

# AMERICAN SCHOOL OF WARSAW

Annual Report 2024/25



# About Our School

Shaping Futures Since 1953



## Who We Are

The **American School of Warsaw** (ASW), founded in 1953, is a not-for-profit, international English-language day school, offering education from Pre-Kindergarten through Grade 12. ASW is jointly accredited by NEASC and IB (International Baccalaureate) under the updated NEASC/IB Collaborative Learning Protocol (CLP) ensuring high standards of academic excellence and operational integrity. The school offers the International Baccalaureate (IB) Diploma Programme, Middle Years Programme (MYP), and Primary Years Programme (PYP), providing a cohesive and comprehensive educational framework that encourages critical thinking, creativity, and personal growth. With students from over 50 nationalities, the school boasts state-of-the-art facilities that support a broad range of academic and extracurricular activities. ASW is dedicated to inspiring and equipping students for personal and academic excellence in a diverse, inclusive community.

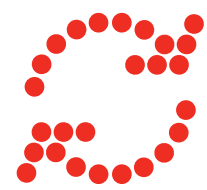
## Mission

**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.



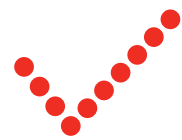
Step forward and make  
things happen. Don't wait.



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.

# Governance

## Board of Trustees



James Simmons  
Chair, ASW Board of Trustees



Peter Chudy



Stefka Elincheva



Brian George



Eric Kasik



Magda Kowalska



Olga Markiewicz-Puślecka



Molly Moore



John Nordlander



Krisztian Toka



Karla Walsworth



# Leading with Heart, Learning with Purpose

## Dear ASW Community,

As I write this letter for the final annual report of my tenure, I am filled with a deep sense of gratitude and pride for the extraordinary journey we have shared over the past nine years. Serving as the Director of the American School of Warsaw has been the most meaningful chapter of my professional life. Together, we have grown stronger, faced adversity with resilience, and embraced the spirit that defines us—not just as a school, but as a community rooted in powerful, enduring values.

## Make the whole world your classroom.

From global issues discussed in our classrooms to service projects that span borders, ASW students have lived this value every day. Whether navigating remote learning during the pandemic or responding to the humanitarian needs brought on by the war in Ukraine, we have expanded learning beyond walls and woven global citizenship into the very fabric of who we are.

## Step forward and make things happen. Don't wait.

The ASW community has never been one to stand still. We've leaned into innovation, launched bold initiatives, and stayed ahead of the curve in teaching, learning, and service. Students, faculty, and families alike have consistently stepped forward—be it to start new programs, support one another in difficult times, or drive change that will shape the future of our school for years to come.

## Work together. Because without us all, we're nothing.

There has been no greater lesson in my time at ASW than the power of community. The spirit of collaboration here is unlike any other I've experienced. We've worked shoulder to shoulder—

through joyful times and hard ones—and every success we celebrate is because we moved forward together. From the staff who go above and beyond, to parents and students who embody commitment and care, this value lives in our daily actions.

## Bounce back when things don't go your way.

Resilience has become a defining feature of our community. We've bounced back from global disruption, regional instability, and personal hardships—and each time, we've emerged wiser, stronger, and more unified. Our students, in particular, have demonstrated extraordinary adaptability and courage. Watching them grow through adversity has been one of the great honors of my role.

## Put the same into life as you put into school.

What makes ASW exceptional is that learning here is never just academic. It's personal. It's passionate. It's purposeful. Our students give their all—in the classroom, on the stage, on the field, and in the world. They lead with heart and act with integrity, and it's their full-hearted commitment that inspires every one of us to do the same.

As I prepare to pass the torch in June 2025, I do so with immense pride in what we've accomplished and unwavering confidence in what lies ahead. The renovation now nearing completion is not only a renewal of our facilities but a reflection of our shared vision for ASW's future—modern, inclusive, and equipped for the world our students will inherit and shape.

Thank you for nine unforgettable years. Thank you for allowing me to be part of something so deeply impactful. And thank you for the honor of being a Warrior—one of the proudest roles I've ever held.

With appreciation and admiration,

**Jon P. Zurfluh**

Director

American School of Warsaw





# What Sets Us Apart

## Internationally Accredited Curriculum

We offer an internationally recognized curriculum within the IB framework, designed to support each student's unique learning style, interests, and aspirations, preparing them for success anywhere in the world.

## The Only Not-for-profit School in Warsaw

ASW's not-for-profit status allows us the freedom to focus entirely on what matters most—our students. Every surplus is reinvested into the development of our programs, facilities, and faculty, ensuring that our community benefits from the highest quality learning environment and support.

## Experienced and Passionate Educators

Our faculty comprises skilled professionals who inspire students to think critically, act with purpose, and lead with confidence in a global context.

## Diverse and Inclusive Environment

We celebrate diversity and foster a culture of respect, inclusivity, and collaboration.

# Why Choose ASW?

Over seven decades of excellence in education.

Accredited by the Council of International Schools and the International Baccalaureate.

State-of-the-art facilities, including a modern design center, science labs, sports facilities, and a home for performing arts - ASW theater.

A strong global network of alumni and community partnerships.

# Our Legacy

For over 70 years, ASW has been a community where curiosity is celebrated, diversity is embraced, and students are empowered to shape a better world.





# How We Live Our Values

# Make the whole world your classroom.



## Service Day

Grade 7 students brought learning to life through hands-on service at the Warsaw Botanical Gardens, City Gardens, and ASW's own garden. Partnering with local organizations like MOST City Farm, they explored composting, sustainable farming, cleaned up garden spaces after winter, and engaged with the local community activists.

## Supporting Animals at the Last Chance Animal Shelter

From Elementary to High School, ASW students took the initiative to support the Last Chance Animal Shelter, learning about the challenges homeless animals face and taking dogs out for walks. Elementary students from the Ruff Paws group made toys to enrich the animals' environment. At the same time, High School Students donated a furnace, helping to ensure the shelter stays warm during the winter months.



# Step forward and make things happen. Don't wait.



## Market Day Profits for a Beloved Teacher

Second-grade students led a heartwarming initiative by organizing a Market Day in support of Ms. Sharon Ocaya Gamon, a beloved, long-time second-grade teacher currently undergoing cancer treatment. They prepared and sold homemade desserts, paper crafts, and jewelry, while several teachers joined in by donating and selling personal items. A total of 19,000 PLN was raised. On March 29th, students presented the check to Ms. Sharon Ocaya Gamon during a special visit.

## Student Support for Linin Refugee Center

Students continued their strong connection with the Linin Refugee Center. The Student Council donated toys, wheelchairs, and medical supplies to support residents' daily needs. Members of the Help4Refugees Club visited the center several times. They organized a concert and led Google literacy lessons to help residents stay in touch with family and find job opportunities. As one of the students shared, visits to the refugee center "have taught me that management and teamwork are invaluable tools that go beyond financial gain, serving as a means to achieve ethical outcomes that benefit others in need" (Bobi). In addition to their visits, the club helped secure more computers for refugees. They supported Jordan Hattar in bringing devices to Cairo, where they were delivered to Gazan refugees. In June, they plan to send another 6–12 computers to Syrian refugees in Turkey. Looking ahead, the group is working on a plan to provide ongoing computer access for refugees at the Linin Center.





