ANNUAL REPORT

2022/23

Mission, Core Values

How We Live our Mission and Core Values

Student Achievement

Community

Business Report
Mission

We’re determined to be a community that changes the world for the better.

Here, it’s all about what you can do rather than what you can’t; where every student, at any level of ability, from any culture, is happy and excited because they can choose how they want to learn, not just what they want to learn.

It’s a school where asking the right questions is more important than memorizing the right answers; where you make friendships that last a lifetime; and develop life skills that send you out into the world with enough self-belief to change it for the better.
Core Values

Make the whole world your classroom.

Step forward and make things happen. Don’t wait.

Work together. Because without us all, we’re nothing.

Bounce back when things don’t go your way.

Put the same into life as you put into school.
At ASW we **work together.**
- Learners will thrive when they actively listen and engage with others to create or do something they could not have created or done on their own.

At ASW we **step forward and make things happen.**
- Learners will thrive when they make active choices to pursue areas of study that inspire and challenge them.
- Learners will thrive when they initiate their own learning by being curious to investigate further, identify solutions and act.
- Learners will thrive when they take control of their own learning by managing what they learn, and designing how they want to do it.
At ASW we put the same into life as we put into school.

• Learners will thrive when learning and experiences at school, home and beyond are connected, inspiring and engaging.

• Learners will thrive when they are aware of and reflect on how learning and life go hand-in-hand.

At ASW we make the whole world our classroom.

• Learners will thrive when they have the skills to inquire and make meaningful connections between what they experience in school and the world around them.

• Learners will thrive when they transfer what they know into the unknown.

At ASW we bounce back when things don’t go our way.

• Learners will thrive when they challenge themselves to take risks, reflect on experiences and show resilience.
Dear ASW Community,

Reflection is an essential tool in understanding the context of our accomplishments. We find ourselves between the challenges of recent years and opportunities on the horizon. To that end, there is much to be proud of and yet more that we are planning. Many will ask why and the reason is evident in both our history of bouncing back and the tenacity of our mission and core values. We must change because all things must change. And change for the better sits at the heart of our purpose as we prepare waves of generations for the challenges that lie ahead. We are unbounded by the past and committed to the potential within our reach.

This year was centered on the “great recovery” from two years of COVID pandemic mitigation where ASW served as a lighthouse school of action and a model for others. We led with scientific insight and critical partnerships. Learning was preserved here while others were locked out of their schools for extended periods of time. ASW was a beacon of resilience and hope for the international school community and we have been applauded and awarded for our strength and stamina.

What emerged from that accomplishment of resilience is now unwavering measures of academic accomplishment by a student body not impacted by lengthy closures. Our assessment scores, found through our MAP and IB data, demonstrate that our students were not significantly impacted. Additionally, new measures of student social and emotional health, measured by Terrace Metrics, suggest that the school is well above norms in most cohort metrics. This coupled with two years of record re-enrollment rates and robust applications for the 2023-2024 school year suggests we have proven our competence to both the local community and beyond.

In addition, we returned to our full schedule of athletics and activities this year, including most trips that were halted in 2020. We were a key player in the CEESA region by hosting and traveling to a robust calendar of events for middle and high school. ASW was a strong contender across Eastern Europe and continues to be a strong force in all major tournaments and festivals. We are also the largest school in CEESA now, with a sustainable population of above 1000 students.

Our service learning program remains strong and has risen to the challenge of a new threat. Within hours of the first incursions into Ukraine by Russian aggressors, ASW families started receiving refugees. Parents and students banded together into a single cause to support those escaping death and destruction. From this and all of our prior learning on dozens of projects over decades, #ASWforUkraine was born to address the needs under a state of war in close proximity.
The effort now feeds and supplies local refugees on a weekly basis while sending much-needed food and aid into Ukraine through partnerships developed over years of networking. As a fundraising effort, it has achieved far more than any campaign throughout ASW history bringing in more than US$381,000, and far more in in-kind donations that likely mean the total project of support has far exceeded the end-of-year target of US$600,000.

The school’s commitment to service also stretched its arms out to embrace a fellow CEESA school that was on the verge of closing due to the war in Ukraine. From that generosity, PSI was welcomed to a temporary home on the ASW campus. Living as “two families under a single roof,” we opened our classrooms and facilities to more than 90 students sheltering in Warsaw. The school quickly bridged the logistical challenges and the “Dim” (Home) was born in temporary buildings. A hybrid approach melded two faculties together and created a place where students could be part of ASW, but retain their identity with PSI. Many of those students will start to return to Kyiv next year with some remaining a bit longer until arrangements can be made or they are more comfortable with the stability of the situation. ASW was again recognized around the world for stepping forward to take on this challenge of protecting a school from closure, saving it so that it can serve future generations in the aftermath of devastating conflict.

