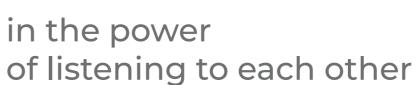


We ensure that everyone in our community becomes inspired, resilient and passionate about achieving what matters, anywhere in the world.







learning happens in and out of the classroom

we achieve more if we work as a team

change is almost always a force for good

in looking after each other like family



The 2020/21 school year was a challenging year worldwide as communities everywhere were forced to confront the impact of COVID-19. Like all other international schools, ISL sought to achieve a balance between keeping everyone as safe and healthy as possible, while also maintaining its focus on the academic, social-emotional, and moral development of its students. This was no small task, but fortunately, the commitment of our educational professionals combined with the goodwill of our stakeholders enabled us to succeed despite the challenges.

As always, the well-being of not just our students, but also our staff and parents, remained at the core of what we do. Our school value "We believe in looking after each other like family" continued to guide our decision-making. We conceive of the relationship between home and school as a partnership with a common aim: to help each and every student thrive, to feel known, valued and accepted, and to empower them to reach their full potential.

We are proud of our students and their accomplishments. The Class of 2021, for example, achieved some of the highest IB Diploma Programme results in the history of the school. Some 92% of the class chose to pursue the full IB Diploma and of them, 96% earned it. These are extraordinary results, well above the worldwide averages. We saw similar results from the Class of 2023 with the IGCSE (International General Certificate of Secondary Education) programme. Despite the challenges of COVID, our students soared.

Of course, standardized examination results, while important, are not the only measures of student success. Another one of our school values states "We believe learning happens in and out of the classroom." In 2020/21, ISL students also distinguished themselves through: National Science Olympiads, Boeing Innovation Challenge, Jonk Fuerscher, Virtual GIN Conference, Ted Talks & Virtual Conversation Forums, Zonta Awards - Women in Public Affairs, Write for Rights - Amnesty Group, LuxTech School, Mérite Jeunesse and more.

Our focus on educating the whole child gained further momentum in 2020/21 with the Lower School's decision to pursue IB Primary Years Programme (PYP) authorization. Championed by new Lower School Principal Keryn Dowling, the PYP focuses on the promotion of student agency through an inquiry-based, conceptual curriculum framework. At the heart of this framework, just as is true in the IB Diploma Programme, is international-mindedness, a concept which can be defined simply as a broad understanding and acceptance of the world and its many cultures and beliefs, a sense of responsibility and commitment to improving it, and an embrace of multilingualism. PYP authorization work will continue in 2021/22 and beyond.

As Luxembourg increases its provision of English language education, we continue to believe that ISL sets a high standard for the provision of truly international education, not just here in Luxembourg but also across the international school world. The ISL Learning Loft series, for example, showcases ISL as a premier site for international educator professional development. Initiated by Head of Community Relations Nancy Squicciarini, the Learning Loft events had to be conducted online in 2020/21; nevertheless, they attracted literally hundreds of educators and some of the world's leading educational experts. Rest assured, the ISL reputation for excellence remains well-established.

