

Celebrating 40 years of the British School, 40 years of IBDP & the 110th anniversary of SFS

# 2020-2021 ANNUAL Report



# WELCOME FROM THE HEAD OF SCHOOL



Colm Flanagan Head of School

## Dear SFS Community,

In this, our 110th year, I am pleased to celebrate our lasting traditions alongside a legacy of innovation and change. As an institution, we must recognize our history while continuously learning and growing in so as to offer the best possible education to our students.

In the following pages, we provide a glimpse into the past year, demonstrating the ongoing philanthropic commitment of the SFS community. We are deeply grateful to all of our donors, who give back financially as well as with their personal time, so as to ensure that our students continue to have outstanding educational opportunities.

With the cloud of the COVID-19 pandemic continuing to loom and an eye toward a future, we have developed '**SFS: The Way Forward**.' This is the result of the deep dive into what we have learned over the past 18 months, and provide a strategic look into our educational priorities over the coming years. As we continue to set the standard for world-class instruction in Seoul and beyond, this work is a roadmap for navigating the changes we will experience as the pandemic eases.

I look forward to the year ahead, and hope you will again provide your generous support to SFS.

God Bless,

Colm Flanagan Head of School

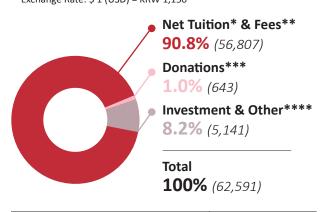


# Income and Expenses 2020-2021

## Revenue

Expenses

(Currency: KRW in millions) Exchange Rate: \$1 (USD) = KRW 1,150



(Currency: KRW in millions) **Compensation & Benefits** 76.3% (49,478) Instructional **3.2%** (2,080) Support & Other\*\*\*\* **12.3%** (7,997) Depreciation **8.2%** (5,286) Total 100% (64,841)

\* Net of Financial Aid

- \*\* Fees including Capital, Registration Application, etc.
- \*\*\* Unrestricted Annual Giving

\*\*\* Auxiliary Services, Instructional Revenue, Interest Income, Summer Program etc.

e are thankful that we have been able to maintain the highest level of quality education, and have students on campus as much as possible. We have had to continuously adapt to the extraordinary circumstances of the past couple of years. As you may expect, there are both short and long-term financial impacts from sustaining our commitment to our students and employees.



Tom Alexander Assistant Head of School - Finance & Operations

In the financial results presented, you can see that the 2020-2021 school year resulted in a deficit of KRW 2.3bil. The deficit is due to a combination of accumulated factors, including the unforeseen costs from strengthening safety measures, establishing virtual infrastructure, downsizing and dividing classrooms with additional manpower and resources, and lost opportunities from cancelled events and the summer program. It also reflects our decision to support our community by freezing tuition fees for the academic year 2021-2022.

As we prepare for the post-COVID-19 era, we are making essential adjustments to recover from financial losses. We have built a five-year plan, approved by the Board of Governors, to address the shortfall without compromising the quality of education. We are grateful to the entire SFS community for the ongoing financial support that allows our faculty, staff and students to live our \*\*\*\*\* Plant Operations, General & Administrative, Summer Program, etc. values and bring our mission to life on a daily basis.





Dawn M. Stark Assistant Head of School - External Relations

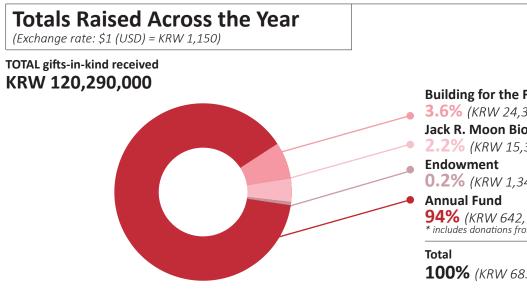
## Our Donor Community 2020-2021

ast year, in a period of unbelievable challenge and strain, our community came together to demonstrate commitment to the SFS mission and values.

For the first time, we received over 120 gifts from families, with a participation rate of 12%, a more than 517% increase than the year prior. Our faculty and staff also gave generously and 74% participated which makes me so proud. Outstanding achievements are to be celebrated. Please allow me to express my utmost gratitude to you, our generous community, for continuing to prove the value of giving back.