At ASW we are constantly evaluating current practices and programs, looking for ways to improve and innovate. Anticipating future trends and needs in education can help schools stay ahead of the curve, and provide students with the skills and knowledge they need to succeed in an ever-changing world. Buildings age and become less matched over time as waves of change demand different kinds of spaces and infrastructure. With this in mind, Building the Future at ASW was born, responding through master facility planning and comprehensive renovation of our facility in the coming years to prepare us for the next 3 decades of learning engagement.

It’s an exciting time to be a Warrior! Our mascot continues to inspire us to achieve great things through strength and resolve. When we inspire our students with the Warrior Way, we connect them to the challenging path and what it means to take that path less traveled. For all of us at ASW, it truly makes all the difference!

Jon Zurfluh
Director
ADMINISTRATIVE TEAM 2022/23

Jon Zurfluh  
Director

Melissa Schaub  
Associate Director for Learning

James Young  
Associate Director for Finance and Operations

Michael Sheehan  
Upper School Principal

Luke MacBride  
HS Vice Principal

Bart Kryger  
MS Vice Principal

Jay Fladager  
ES Principal

Miranda Rose  
ES Vice Principal
Now in my third year at ASW and second as Board of Trustees Chair, I have to gush about what a breath of fresh air this school year has been! As we continue emerging from the COVID-19 endemic and embracing a “new normal,” the excitement, energy, and positivity throughout the ASW campus are palpable. It has been refreshing to see so many parents back in the building again this year in a variety of capacities. They are clearly eager to be engaged, involved, and partnered with their children’s learning, both in and out of the classroom. It really is such contagious energy!

From our hugely successful fall community BBQ and athletic teams getting to travel again to our first full in-school United Nations Day since 2019, Les Miserables musical, countless after-school activities, and many other community events and initiatives, it is obvious our ASW community is thriving. We see veteran families helping newcomers, parents assisting teachers with school initiatives and an overall feeling that we are, in fact, united in a similar purpose: cultivating a school community where our children can blossom, be challenged, and learn from one another. I would like to particularly recognize the incredible work of the PTO and its Executive Board in creating many opportunities for community building and our teachers, coaches, and activities coordinators for working tirelessly for our children as we continue to embrace this new chapter together. Our strength lies in our unity as a supportive community and embodiment of a Culture of Giving through our words and actions. We are truly all in this together, and without us all, none of it would be possible.

Let us not forget just how challenging – and excruciating – these past two years have been for so many of our families. In addition to three unexpected community losses and careful navigation of a pathway out of COVID-19, Russia’s unprovoked invasion of Ukraine in late February completely turned our world upside down. Since then, ASW has paved the way in what it means to serve and model compassion, generosity, and ingenuity to those in need in a time of unpredictable tumult and tragedy. As the eyes
of the whole world focused on Ukraine, our community fully responded with swift action and enormous heart, transforming our immediate priorities and shifting our service learning program to see tangible results. Our #ASWforUkraine Center was established to provide immediate relief to Ukrainian refugees, dozens of ASW families began hosting refugees, and a volunteer leadership group seamlessly developed long-term plans to provide our refugees with resources and relief. Honestly, I am still in awe of all we have accomplished – and continue to do. It is certainly not surprising that we quickly became a global case study and model for other CEESA schools. Bravo! Let’s keep this important momentum going.

As the needs continue to grow and evolve over the course of the Ukrainian crisis, ASW remains committed to helping see this through, standing side by side until our support is no longer needed. Please know that the Board fully supports these ongoing efforts. In fact, I am challenging all Trustees to continue giving their time, talent, and/or treasure to our Ukrainian relief efforts. As a small example, my family has “adopted” a Ukrainian family weekly at only $25 per week. My young sons are beyond pleased with all ASW is doing for Ukraine and love learning all the ways we can give back as a family. The Board and I were most proud of approving the presence of Pechersk School International (PSI) on campus, a relationship that has been incredibly positive and mutually beneficial for both schools. We will continue to support this wonderful collaboration and partnership moving forward.