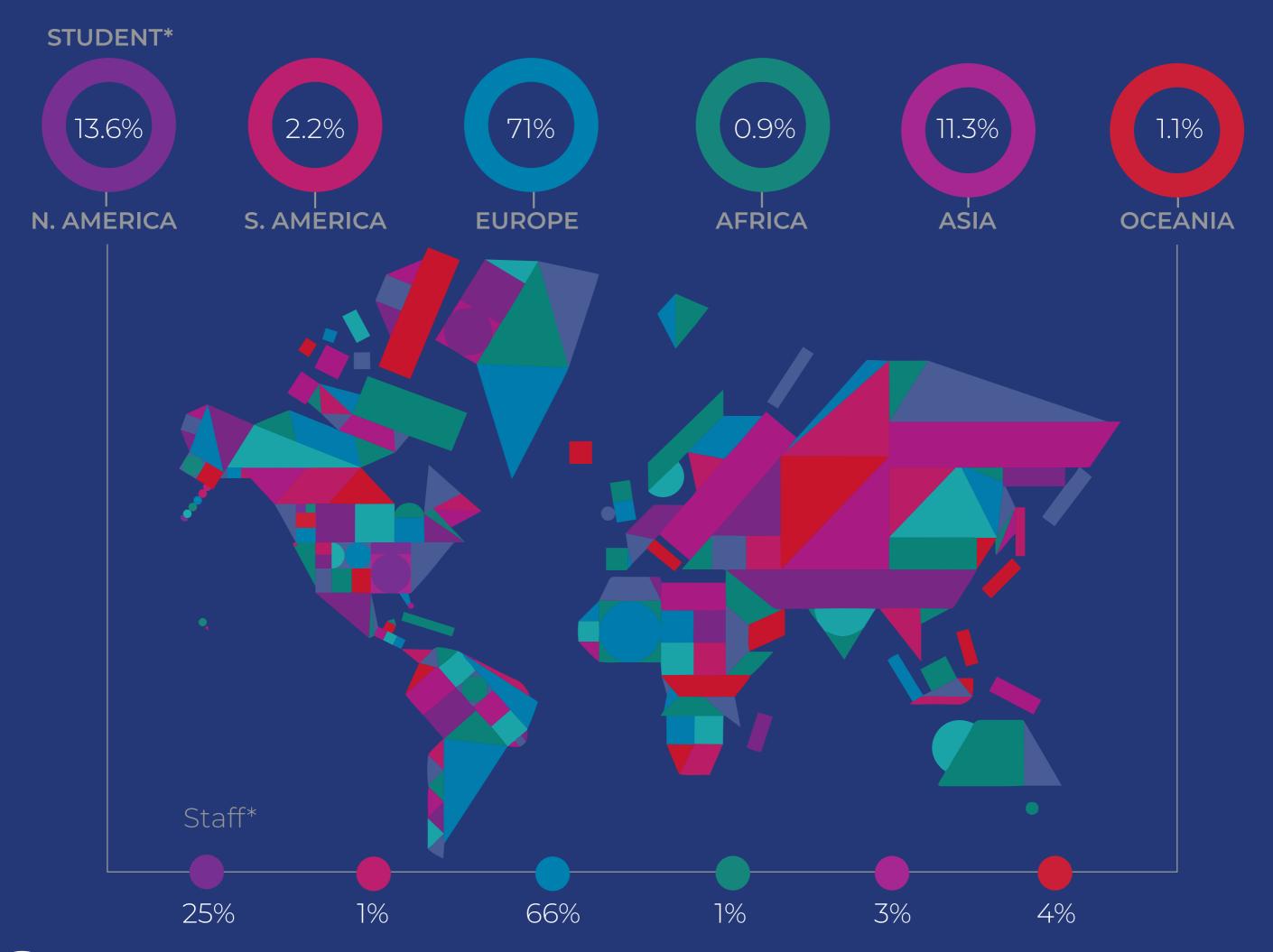
Meanwhile, the school sadly bid farewell to Director Nicki Crush, who retired at the end of the 2020/21 school year after 26 years of service. Nicki held a variety of roles here at ISL, from classroom teacher to Upper School Principal to Director. Her commitment to this community is inspiring and we wish her well in retirement. As the new Director and Board Chair, we would also like to thank Nicki here publicly for making our transitions into our new roles smooth and successful.

The Board and Director continue to work as a team. Board responsibilities fall into three broad categories—governance, fiduciary and strategic—in order to not only maintain ISL's reputation for excellence but also to ensure it going forward. We all owe a debt of gratitude to our Board members for the many hours they volunteer in service of our school community.

In closing, we would like to thank everyone in the ISL community for your continued support of our school. Whether you are a student or parent, member of staff or the Board of Governors or Parent Community Group, a Parent Ambassador, alumni or volunteer, your efforts contribute to making our whole greater than the sum of its parts. Working together, we can ensure the highest quality educational experience for our students so that they themselves can further contribute to the world in which we are living.

With sincere gratitude and best wishes for the new school year.

David (D.J.) Condon, Ph.D -Director Maaret Davey -Board Chair



#### LOWER SCHOOL HIGHLIGHTS



# Adapting in Times of Change

In an ever-changing COVID world, the Lower School Team created a bespoke virtual learning environment centered on the continuity of learning and student well-being. Nimble and resilient able to pivot from in-school to virtual, we were able to continue to offer programs and activities keeping with the varying restrictions.

With in-person performances cancelled for the year, Lower School students found new ways to share their talent. Choirs from Pre-school to Grade 5 recorded video performances as a Christmas surprise to the community and as a "Thank you" to their teachers.