In the coming year, we will continue to navigate the pandemic while looking ahead to the future of SFS. Our need for financial support to maintain the highest level of educational opportunities for our students continues. I look forward to your support in the 2021-2022 school year.

Salaries and benefits for our world-class faculty is, as always, our biggest expense. Donor support ensures the continuation of innovative teaching, individual attention, and a commitment to inspiring a passion for learning in our students.



**Building for the Future Fund 3.6%** (KRW 24,377,500) Jack R. Moon Biology Scholarship **2.2%** (KRW 15,326,800) **0.2%** (KRW 1,341,000)

94% (KRW 642,753,057) \* includes donations from Friends of SFS

**100%** (KRW 683,798,357)

## Thank you to our 2020-2021 Donors

\*Faculty and Staff **(F/S)**, Alumni **(A)** \*(USD 1 = KRW 1,191)

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## Gifts in Honor of...

High School faculty and staff Mr. Muggs Alexander Mr. Steven Church Mr. Harold Daw Mr. Mathew Gibault Mrs. Anne Kipa Mrs. Crystal Kim Mrs. Esther J. Kim Ms. Paige Melanson Mr. Damian Prest Ms. Margaret Park Mr. John Sciurba Ms. Anna Smith

## **Building for the Future Fund**

#### RED AND BLACK CLUB

(Donated \$5,000 - \$9,999)
Johnny and Penelope Kim
In Honor of Yoo Soo Kim (Cho) for Her Dedication to SFS (1988-2021) (F/S)
Richard K. Lim '94, Jee Young Eun, Lauren S. '32 and Logan S. Lim '32 (A)

#### THE CREST CLUB

(Donated \$1,000 - \$4,999) Anonymous (2)

#### **CENTENNIAL CLUB**

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#### THE LEGACY CLUB

(Under \$99) Anonymous Yoosoo Cho (F/S) Chan Kun Chung (F/S) Dae Woon Kim (F/S) Soo Yeon Lim (F/S)

## Endowment

THE CREST CLUB (Donated \$1,000 - \$4,999) Kap-Young Jeong

THE LEGACY CLUB (Under \$99) Anonymous (2)

## Other

#### THE HERITAGE CLUB (Donated \$100,000 +)

Friends of Seoul Foreign School

## The Jack R. Moon Biology Scholarship

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(Donated \$1,000 - \$4,999) Benjamin Sim '27, Michelle Kim '00 and Sung Jin Sim (F/S) (A) Silvia and Jerome Kim Gil S. Pak '90 (A) Paul '04 and Hannah Rader (F/S)(A) Student of the 80's (A)

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## Gifts in Kind

Anonymous

Seungho Chae, Ahyeon Jung, Ian '26 and Ethan '30 Chae **(F/S)** Dongkyu '19, Hyunkyu '19 and Seohyun '24 Choi The Douma Family



# TEACHING AND LEARNING AT SFS 2020-2021



Jan-Mark Seewald Assistant Head of School - Academics

The academic year 2020-2021 was once again dominated by the COVID-19 pandemic. This becomes apparent when looking at pictures in any current SFS publication. Students, teachers, parents, and staff are all wearing masks, regardless of whether they are in or out of the classroom. Any picture of our community without masks seems jarring and generally has a "taken before COVID-19" disclaimer beside it.

Despite the obvious challenges that COVID-19 brought to teaching and learning, SFS had a very successful year. Predictions were that student enrollment for the year would drop, possibly drastically. The opposite occurred. We actually were able to increase student numbers across the school. This is not only a testament to the trust our parent community has in the school but also reflects the hard work, resilience, and creativity of our faculty, staff, and students. We continued on, regardless of classes being virtual, events being cancelled, or plans having to change last minute because of new government regulations.

SFS once again was a place that others in the education community looked to for leadership. Throughout the year we were contacted by other schools from around the world asking for advice on approaches that allow the best learning to take place while keeping everyone as safe as possible.

One of our biggest challenges was running the IB DP exams in May. We were faced with the question of cancelling exams and relying on other factors to determine final grades for our graduating class. However, despite a number of substantial initial concerns, deciding to offer the exams allowed our students to achieve the best IB results in many years. This also speaks to the hard work and resilience of our students.