In the midst of such a busy and incredibly productive school year, the Board has been also hard at work on our many strategic priorities for the year, including the Master Facility Plan and the general contractor we have chosen, new Trustees for the coming school year, increased community engagement through initiatives like the Friday Family Dinners, and our 70th birthday planning for ASW.

Katharine LaBanca
Chair of the Board of Trustees
Katharine LaBanca  
*Board Chair*

Heather Rogers  
*Vice Board Chair*

Peter Chudy

Peter Jambor

Dariusz Kogut

Magdalena Kowalska

Sarah Kyle

James Simmons

James Wolfe II
The Strategic Plan provides overall direction, common goals, and focused utilization of time and resources. The current strategic areas have been intentionally designed as pathways toward realizing ASW’s Vision for optimizing learning for our students.

**OBJECTIVE 24**

By 2024, everyone here will spend the majority of their time managing what they do and designing how they do it.
As a school committed to inquiry, our work is arranged in four distinctive areas.

**STRATEGIC AREAS**

<table>
<thead>
<tr>
<th>Organizing Time and Space</th>
<th>Our Focus</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>We will rethink the schedule and space so that we can amplify teachers playing the role of coach and mentor.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Being a Learning Lab / Teaching School</th>
<th>Our Focus</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>We will develop expertise in training, coaching and mentoring in-house, for a sustainable approach to improvement.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Listen and Engage: Diversity, Inclusion &amp; Equity</th>
<th>Our Focus</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>We will inquire and make decisions related to inclusion, diversity and equity (e.g. run programs that increase awareness, acceptance and understanding of identity and belonging).</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grow our use of data to drive inquiry</th>
<th>Our Focus</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>We will all become inquirers to respond to learner needs. That means redefining the kind of data we value most in designing approaches to learning, reporting and recording progress, and exemplifying what kind of learning and progression we value.</td>
</tr>
</tbody>
</table>
LEARNING AT ASW

At ASW, learning is growth from where you were to where you are, and to where you want to go. By defining what high-quality learning is we are able to collectively realize our Vision and meet our Objective.

REALIZING OUR VISION – ACCREDITATION

ASW’s commitment to growth and transformation began six years ago when we refreshed our Mission, Core Values, and Vision to ensure that our pedagogical practices meet the demands of the 21st century and prepare our students for their future. The Vision outlines the desired learning environment and practices that aim to empower students to drive their own meaningful and authentic learning experiences beyond school.

Realizing our Vision is a top priority and requires collaboration within our entire learning community. It involves continuous learning, implementing new practices, and updating the facility to accommodate pedagogical changes. The current strategic areas have been developed with this Vision in mind serving as pathways to reaching our goals.

This year, ASW initiated an internal reflection process guided by our accreditation. It involves deep reflection on our progress towards the Vision and determining the next steps for growth and transformation over the next 2-3 years. The Collaborative Learning Protocol (CLP) is facilitating a year-long process in collaboration with our accrediting agencies, NEASC and IB. Six teams of stakeholders are conducting research and reviewing evidence related to student learning impact based on NEASC ACE Learning Principles, ASW guiding statements, and IB Standards and Practices. These teams are aligned with ASW’s chosen principles, which directly relate to our strategic areas.
The #ASWforUkraine chapter began on February 28, 2022, with a website launched to communicate the needs of Ukrainian refugees and encourage contributions from the ASW community and beyond. ASW parents offered various forms of help, and over 70 ASW families provided shelter and support to more than 300 Ukrainian refugees, mostly mothers and children.

A core group of students decided how to allocate incoming donations, while ASW volunteers sorted and organized supplies for refugee centers, orphanages, and organizations for the disabled. On March 6th, a group of 29 people from the Pechersk School International, some accompanied by pets, arrived at the Ukrainian-Polish border and later reached the ASW campus. Ukrainian families were welcomed and provided with shelter, food, and encouragement by ASW families.

The creation of the Lipowa Center marked an important chapter on March 7th. Run by the ASW community, the center became a hub for providing material aid, workshops, and meals for Ukrainian refugees. Students and parents actively participated in loading trucks, sorting donations, and assisting refugees. ASW students have been deeply involved in service learning and maintaining the Lipowa Center. The ASW community works at the center five days a week. So far, we have fed more than a million displaced people and raised more than $381,000.

