



INTERNATIONAL COMMUNITY SCHOOL **ANNUAL REPORT** **2021-2022**



the home of
community



Secondary students assemble glass art with guest artist, Scott Slessor

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the home of
opportunity



ICS World Scholars in Dubai for the Global Round

Our Mission & Vision

Mission

The International Community School provides a personalised, high quality education, drawing on the best of British and international practice. We will continue to nurture and invest in an inclusive and diverse learning community of happy, confident and creative global citizens.

Vision

Where every child can thrive.



the home of
integrity

Our Values



Integrity

We are honest and trustworthy and take responsibility for our actions.



Determination

We strive for excellence through hard work, resilience, perseverance and a positive



Compassion

We are kind, caring and supportive of one another and generous towards those less fortunate in our community and society.



Respect

We are open minded, global citizens who appreciate, celebrate and honour other cultures, beliefs and worldviews.



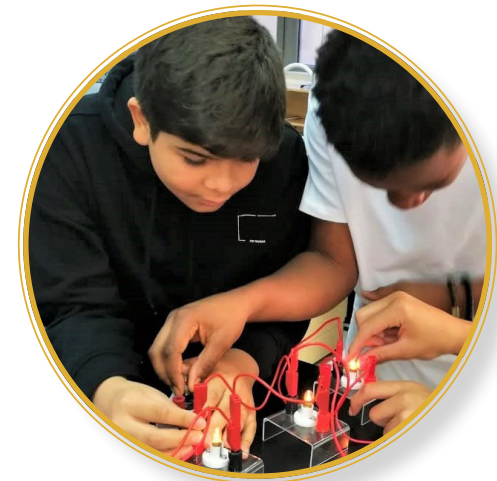
Equity

We are fair-minded and treat everyone as we would like to be treated.



Happiness

We work collaboratively and do our very best to ensure everyone at our school feels included, safe and valued.



Challenge

We are adventurous and creative about our learning and believe in the importance of taking risks and stepping outside of our comfort zone.



Education
is the most
Powerful
weapon you can
use to
Change
the world.
- Nelson Mandela



the home of
possibilities

Our Patrons



The International School in Amman, Jordan is proud to be under the patronage of HRH Prince Hassan Bin Talal and HRH Princess Sarvath El Hassan.

HRH Prince Hassan bin Talal and HRH Princess Sarvath El Hassan emphasise the importance of intercultural learning, global citizenship, and the global community's responsibility to care for one another and our world, key pillars of the values system held at the core of our community at ICS.

[Learn more](#)

Message from the Chair of the Board of Governors



Karim Saifi

Chair of the Board of Governors

Rising like a Phoenix from the ashes ICS returned to in-school teaching in September 2021 after almost 18 months of online teaching due to the pandemic. Whilst 2021-22 will be remembered as a year where we were always wondering if there would be another

school closure we also looked forward, not allowing the pandemic to distract us, as we looked to rise to greater things just as did the Phoenix from Greek Mythology.

I would like to thank the school's leadership and staff for their efforts in reopening the school and launching what has now become widely known across Amman as the broadest and most successful CCA (Clubs) programme in any school. Congratulations to all staff involved in this mighty endeavour- your efforts and enthusiasm for such a wide range of activities has given children unique opportunities here in Jordan.

The school undertook reaccreditation with CIS (Council of International Schools) during this last year and the report we received as Governors showed the fantastic progress made by the school since the last accreditation in 2017. We look forward to hearing of similar successes as the school prepares for the next inspection which will lead to our re-accreditation as a BSO (British Schools Overseas) accredited school. We continue to enjoy accredited membership of COBIS (Council of British International Schools) and BSME (British Schools of the Middle East) and have now also been accepted as an international member of GBIS (Association of Governing Bodies of Independent Schools (UK)). Finally I am

delighted to announce that recently we have also been accepted as an international member of AMCIS (Admissions, Marketing and Communication in Independent Schools (UK)). I am sure that we can claim to be the only school in the region to have accredited membership of this distinguished group of school associations!

Summer 2022 saw the school, and more importantly our senior students, achieve the best ever combined GCSE and A level results in the school's history. Congratulations to the graduating class of 2022 who are destined for a plethora of fine universities around the world and congratulations to our Year 11 students of 2022 on their results: They certainly start their last two years at ICS with an excellent foundation of examination success on which to build. This of course is gained through a lot of hard work and diligence by our students but also through the tenacity, perseverance and efforts of our teaching and learning staff who have supported these students over the last two years often under very challenging conditions. Thank you to all of our staff at ICS for all they have done and continue to do to make the school such a wonderful place for our children to study.



Message from the Principal



Alun Yorath

School Principal

Academic Year 2021-22 was our first year back in school post-COVID. It was delightful to see the energy and enthusiasm with which all our students young and old approached the return to school. Never have we seen children so keen and eager to attend school! Whilst it wasn't business as usual, we still needed to mask for part of the year, school sports competitions and trips were on hold in the first term and the launch of our new co-curricular programme was delayed, nonetheless we made the most of being back in school.