The Masked Eagles, aka the 5th grade singers, recorded their version of 'A Candle's Light', accompanied by 5th grade pianist Angelina Yang, as part of the British Chamber of Commerce virtual advent calendar.

On Friday afternoons, student musical and dance performances took place outside of the auditorium to entertain fellow students as they passed through school.



"thank
You,
teachers"



# "I LOVE MY SCHOOL"



LS Student Council was able to adapt and once again offer Movie Nights by keeping students in their homerooms across Grades 3-5. Money raised was given to ISL charities.



Streaming Technology allowed for virtual assemblies, keeping everyone informed and in touch as safely as possible.

Learning moved outdoors where possible, to allow for more students and less distancing including Grade-level field trips by class.

A highlight of this was the Grade 5 'Week without Walls.'

# "Thank you for keeping us safe"



4-18 June 2021 'Week without Walls'

Due to COVID the Grade 5 team worked hard to plan an end of year activity week to replace the cancelled trip to Switzerland. The week encompassed both on campus activities as well as field trips. The programme included:

- Robbesscheier Nature Park crafts, ironworks, wood working and cooking
- · Parc L'Eh High Ropes various ropes obstacle climbing
- · Movie Making creative film-making project
- PE Sports & Games Day outdoor games in Merl forest and sports and games on the pitch
- · Walk through Pétrusse exploring Luxembourg on our doorstep

"All the teachers help us learn"

Lower School 09





**UPPER SCHOOL HIGHLIGHTS** 

# Amplifying Student Voices



MS Passion Projects

Grade 6, 7 and 8 students pursued their creative interests by designing and implementing Changemaker Passion Projects. The projects are linked to the Sustainable Development Goals, a 'blueprint to achieve a better and more sustainable future for all.'



Projects span the range from tackling race relations through peer-to-peer education to taking the love of knitting to create blankets and scarves for the homeless.

Other projects had more practical usage and improved functionality in mind, one of these being the ISLocation app which was created to help new students navigate the ISL campus.

# "I like to help people and to make a difference"



Diversity Day

At ISL we are a diverse and dedicated community. On 20 May, we were excited to recognise Diversity Day Luxembourg, a national day of diversity to "act for diversity".

We were honoured to welcome Luxembourg Minister of Family, Integration and the Greater Region, Mrs. Corinne Cahen, who met students and viewed some of the work ISL has been doing towards diversity in order for all members of the community to feel included, safe and secure in being themselves and to actively seek ways to combat discrimination in all forms.

Students and staff shared their stories of inclusion and exclusion and took part in signing The Alliance Flag as a symbol of our continuted commitment.

"Everyone is deserving of the same privileges that some of us have"

#### TED-Ed Club

How can a safe environment be created where students feel secure and safe to share their stories? How can a culture of imperfection and vulnerability be created to strengthen student support and well-being? This became the driving force of the TED-Ed club, a place where students are comfortable being uncomfortable. A place where students are inspired to make a change for themselves, and others, as well as the privilege of being called a TEDx speaker.

The great success of the club and the school's TedxYouth events have inspired 'Master Class,' a new initiative of the TED-Ed club. These sessions attempt to bring the school community together including teachers, support staff and administrators to share their stories and experiences and use their lives as a lesson for our students. The first of this series was 'A Conversation on Race and Privilege.'

"It's one thing to tell someone to have this mindset, but until certain information or evidence is presented it's very hard to wrap your head around it. Not everyone is going to have the same viewpoint but education is a great way to start"

GIN Conference On 25-26 March, ISL hosted the 15th annual Global Issues Network (GIN) Conference, the first time in a virtual format.

'Acting now for the survival of future generations.'

The overall objective being how we can all play a role to ensure the perennity of generations to come, be it on the environmental, social or humanitarian front.

This year's plenary speakers were Anessa Khan, a climate activist and author currently working as the Communcations Officer for Oil Change International to expose the true cost of fossil fuels. Along with May Taherzadeh, filmmaker and co-founder of Inspire Courage for Change, a foundation that creates films to inspire social action.



"THE IPEA
THAT WORKING ON
CLIMATE CHANGE REQUIRES
JUSTICE FOR BOTH PEOPLE
AND THE PLANET"

Upper School 1





Each academic year ISL strives to offer a robust and diverse learning environment.

