



INTERNATIONAL  
SCHOOL  
OF DENVER

# ANNUAL REPORT

2019 - 2020



# A Message from our Head of School

*I am looking back on the 2019-20 school year full of gratitude for every member of the ISDenver community.*



**BOB CARIGNAN**  
Head of School

**As I think of our inclusive,** globally-minded mission to develop interculturally-adept learners; built on the values of diversity, integrity, compassion, responsibility, and perseverance; I can't help but be inspired. Even in a year that ended in the early months of a global pandemic, ISDenver has been ahead of the curve every step of the way, **putting our kids first** no matter the decision at hand.

What binds us together at ISDenver is our shared view that **our world is filled with beautiful culture and language, that developing global citizens requires training kids to inquire and be bold, yet caring, and that diversity matters across so many spectrums in enriching the world we live in.** We are a community, working together to both ensure an amazing education and a space that is safe for our kids' bodies and minds.

**Belonging in the ISDenver community is about so much more than sending our kids to school—it's about investing in our school's faculty, families, and programs.**

With each contribution of time, treasure, and talent, parents, grandparents, friends, and even a current student this past year have made sure that our school is able to ***Say Yes!*** to the many things that parents simply know and love as part of our kids' days at ISDenver. Take a moment to read the stories here and you'll see highlights of impact big and small. Of pride-filled learning moments. Of teachers going above and beyond. Of a community rallying around each other to ensure that families experience our special variety of education regardless of resources.

**We are only able to be and do our best for kids through the generosity of those able and willing to give to make things happen at ISDenver.** Again, I am so very grateful to each and every one of you. ●

# A Message from our Board Chair

*In the wake of a global crisis,  
ISDenver holds steady to its course.*

**This isn't the year** any of us planned for. The promise of the new decade on the horizon was quickly met head on with the stark reality of the novel coronavirus. **And our world seemed to shut down the very moment we anticipate most as a community—our annual celebration of faculty, generosity, and Global Gala.**

But we had far greater work ahead of us than cutting our losses on Gala. As the severity and widespreadness of COVID-19 became clear, our board and leadership team quickly took action to determine what made most sense for our community. The decision to close campus and move academics online served to, first and foremost, protect our community while doing what is socially responsible to play our role in mitigating the spread of the highly infectious virus.

**Literally over a weekend, teachers shifted their curricula to a virtual, remote-learning platform.** This is work it took other schools months to figure out—and while there were bumps in the road—we proved with nimbleness, candor, a growth mindset, and a whole lot of grace, **we can do hard things.** It wasn't easy on any of us—teachers, learners, and families alike—by any stretch of the imagination, but the swift shift allowed us to:

- Maintain a **sense of normalcy** and routine for students. (And, let's be honest, a chance for parents to get some work done, too!)
- **Prevent a disruption** in learning for students.
- Give students receiving counseling or support services the chance to **continue receiving those services** virtually.
- **Stay connected** as a community, in a time of isolation and uncertainty.

**KURT PLETCHER**  
Board Chair (and family)



This hard work, determination, and sheer grit are not new to us at ISDenver. Perseverance is one of our guiding values and beliefs. It is the first thing I think of when I reflect on what I'm proud of from the year.

Here is the second. The impact of the virus was widespread. **As businesses shut doors, many of our parents were left making hard decisions for their families—including whether it would even be possible to re-enroll their children at ISDenver.**

This is where our community rose to the challenge.



*Perseverance is one of our guiding values and beliefs. It is the first thing I think of when I reflect on what I'm proud of from the year.*

KURT PLETCHER  
BOARD CHAIR

TO OUR  
TEACHERS,  
PARENTS,  
COMMUNITY...

*Thank you!*

If you flip ahead to page 15 you'll read about the coolest community-driven campaign I've ever been a part of. **The Pay It Forward Fund raised nearly \$100,000 to keep our hardest hit families at ISDenver.** THIS is what community is all about. THANK YOU.