In February 2023, #ASWforUkraine initiative was awarded the Community Partnership Award hosted by ISC Research. Out of almost 300 nominations received from many international schools in 61 countries, ASW was selected as a finalist, and ultimately, the winner. The support and donations continue making a meaningful impact in Warsaw and beyond.
On March 21st, the ASW community came together to support individuals affected by the earthquakes in Turkiye. The #ASWforTurkiye concert, held with the aim of raising funds to provide living containers for earthquake victims, showcased the talent of ASW students and professional Turkish and Polish performers.

The generosity displayed by our community was truly inspiring. We are thrilled to announce that the event raised an astounding number of 90,913 PLN. These funds have been wholeheartedly dedicated to acquiring nine living containers for families who tragically lost their homes in the earthquakes in the Hatay region, Turkiye.
Student Achievement

DIPLOMA RESULTS

<table>
<thead>
<tr>
<th>Points Awarded</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>40-45</td>
<td>17.2%</td>
<td>27.4%</td>
<td>31.3%</td>
</tr>
<tr>
<td>35-39</td>
<td>20.7%</td>
<td>21.9%</td>
<td>14.1%</td>
</tr>
<tr>
<td>30-34</td>
<td>48.3%</td>
<td>46.6%</td>
<td>46.9%</td>
</tr>
<tr>
<td>24-29</td>
<td>6.9%</td>
<td>4.1%</td>
<td>3.1%</td>
</tr>
<tr>
<td>&lt;24</td>
<td>6.9%</td>
<td>0%</td>
<td>4.7%</td>
</tr>
</tbody>
</table>

Total IB Diploma Candidates 63 79 70
Percentage of 12th Grade cohort 59% 73% 90.1%
Average total score 35 36 35
World average 29 33 32
Pass Rate 35% 100% 95%

COLLEGES AND UNIVERSITIES

US
Arizona State University
Augustana University (South Dakota)
Bemidji State University
Boston University
Brigham Young University
Brigham Young University - Idaho
Brown University
California Institute of Technology
California Polytechnic State University San Luis Obispo
Christopher Newport University
Columbia University
Fort Hays State University
George Washington University
James Madison University
Johns Hopkins University
Loyola University, Chicago
New York University
Northeastern University
Northern Arizona University, Flagstaff
Oregon State University
Pratt Institute
Purdue University
Rensselaer Polytechnic Institute
Syracuse University
Texas Woman's University
The New School
University of California, Berkeley
University of California, Los Angeles
University of California, San Diego
University of Central Florida
University of Colorado, Boulder
University of Maryland
University of Massachusetts, Boston
University of New Haven
University of New Mexico
University of Northern Colorado
University of Pittsburgh
University of San Francisco
University of Saskatchewan
University of South Florida
University of Tampa
University of Virginia
University of Washington
University of Wisconsin, Madison
Utah State University
Utah Valley University
Virginia Polytechnic Institute (Virginia Tech)
West Virginia University
Wheaton College
Grand Total
UK
Buckinghamshire New University
Durham University
Hult International Business School
King's College London
Manchester School of Architecture
Newcastle University
Northumbria University
Newcastle
Oxford Brookes University
Queen Mary University of London
Ravensbourne University London
Richmond American University London
Royal Holloway, University of London
St George's, University of London
Swansea University
University College London
University of Dundee
University of Edinburgh
University of Kent, Canterbury
University of Manchester
University of Nottingham
University of Oxford
University of Southampton
University of St Andrews
University of Warwick
University of York
Grand Total

Canada
McGill University
The University of British Columbia, Vancouver
University of Alberta
University of Toronto
University of Winnipeg

Asia
Jinan University
KAIST – Korea Advanced Institute of Science & Technology
Keio University Mita
Pohang University of Science & Technology
Seoul National University
The University of Hong Kong
Yonsei University

Europe
AMP – International Academy of Music and Performing Arts
Bard College Berlin
Bocconi University
Carl Benz School of Engineering
Cattolica International – Rome Campus
EADA Business School Barcelona
Escuela Superior de Administración y Dirección de Empresas ESADE
ESSEC Business School, Cergy-Pontoise
European University of Madrid
Giion Institute of Higher Education
Jagiellonian University
John Cabot University, Rome
Kozminski University
Lund University
Medical University of Gdansk
Nuova Accademia di Belle Arti Milano
Ozyegin University
Semmelweis University
The American University of Paris
Thomas More
Trinity College Dublin, the University of Dublin
Universidad Europea
Universidade Catolica Portuguesa
University College Cork
University of Bonn
University of Economics and Human Sciences in Warsaw
University of Europe for Applied Sciences – Hamburg Campus
University of Warsaw (Uniwersytet Warszawski)
Wirtschaftsuniversität
WU Vienna University of Economics and Business
The athletics program at ASW offers students a wide range of sports opportunities throughout the year. This school year, after two years of COVID-19 lockdown and restricted travel, our teams and coaches were happy to finally participate in interscholastic competitions and tournaments. Following is a list of the athletic teams, tournament locations, and team results.