Our Beyond the Classroom activities serve as an essential part of this.

In 2020-2021, due to COVID some activities were cancelled or were offered in a modified format.

#### After school activities

#### **Lower School-**

Ball Skills Ball Sports Basketball Boys Rugby
Capoeira
Cheetahs
Dance
Field Hockey
Fitness

Manipulative Games

Swimming
Teams Sports Fun

Creative Writing Club

Green-Team

Instrumental Music (Band)

Maths Club Science Club

Junior Librarian Club

Eagle Choir Hillside Choir Student Council Nature Team

#### **Upper School-**

Amnesty Club Alliance Group

Coding Formula 1

HS Art Club HS History Club

Green Club

Medic Society

Mérite Jeunesse

MS Digital Art Club

MS Science Club

MS Concert Choir MS Concert Band

MS Jazz Band HS Choir

HS Jazz Band

HS Symphonic Band Set Design and Build Tri-Fit Team (G6-12)

US Debate Club

**US Musical Productions** 

Business Club Crypto Club

Fitness Room Club (G9-12)

Global Issues Group

Student Council (SALT) Model United Nations

Swim Fitness Club (G6-12)

TEDx Club

Yearbook (IB Students)

Zonta Club

#### **NECIS**

#### Lower School (G4-G5)-

Basketball (U12) Cross-Country (U12) Soccer (U12) Swimming (U10/U12) Track & Field (U12) Volleyball (U12)

#### Upper School-Fall Season

Cross Country Girls Volleyball Boys Soccer

#### Winter Season

Basketball Skiing (G7-12) Swimming (+U10)

#### Spring Season

Co-ed Softball (JV/V)
Girls Soccer (U12/U15/V)
Golf (HS)
Tennis (G6-12)
Track & Field



### Helping Each Other

The Grade 5 Blue Hats Service Leadership Programme began at ISL more than ten years ago. It is an excellent example of students mentoring and helping fellow students. Before they start their six-to-seven weeks of service, each homeroom class of students receives one morning of training, half-theoretical and half-practical. Following a four-part pledge they commit to taking care of oneself, taking care of your school, taking care of others in the school and acting as a good role model.

This year, the Lower School succeeded in running a Blue Hat programme adhering to all the COVID requirements by making some modifications. In particular, we had to rethink the kinds of activities the Blue Hat team could offer in service to their community and their peers in the younger grades. With hand-washing and mask-wearing, plus continuing to hold some of the activities in the open air we were able to provide leadership service opportunities for the students. We continued with the important service of the Blue Hats sorting student lost property and returning these personal items to their fellow students. As always, first thing in the morning, the Blue Hats continued to welcome students in Grades 3 to 5 at the door to the Charles Martel playground.

The Blue Hats were able to help in a limited capacity with Grades 3 – 5 in the LS cafeteria. They undertook a clean-up between and at the end of the three lunch sittings making sure that waste, plates, cups and cutlery were placed correctly in the right places to be taken away by our catering company Eurest.

Finally, the Blue hats continued with the soccer pitch and timber playground clean up at the end of recess. They collected misplaced equipment, coats gloves, hats, etc and brought them into the LS building to be put in the lost property boxes.

Despite the circumstances, this year's group of students in Grade 5 were the most enthusiastic team of Blue Hats we have ever known. We greatly appreciate all that these students provided to their ISL community.