There are so many lessons and takeaways from this for all of us. But, at the forefront is the beauty that comes from both our perseverance and generosity when we stand together as a community. ●

**105%**

**OUR SCHOOL'S  
COMMITMENTS**

to Financial Assistance have more than doubled since 2015! Please see page 15 for more info!

## BOARD MEMBERS

Kurt Pletcher **CHAIR**

Ari Blum **VICE CHAIR**

Megan Carrington **TREASURER,  
FINANCE COMMITTEE CHAIR**

Wendy Ware **SECRETARY**

Kenton Epard **MEMBER,  
BUILDING COMMITTEE CHAIR**

Dan Kozlowski **MEMBER**

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Paul Olk **MEMBER, ADVANCEMENT  
COMMITTEE CHAIR**

Jack Perkins **MEMBER**

Scott Ranby **MEMBER**

Paige Reberry **MEMBER**

Bob Carignan **HEAD OF SCHOOL,  
EX-OFFICIO MEMBER**

Vanessa Rodriguez **PTO PRESIDENT,  
EX-OFFICIO MEMBER**



# Admissions

*by the numbers\**



of our students are exposed to  
**ANOTHER LANGUAGE AT HOME**

1 <sup>IN</sup> 5

of our students have  
**CITIZENSHIP OUTSIDE OF  
THE UNITED STATES**

**COUNTRIES WITH  
CITIZENSHIP REPRESENTED:**

34

**COUNTRIES OUTSIDE OF THE US**  
where our faculty and staff have worked:

40

**731 TOTAL STUDENTS**

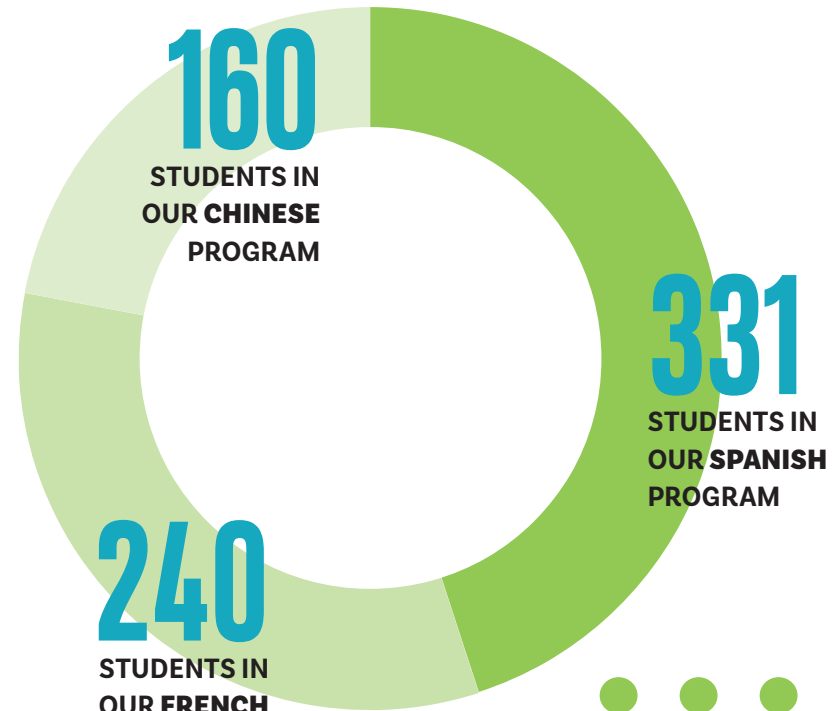
581

RETURNING

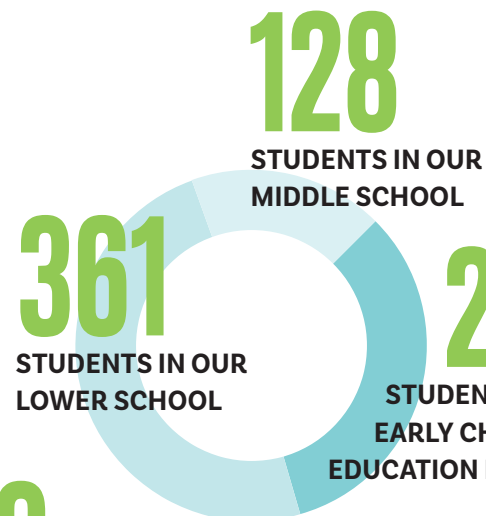


150

NEW



**STUDENTS IN THE INAUGURAL  
WELCOME CLASS**



36%

of our students  
identify with  
**A RACE OTHER  
THAN CAUCASIAN**

*\*As of August 22, 2019*

## SPOTLIGHT

# The Welcome Class celebrates inaugural class

**The Welcome Class** is a new offering for novice Spanish-language learners joining our community in grades 3, 4, and 5.

**The inaugural class welcomed in four new learners to the school**, who previously wouldn't have had the opportunity to attend ISDenver.

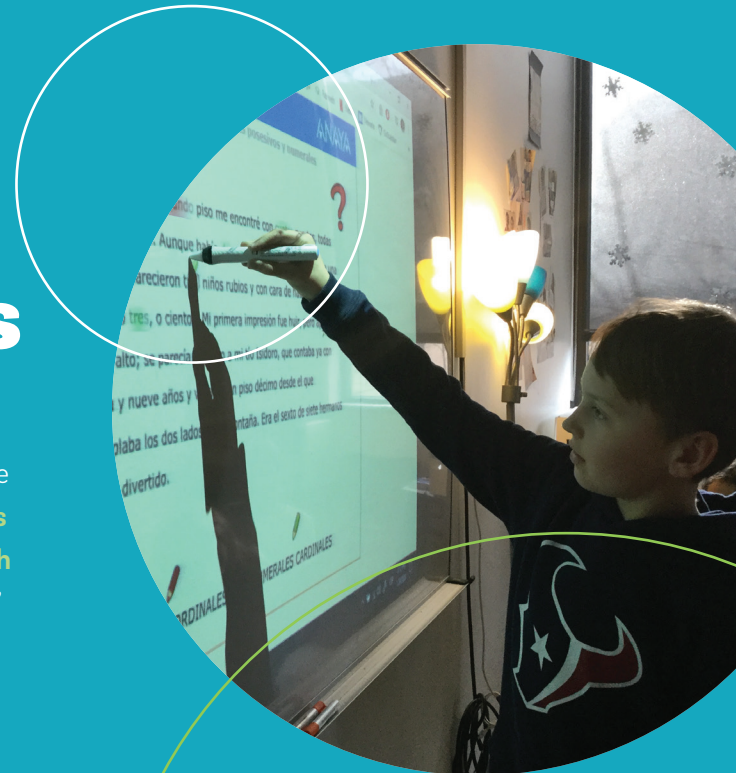
"This is a game changer for ISDenver, because **historically, students entering these grades needed to demonstrate grade-level Spanish proficiency** as a requirement for admission," explains Kristy Okunade, Senior Director of Strategy and Enrollment Management. "We've been working with our Academic Team for a long time to develop and craft this entry point and we're excited to be able to give more elementary-aged students this amazing educational opportunity."

