23%
- #38 University of Texas (US) - Acceptance rate - 39%
- #43 University of Wisconsin (US) - Acceptance rate - 51%
- #48 Nanyang Technical University (SG) - Acceptance rate - 35%
- #48 University of Illinois (US) - Acceptance rate - 62%
- #55 University of California, Davis (US) - Acceptance rate - 42%
- #57 University of California, Santa Barbara (US) - Acceptance rate - 29%
- #60 University of Sydney (AUS) - Acceptance rate - 30%
- #61 Boston University (US) - Acceptance rate - 22%
- #62 University of Southern California (US) - Acceptance rate - 13%
- #62 University of Amsterdam (AQ) - Acceptance rate - N/A
- #70 Ohio State University (US) - Acceptance rate - 49%
- #71 University of New South Wales (AUS) - Acceptance rate - N/A
- #75 Monash University (AUS) - Acceptance rate - 40%
- #78 Penn State University (US) - Acceptance rate - 57%
- #79 University of Minnesota (US) - Acceptance rate - 52%
- #80 Emory University (US) - Acceptance rate - 19%
- #84 Michigan State University (US) - Acceptance rate - 66%
- #88 Purdue University (US) - Acceptance rate - 58%
- #89 Sungkyunkwan University (KR) - Acceptance rate - N/A
- #96 University of California, Irvine (US) - Acceptance rate - 29%
- #117 University of Sheffield (UK) - Acceptance rate - N/A
- #119 Case Western Reserve (US) - Acceptance rate - 29%
- #157 University of Notre Dame (US) - Acceptance rate - 18%
- #173 Northeastern University (US) - Acceptance rate - 19%

Financial Overview (2018-2019)

We are pleased to report that ICS continues to be in a strong financial position. Our audited financial results for 2018-19 were within the plan. Because of the quality of our educational offerings, small class sizes, and lower tuition, we continue to be at near capacity despite numerous vacancies at competing schools. Teacher salary and benefits are the largest components of expenses. With rising labor costs in Singapore, there will continue to be a need for annual moderate tuition increases. We are committed to operating as efficiently as possible to keep these increases as small as possible.

ICS maintains financial reserves equal to approximately half-a-year's operating expenses. These reserves provide a buffer in case of an unexpected decline in enrollment and allow the school to make strategic investments.