As the school year progressed it was wonderful to see the relaxing of covid protocols which allowed us to launch our new co-curricular after school programme with over 120 clubs on offer and over 80% of the students in the school taking part, it was a huge success. Thankyou to all our staff for their energy in making this so, especially Ms Dina Shomali and our Vice Principal, Mrs Kate Bradley for their leadership. A highlight later in the school year was our first overseas trip since COVID which saw over 20 of our students travel to Dubai for the World Scholars' Cup regional round. All students had an amazing experience and several of our teams were invited to proceed to the world finals to be held in Yale in November 2023- congratulations to the whole team who travelled to Dubai.

During the school year we spent considerable time as a teaching faculty in developing a robust and self-sustaining self-evaluation culture which informed the development of a rigorous, aspirational and broad school development plan to accompany the work completed on our "Portrait of a Graduate". The Board of Governors undertook a Strategy day in February 2022 which further developed our shared thinking about our school's mission, vision and strategic priorities for the next five years. This prepared us well for the Council of International Schools (CIS) re-accreditation visit. Our last CIS visit 5 years before had highlighted 4 areas we did well in as a school (commendations) and suggested 43 areas we could look to grow further (recommendations). In March 2022 the CIS lead accreditor praised us for the progress made since the 2017 accreditation especially considering the period of COVID in between. We received 23 commendations (4 last time) and 18 recommendations (43 last time). This is an amazing achievement and one the whole community should be rightly proud of.

With the opening of the new sport hall complex mid year and the return of limited competitive sport to Amman schools it was wonderful to see so many of our teams competing and achieving unknown successes on the sports pitch. Our wins at senior boys and girls levels

in basketball against much larger schools where basketball is their life (read- US curriculum schools!) was particularly rewarding for Coach Wael and his team of dedicated sports teachers and coaches who have approached post-covid school with renewed vigour! Online teaching of PE was certainly not something our staff (or perhaps our students) particularly enjoyed!

Community is at the heart of our name and whilst during lockdown and even post lockdown it has been difficult to bring people together the support our staff have felt from the parent community during difficult times has been immense- thank you to all of our parents for their ongoing support of ICS. It was particularly pleasing to be able to work with the Board of Governors to secure and award over 330,000JD in hardship bursaries during 2021-22 ensuring that over 30 local self-paying families were able to keep their children in our school despite suffering significant financial hardship caused by COVID.

The end of the year saw our Year 11 students achieve the best GCSE results in the school's history. The last comparable pre-COVID year we have data for was 2019 since 2020 and 2021 saw children not able to sit GCSE exams. Our 2022 Year 11s are broadly of the same ability as our 2019 year group were but managed stellar results with 50%

of all exams being graded at the top levels of A*-A or 7-9 on the new system. This compares with 31% in 2019. Congratulations to the Year 11 students of 2021-22!

Equally successful were our Year 13 students who enjoyed excellent University offers and then secured these with some exceptional A Level and BTEC results. 59% of all exams were graded A*-B (the measure of a top grade at A Level) which compares favourably with 2019 where 34% of that year groups scored A*-B grades. University destinations were phenomenal for this year group with students being awarded places to study at Oxford (Medicine), London School of Economics (LSE) and University College London (Law). Whilst further afield six of our students received offers from prestigious North American Universities with 5 out of the 6 attending a world top 100 university including McGill, Toronto and University of Texas..

Looking towards next academic year we are excited to see how our co-curricular programme will continue to grow both in offer but also in uptake and will be joined by our new stretch and challenge programme: Bayt al Hikma. Over the summer the school will be redeveloping the entire early years provision which will make the spaces for our youngest learners

some of the best the city can offer.

We also continue on our Educational Technology journey, not only are we the only Google Reference School in the region but we see the roll-out of one to one school provided chromebooks for all students in upper primary and all of secondary from September 2022 onwards. I look forward to seeing how these are imaginatively used in the classroom to further develop our students' learning. We will also launch our new school website in partnership with Interactive Schools and move our school management system to the best in class English language platform iS-AMs. 2022-23 is shaping up to be a busy year ahead!

Thank you again to all of our community for their support and involvement in ensuring that our learners achieve greatness. A final thank you to our Board of Governors for all they have done over the last twelve months, their compassion, energy and attention to school strategic leadership. We could not wish for a more supportive and generous Board ready to give their time so freely in the pursuit of continued school improvement.