The Welcome Class is designed to be small **so that each student gets as much one-on-one attention as possible.**

Students are immersed in Spanish for a total of 12 to 14 hours a week. In addition to their Spanish instruction and grammar, they have PE and math taught in Spanish. ●

*We've been working with our Academic Team for a long time to develop and craft this entry point and we're excited to be able to give more elementary aged students **this amazing educational opportunity.***

KRISTY OKUNADE  
SENIOR DIRECTOR OF STRATEGY  
AND ENROLLMENT MANAGEMENT





# Thank you

*to our donors!*

## \$25,000+

Ari and Melanie Blum

## \$10K - \$24,999

Anonymous

Kurt and Sarah Pletcher

Ruth Powell

## \$5K - \$9,999

Anonymous

Chris and Rachelle Bodnar

Kenton and Emilie Epard

Marci Fox

Jon and Amy Jensen

Claire Moran

Michael and Leah Pytel

Chris and Tina Wall

Jim and Alexis Woolf\*

Kyle and Andra Zeppelin

## \$2.5K - \$4,999

Shane and Shannon Calhoun

Bob and Laurel Carignan\*

Taylor and Megan Carrington

Christopher and

Minou Cramer

Christopher Davis and

Brighty Bradley

Thomas DeGeest and

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Patrick Rodriguez and

Faye Matthews

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Sandra Kay

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Ryan and Leslie Segelke

Patricia Somerville

Kester Spindler and

Gigi Gonzalez

Avi Stopper and

Kalliopi Monoyios

Youngblood Valdez and

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## \$500 - \$999

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Ous Badwan and

Christine DeVore

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Alberto Pereda Bolado and

Maria Rodriguez

Tim and Negah Connelly

Robert and Shannon Converse

Brian Cox and Ellen Sarcone

Karissa and Hugh Devore\*

Cameron Doherty and

Leslie Stark-Doherty

Michael Fleisher and

Wendy Bamberg

Todd and Jane Fletcher

OUR **INTERNATIONAL SCHOLARS SOCIETY**  
MEMBERS GAVE \$2500 OR MORE IN  
SUPPORT OF THE ISDENVER EXPERIENCE

168



FAMILIES DONATED in 2019-2020

# 76

**FACULTY/STAFF  
DONATED**  
in 2019-2020

Hope and Kyle Forgey\*  
Kyra and Arvis Gailis\*  
Mark and Therese Gould  
Paul Hood  
Ajay Kapoor and Gina Febbraro  
Ross Kelman and Sharon Hwang  
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Todd and Sarah Leopold  
Thompson Mahon\*  
William Mathewson  
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John Mick and Tish Kelly-Mick  
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Scott and Krista Ranby  
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Layne and Loren Rigney  
Mike and Stephanie Rosenthal  
Brian and Katie Schilb  
Max and Cissie Stich  
Gregoire Tonye\*  
Nicholas Walter and  
Elaine Scallan Walter  
Matt and Linsey Weller  
Charlie and Elaine Yang

## UP TO \$499

Anonymous (4)  
Kelsey Albert\*  
Andy and Nichole Altorfer  
Marco Alvarez\*  
Abdelkebir and  
Fatima Assougdam  
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Demetrius and Katrina Austin\*  
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Raquel Camacho-Maillo and  
Brett Miller\*  
Beth Cavanaugh\*  
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Clara Balboa Arias  
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Guillaume and Lizeth Durvin  
Jason and Abby Dvorkin  
Patrick and Keltly Fehling  
Paul and Lynne Ferguson  
Nuria Fernandez and  
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Ethan Foster and Tricia Espinoza  
Jeff Franklin and Errin Weller  
Daniel and Kristen Fry  
Guillermo Alvarez Galan\*  
Ivan and Victoria Garcia  
Noel Garza and  
Lindsay Applebaugh  
Austin Gayer and Becky Miller  
Yuri and Valerie Genin\*  
John Gibbons\*  
JO Grall-Johansson and  
Jamie Caton  
Milton Gras  
Mark and Lesley Grimshaw  
Ashley Harding\*  
Edward Harrington and  
Kimberly Nelson  
Yuejing He and Dan Gremore\*  
Helene and  
Joanna Hernandez-Caudron\*

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Ingrid Binswanger  
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Singfoong Cheah  
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Camila Calderwood  
Matt and Michelle Lewis  
Hong Li\*  
Shea and Courtney Loper  
Risa Machovec\*  
Gonzalo Maldonado and  
Beatriz Ramos-Heras\*  
Bruce and Diane Marquette