### Season #1

<table>
<thead>
<tr>
<th>Tournament</th>
<th>Location</th>
<th>Place</th>
</tr>
</thead>
<tbody>
<tr>
<td>SCIS Girls Varsity Volleyball</td>
<td>Basel</td>
<td>4th</td>
</tr>
<tr>
<td>SCIS Boys Varsity Volleyball</td>
<td>Geneva</td>
<td>4th</td>
</tr>
<tr>
<td>SCIS Boys Varsity Soccer</td>
<td>Warsaw</td>
<td>3rd</td>
</tr>
<tr>
<td>SCIS Girls Varsity Soccer</td>
<td>Budapest</td>
<td>5th</td>
</tr>
<tr>
<td>SCIS Cross Country MS/HS</td>
<td>Munich</td>
<td>2nd/3rd</td>
</tr>
<tr>
<td>PAAC MS/HS Cross Country</td>
<td>Wroclaw</td>
<td>1st</td>
</tr>
<tr>
<td>PAAC MS Boys Soccer</td>
<td>Krakow</td>
<td>2nd</td>
</tr>
<tr>
<td>PAAC JV Boys Soccer</td>
<td>Warsaw</td>
<td>2nd</td>
</tr>
<tr>
<td>PAAC JV Girls Volleyball</td>
<td>Wroclaw</td>
<td>1st</td>
</tr>
<tr>
<td>PAAC JV Boys Volleyball</td>
<td>Wroclaw</td>
<td>1st</td>
</tr>
<tr>
<td>SCIS JV Girls Volleyball</td>
<td>Vienna</td>
<td>2nd</td>
</tr>
<tr>
<td>SCIS JV Boys Volleyball</td>
<td>Vienna</td>
<td>2nd</td>
</tr>
<tr>
<td>CEESA Varsity Boys Soccer</td>
<td>Istanbul</td>
<td>1st</td>
</tr>
<tr>
<td>CEESA Varsity Girls Soccer</td>
<td>Bucharest</td>
<td>2nd</td>
</tr>
<tr>
<td>CEESA Varsity Girls Volleyball</td>
<td>Vilnius</td>
<td>2nd</td>
</tr>
<tr>
<td>CEESA MS/HS Cross Country</td>
<td>Krakow</td>
<td>1st</td>
</tr>
<tr>
<td>CEESA MS Boys Soccer</td>
<td>Prague</td>
<td>2nd</td>
</tr>
<tr>
<td>CEESA MS Girls Soccer</td>
<td>Bucharest</td>
<td>2nd</td>
</tr>
</tbody>
</table>

### Season #2

<table>
<thead>
<tr>
<th>Tournament</th>
<th>Location</th>
<th>Place</th>
</tr>
</thead>
<tbody>
<tr>
<td>PAAC JV Girls Basketball</td>
<td>Warsaw</td>
<td>2nd</td>
</tr>
<tr>
<td>PAAC JV Boys Basketball</td>
<td>Warsaw</td>
<td>2nd</td>
</tr>
<tr>
<td>SCIS Varsity Girls Basketball</td>
<td>Zurich</td>
<td>5th</td>
</tr>
<tr>
<td>SCIS Varsity Boys Basketball</td>
<td>Vienna</td>
<td>6th</td>
</tr>
<tr>
<td>PAAC MS Boys Basketball</td>
<td>Wroclaw</td>
<td>1st</td>
</tr>
<tr>
<td>PAAC MS Girls Basketball</td>
<td>Krakow</td>
<td>3rd</td>
</tr>
<tr>
<td>SCIS HS Swimming</td>
<td>Warsaw</td>
<td>1st</td>
</tr>
<tr>
<td>SCIS MS Swimming</td>
<td>Budapest</td>
<td>3rd</td>
</tr>
<tr>
<td>CEESA MS/HS Swimming</td>
<td>Warsaw</td>
<td>1st</td>
</tr>
<tr>
<td>ESC HS Swimming</td>
<td>Brussels</td>
<td>1st</td>
</tr>
<tr>
<td>CEESA MS Boys Basketball</td>
<td>Belgrade</td>
<td>2nd</td>
</tr>
<tr>
<td>CEESA MS Girls Basketball</td>
<td>Istanbul</td>
<td>5th</td>
</tr>
<tr>
<td>CEESA Varsity Boys Basketball</td>
<td>Bucharest</td>
<td>5th</td>
</tr>
<tr>
<td>CEESA Varsity Girls Basketball</td>
<td>Vilnius</td>
<td>1st</td>
</tr>
<tr>
<td>SCIS JV Boys Basketball</td>
<td>Munich</td>
<td>2nd</td>
</tr>
<tr>
<td>SCIS JV Girls Basketball</td>
<td>Munich</td>
<td>2nd</td>
</tr>
</tbody>
</table>
### Season #3