Other income
SGD323,257

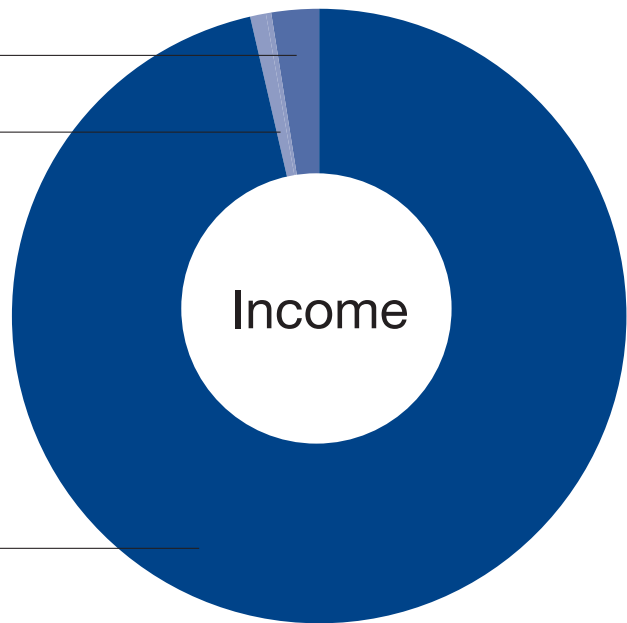
3%

General donations
SGD73,370

1%

Tuition
SGD10,983,709

96%



Operating expenses
SGD4,311,439

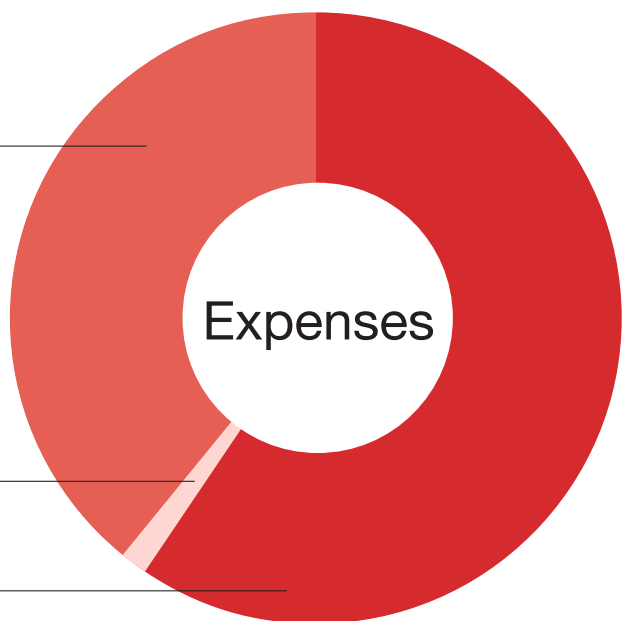
40%

**Teaching resources/
Materials**
SGD188,916

2%

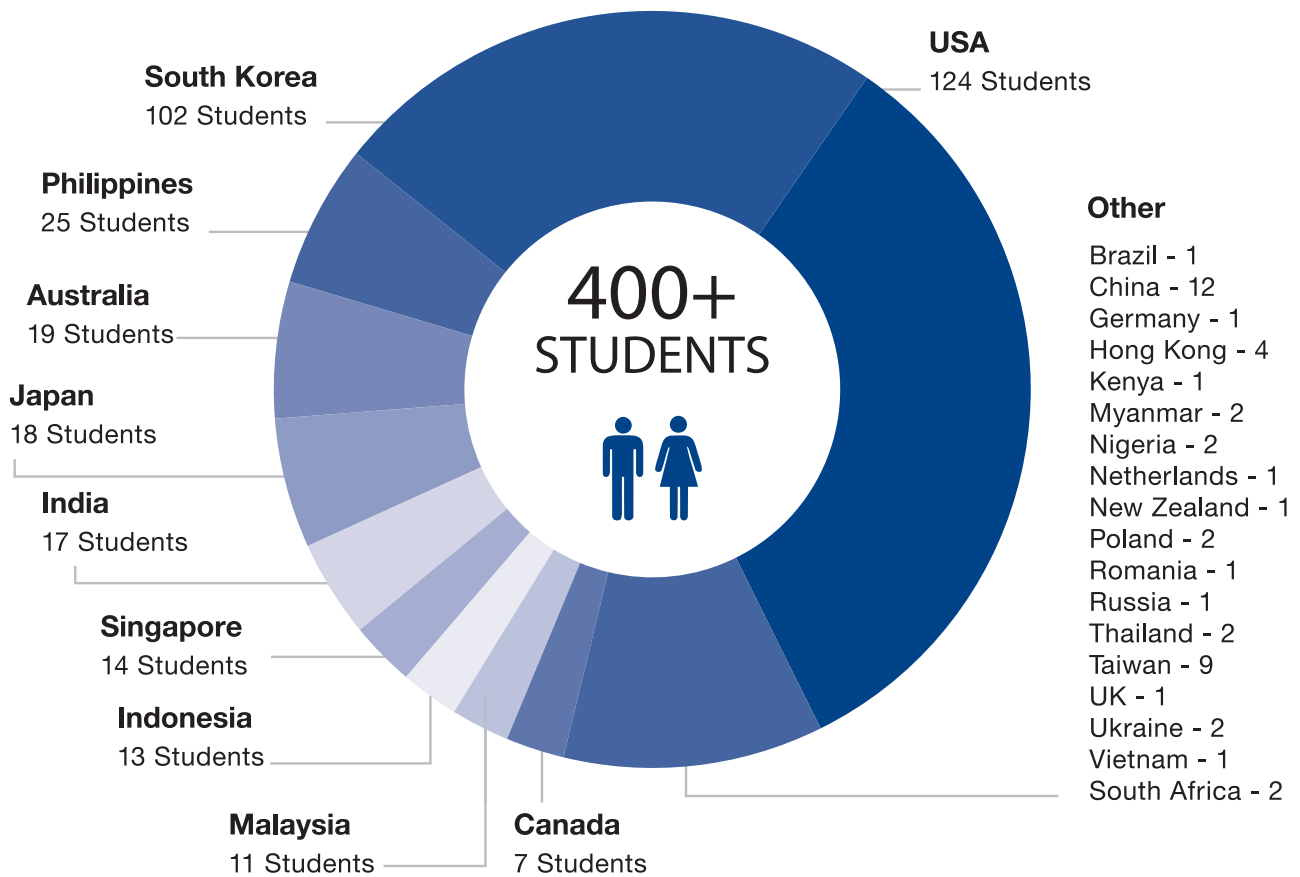
Salary and benefits
SGD6,403,693

58%



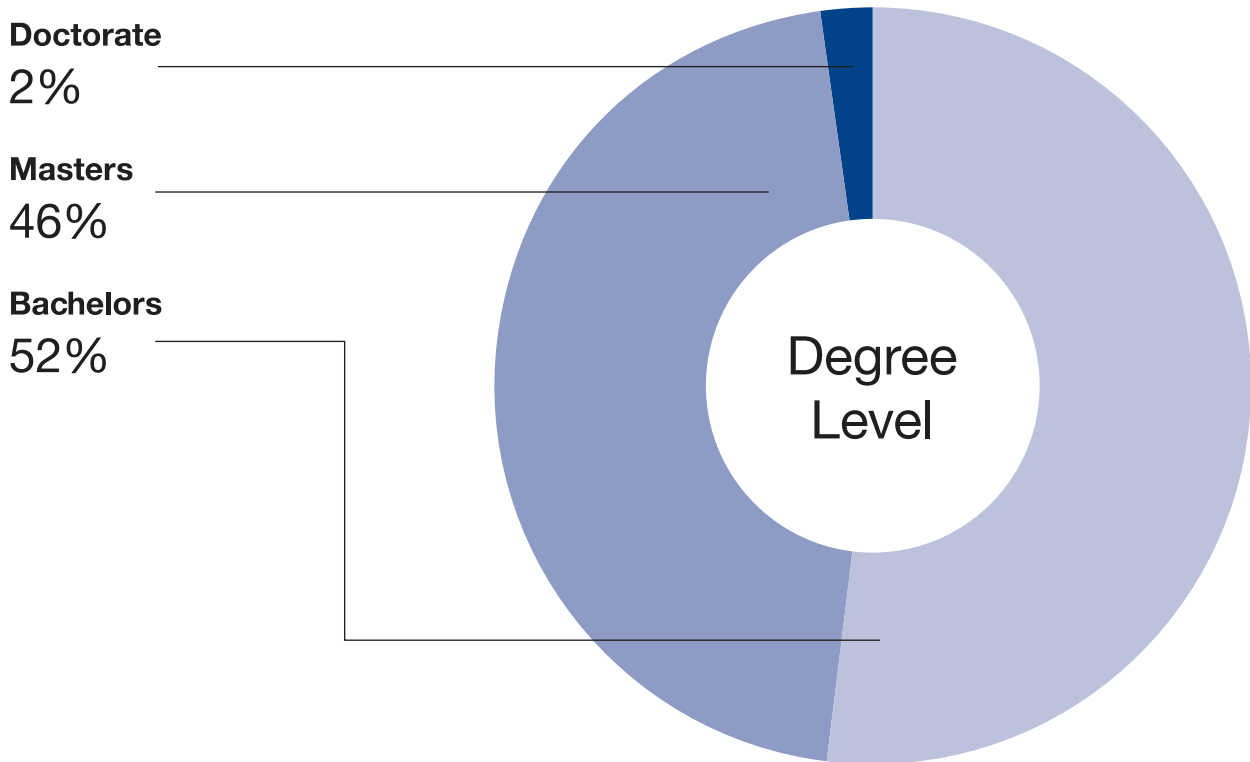
Student Population

ICS proudly represents 29 nationalities from around the world. We embrace and proactively build strong relationships among our students and their families. Our students' family career demographic representation is from business, ministry, military, and diplomatic communities. The largest single group is from the USA. Our second largest nationality representation is South Korean.