## Responding to the Flood Crisis in Southwestern Poland

In September, severe flooding devastated parts of southwestern Poland, leaving many families without homes, belongings, or means of livelihood. In response, the ASW community came together in a powerful show of solidarity—collecting and delivering three vans full of essential donations to the Piaseczno Fire Station, where they were distributed directly to the hardest-hit areas. It was a moving example of our students stepping forward and families uniting to support those in urgent need.

## Designing with Purpose

In Design class, students take on projects that aim to make a real-world impact—improving the lives of people or animals. Ariana, a 9th-grade student, chose to support The Last Chance Animal Shelter by designing and donating much-needed dog beds to replace makeshift bedding.

Jason focused his project on helping blind children, creating a tactile educational aid to support shape recognition and navigation. “I want to design for people who really need it,” he shared. Both projects reflect a thoughtful, compassionate approach to problem-solving and service.



# Work together. Because without us all, we're nothing.



## Supporting the Warsaw Volunteer Mission

For over a decade, ASW has supported families in need through the Warsaw Volunteer Mission. This year, students from all grade levels united to make a difference for Polish families living below the poverty line. The Business Club donated its profits to purchase essential supplies during the holiday season, while high school students—led by 11th grader Mar—delivered food, clothing, and hygiene items to more than 40 families across Warsaw.

Throughout the year, students went even further: donating furniture, buying medicine, teaching English, and organizing birthday parties—some for children celebrating for the very first time. A 9th-grade advisory even welcomed families to campus to share their stories and experiences, deepening students' understanding of community and compassion in action.

# Put the same into life as you put into school.



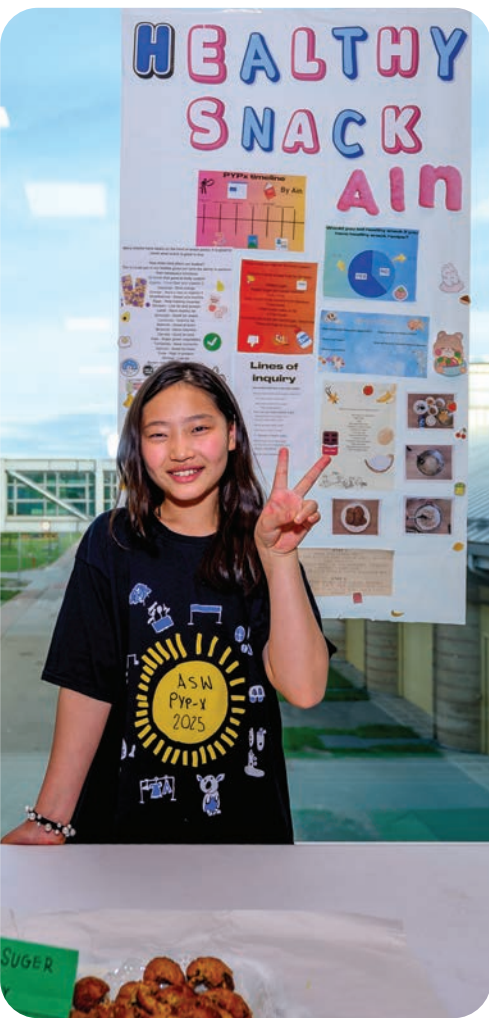
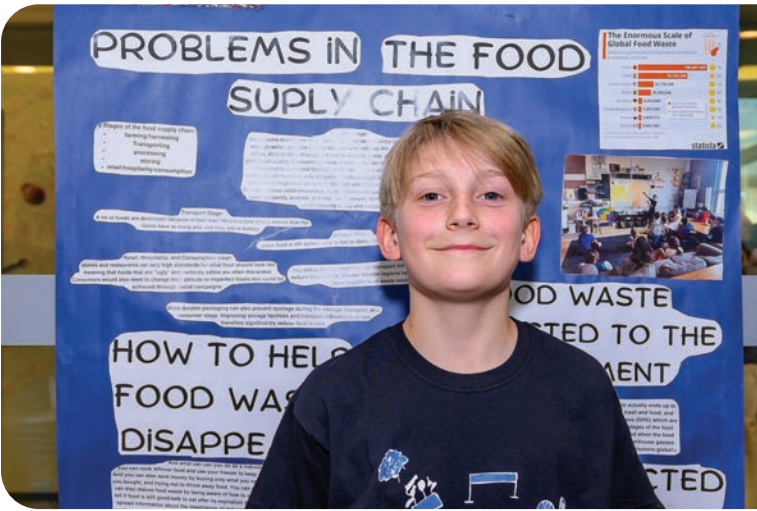
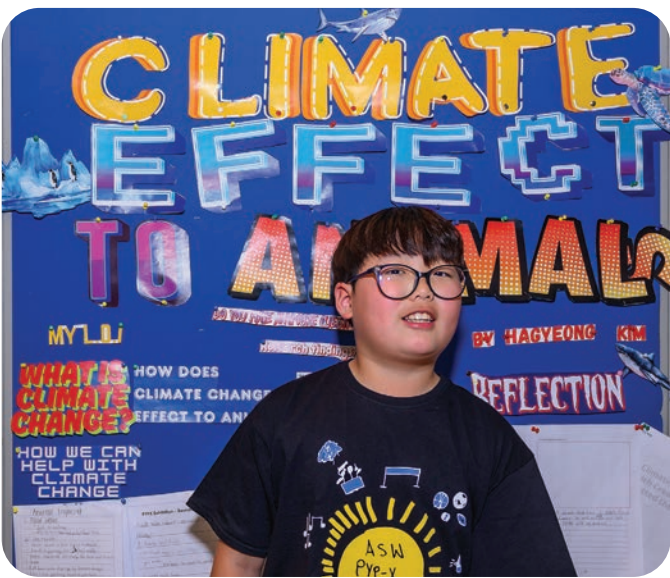
## Middle School Drama Production Supports Przyszań Orphanage

This year's Middle School production of Annie Jr. raised 6,000 PLN in support of Przyszań, one of ASW's long-standing partner organizations. Thanks to the donation, children from the orphanage will enjoy a summer trip filled with enriching activities—including straw weaving, a Finnish sauna, archery, a horse-drawn wagon ride, and a visit to a mini zoo. ASW's MS drama productions have supported Przyszań for many years, and both the children and caregivers deeply appreciate this ongoing connection.