<table>
<thead>
<tr>
<th>Tournament</th>
<th>Location</th>
<th>Place</th>
</tr>
</thead>
<tbody>
<tr>
<td>CEESA MS Boys Softball</td>
<td>Warsaw</td>
<td>2nd</td>
</tr>
<tr>
<td>CEESA MS Girls Softball</td>
<td>Prague</td>
<td>2nd</td>
</tr>
<tr>
<td>CEESA MS Girls Volleyball</td>
<td>Riga</td>
<td>1st</td>
</tr>
<tr>
<td>CEESA MS Boys Volleyball</td>
<td>Tirana</td>
<td>5th</td>
</tr>
<tr>
<td>SCIS MS Track</td>
<td>Zug</td>
<td>5th</td>
</tr>
<tr>
<td>SCIS High School Track</td>
<td>Budapest</td>
<td>3rd</td>
</tr>
<tr>
<td>CEESA Varsity Boys Softball</td>
<td>Budapest</td>
<td>1st</td>
</tr>
<tr>
<td>CEESA Varsity Girls Softball</td>
<td>Budapest</td>
<td>2nd</td>
</tr>
<tr>
<td>CEESA Varsity Boys Tennis</td>
<td>Bucharest</td>
<td>1st</td>
</tr>
<tr>
<td>CEESA Varsity Girls Tennis</td>
<td>Zagreb</td>
<td>1st</td>
</tr>
<tr>
<td>PAAC MS boys Volleyball</td>
<td>Wroclaw</td>
<td>2nd</td>
</tr>
<tr>
<td>PAAC MS Girls Volleyball</td>
<td>Wroclaw</td>
<td>3rd</td>
</tr>
</tbody>
</table>
ELEMENTARY SCHOOL
ACTIVITIES:

Advanced Ceramics
Art Club
Ball Games
Beads and Strings
Board Games
Book Club (Non Fiction reading)
Builders Corner
Chess Club
Cricket
Dance and Exercise
Dance for Fun
Drama Activities and Playwriting
Drama Games and Activities
Drawing Club
Fun with Beads
Gardening
Icebreakers, Team Building Activities, and Energizers
Indoor and Outdoor Games
Inpiring Illustrators
Kahoot Games and Quizzes
Kinder Sports
Knitting
Lego Club
Lego Robotics
Mask Making
Minecraft Education Editions
Nature Art Club
Pierogi Bowl
Pierogi Bowl Jnr
Presentations
Reading Club
Reading Corner
Sing Dance and Play
Sketching and Drawing
Soccer
Sports and Games
Swimming
Table Tennis
Touch Football
Yoga and Mindfulness

MIDDLE SCHOOL
CLUBS AND ACTIVITIES:

MS Art Club
MS Band
MS Boys Basketball
MS Boys Soccer
MS Boys Softball
MS Boys Tennis
MS Boys Volleyball
MS Chess Club
MS Crafts Club
MS Cross-Country
MS Cultural Arts
MS Festival Singers
MS Garden Guardians Club
MS Girls Basketball
MS Girls Soccer
MS Girls Softball
MS Girls Tennis
MS Girls Volleyball
MS Grade 7 & 8 Improv drama
MS Knowledge Bowl
MS Library Advisory Club
MS MathCounts
MS Media Services
MS MUN
MS Podcast Club
MS Pop Culture
MS Precious Plastics
MS Robotics
MS Rock Band
MS Run Club
MS Drama Production
MS Speech & Debate
MS Strategic Games
MS Student Ambassadors
MS Student Leadership Council
MS Swim Club (Cost Associated)
MS Swim Team
MS Track & Field
MS Warriors for Warsaw
HIGH SCHOOL