100%

of our  
**BOARD MEMBERS  
PARTICIPATE**

Joel and Kynn timer Martin  
Manuel Martin  
Raul Baños Martin and  
Olga Peralta Nebot\*  
Sarah Maxwell  
Drew McBride and  
Shama Patwardhan  
David and Melissa McEvoy  
Debra McQueen\*  
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Marilyn Fiuza\*  
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Chalyse Thomas-Robinson  
Jaime Travis  
Vincent Trinquesse\*  
Timothy and  
Christele Turner\*  
Jean and Deborah Vernet  
Marc Voelkel and Marisha Burden  
Christine Vroome\*  
Cameron Walker and  
Conny Waltemath  
Ed and Joan Wallace  
I-Chi Wang\*  
Lanyi Wang\*  
Donna Williams\*  
Seth and Alyssa Winnerman\*  
Yuhang Xu and Ruijie Guo\*  
Le Yang\*  
Sihan Yang\*  
Troy Zabel and Ian Shipp  
Howard and Julie Zemel

\* Faculty and Staff Contributors  
to Scholarship by Staff

## CORPORATE & FOUNDATION GIVING

Adelita's Cocina y Cantina  
Ameriprise Financial  
Bank of America  
Bank of America  
Charitable Foundation  
Community First Foundation  
Denver Museum of  
Nature & Science  
Denver Sister Cities  
Encana Oil and Gas  
GE Foundation  
Mile High United Way  
Tattered Cover Book Store  
Salesforce  
Xcel Energy Foundation

# Our Mascot, Sparky

*Thanks to the generosity of Community Giving, we welcomed a new face to campus during the 2019-2020 school year. Here is what the lore tells us of our beloved mascot, Sparky the Dragon.*



**The legend tells** of a kind and brave dragon, one of unknown origin, who lives deep within the heart of the Rocky Mountains. No race or creed or gender can define this dragon, our dragon is simply known by friends near and far as Sparky.

The connection to the school is understandable when you get to know Sparky. **A scholar, with more questions than answers,** Sparky pursues sciences, mathematics, languages, and the arts with playfulness and curiosity. Sparky is a friend to all. On the athletics field, Sparky is a fierce competitor. **But, most importantly, Sparky works hard, plays fair, and is a team player.** The exact qualities that exemplify all our ISDenver learners, too.

Sure, the lore may speak of a fire-breathing dragon—one that flies on the wind of the Rockies. But, beyond the lore, you will find the embodiment of who we are:

**Diversity.**

**Integrity.**

**Compassion.**

**Responsibility.**

**Perseverance.**





## SPOTLIGHT

# Scholarship by Staff

**Three years ago** a group of teachers at the International School of Denver had a eureka moment. It answered this pressing question:

**How do we give more students access to the life-changing, bilingual, and multicultural education we offer at ISDenver?**

What was born that day is lovingly coined as Scholarship by Staff.

Scholarship by Staff is a faculty-driven initiative to bring in a high financial-needs student to the school at no cost to their family. A deserving student who otherwise wouldn't have access to the school.

Here is how it works: Each year, ISDenver faculty and staff pledge to anonymously bring in a new student with a one time or recurring gift. **From there, our amazing community pledges to help keep the student at ISDenver through 8th grade** thanks to these all-important community-giving fundraising dollars. ●