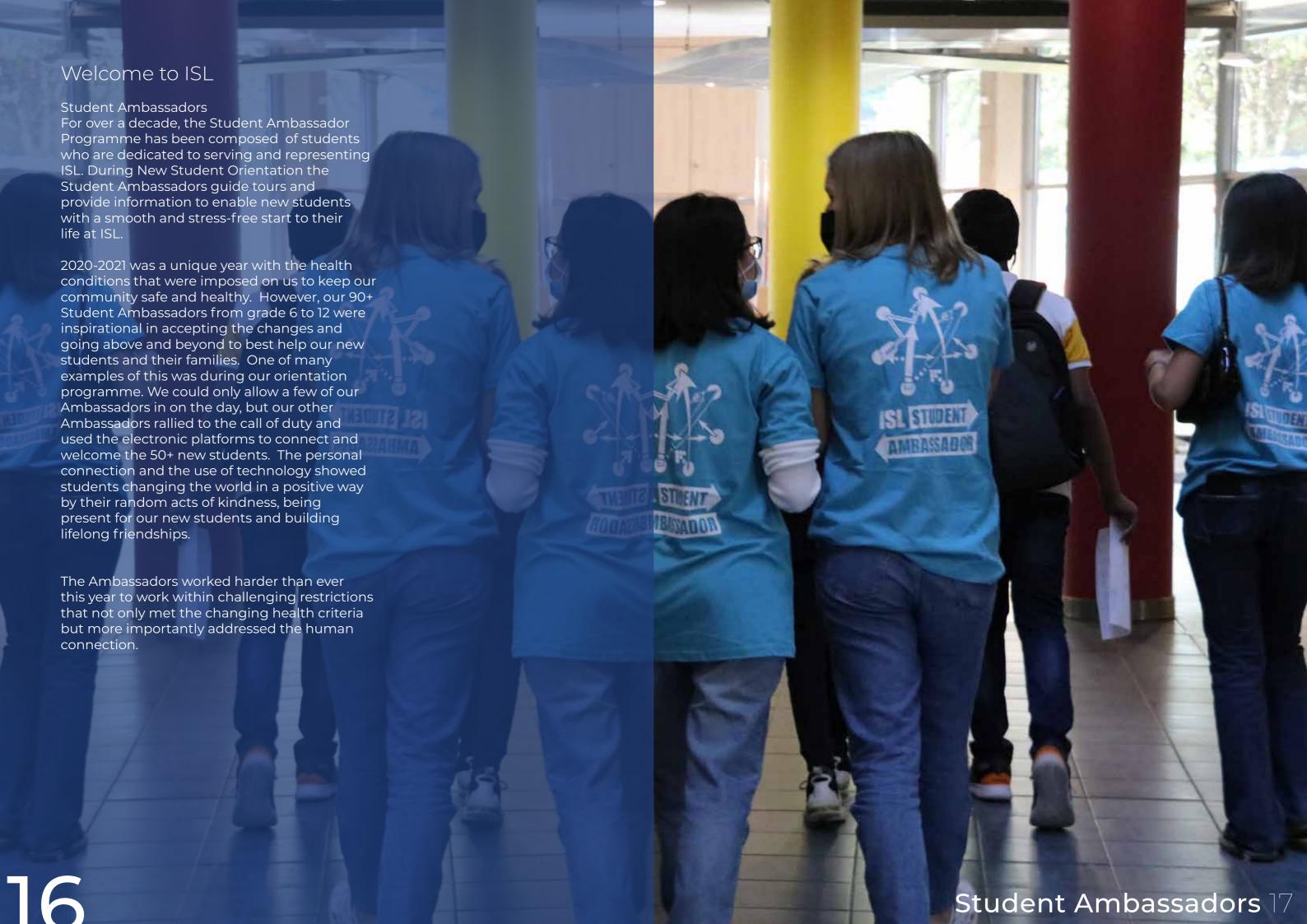












# "Your lives and futures will not be defined by the pandemic in the same way as they will not be defined by your report cards or your exams' results. Your lives will be big and they will be surprising. Some will be remarkable in ways we cannot begin to predict. All of you will be filled with experiences". -lain Fish, Upper School Principal ISL is delighted to announce excellent results again with a 96% pass rate for its IB Diploma students this year (world average is 79.4%). With 100 Diploma candidates and 837 individual subject entries, 42% of ISL's students achieved 36 points or above out of 45 allowing access to the most competitive universities. 40% achieved 30 points or above.

# UNIVERSITY DESTINATIONS

#### AUSTRALIA

University of Queensland

#### AUSTRIA

Leopold-Franzens University of Innsbruck

#### **BELGIUM**

Vesalius College Brussels

#### **DENMARK**

European Film College

#### FRANCE

École Ducasse, Paris École Polytechnique EDHEC Business School ESSEC Business School IESEG School of Management Sciences Po The American University of Paris

The New School Parsons Paris
Université de Paris Descartes

#### GERMANY

Cologne Business School European Business School Technical University of Munich

#### **IRELAND**

Cork Institute of Technology University College Dublin University College of Cork