CLUBS AND ACTIVITIES:

HS Arts and Activities Council
HS ASW World Cup 2022 WSEN
(Warrior Sports and Entertainment Network)
HS Athletic Council
HS Band
HS Basketball Club
HS Board Games Club
HS Boys Basketball
HS Boys Soccer
HS Boys Softball
HS Boys Tennis
HS Boys Volleyball
HS Choir Club
HS Competitive Coding Club
HS Cooking Club
HS Crafts Club
HS Cross – Country
HS Dance Club
HS Drama Fall Production
HS Drama Spring Production
HS Dungeons & Dragons
HS Futsal Boys and Girls
HS Garden Guardians Club
HS Girls Basketball
HS Girls Soccer
HS Girls Softball
HS Girls Tennis
HS Girls Volleyball
HS Hands4Paws
HS Help4refugees
HS Just Coding Club
HS Knowledge Bowl
HS Library Advisory Club
HS Math
HS MUN
HS Out of the Box Math Competitions ASMA
(American Scholastic Mathematics Contest)
HS Outdoor Club
HS Precious Plastics
HS PRISM ASW’s Diversity Alliance
and Discussion Group
HS Robotics
HS Rock Band
HS Speech & Debate
HS Strings
HS Student Council
HS Swim Club
HS Track & Field
HS UNHCR (United Nations High
Commissioner for Refugees)
HS Volleyball Club
HS Warrior News
Community

STUDENTS

ASW is a reflection of the global society we live in, where diversity is celebrated and cherished. Our students come from over 50 different countries, bringing together a vibrant mix of cultures, languages, and backgrounds.

NATIONALITIES

![220 American](image)
![200 Polish](image)
![118 South Korea](image)
![42 Chinese](image)

Ukrainian 37 | Czech 9 | Bulgarian 4 | Azerbaijani 2
Turkish 35 | Russian 9 | Belgian 4 | Slovak 2
Portuguese 28 | Swiss 8 | Croatian 3 | New Zealander 2
Canadian 25 | Irish 8 | Uzbekistani 3 | Danish 2
British 25 | Lithuanian 8 | Finnish 3 | Pakistani 1
German 24 | French 8 | Egyptian 3 | Turkmen 1
Israeli 23 | Norwegian 8 | Chinese (Hong Kong) 3 | Qatari 1
Italian 16 | Swedish 8 | Austrian 3 | Iranian 1
Dutch 16 | Australian 6 | Slovene 3 | Honduran 1
Spanish 15 | Indian (India) 6 | Kosovan 2 | South African 1
Belarusian 12 | Hungarian 5 | Japanese 2 | Mozambican 1
Greek 11 | Mexican 5 | Tanzanian 2 | Brazilian 1
Vietnamese 10 | Filipino 5 | Taiwanese 2 | Latvian 1
Romanian 10 | Thai 4 | Argentinean 2 | Costa Rican 1

ENROLLMENT

PreK to 12 end of year enrollment:

<table>
<thead>
<tr>
<th>Year</th>
<th>Enrollment</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019-20</td>
<td>969</td>
</tr>
<tr>
<td>2020-21</td>
<td>959</td>
</tr>
<tr>
<td>2021-22</td>
<td>978</td>
</tr>
<tr>
<td>2022-23</td>
<td>1022</td>
</tr>
</tbody>
</table>
TEACHERS

The American School of Warsaw is privileged to have a team of exceptionally qualified and experienced educators who bring a wealth of international perspectives and cultural diversity, enriching the learning experiences of ASW students. Our 101 overseas teachers, 45 local hires, and 38 teaching assistants work together to create an educational environment that fosters academic excellence, cultural understanding, and personal growth.

NATIONALITIES

<table>
<thead>
<tr>
<th>Nationality</th>
<th>Count</th>
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</thead>
<tbody>
<tr>
<td>United States of America</td>
<td>80</td>
</tr>
<tr>
<td>Poland</td>
<td>33</td>
</tr>
<tr>
<td>Canada</td>
<td>24</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>3</td>
</tr>
<tr>
<td>Australia</td>
<td>2</td>
</tr>
<tr>
<td>Czechia</td>
<td>1</td>
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<tr>
<td>Belgium</td>
<td>1</td>
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<tr>
<td>Croatia</td>
<td>1</td>
</tr>
<tr>
<td>Austria</td>
<td>1</td>
</tr>
</tbody>
</table>