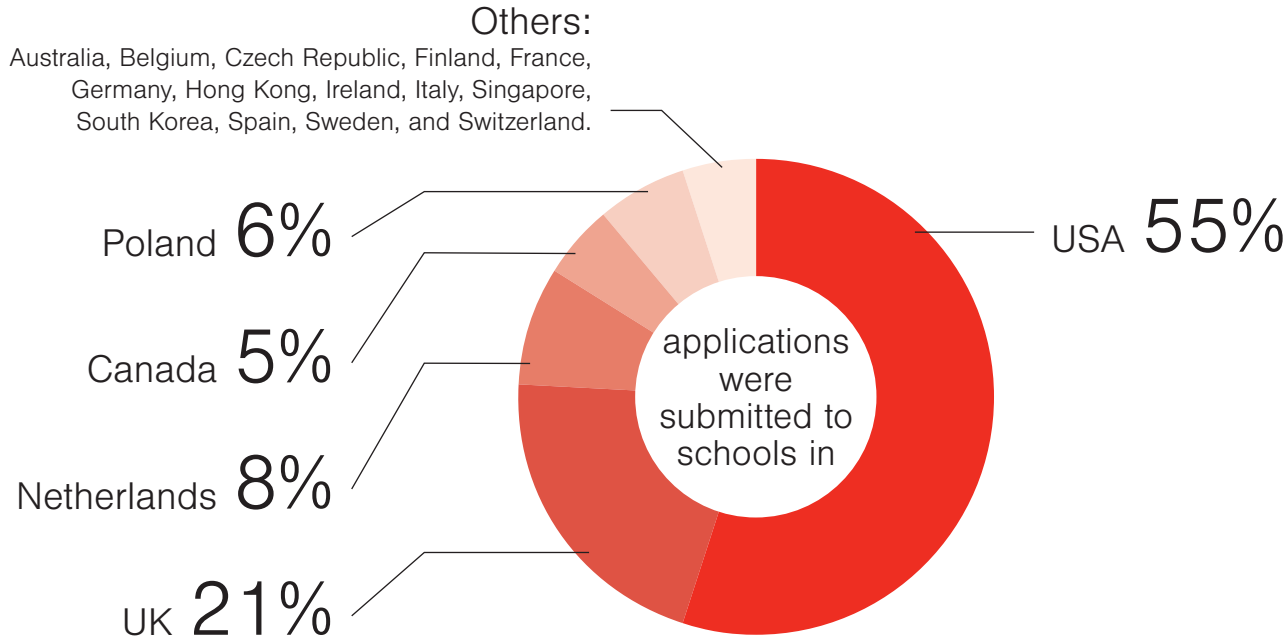
# PYP Exhibition

Grade 5 PYP Exhibition  
- an incredible display of rich inquiry by confident communicators!

We provide a challenging, student-centered, internationally minded education, with the English language as our primary language of instruction. Children, across all grade levels, are encouraged and supported to become independent learners and leaders. We see learning as growth from where you were to where you are, and to where you want to go.



# CLASS OF 2025 in Brief



Many members of the Class of 2025 are still waiting for university decisions, and a number of students will apply during the summer to universities in Korea and Poland.



## IB Results

| Year             | 2022 | 2023 | 2024 |
|------------------|------|------|------|
| IB Candidates    | 70   | 78   | 79   |
| Full IB Diploma  | 73   | 68   | 71   |
| Diplomas Awarded | 73   | 64   | 67   |
| Pass Rate        | 100  | 94   | 94   |
| Highest Score    | 45   | 43   | 43   |
| Average Score    | 36   | 32   | 33   |
| World Average    | 32   | 30   | 30   |

# Class of 2024 University Acceptances

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
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| <b>Belgium</b><br>Howest University of Applied Sciences<br>KU Leuven<br>Vives University of Applied Sciences<br>Vrije Universiteit, Brussel                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>Portugal</b><br>Universidade de Lisboa                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | University of Kent, Canterbury<br>University of Leeds<br>University of Manchester<br>University of Roehampton<br>University of Sheffield<br>University of Southampton<br>University of St Andrews<br>University of the Arts London<br>University of Warwick<br>Westminster School (UK)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Canada</b><br>Concordia University<br>Emily Carr University of Art and Design<br>Emily Carr University of Art and Design<br>Georgian College, Barrie Campus<br>Simon Fraser University<br>The University of British Columbia, Okanagan<br>University of Alberta<br>University of Calgary<br>University of Ottawa<br>University of Toronto<br>University of Waterloo<br>Western University<br>York University                                                                                                                                                                                                                                                                         | <b>Spain</b><br>ESCP Business School, Madrid<br>Escuela Superior de Administracion y Direccion de Empresas ESADE<br>IE University<br>Universidad Complutense de Madrid<br>Universidad Europea                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>United States</b><br>Amherst College<br>Arizona State University<br>Babson College<br>Bentley University<br>Boise State University<br>Brigham Young University - Idaho<br>Brown University<br>California Polytechnic State University, Humboldt<br>Chapman University<br>College of William & Mary<br>Colorado State University<br>Drury University<br>Duquesne University<br>Embry-Riddle Aeronautical University-Daytona Beach<br>Florida International University<br>Fordham University<br>George Mason University<br>Indiana University Bloomington<br>The Juilliard School<br>Kansas State University<br>Louisiana Tech University<br>Loyola Marymount University<br>Lynn University<br>Mannes College of Music<br>Marist College<br>Maryville University of St. Louis<br>Metropolitan State University of Denver<br>Michigan State University<br>Missouri State University<br>Northeastern University<br>Northern Arizona University, Flagstaff<br>Purdue University<br>Rutgers University - New Brunswick<br>San Diego State University<br>Southern Illinois University Carbondale<br>Southern Virginia University<br>Stony Brook University<br>University of California, Irvine<br>University of California, Riverside<br>University of California, San Diego<br>University of Colorado Boulder<br>University of Denver<br>University of Illinois at Urbana Champaign<br>University of Kansas<br>University of Massachusetts, Amherst<br>University of Miami<br>University of Minnesota Duluth<br>University of Missouri<br>University of North Dakota<br>University of Pittsburgh<br>University of Wisconsin-Parkside<br>Virginia Polytechnic Institute and State University<br>Washington State University, Pullman<br>Western Washington University |
| <b>Cyprus</b><br>Neapolis University In Cyprus                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>Sweden</b><br>Jönköping University                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Czech Republic</b><br>Anglo-American University<br>Charles University<br>University of New York in Prague                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <b>Switzerland</b><br>Ecole Polytechnique Federale de Lausanne<br>SBS Swiss Business School                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Hong Kong SAR</b><br>Hong Kong University of Science and Technology<br>The University of Hong Kong                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>United Kingdom</b><br>Abertay University Dundee<br>Arts University Bournemouth<br>Bath Spa University<br>Birkbeck, University of London<br>Birmingham City University<br>Brunel University<br>City University of London<br>Coventry University<br>Durham University<br>Edinburgh Napier University<br>Goldsmiths, University of London<br>Imperial College London<br>Keele University<br>King's College London<br>Kingston University<br>London Metropolitan University<br>London School of Economics and Political Science<br>London South Bank University<br>Loughborough University<br>Manchester Metropolitan University<br>Queen Mary University of London<br>Queen's University Belfast<br>Ravensbourne University London<br>Regent's University London<br>Royal College of Music<br>Royal Holloway, University of London<br>School of Oriental and African Studies (SOAS), University of London<br>St Mary's University, London<br>Staffordshire University<br>The Glasgow School of Art<br>The University of Liverpool<br>University College London<br>University for the Creative Arts<br>University of Aberdeen<br>University of Bath<br>University of Bedfordshire<br>University of Birmingham<br>University of Bradford<br>University of Brighton<br>University of Cambridge<br>University of Dundee<br>University of Edinburgh<br>University of Essex<br>University of Glasgow<br>University of Greenwich<br>University of Hull |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Ireland</b><br>Dublin City University<br>Trinity College Dublin - The University of Dublin                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Italy</b><br>American University of Rome<br>Bocconi University                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Netherlands</b><br>Amsterdam University of Applied Sciences<br>Delft University of Technology (TU Delft)<br>Eindhoven University of Technology<br>Erasmus University Rotterdam<br>Hanze University of Applied Sciences, Groningen<br>HZ University of Applied Sciences<br>Maastricht University<br>NHTV Breda University of Applied Sciences<br>Radboud University<br>Rotterdam University of Applied Sciences<br>SRH Haarlem Campus<br>The Hague University of Applied Sciences<br>Tilburg University<br>University College Maastricht<br>University College Roosevelt<br>University of Amsterdam<br>University of Groningen<br>Utrecht University<br>Vrije Universiteit, Amsterdam |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Poland</b><br>Medical University of Warsaw<br>Poznan University of Medical Sciences<br>SWPS University<br>University of Economics and Human Sciences in Warsaw<br>University of Warsaw (Uniwersytet Warszawski)                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

# Middle Years Program

Personal project is a solid and systemic part of the Middle Years Program at ASW, allowing students to pursue a passion goal of their choosing and to develop their independent learning skills.