#### ITALY

Bocconi University Istituto Marangoni Milan

#### ISRAEL

IDC Herzliya

#### **KOREA**

KAIST

#### **LUXEMBOURG**

Diekirch Hotel School Lunex University University of Luxembourg

#### **SWITZERLAND**

École Hôtelière de Lausanne EPFL Lausanne

#### POLAND

Jagiellonian University

#### **SPAIN**

ESADE Business School IE University Universitat Ramon Lull

#### **SWEDEN**

**Lund** University

#### **SWITZERLAND**

EPFL Lausanne

#### THE NETHERLANDS

Amsterdam Fashion Institute
Amsterdam University of
Applied Sciences
Eindhoven University of
Technology
Erasmus University of
Rotterdam
European Bartending School
Amsterdam
Leiden University
Maastricht University
Tilburg University
University of Amsterdam
University of Groningen

Vrije Universiteit Amsterdam

#### **UNITED KINGDOM**

Abertay University Bath Spa University Cardiff University Central St Martins, University of the Arts London Glasgow Caledonian University **Hult International Business** School King's College London, University of London Kingston University Lancaster University Leeds Arts University London Film Academy London School of Dramatic Art Queen Mary University of London Royal Agricultural University Royal Holloway, University of London

Royal Veterinary College, University of London The University of Edinburgh UCFB University College London University of Aberdeen University of Bath University of Brighton University of Cambridge University of East Anglia University of Exeter University of Kent University of Manchester University of Nottingham University of Oxford University of Reading University of Sheffield University of St Andrews University of Sussex University of the Arts, London University of Warwick

#### **UNITED STATES**

Berklee College of Music, MA Colorado College, CO Fordham University, NY George Washington University, D.C.

Georgetown University, D.C. Hawaii Pacific University, HI Miami University-Oxford, OH Northeastern University, MA Stanford University, CA University at Buffalo, NY University of California-Berkeley,

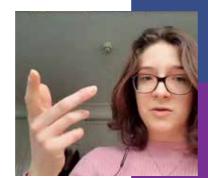
CA University of Chicago, IL University of Cincinnati, OH University of Michigan, MI University of North Carolina Chapel Hill

University of South Dakota, SD University of Vermont, VT University of Virginia, VI

#### **CANADA**

Concordia University McGill University Queen's University University of Guelph University of Western Ontario



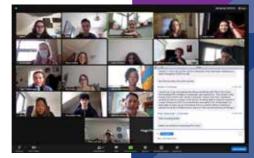




"Do what you love, love what you do"

This was one of the main pieces of advice given on Friday, 12 March, during the Alumni Mentoring Panel.

# "Don't be afraid to try something. Get a feeling for what you like"



Grade 11 students met virtually with a diverse panel of young Alumni studying in ten different fields in Europe, the UK, the US and Canada.

Topics included the process of applying to university and the decision process to choose a field of study. Additionally, other topics included adjusting to life away from home and the pros and cons of a gap year.

During breakout room sessions, Grade 11 students were able to ask questions of, and seek advice, from Alumni specific to their intended fields of study.



### Alumni Mentorship

The Head of Outreach and Engagement and the Grade 11 Grade Advisory Leader worked in consultation with the Higher Education Office to develop the Alumni Mentoring Programme. This was the first event for the newly established programme.

The panel was a huge success, with students requesting additional sessions with other fields of study and universities. Many positive connections were made with Alumni further assisting current students. We look forward to developing this programme.

### The Alumni Network

Three times per year, the office of Outreach and Engagement, publishes The Alumni Network newsletter profiling the accomplishments of our Alumni. The network serves to join former students with peers and establish connections with current ISL students.

Alumni 21

## We are all Learners

The 'Virtual Learning Loft' is a series of webinars for educators. It enables participants to connect, learn and develop networking opportunities on a global scale, while promoting ISL as a learning organization.

Beginning in 2009, as ISL Institutes, a series of professional development workshops were hosted by ISL. These targeted inquisitive international school educators from around the world. For ten years, these workshops attracted and engaged countless teachers, curriculum designers, school leaders and other educational experts in learning experiences geared towards positively impacting and influencing student learning. In light of COVID, "face to face" conferences were no longer an option, so we decided to redesign and reimagine the ISL Institute and developed the ISL Virtual Learning Loft (#ISLLoft).