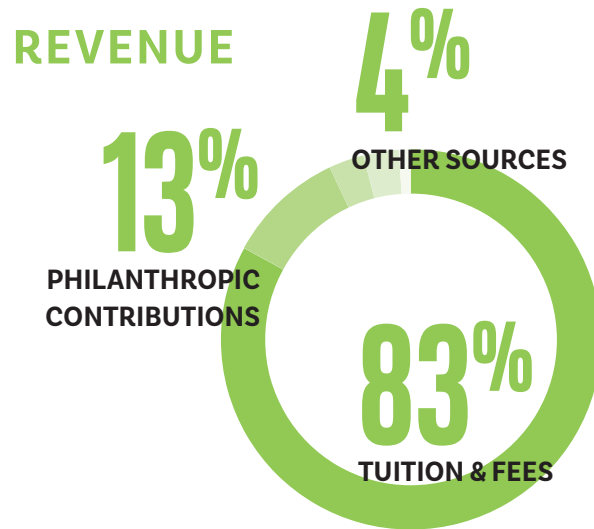
The growth and strength of this program only reinforces the kind of **all-in-for-one-another attitude** that the International School of Denver has proven to have over and over again. Education and philanthropy can improve so much in our world. This program lives at the intersection of the two—making it incredibly powerful.

ALEXIS WOOLL

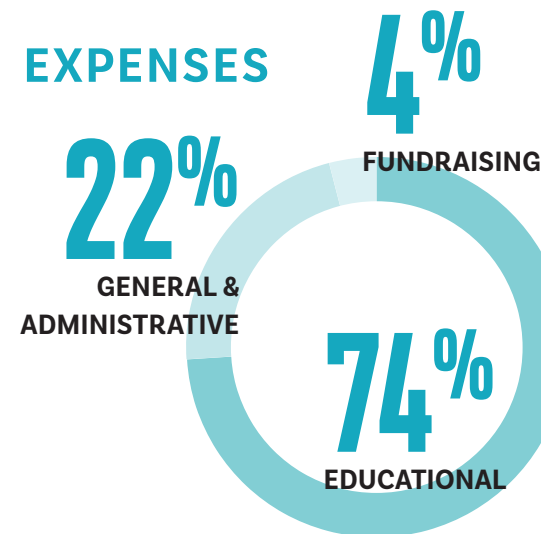
SENIOR DIRECTOR OF ADVANCEMENT  
AND EXTERNAL RELATIONS



# Our Financial Health



REVENUE CATEGORY	AMOUNT
Tuition and Fees, net of Discounts & Financial Assistance	\$11,629,780
Capital Campaign	\$1,385,000
Daycare, After School Programs, Camps	\$458,013
Community Giving Contributions	\$427,647
Other Revenue	\$102,484
<b>TOTAL REVENUE</b>	<b>\$14,002,924</b>



EXPENSE CATEGORY	AMOUNT
Educational	\$10,254,773
General & Administrative	\$3,092,922
Fundraising	\$510,173
<b>TOTAL EXPENSES</b>	<b>\$13,857,868</b>



# Community Giving

**As an ethos,** ISDenver strives to be as financially accessible to as many families as possible. As a community, families, faculty, and friends give to the Community Giving Program to invest in the ISDenver Experience.

We happily support Community Giving every year as we value all of the benefits that these funds bring to our child, the teachers and staff, and the ISDenver community as a whole. **The projects supported by Community Giving are essential to making the ISDenver experience complete without relying on large tuition increases.**

Plus we feel that it is each family's responsibility to come together in whatever way is personally meaningful to them to elevate the benefits at ISDenver for all.

ISDENVER FAMILY

TUITION + COMMUNITY GIVING



## COMMUNITY GIVING

# Giving Tuesday

**Thank you to all of our donors** who participated in Giving Tuesday 2019! Giving Tuesday is a global generosity movement predicated on the idea that generosity is at the heart of the society we build together. **Giving Tuesday is a clear fit for our community of global citizens**, including our many alumni throughout the world.

Giving Tuesday 2019 was a fantastic example of the power of our community to benefit every child at our school by allowing us to *Say Yes!* to targeted projects that define the ISDenver Experience.

Our **PARENT COMMUNITY PARTICIPATION** increased by nearly

# 72%

from the same point in 2018!