# Athletics

The athletic program at ASW offers students a wide range of sports opportunities throughout the year. The Central and Eastern European Schools Association (CEESA) and the Sports Council of International Schools (SCIS) provide venues and opportunities for our teams to compete against other students in international schools. This year our teams and coaches participated in many interscholastic competitions and tournaments. Following is a list of these athletic teams, tournament location and the team results.



## Fall Athletics

|                           |              |     |
|---------------------------|--------------|-----|
| PAAC HS Boys Soccer       | Warsaw (TBS) | 2nd |
| PAAC HS Girls Volleyball  | Warsaw (ASW) | 1st |
| PAAC MS Boys Soccer       | Krakow       | 1st |
| PAAC HS Boys Volleyball   | Warsaw (ASW) | 1st |
| SCIS MS Boys/Girls Tennis | Zurich       | 3rd |
| SCIS MS Boys Soccer       | Warsaw (ASW) | 2nd |
| SCIS MS Girls Soccer      | Budapest     | 5th |
| SCIS HS Cross-Country     | Zurich       | 1st |
| SCIS MS Cross-Country     | Basel        | 2nd |
| SCIS HS JV Boys Soccer    | Brussels     | 7th |
| SCIS HS Boys Soccer       | Warsaw (ASW) | 2nd |
| SCIS HS Girls Soccer      | Prague       | 4th |
| SCIS HS Boys Volleyball   | Bucharest    | 1st |
| SCIS HS Girls Volleyball  | Bucharest    | 1st |
| CEESA MS Boys Soccer      | Krakow       | 1st |
| SCIS JV Boys Volleyball   | Basel        | 1st |
| SCIS JV Girls Volleyball  | Zurich       | 3rd |

## Winter Athletics

|                             |                |     |
|-----------------------------|----------------|-----|
| Invit. HS Boy Basketball    | Beijing        | 2nd |
| PAAC HS Girls Basketball    | Krakow (ISK)   | 1st |
| PAAC HS Boys Basketball     | Warsaw (TBS)   | 1st |
| SCIS HS Swim                | Warsaw (ASW)   | 1st |
| SCIS MS Swim                | Warsaw (ASW)   | 1st |
| PAAC MS Girls Basketball    | Warsaw (TBS)   | 1st |
| PAAC MS Boys Basketball     | Embassy Krakow | 2nd |
| CEESA MS/HS Swim Meet       | Warsaw         | 1st |
| CEESA MS Boys Basketball    | Warsaw (ASW)   | 2nd |
| SCIS MS Boys Basketball     | Prague         | 3rd |
| SCIS MS Girls Basketball    | Bucharest      | 4th |
| SCIS HS JV Boys Basketball  | Budapest       | 2nd |
| SCIS HS JV Girls Basketball | Budapest       | 5th |
| SCIS HS Girls Basketball    | Bucharest      | 4th |

## Spring Athletics

|                           |              |             |
|---------------------------|--------------|-------------|
| PAAC MS Boys Volleyball   | Krakow (ISK) | 1st         |
| PAAC MS Girls Volleyball  | Wroclaw      | 3rd         |
| CEESA MS Girls Volleyball | Warsaw       | 2nd         |
| CEESA MS Boys Volleyball  | Warsaw       | 1st         |
| SCIS HS Boys Softball     | Warsaw       | 1st         |
| SCIS HS Girls Softball    | Prague       | 4th         |
| SCIS MS Girls Softball    | Prague       | 3rd         |
| SCIS HS Boys/Girls Tennis | Zurich       | 1st overall |
| SCIS HS Track & Field     | Budapest     | 4th         |
| SCIS MS Track & Field     | Bucharest    | 3rd         |
| SCIS MS Boys Softball     | Budapest     | 1st         |
| SCIS MS Girls Volleyball  | Zurich       | 3rd         |
| SCIS MS Boys Volleyball   | Basel        | 3rd         |

# Activities

ASW offers a wide variety of extracurricular programs for all students. Most programs are run after the formal school day has concluded, with some activities and clubs meeting before school, on weekends or in special periods during the day. Many of the Upper School programs include trips to tournaments, festivals and events in Poland and abroad.

## ES Activities:

|                          |                                   |                                 |
|--------------------------|-----------------------------------|---------------------------------|
| ASW News                 | Basketball                        | Knowledge Bowl                  |
| Drama                    | Ukulele                           | Crossword and Trivia            |
| Games                    | Singing                           | Minecraft EDU                   |
| Lego Club                | Drums                             | French A1                       |
| Beads and Strings        | Improvisation                     | French A1.1                     |
| Pierogi Bowl             | Blooklet Online Quiz              | French A2                       |
| Kinder Sport             | ASA Coding and Lego Robotics      | Violin for Beginners            |
| Swimming                 | Comic Book Creations              | Plasticine Club                 |
| Board Games              | Origami                           | Make Your Own Computer Games    |
| Kinder Club              | Drawing and Paper Fun             | Library Book Club               |
| Dance and Exercise       | Library Stories, Games, and Fun   | QR Code Storytime               |
| Ball Games               | Board Games                       | Fitness Fun                     |
| Drama Games              | Blooklet Online Quizzes and Games | The Art of Foley                |
| Indoor Games             | Opal Student Leadership           | American Football               |
| Badminton                | Photography                       | Student Authors & Storytellers  |
| French Club              | Competitive Badminton             | Mindfulness                     |
| Gardening                | The Joy of Drumming               | Japanese                        |
| Drawing and Origami Club | The Joy of Musical Games          | Sketching                       |
| Mandala Coloring         | The Joy of Singing                | Learning How to Draw Dimensions |
| Table Tennis             | The Joy of Ukulele                |                                 |

## ES/MS/HS Activities Participation Rates:

| Container               | No. of Activities | No. of Spaces available to Students |
|-------------------------|-------------------|-------------------------------------|
| ES Fall Season 1        | 34                | 473                                 |
| ES Fall Season 2        | 36                | 446                                 |
| ES Winter Season        | 34                | 431                                 |
| ES Spring Season        | 44                | 436                                 |
| Upper School Activities | 52                | 828                                 |
| Upper School Athletics  | 28                | 787                                 |
| <b>Total</b>            | <b>430</b>        | <b>4713</b>                         |

## Tournaments:

|                               |                          |                                |
|-------------------------------|--------------------------|--------------------------------|
| PAAC HS Boys/Girls Volleyball | Mikolajki Swim Meet      | PAAC HS Knowledge Bowl         |
| SCIS MS Boys Soccer           | CEESA MS Boys Basketball | PAAC MS/HS Track & Field       |
| SCIS HS Boys Soccer           | SCIS MS/HS Swim          | CEESA MS Boys/Girls Volleyball |
| CEESA MS Robotics             | ZYGMUN                   | SCIS HS Boys Softball          |
| CEESA HS Speech & Debate      | AMIS HS Choir            | PAAC MS Girls Volleyball       |