The ISL Loft fundamentals begin with connection. Connecting all attendees' hearts was the priority, in resonance with the concept Head, Heart, and Hands of Transformational Learning, which provides the approach to planning and organizing the events. Upon entering the virtual meeting, attendees are engaged in an intentional inclusion activity to deliberately promote connections and embrace the power of relationships, the HEART. The HEAD was the deliberate type of thinking designed for that specific session. Finally, the HANDS, has two implications, the intentional and planned "takeaway" that each participant leaves the session with and secondly, the virtual movement of the attendees.

During the 2020-21 school year, ISL was proud to hold events with Dr. Yong Zhao, Susie March, Jennifer Abrams, Dr. Carlos Davidovitch, Dr. Kevin Ruth, Lee Ann Jung and Tonya Gilchrist.

#ISLLoft





## Parent Community Group

The ISL Parent Community showed off their resilience during a year of uncertainty and ever-changing restrictions by forging ahead while remaining flexible. Open channels of communication between the school and parents via several surveys and feedback sessions helped make sure everyone's voice was heard. The Covid Task Force Team made sure parents had a way to reach out with any questions about updated protocols. One of our wonderful parents organized a Covid Support Group to help members of our community who were under quarantine, to assist them with grocery shopping or walking dogs.

Several ISL parent groups resumed their meetings – but with sanitary measures in place. The majority of gatherings remained virtual for most of the year, including the Parent Coffees. Some of the most appreciated Virtual events became the new "For Parents, By Parents" info sessions on the IB, transitioning from Lower School to Upper School, and transitioning from Middle School to High School. We helped organize these in relation with the school's fantastic Community Relations Team, who led the sessions. It was really helpful to get the insight of our veteran parents on the big changes for the kids in these transitional parts of the school.

One of the first virtual events was held in October and was a "How to make Sushi" Zoom, hosted by one of our parents. All participants treated their families to delicious homemade sushi that evening. This was followed up by another fun and successful event-the Virtual Quiz Night, held in November. There were several teams of enthusiastic parents and staff, some decked out in fantastic costumes!

Unfortunately, the annual Halloween Party in the Lower School could not take place within the COVID restrictions at the time, but the children showed up to school with lots of Halloween Spirit! Parent Volunteers decorated the Lower School Atrium from top to bottom to get the children in the mood for their smaller Halloween celebrations within their classrooms.

In the Spring, the Parent Community Group Leadership team worked with the Community Relations Team to develop a merchandise line for the Lower School. Offerings included hoodies in four colors, water bottles in three colors, a canvas tote bag and a large umbrella in the spectrum of ISL colors! We had fun reconnecting with all the masked friendly faces while we sold them outside under the Lower School Atrium at dismissal.

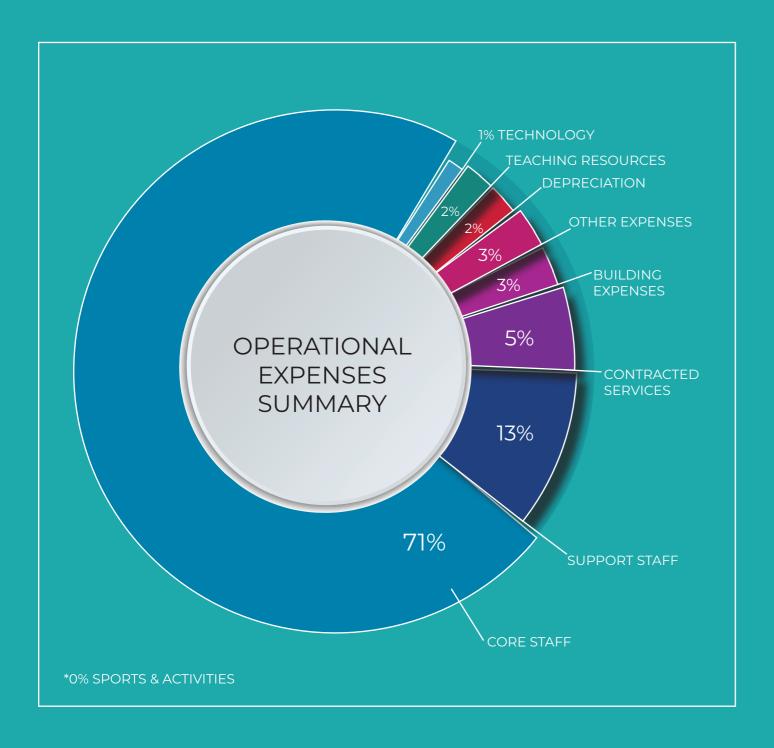
As with any school, ISL has children who move away mid-year. The Parent Community created "Leaving Gifts" for outgoing students. We are sad to see people move away but we are passionate about making sure they fondly remember their friends at ISL! Gifts included Luxembourg snow globes and thoughtful change of address cards to keep in touch, all in a canvas tote.