OUR COMMUNITY RAISED OVER

# \$130,000

—a huge show of support for our faculty, families, and programs.

 x 10

# NEARLY 70

**NEW DONORS** gave their first ever gift to ISDenver on Giving Tuesday 2019

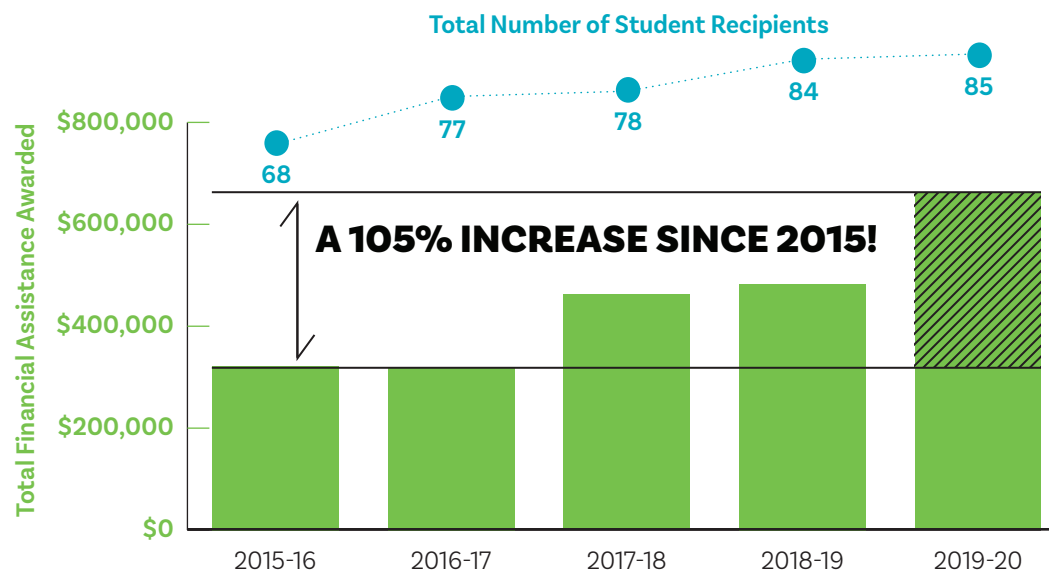


# Pay It Forward

*A global pandemic cannot stop the generosity of our community.*

**We are humbled by** the way you graciously stepped up, without hesitation, to help to keep our community together. With nearly \$100,000 given to the Pay It Forward Fund, **our generous donors helped ensure that families could continue calling ISDenver their school and their community.**

The Pay It Forward Fund was deployed by the Financial Assistance Committee to offer supplemental tuition relief awards for 2019-20 families who otherwise may not have been able to stay with our community for the 2020-21 academic year. Unlike traditional Financial Assistance, which provides a one-time reduction that is applied to the tuition due for the year, Pay It Forward Awards offered short-term tuition relief for families, determined on an as-needed basis.



SCHOOL YEAR	2015-16	2016-17	2017-18	2018-19	2019-20
TOTAL AWARDED	\$322,770	\$318,067	\$462,380	\$483,582	\$663,000
AVERAGE AWARD	\$4,747	\$4,131	\$5,928	\$5,757	\$7,800

**PAY IT FORWARD**  
FUND



EST 2019

# DRAGON'S Den

**Last year's Community Giving campaign** raised funds for the transformation of our current Lower School basement into the Dragon's Den: A sought-out destination for gathering with friends, colleagues, and fellow parents; anchored by a contemporary commercial kitchen; surrounded by art that celebrates our learners & community; featuring lunch and event catering from a leading independent school dining group (SAGE dining) that values locally sourced, whole foods prepared by professional chefs. **Plus, cultures connect over food—it's a global language!**



*I was very impressed with how conscientious they were about lowering their footprint. They try to go without single use items... They also shared how they prepare the food in-house such as roasting their own turkey breast and chickens. **I am excited to see how we can work with them in the classroom.** They not only serve food but they also work to educate kids about nutrition and the food industry.*

MYP SCIENCE TEACHER

# 8th Grade Rockstars

Congratulations to the 37 awesome 8th graders who graduated from ISDenver in May 2020. We are so proud of you!