As in past years, in standardized testing SFS students continued to perform above world average, and often above similar international schools. Along with their academic development, our students have continued to grow in other areas throughout the year, dealing with the challenges they have faced due to COVID-19, making us a stronger, more resilient community of learners.

The school year also marked the launch of the first school improvement cycle, which involves working with all of our external accreditation and authorization bodies concurrently and will culminate in a joint visit in the Fall of 2022 by all three organizations (WASC, IB, ICA). As part of this cycle we sent out a survey to all parents and our older students asking for feedback on our school mission, teaching and learning, and communication. The results of this survey inform the school improvement cycle. We plan to survey our community in a similar fashion each year to begin building longitudinal data to better inform ongoing school improvement in the future.





# CLASS OF 2021 - A BRIGHT FUTURE

#### UNITED STATES OF AMERICA

Alvernia University American University Angelo State University Arizona State University-Tempe Asbury University **Barry University Baylor University Boston College Boston University** 2 **Brown University** 2 California Institute of the Arts California State University-Monterey Bay California State University-Northridge **Carnegie Mellon University Case Western Reserve University** Chapman University College of William and Mary Concordia College At Moorhead **Connecticut College Cornell University** 2 **Dartmouth College Denison University** Drexel University **Duke University** East Tennessee State University **Eastern University** Eastern Washington University **Emerson College Emory University** Emory University-Oxford College Fordham University George Mason University George Washington University **Georgetown University** 3

Georgia Institute of Technology-Main Campus Hampshire College Hardin-Simmons University **Haverford College** Houghton College Indiana University-Bloomington Indiana Wesleyan University-Marion James Madison University Johns Hopkins University Lawrence University Lehigh University Lewis & Clark College Loyola Marymount University Loyola University Chicago Luther College Manchester University Marymount University Mercyhurst University **Michigan State University Michigan Technological University** Missouri State University-Springfield **New York University** 7 Northeastern University 3 Northwestern University 4 **Occidental College Ohio Wesleyan University** Otis College of Art and Design Parsons School of Design Peabody Institute of the Johns Hopkins University Pennsylvania State University-Main Campus Pennsylvania State University-Penn State Altoona **Pepperdine University** 2 Pratt Institute-Main Purdue University-Main Campus

**Reed College Rice University Roberts Wesleyan College Rollins College Rutgers University-New Brunswick** 2 San Diego State University San Francisco Conservatory of Music Santa Clara University School of the Art Institute of Chicago Shaw University Southern Connecticut State University Southern Illinois University-Edwardsville St Olaf College Swarthmore College Syracuse University 3 Texas A & M University-College Station **Texas State University** The New School 3 The University of Tampa The University of Texas At Arlington The University of Texas At Austin The University of Texas At San Antonio Truman State University **Tufts University** University of Arizona **University of California-Berkeley** 3 **University of California-Davis** 2 University of California-Irvine 5 **University of California-Los Angeles** University of California-Merced University of California-Riverside University of California-San Diego University of California-Santa Barbara University of California-Santa Cruz University of Chicago 2 University of Cincinnati-Main Campus University of Connecticut University of Delaware

College acceptances (matriculations bolded)

\*Students in the process of selecting final universities in Korea, Germany, Australia and New Zealand are not reflected on the list.

espite all the challenges they faced in their last two years of study, the class of 2021 were very successful and we were delighted with their achievements.

Students are continuing to choose a wide range of universities and colleges: in the last two years, the number of universities making offers to our students has grown by 26% (from 153 in 2019 to 195 this year). This diversity is also represented in the 12 countries our students ended up matriculating to.

There was a drop in scholarship offers that reflected the situation in universities worldwide in 2021. However, students continued to receive and accept offers from a healthy number of prestigious universities, including Ivy League schools in the US and Russell Group universities in the UK.

#### Here are a few highlights for this year's class:

• 127 students in graduating class

University of Hawaii At Manoa

- 96% of graduates matriculating immedately to university
- 466 university acceptances/offers, from 195 universities
- Total scholarships offered to our students: \$3,229,000 (USD)
- Students matriculating to 12 different countries

We are excited for our newest alumni, and wish them all the best as they launch into their next adventure!