## MS/HS Activities:

### Fall Activities

|             |                        |
|-------------|------------------------|
| Dusseldorf  | AMIS Jazz Festival     |
| Murzasichle | HS Outdoor Club        |
| London      | DP Theatre Trip        |
| London      | AMIS MS Choir Festival |
| Gdansk      | DP History Trip        |
| Berlin      | HS BERMUN              |
| Berlin      | MS BERMUN              |
| Milan       | HS MUN Milan           |

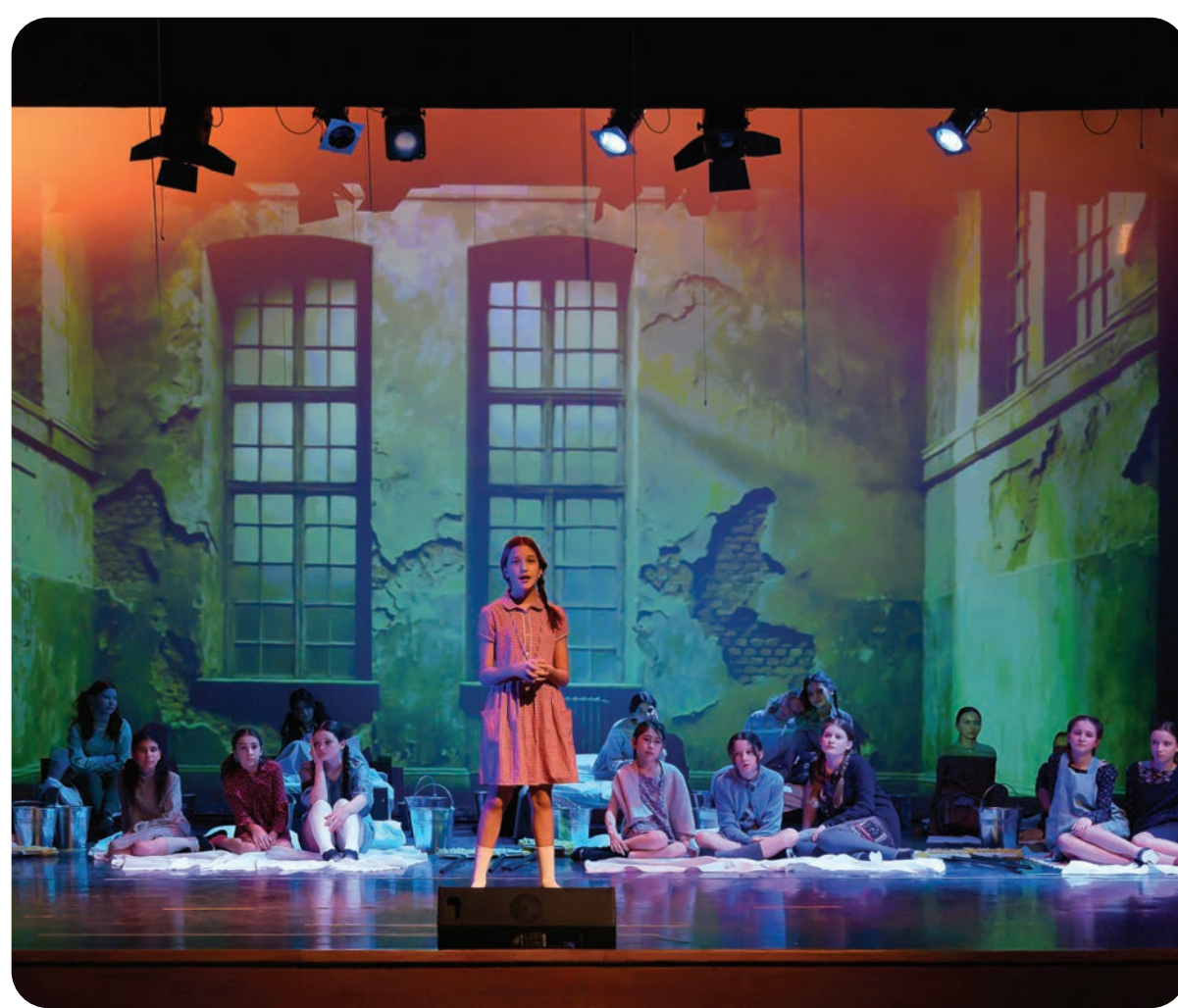
### Winter Activities

|                   |                             |
|-------------------|-----------------------------|
| Zagreb            | CEESA HS Knowledge Bowl     |
| Helsinki          | CEESA MS MathCounts         |
| Budapest          | CEESA HS Robotics           |
| Tatranska Lomnica | HS Outdoor Club             |
| Krakow EIS/BISC   | PAAC MS/HS Chess/ Fun Clubs |
| London            | MS Theatre trip/Drama Trip  |
| Sofia             | CEESA HS Band and Choir     |

### Spring Activities

|           |                             |
|-----------|-----------------------------|
| Brussels  | AMIS MS Choir               |
| Prague    | HS MUN PORGMUN              |
| Zagreb    | CEESA HS Rock Band Festival |
| Bucharest | CEESA MS MUN                |
| Vilnius   | CEESA HS Math               |
| Mazury    | HS OutDoor Club             |







# Community

## Students

Our students come from more than 50 countries, bringing together a vibrant mix of cultures, languages, and backgrounds.

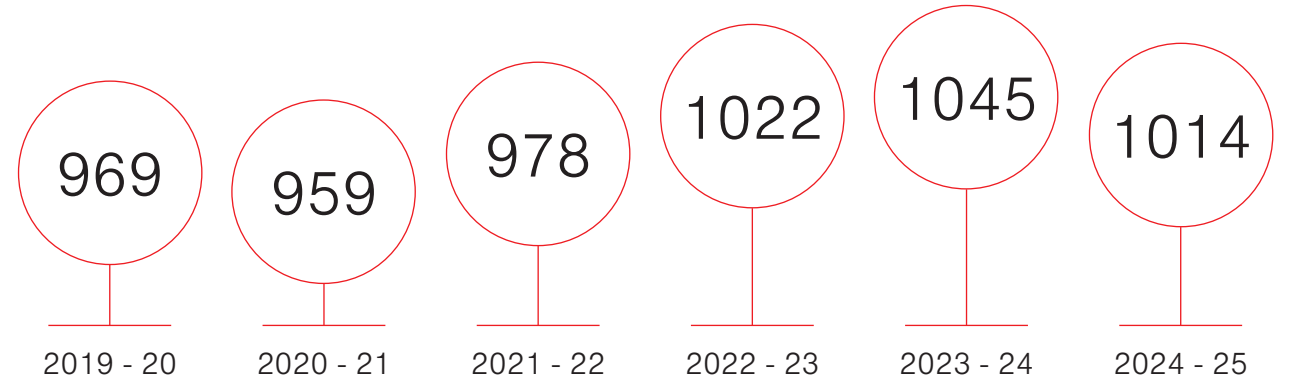
### Nationalities

(list of 1st nationalities: 55 for total enrollment of 1014 for 2024-2025)