Academic Staff Statistics

We are blessed to hire quality educators from all around the world. They are passionate about what they teach and perform above and beyond their classroom teaching responsibilities to ensure that their students receive the care and focus that they need to be successful in life. We currently have 52 teachers on staff. Our teachers have an average of 9.8 years of teaching experience and have been at ICS an average of 5 years with the Network of International Christian Schools (NICS).



Nationality / Region



(2019-2020)

-  USA 44
-  Taiwan 3
-  Singapore 2
-  Canada 1
-  India 1
-  South Korea 1



Total 52 Teachers

Parent Teacher Fellowship

The Parent Teacher Fellowship (PTF) is a volunteer association with the goal of building community at ICS. The parents do this by organizing events and activities throughout the year to nurture relationships amongst teachers, staff, and parents. The PTF regularly hosts welcome events for new families and provides on-campus volunteer opportunities. New programming in the 2019-2020 school year includes the English language conversation program to help and encourage our ICS parents who do not speak English as a first language.

The PTF also sponsors programs to enhance the educational experience of all ICS students. Our parent volunteers coordinate class parties, school trip chaperoning, and sponsor a variety of events for our students in all divisions. The PTF also recognizes ICS faculty and staff through its annual Staff Appreciation Day.

Activities and events of the PTF include fundraising and community building. These events are the Carnival, Bake Sales, and Christmas Fair. These events have been a huge success and truly reflect the school community spirit. The PTF donated the soccer goal posts and funds a scholarship for seniors every year.



PTF Committee

2018-2019

- President: Mrs. Molly Cole
- Vice President: Mrs. Amy Weaver
- Vice President: Mrs. Momoko Inaba
- Secretary: Mrs. Regina Lee
- Treasurer: Mrs. Justine Johnson

2019-2020

- President: Mrs. Elizabeth Ryskoski
- Vice President: Mrs. Elu Widjaja
- Vice President: Mrs. Momoko Inaba
- Secretary: Mrs. Adesuwa Obazee

Fundraising

Thanks to the generosity of families, friends, alumni and staff, ICS raised a total of SGD509,379.81 in pledges and gifts.

Many of our strategic initiatives to enhance classroom experience rely on your generous financial support. Because our tuition is economical, we encourage all families to consider opportunities to invest financially in the lives of our students.

Special Projects Completed

Thank you for making a gift to the ICS' Donation Wall. ICS is grateful to our donor community who contributed nearly SGD17,200. With the support from parents and staff, ICS was able to acquire important items and programs for the school. These items were:

Raised SGD5,300

Physical Education: Gymnastics equipment

“Having this equipment for our P.E. department will help us to teach a more in-depth gymnastics unit. We currently are not able to cover all the standards with the equipment we have available, so having this equipment will ensure that we are able to cover all of the standards for gymnastics for each grade level. Secondly, having this equipment will also open up for much more body movement exploration and it will provide much more support in learning for the individual student. Lastly, I am also hoping that with the equipment here we might have the chance to offer a gymnastics ECA.”

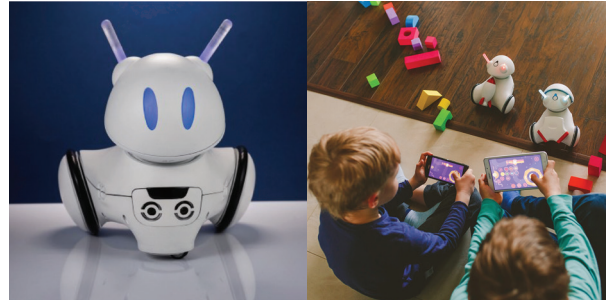


Raised SGD6,000

Technology: Photon Robot

“Photon is an incredible classroom tool that engages students in not only learning code, but discussing emotions, applying their academic learning concepts to problem-solving situations, and collaborating to achieve goals. Photon works on multiple levels, making it accessible to pre-readers and older students, moving them from basic spatial awareness to working with python-style code. We have used Photon in the younger elementary grades to practice the logical thinking and collaboration needed in coding, as well as an application tool in discussions about math and phonics. We have also used Photon in older grades to introduce students to the syntax used in python code, challenge students to build coded prototypes and improve them with feedback, and to apply mathematical and language concepts to guide Photon in completing tasks.”