University of Illinois At Springfield University of Illinois At Urbana-Champaign 5 **University of Maryland-Baltimore County** University of Maryland-College Park University of Massachusetts-Amherst University of Michigan-Ann Arbor University of Minnesota-Morris University of Missouri-Kansas City University of Pennsylvania University of Pittsburgh-Pittsburgh Campus University of Richmond University of Rochester 2 University of San Diego University of San Francisco **University of South Florida-Main Campus** University of Southern California 2 University of the Ozarks University of the Sciences University of Toledo **University of Virginia-Main Campus University of Washington-Seattle Campus** University of Wisconsin-Eau Claire University of Wisconsin-Madison Vanderbilt University Virginia Polytechnic Institute and State University University of Surrey Wake Forest University Washington and Lee University Washington University In St Louis 2 Wellesley College Wichita State University Xavier University Yale University

#### UNITED KINGDOM

Birkbeck, University of London **Brunel University London** City, University of London Durham University

Goldsmiths, University of London Guildhall School of Music & Drama Hult International Business School King's College London, University of London 3 Lancaster University Loughborough University Queen Mary University of London Royal Holloway, University of London Soas University of London St George's, University of London The University of Edinburgh UCL (university College London) University of Bath University of Birmingham University of Bristol University of Exeter University of Glasgow University of Leeds University of Liverpool **University of Manchester** University of Nottingham University of Oxford University of Sheffield University of Southampton **University of Sussex** University of Warwick University of Westminster, London

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Carleton University Laurentian University Mcgill University Mcmaster University Queen's University **Ryerson University** The University of British Columbia Trent University

University of Ottawa **University of Toronto** 5 University of Waterloo University of Western Ontario Western University York University

#### JAPAN

Keio University Waseda University

## HONG KONG

The Hong Kong University of Science and Technology

TAIWAN China Medical University

#### NETHERLANDS

Technical University of Eindhoven University of Amsterdam Utrecht University

BELGIUM Katholieke Universiteit Leuven

FRANCE **Escp-Europe-Paris** 

SPAIN IE University

NORWAY University of Oslo

**SWEDEN** Jönköping University



High School Principal



# A Year in Sports



Paul Rader Director of Sports

he pandemic has created challenges which none of us could have predicted or imagined, and forced us as educators to think outside the box and to reprioritize students at the heart of everything we do. As difficult as this time has been for everyone, I have found myself more grateful than ever for the opportunities that we have been able to experience together as a community.

The theme of the year and message to students and coaches from day one was to STAY READY. With so much uncertainty, we never knew whether what we were working towards would come to fruition, however we knew that the only response was to continue and hope knowing that when the time came we would be ready to play. This approach has meant a lot of planning for things that never happened. It has meant getting our hopes up only to have them crushed. It has meant students practicing and training without knowing if they would get to play. It has meant asking coaches to go above and beyond every season. However, it has also meant the gift of seeing many of our seniors play in their final seasons. It has meant seeing students 'make the team' for the first time. It has meant seeing our Middle and British School students competing in the 'big gyms.' It has meant seeing our Elementary School students developing their first love of sports.

We know that this time of COVID-19 won't last forever, but I hope and pray that the spirit, resolve, and will of SFS to provide amazing experiences for our students never fades away.

#### Here are some highlights from the 2020-2021 Sports:

- Inaugural Senior Signing Day Ceremony for HS Seniors (6 in total) that will play competitive sports for their respective universities.
- Over 250 students in the High School (out of 500 students) participated in a High School competitive sports team.
- Over 300 students in the Middle School and Key Stage 3 (out of around 380) participated in at least one competitive intramural sport.

- Modified hybrid Fall and Spring Sports Banquets to recognize and celebrate High School athletes.
- Successful relaunch of the British School FOBISIA Sports program with the U11s.
- Four commitment-based sports (cross country, track & field, swimming, and wrestling) offered in the High School (at least one in each season) that are available to any student that is willing to commit to participate.
- Successful development and participation in virtual competitions in cross country, track & field and swimming when in-person competitions were not possible.
- SFS' leadership in KAIAC to develop COVID-19 Return to Play Guidelines and Protocols, which have allowed inter school competition to happen in Korea when conditions have allowed.
- Launched the brand new www.sfscrusaderathletics.com website (QR code on the right) to showcase our High School Sports program.
- Won the team Championships in tennis (boys), volleyball (boys), JV volleyball (boys and girls) cross country (boys and girls), and swimming (boys and girls).