|                                                                                                     |                                                                                                   |                                                                                                         |
|-----------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|
|  215<br>American |  198<br>Polish |  103<br>South Korean |
| American215                                                                                         | Indian10                                                                                          | Mexican2                                                                                                |
| Polish198                                                                                           | Romanian8                                                                                         | Kosovan2                                                                                                |
| South Korean103                                                                                     | Irish6                                                                                            | Kazakhstani2                                                                                            |
| Ukrainian80                                                                                         | Greek6                                                                                            | Japanese2                                                                                               |
| Chinese (China)54                                                                                   | Slovak5                                                                                           | Filipino2                                                                                               |
| Portuguese26                                                                                        | Hungarian5                                                                                        | Egyptian2                                                                                               |
| Turkish25                                                                                           | Croatian5                                                                                         | Chilean2                                                                                                |
| German25                                                                                            | Australian5                                                                                       | Belgian2                                                                                                |
| Canadian22                                                                                          | Swedish4                                                                                          | Argentinean2                                                                                            |
| Dutch21                                                                                             | Norwegian4                                                                                        | Uzbekistani1                                                                                            |
| Israeli20                                                                                           | French4                                                                                           | Turkmen1                                                                                                |
| British17                                                                                           | Danish4                                                                                           | Slovene1                                                                                                |
| Italian16                                                                                           | Chinese (Hong Kong)4                                                                              | Qatari1                                                                                                 |
| Czech16                                                                                             | Austrian4                                                                                         | Nepalese1                                                                                               |
| Belarusian15                                                                                        | Swiss3                                                                                            | Latvian1                                                                                                |
| Spanish13                                                                                           | Bulgarian3                                                                                        | Honduran1                                                                                               |
| Lithuanian13                                                                                        | Brazilian3                                                                                        | Finnish1                                                                                                |
| Russian11                                                                                           | Azerbaijani3                                                                                      |                                                                                                         |
| Vietnamese10                                                                                        | Taiwanese2                                                                                        |                                                                                                         |
|                                                                                                     |                                                                                                   | <b>TOTAL1014</b>                                                                                        |

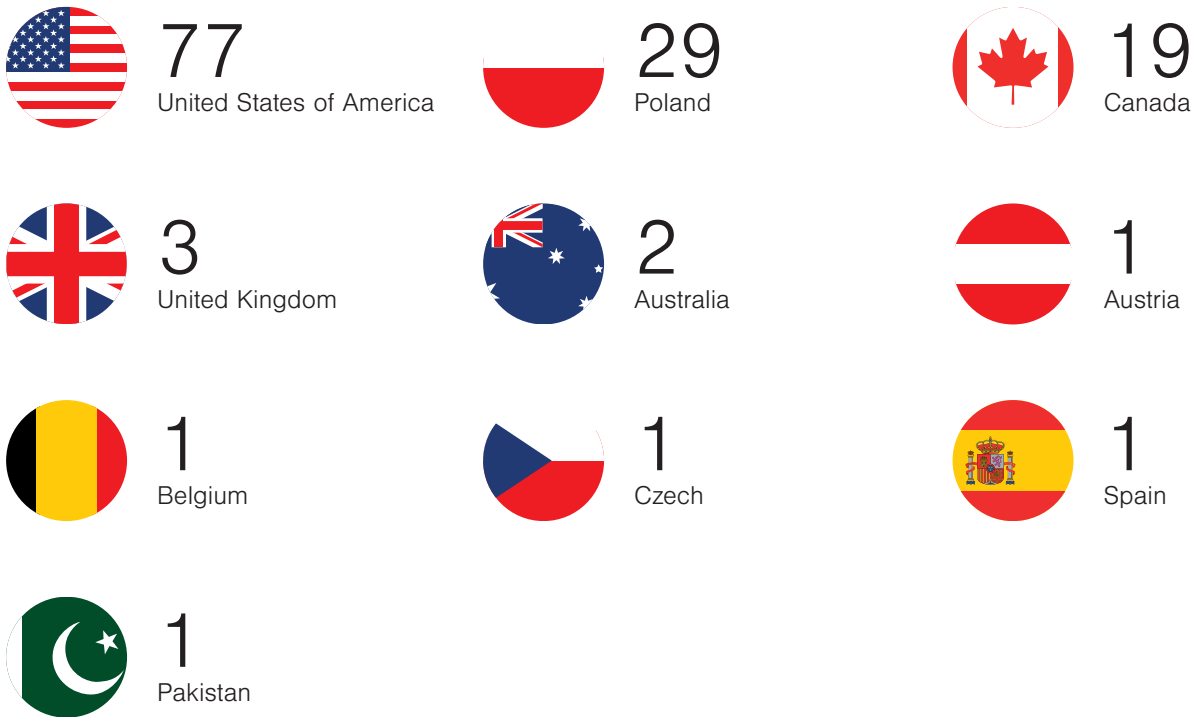
### Enrollment

PK-12 end of year enrollment

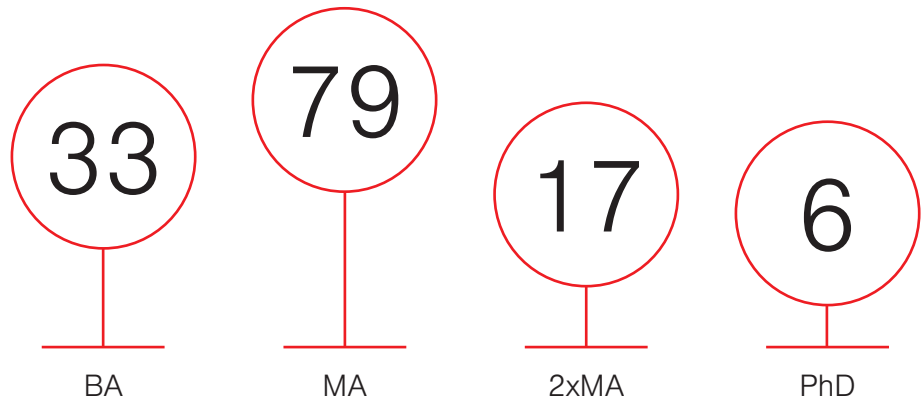


# Teachers

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



## Education



## Retention



# Families

Our Parent Teacher Organization (PTO) is an instrumental volunteer group that encourages participation in school programs to promote the spirit of community. The PTO ensure 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.

## PTO Board:

Tanya Cornish,  
Emma Murphy  
Katy Zwolinski,  
Nora Wilhelm,  
Lena Gebelein  
Kyuyoun Kim,  
Ewa Jaros  
Anna Semertsidis,  
Songyi Kim



The PTO operated at a loss this year, due to many factors, including a reduction in the number of voluntary contributions that were received, lower than anticipated income at fundraising events such as the basket raffle at the Fall BBQ, and rising costs of running events that were deemed important for the community. However, this budget shortfall was covered by initial funds carried over from the previous year. Moving forward, the PTO aims to increase voluntary contributions and generate greater income at fundraising events. Where these endeavours do not raise the required operational funds, PTO will need to reduce the budget available for events, or cut some events entirely.