**In her faculty address**, Ms. Hope Forgey charged graduates to take the IB Learner trait—caring—into the world.

She cited Morgan Harper Nichols' poem *Empathy*:

Let me  
hold the door for you.  
I may have  
never walked  
in your shoes,  
but I can see  
your soles are worn,  
your strength is torn  
under the weight of a story  
I have never lived before.  
Let me hold the door for you.  
After all you've walked through,  
It's the least I can do.

## ISDENVER GRADUATES...



Advocate for themselves & others

Thrive in diverse cultures, languages, and situations



Are curious, grounded, reflective, innovative, & tolerant



Outpace national and international peers in math, language, & reading

...WILL CHANGE THE WORLD.

# Noah

*Noah Zemel's 8th grade capstone service learning project offers us a glimpse into the ISDenver graduate.*

**Noah has a sense of adventure.** He can't remember how old he was exactly when he first started skiing, maybe five or six. But, like so many Colorado kids lucky enough to have the Rocky Mountains as their backyard, Noah is an accomplished skier. His most recent interest is in extreme terrain skiing in Colorado's backcountry.

As an 8th grader at ISDenver, Noah and his classmates were tasked by Ms. Leah Bassoff with a capstone service project.

**Service learning is an integral part of the International Baccalaureate framework.**

It offers students a chance to roll up their sleeves and put their academic knowledge, personal skills, and social skills into practice in real-life situations. Students have the chance to bring these characteristics of the IB Learner Profile to life:

- Decision-making
- Problem-solving
- Initiative
- Responsibility
- Accountability for actions

Noah first learned about the Breckenridge Outdoor Education Center through a family friend. The BOEC provides adaptive sports programs to individuals from around the world. His friend, a skier who is blind, loves to ski with the BOEC each time he is in Breckenridge. As an avid and talented skier himself, Noah approached the BOEC about a volunteer opportunity for his capstone project.

No, they told him. You are too young. Many students might have accepted defeat and moved on. Not Noah. **Noah knew how to use his voice.**



Through his IB education at ISDenver, Noah used “no” as an opportunity for conversation and advocated for himself. And, he was quite convincing—because the BOEC changed their mind and Noah became their youngest-ever volunteer.

Noah has skied with many individuals during his time as a BOEC volunteer—some with ADHD, anxiety, autism, muscular dystrophy, and blindness. **He loves to see the smiles on skiiers' faces.** This opportunity has offered him great perspective, he shared.

The learning that happens within the four corners of our classrooms isn't meant to stay there. The beauty of an ISDenver education is in seeing it come to life outside of the classroom, out in the world and even on the slopes of the Rocky Mountains.

*Noah Zemel is a Class of 2020 International School of Denver alum.* ●



100% 

of our 8th graders are enrolled in Honors Math  
**SCORING ABOVE THE NORM**  
in the end of year Algebra II math assessment,  
an 11th grade level subject

86% 

of our 8th graders are above the norm nationally and internationally  
**IN MATH\***



91% 

of our 8th graders are above the norm nationally and internationally  
**IN READING\***

## 2019-2020 GRADUATES WERE ACCEPTED INTO THE FOLLOWING HIGH SCHOOLS

Bishop Machbeuf  
Cherokee Trail  
Cherry Creek  
Colorado Academy  
Crested Butte Community School  
Denver Jewish Day School  
East  
George Washington  
Kent Denver School  
Mullen  
Northfield  
Regis Jesuit  
Santa Catalina School  
St. Mary's Academy  
Smoky Hill  
South  
Valor Christian

*Congratulations*  
TO OUR **37**  
2019-2020  
ISDENVER  
GRADUATES