- Created and implemented the SFS Sports Specific Emergency Action Plan
- Worked with the High School coaches to evaluate and improve our overall departmental philosophy and desired outcomes for "Excellence and Character".

		APAC/Other	KAIAC - Conference	KAIAC - Tournament
Fall	Tennis	n/a	Boys - Champions	Boys - 2nd Place
		n/a	Girls - 4th Place	Girls - 2nd Place
	Volleyball	n/a	Boys - 2nd Place	Boys - Champions
		n/a	Girls - 3rd Place	Girls - 2nd Place
		n/a		JV Boys - Champions JV Girls - Champions
	Cross Country	Virtual Invitational Champions	Boys - Champions	Boys - Champions
		Virtual Invitational Champions	Girls - Champions	Girls - Champions
Winter	Basketball	n/a	n/a	n/a
		n/a	n/a	n/a
		n/a	n/a	n/a
	Swimming	n/a	Boys - Champions	Boys - Champions
		n/a	Girls - 3rd Place	Girls - 3rd Place
	Cheer	n/a	n/a	n/a
	Wrestling	n/a	n/a	n/a
Spring	Soccer	Boys Korea Cup Invitational 6th Place	n/a	n/a
		Girls Korea Cup Invitational 2nd Place	n/a	n/a
	Badminton	Boys Korea Cup Invitational 3rd Place	n/a	n/a
		Girls Korea Cup Invitational 3rd Place	n/a	n/a
	Track & Field	TAS Virtual Competitions Korea Invitational	n/a	n/a

## 2020-2021 Sports Results



# A Year in Arts



John Striffler Director of Arts

Above and Beyond. In a school year in which our Arts calendar could have been defined by COVID-19, our students, teachers, and staff went above and beyond to create beautiful music, meaningful theatrics, inspired works of art all while bringing relevant, creative, and engaging lessons to our IB and ICA Arts classes.

Our 2020-2021 Theatre program started with a production of William Shakespeare's The Tempest set in Korea. Our School was then flown to Neverland with our SFBS Year 5 and 6 students as they performed Peter Pan. Middle Years students, with the talents of Mrs. Moon, Mr. Black and Ms. Shin, created the first ever movie to be made at SFS when they filmed our Middle Years Play Holes. Next, our SFBS Year 3 and 4 students brought wonder and joy to the Robb Hall stage with their production of Magic Theatre. Finally, to close out the year, our Grade 4 students participated in our first week-long theatre festival entitled Future: In Our Hands which included many workshops and performances over the course of a week.

Our Ensemble Music program also overcame adversity and excelled this past year. They were fortunate to record and share most of their concerts with our SFS community. Our students and Ensembles entered many virtual solo and ensemble competitions where we achieved the highest ratings and were recognized throughout the world. From our British School Senior Choir to our High School Moonlight Choir and from our 5th Grade Beginner Band to our High School Crusader Band, it was an absolute joy to be able to share music with our community throughout a very challenging school year.

Visual Arts teachers and students came together to put together our first two schoolwide Visual Arts exhibitions. Housed in the 2nd floor Lyso Center lobby,

we were transported to a world of color, creativity, and imagination as masterful works of art from all grades and all sections of the school were on display. It was a great experience and success for the artistic talents of our students to be displayed this way.

One final highlight of last year was the studying and creation of Korean artforms across all sections of the school. Our DP Theatre course studied Talchum and we set our High School play in Korea. Guest artist Kim Hyunjung visited campus and DP Visual Arts studied the artwork of one of Korea's most famous artists, Kim Tschang-yeul. We are just beginning to scratch the surface in how we integrate Korean artforms into our instruction here at SFS and this practice will increase in the coming years. We are looking forward to students learning samulnori in our Grade 5 music classes and expanding their Korean musical knowledge through nanta drumming in our IMYC music course.









The Middle Years Symphonic Orchestra.



THANK YOU TO OUR GOVERNANCE MEMBERS, OUR FACULTY AND STAFF, PARENTS, ALUMNI, GRANDPARENTS, AND FRIENDS. We appreciate you Being Part of the Seoul Foreign School Community.



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