## PTO Income

250,745 PLN

|                       |               |
|-----------------------|---------------|
| Income:               | 250,745 (PLN) |
| Parent Contributions: | 125,758       |
| PTO store:            | 43,569        |
| Fall BBQ:             | 43,175        |
| Quiz night:           | 14,692        |
| Bingo:                | 5,699         |
| Used Books Fair:      | 13,201        |
| PTO Spring Fair:      | 4,650         |

## PTO Expenditures

299,927 PLN

|                                         |               |
|-----------------------------------------|---------------|
| Expenditures:                           | 299,927 (PLN) |
| Activities for Students:                | 109,466.25    |
| Store:                                  | 66,475.4      |
| Coffee Mornings:                        | 8,937.97      |
| Mixer:                                  | 29,000        |
| BBQ:                                    | 18,693.77     |
| Miscellaneous (All School):             | 4,415.26      |
| UN Day:                                 | 468.14        |
| Quiz Night:                             | 14,497.25     |
| Bingo:                                  | 4,039.8       |
| Teacher Appreciation Day:               | 16,142.88     |
| Holiday Gifts:                          | 13,246.9      |
| (Used) Book Fair:                       | 174.27        |
| Spring Fair:                            | 13,281.99     |
| Seniors' Gift:                          | 10,000        |
| Thank you gifts for staff (All School): | 754.00        |

## Other events:

- Fall Fun Run (ES/MS)
- Jingle Bell Run (ES)
- Valentine's decorations/activities
- Friendsgiving (ES)
- Karnawal
- Egg Hunt
- Hot Chocolate Day (US)
- Paczki Day
- Monthly Coffee Mornings / General Meetings

In addition to the above, PTO organized many special activities for Seniors throughout the year, including various happy hours and graduation gifts.



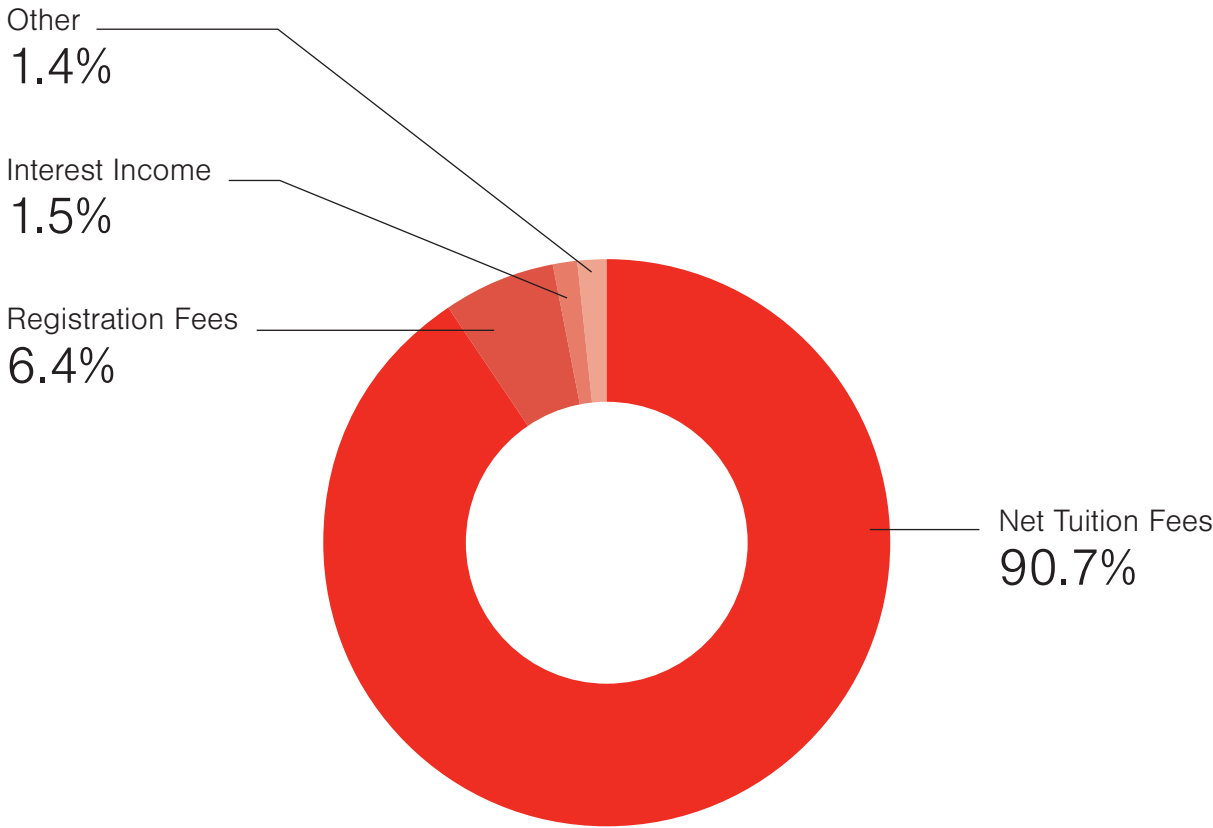
# Finances

The American School of Warsaw (ASW) operates as a not-for-profit institution, meaning that every dollar and every zloty 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.

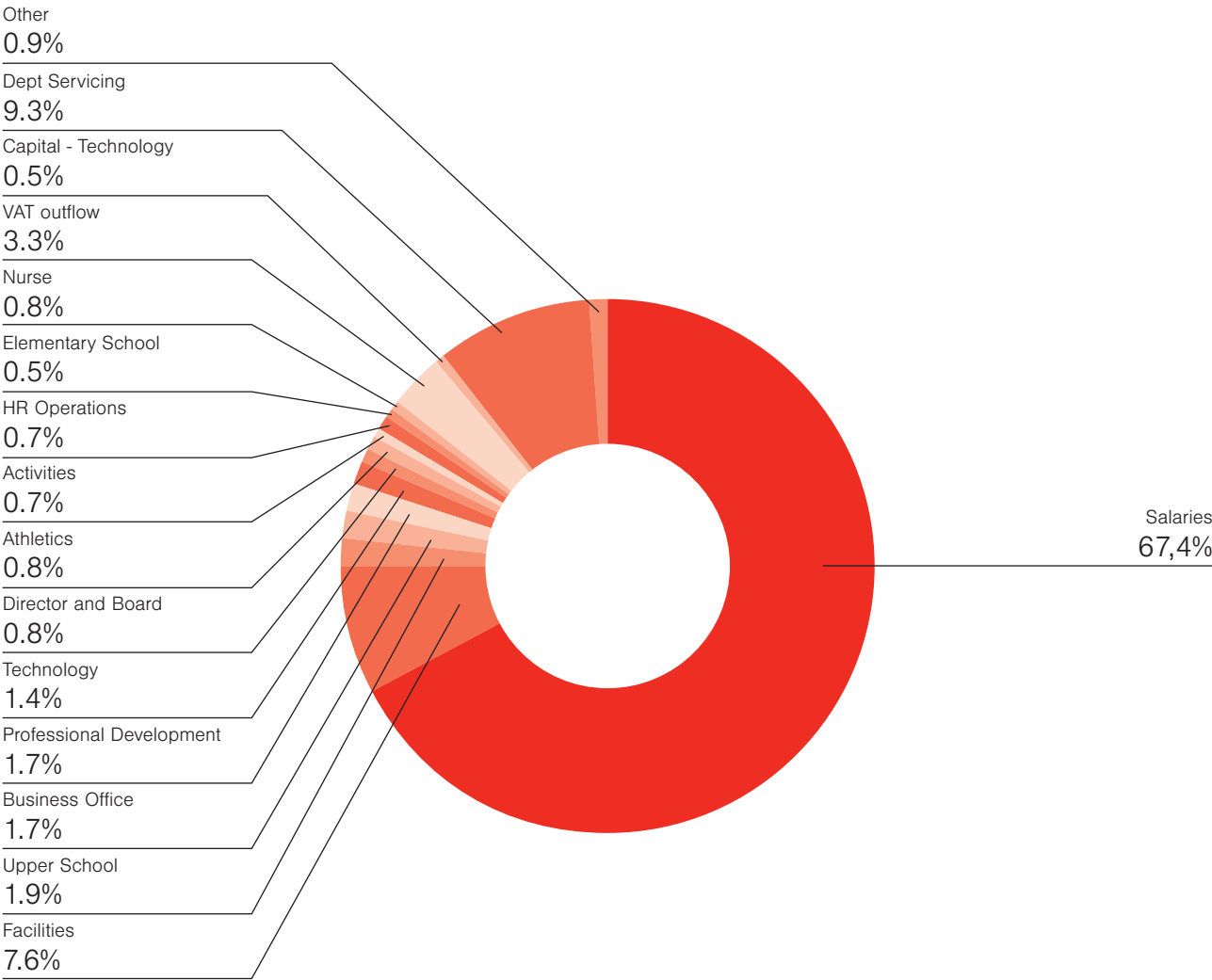
ASW is a non-profit entity with no shareholders or investors receiving returns. Our financial goal is to finish each year with a positive result within the budget. Tuition and fees cover current educational costs, capital expenditures, and debt incurred for construction. Surplus funds are allocated to the Emergency Reserve Fund, Capital Fund, and Strategic Fund for debt repayment or facility development. The financial results for the 2024-25 school year are summarized below.