Speaking of people leaving, the ISL community said goodbye to several favorite Staff Members during the 2020-2021 school year. First, our beloved Chef Pascal, who retired in January. We asked the Lower School children to write kind notes to him and put them together as a gift on his last day. At the end of the school year, we said goodbye to ISL Director and long-time teacher Nicki Crush and once again we asked the children to inspire her by creating beautifully diverse butterflies to help wing her away. We used this multitude of butterflies to decorate the Lower School Auditorium stage during her farewell ceremony. We also gave her a plaque commemorating her time at ISL and her partnership with ISL parents over her many vears at the school.

The Parent Community Group organized several Staff Appreciation events throughout the year, one in the Fall and two in the Spring. We decorated the Staff rooms and gave out treats, flowers and seed packets. After all, our staff helps the whole community grow, and we are so grateful for them! Just like we feel grateful to have the company of our fellow parents, especially during a time when so many people were separated from their families, and also feel grateful to have a school which encourages and supports these important connections.



## **OPERATING INCOME SUMMARY**



# Actuals for year end 30 June 2021

#### **OPERATIONS**

Income	
Tuition fees	21,804,037
State Subsidy per capita	11,044,932
Entry Fees-EAL	101,000
Interest on bank	4,282
Other income	1,724
Total Income	32,955,975

#### Expenses

Expenses	
Payroll and related	27,598,330
Contracted services	1,347,467
Legal and professional service	es 322,519
Sports and student activities	124,885
Instructional resources	505,320
Supplies and postage	186,145
Community Relations	99,272
Technology	399,147
Building expenses	1,152,231
Other expenses	581,277
Depreciation	565,193
Total Expenses	32,881,787
NET OPERATIONS	(74.188)

#### BUILDINGS

Income	
State Subsidy /Building	1,813,165
School Growth Fund/Entry fees	1,055,579
Total Income	2,868,743
Expenses	
Building depreciation	2,265,431
Interest on building financing	183,832
Total Expenses	2,449,262
NET BUILDINGS	419,481
SURPLUS / (DEFICIT)	(493,670)
<u> </u>	

STABILITY RESERVE 1,784,45



Financials 27

## Goodbye

The end of the 2020-2021 School Year served as the beginning of retirement for our director, Nicki Crush.

Ms. Crush leaves us after 26 years at ISL. She joined the school in 1995 when it was then named the American School of Luxembourg, the school was based in Luxembourg-Limpertsberg and counted only 300 students.

In 1996, Ms. Crush became Upper School Principal only a few years before the school moved to the Geesseknäppchen Campus in Luxembourg-Hollerich to accommodate its growth.

In 2015, she became the first female Director of ISL. As one of her first actions as Director, she invited all members of the ISL community to take part in a strategic reflection on the school's identity, ambitions and purpose.

In 2021, Nicki leaves a school with over 1.300 students with more than 50 nationalities and is well known in the international school community, both in Luxembourg and beyond.

With gratitude and appreciation for your teamwork and dedication to ISL, we wish you all the best in your retirement. You will be missed.

























the following organisations:



















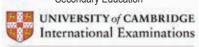


The International Baccalaureate Organisation

ISL is an IBO World School and has offeredthe IB Diploma Programme since 1995. Visit the IBO website to find out more about the IB Programme:

www.ibo.org

The International General Certificate of Secondary Education



Cambridge International School

ISL has been a testing centre for select IGCSE exams for a number of years and began offering the full IGCSE programme in August 2011. Find out more on the Cambridge International Examinations website:

www.cie.org.uk



Founded in 1965, ECIS (the Educational Collaborative for International Schools) is a non-profit global membership organisation that provides professional learning, research, advocacy, and grants and awards for the

Our mission is to transform lives through international education.