RETENTION

<table>
<thead>
<tr>
<th>Year</th>
<th>Turnover</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019-20</td>
<td>13%</td>
</tr>
<tr>
<td>2020-21</td>
<td>9%</td>
</tr>
<tr>
<td>2021-22</td>
<td>14%</td>
</tr>
</tbody>
</table>

EDUCATION

<table>
<thead>
<tr>
<th>Degree</th>
<th>Count</th>
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</thead>
<tbody>
<tr>
<td>BA</td>
<td>19</td>
</tr>
<tr>
<td>Double BA</td>
<td>99</td>
</tr>
<tr>
<td>MA</td>
<td>17</td>
</tr>
<tr>
<td>PhD</td>
<td>5</td>
</tr>
</tbody>
</table>
Families

At ASW, community building is paramount. The PTO ensures the involvement of its diverse international group of students, parents, teachers and staff through a variety of community-run engaging, and fun events, activities, and initiatives.

After two years of stringent COVID-19 lockdown and social distancing protocols, our vibrant community was finally excited to reconnect socially.

Our year began with the PTO-sponsored Adult Welcome Mixer and Fall Barbecue, filled with activities, entertainment, and diverse cuisines. The barbecue included a basket/voucher raffle, our biggest annual fundraiser, with fantastic contributions. We celebrated United Nations Day, showcasing our diversity through cultural displays and performances. The ‘United by Kilometers’ project highlighted our diversity through unique signboards created by country representatives. Other events included the Used Books Fair, Adult Quiz Night, and Superhero-themed Family BINGO afternoon. Parent volunteers created special memories for our children, and we celebrated Teachers & Staff Appreciation Day.

Festive decorations adorned our school throughout the year, and coffee mornings provided updates and connections with different departments. Spring Fair is our culminating event that brings the year to a close. We’re all proud to be a part of this ASW family, a diverse, energised group that not only appreciates and welcomes these opportunities but also has a deep sense of gratitude for all that is done.
The American School of Warsaw (ASW) operates as a not-for-profit institution, meaning every dollar received is invested in providing an excellent education for our students. We attract and retain highly qualified faculty, invest in instructional resources, provide top-notch equipment and technology, and maintain our high-quality facilities. Our Board of Trustees consists of voluntary members who receive no financial compensation. ASW is a non-profit entity with no shareholders or investors receiving returns.

**2021-22 Schoolwide Revenues**

**Total Revenue** $23,740,518

- Net Tuition Fees $21,297,327
- Registration Fees $1,281,000
- EAL and Learning Support Fees $258,125
- Interest Income $129,450
- Donations and Grants $86,001
- Forfeited Tuition & Seat Deposits $76,772
- Application and Other fees $73,625
- Miscellaneous/Other $38,218
Our financial goal is to finish each year with a positive result within the budget. Tuition and fees cover current educational costs, capital expenditures, and debt incurred for construction. Surplus funds are allocated to the Emergency Reserve Fund, Capital Fund, and Strategic Fund for debt repayment or facility development. The financial results for the 2021-22 school year are summarized below.

**2021-22 SCHOOLWIDE EXPENSES**

**Total Expenses $20,335,035**

- Salaries – Total $14,687,664
- Non-Employee Related Operating Costs $3,806,851
- Capital Expenditures $803,428
- Debt Service $872,981
- Property Taxes $164,111
The following table displays the funds obtained or raised by the School and its students through grants, donations, and fundraising efforts.

<table>
<thead>
<tr>
<th></th>
<th>2019-20</th>
<th>2020-21</th>
<th>2021-22</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Grants from US Government</strong></td>
<td>$35,000</td>
<td>$124,420</td>
<td>$86,001</td>
</tr>
<tr>
<td><strong>Donations (includes #ASWforUkraine)</strong></td>
<td>PLN 0</td>
<td>PLN 0</td>
<td>$126,469</td>
</tr>
<tr>
<td><strong>Funds raised on behalf of Charities</strong></td>
<td>PLN 61,372</td>
<td>PLN 31,097</td>
<td>PLN 54,622</td>
</tr>
</tbody>
</table>

*The funds raised by the PTO are not included in this table.*
EDITOR: Agnieszka Świetliczko, Director of Marketing and Communications

GRAPHIC DESIGN: Joanna Jarco (JARCODESIGN.PL)

PHOTOGRAPHY: Andrzej Figlewicz, Marcin Śpiewakowski, HS Photography Students