## 2024/25 Schoolwide revenues

Total Revenue: \$29,497K



# Student Fundraising



## Grants, Donations and Fundraising

|                           | 2022/23     | 2023/24     | 2024/25     |
|---------------------------|-------------|-------------|-------------|
| Grants from US Government | \$36,000    | \$50,000    | \$35,000    |
| Donations                 | \$228,801   | \$4,781     | \$5,193     |
| Student Fundraising       | PLN 104,906 | PLN 283,142 | PLN 117,870 |

# Culture of Giving

“Because without us all, we are nothing”

As a community, we are committed to nurturing and expanding **The Culture of Giving** - a fundamental part of our school’s philosophy, deeply rooted in our school mission to be a community that changes the world for the better. This spirit of generosity is brought to life through a wide array of impactful programs and initiatives, made possible by the dedication of countless individuals and the support of valued business partners.

## ASWfor Foundation



Established in 2023, ASWfor Foundation is a not-for-profit foundation registered in Poland that aims to advance and support learning and education in line with ASW’s mission of changing the world for the better. The ASWfor Foundation is inspired by student leaders who stand at the forefront of how we give back to the community. Our Foundation nurtures the culture of giving within all members of the ASW community and beyond.



ASWfor Foundation Student leaders 2024-25

ASWfor takes pride in being:

- Student-driven
- Adult-guided
- Outward-focused
- With an enduring impact

During the 2024–25 school year, ASWfor Foundation student leaders laid strong foundations for the growth of the organization and its programs by:

- Establishing the structure of the student branch of the Foundation
- Creating procedures for managing and tracking the use of funds
- Designing application forms and processes for ASW clubs to apply for matching funds (the first applications have already been reviewed and funds allocated to support student initiatives)
- Reviewing and making significant contributions to the development of the ASW Scholarship Framework, enabling discussions with potential sponsors for a future scholarship program

**ASW Student fundraising and service learning activities** at ASW are hosted under the ASWfor Foundation umbrella to consolidate efforts, amplify their impact, and showcase the collective contributions of our community each year.

We are proud and deeply grateful to all students and families involved in the array of the 2024–25 fundraising projects in support of service learning.

- 3,799 PLN – To support Help4Refugees, including three months of therapy for Shahd
- 4,501 PLN – Sports equipment and 10 backpacks for the Inclusive Elementary School in Łomnica, which was severely affected by flooding
- 5,660 PLN – Three wheelchairs, four pairs of crutches, and toys for children at the Linin Refugee Center
- 2,750 PLN – Christmas gifts for 14 children at the Przysań Orphanage
- 6,000 PLN – Summer camp funding for children from the Przysań Orphanage
- 4,000 PLN – A furnace for the Last Chance Animal Shelter
- 10,405 PLN – Basic necessities for 40 families supported by the Warsaw Volunteer Mission
- 20,081 PLN – Financial support for ASW teacher Sharon O'Gamon’s medical treatment
- 14,000 PLN (Rotary Club Beverly Hills) – Aid for Ukrainian refugees at Lipowa
- 50,000 PLN – Donation to The Children’s Health Memorial Institute

# Corporate Partnership

**We gratefully acknowledge our Corporate Partners** who have generously committed to sponsoring and supporting our programs: #ASWfor Ukraine, ASW Gala, ASW Theater Renovation, ASW Show Kitchen that we’ve developed and worked on throughout the 2024–2025 school year. Their generosity, empathy, and steadfast support reflect a deep commitment to our school and the broader community. We are sincerely thankful for their partnership and shared vision for impactful, high-quality education.

- |                          |                                    |
|--------------------------|------------------------------------|
| American Medical Centres | Rotary Club Beverly Hills          |
| Blaire Investments       | The Christmas Pantomime Collective |
| CFE                      | Villa Nova Dental Clinic           |
| Chodzeń - Toyota & Lexus | Vistra                             |
| Gosselin Mobility        | Vivamix KitchenAid                 |
| iSpot                    | Xelto                              |
| Łaszczyk & Wspólnicy     |                                    |
| Philipiak Milano         |                                    |

The in-kind donations from our corporate partners reflect their deep understanding of our needs and their alignment with our culture of giving, demonstrating a committed and responsive partnership.

- |                     |                                 |
|---------------------|---------------------------------|
| Blue Cactus         | Legia Foundation                |
| Bristol Hotel & Spa | Marta Stokowska Photography     |
| Coca-Cola HBC       | Nine’s                          |
| F’ALKO              | Philipiak Milano                |
| Henkel              | Santoni                         |
| Hilton Hotel Warsaw | Satoria Group SA                |
| Pura Vida Ice Cream | VHM HOTEL MANAGEMENT Sp. z o.o. |
| L’Osteria           | UNHCR                           |

# Priority Seat Program

**The ASW Priority Seat Program** offers a distinctive opportunity for corporations to champion excellence in education while directly contributing to the long-term success and innovation of our school. Corporate partners who invest in Priority Seats are not only supporting the future of learning but are also making a meaningful contribution to their employees by providing access to world-class education as a valued benefit.

We extend our heartfelt gratitude to all members of our Corporate Priority Seat Programme for your continued trust and commitment. A limited number of Corporate Seats are still available - offering forward-thinking partners a unique chance to support our school’s mission while investing in the future of education and their employees.

- |                     |                    |
|---------------------|--------------------|
| Citibank Europe PLC | Oriflame Cosmetics |
| JTI & JTI GBS       | P&G                |
| Lela Beauty         | Samsung            |
| Netto               | Star Jade          |
| Nickal              |                    |
| Nine’s              |                    |

# AMERICAN SCHOOL OF WARSAW