Photon Robots (12 units)



Raised SGD2,400

Design Technology: Mobile Media Kit and tripod

“In Grade 7 Design Technology, students are learning various filming and editing techniques to create their own short film. The Padcaster Verse Mobile Media kits allow students to take more professional shots that are stable and have high quality audio. Through this project, students are developing their ability to creatively communicate their ideas by filming different types of shots and using music to enhance the viewer’s experience.”

Mobile Media Kit & Tripod (3 sets)



Raised SGD3,500

Art: Cubicon 3D Printer

“With 3D printing, our students learn how to become designers and creators using cutting-edge technology to visualize and bring to life their own designs in 3D. They also develop spatial reasoning skills as they learn about creating 3D models in both virtual and actual spaces.”

Cubicon 3D Printer



How Do I Get Involved?

By partnering with us, you will help turn this vision into a reality. There are numerous opportunities through which you can get involved. Please email our Development and Communications Director at development@ics.edu.sg for more information on how you can contribute.

Program Legacy Fund



Contributions to the Program Legacy Fund will continue the school's expansion in the following areas:

- **Project-based learning**
- **Performing arts**
- **Entrepreneurship program**
- **Technology (AI, Robotics)**
- **Early Elementary programs**
- **Advanced Placement programs**
- **Sports programs**

Building Legacy Fund



Your contribution to the Building Legacy Fund will allow us to develop the new campus in the following ways:

- **More classroom space**
- **Specialized learning spaces:**
Science labs, technology labs
- **Gymnasium**
- **Performing art centers**
- **Physical education sports fields**

Professional Legacy Fund



Your contribution to the Professional Legacy Fund will help us to enhance the development of our teachers in the following areas:

- **Conferences**
- **Advanced degrees**
- **In-house professional training**
- **Opportunities to mentor other teachers**

Scholarship Legacy Fund



Your contributions to the Scholarship Legacy Fund will allow us to provide crucial scholarship funds in the following areas:

- **Provide deeper educational discounts for students of full-time Christian workers**
- **Expand our support to include those with financial needs**
- **Provide scholarships that support underprivileged children across Asia**

For more information, please visit www.ics.edu.sg

Service Learning

The school experience doesn't stop at the classroom door. In fact, many would say that the activities that happen outside the classroom are just as important. At ICS, we emphasize going beyond the walls of our school to give back to the community, and to make the world a better place to live in.

Over the years we have fostered links with several charity organizations across South East Asia to help and support those in need. The service-learning journey for middle and high school students begins with being "buddies" to ICS elementary students. This program lasts for an entire school year and has two main goals: to foster the connections made between middle and high school students and elementary school students, and to provide learning opportunities for both groups. The middle and high school students get to practice working with children, and our elementary school students get to pray for their buddies. The middle and high school students also play a role in setting an example for their elementary school buddies and get them thinking about how they can start to serve their community.

Our service-learning journey culminates in our FaithWorks program for middle school and our mandatory high school Week Without Walls program. Both programs have students spending a week serving others in different locations across South East Asia. Over the years, teams have built relationships with ministry partners in Bangladesh, China, Cambodia, India, Indonesia, Malaysia, and the Philippines.

"Week Without Walls has helped me change my perspective about life. I no longer only think about myself, but also about others around me. The service-learning trip has taught me how to serve others without expecting anything back. And it is so rewarding to see my efforts transform a place to look and function better. The smiling faces of the local people that we helped to build a playground or fences truly is a reward in itself. I am part of something bigger. And I've learned that I can make a difference in this world!" Grade 11, ICS student





International Community School (Singapore)

27A Jubilee Road
Singapore 128575

T +65 6776 7435
F +65 6775 7436
E info@ics.edu.sg

www.ics.edu.sg



Network of International
Christian Schools



CPE Reg No.: 199303918N | Reg Period: 06/07/2019 to 05/07/2023

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Validity: 25/11/2019 - 24/11/2023