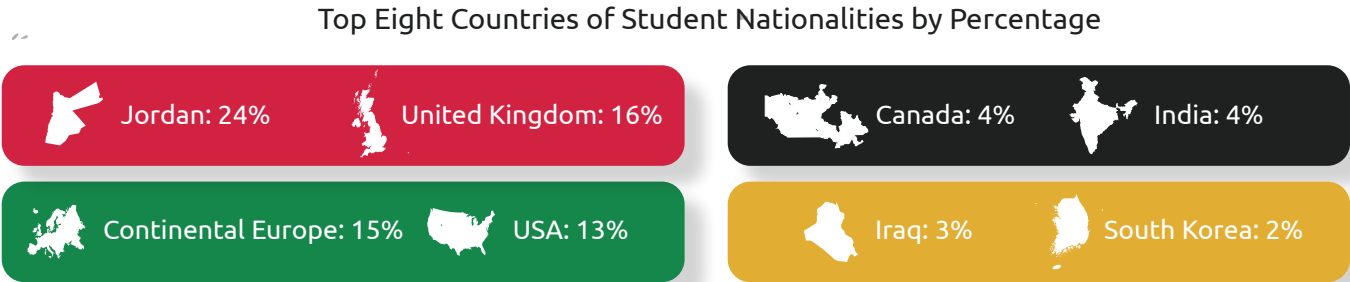
Student Demographics

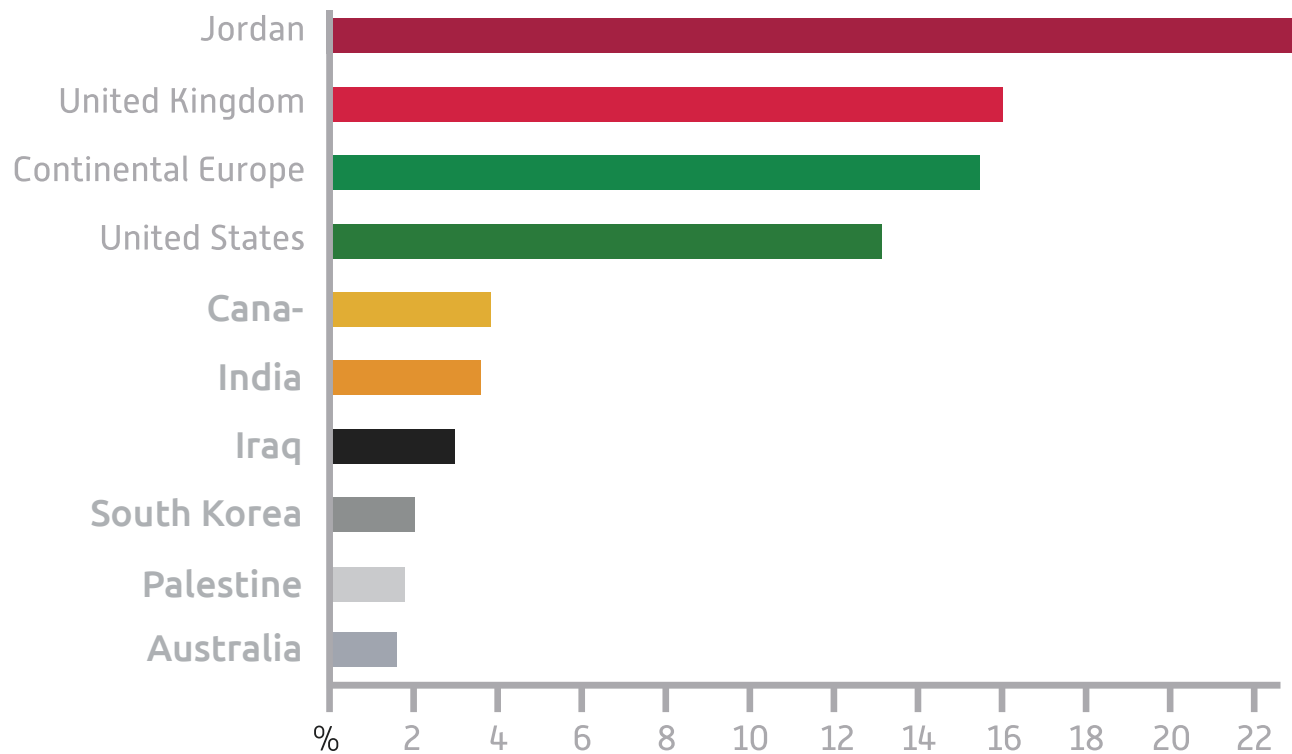
62 different student nationalities

KEY

Countries with the highest number of ICS student nationalities

Countries of ICS student nationalities





Other student nationalities

Australia	Pakistan
Belarus	Palestine
Bosnia and Herzegovina	Peru
Brazil	Philippines
Brunei	Poland
Colombia	Saint Kitts and Nevis
Democratic Republic of the Congo	Saudi Arabia
Djibouti	Senegal
Egypt	Serbia
Ethiopia	South Africa
Guatemala	Sudan
Japan	Sri Lanka
Kenya	Syria
Libya	Taiwan
Malawi	Tajikistan
Malaysia	Turkey
Mongolia	Ukraine
Nepal	Uzbekistan
New Zealand	Yemen
Nigeria	



76%
expatriate
students



24%
local
students

Admissions

Number of students
that attended ICS during
academic year 2020-2021

670



Total number of new
student enrolment

183



263

new
applications
received

193

applicants
offered a
place



73%

of applicants
accepted



369

Number of students in Primary

55%



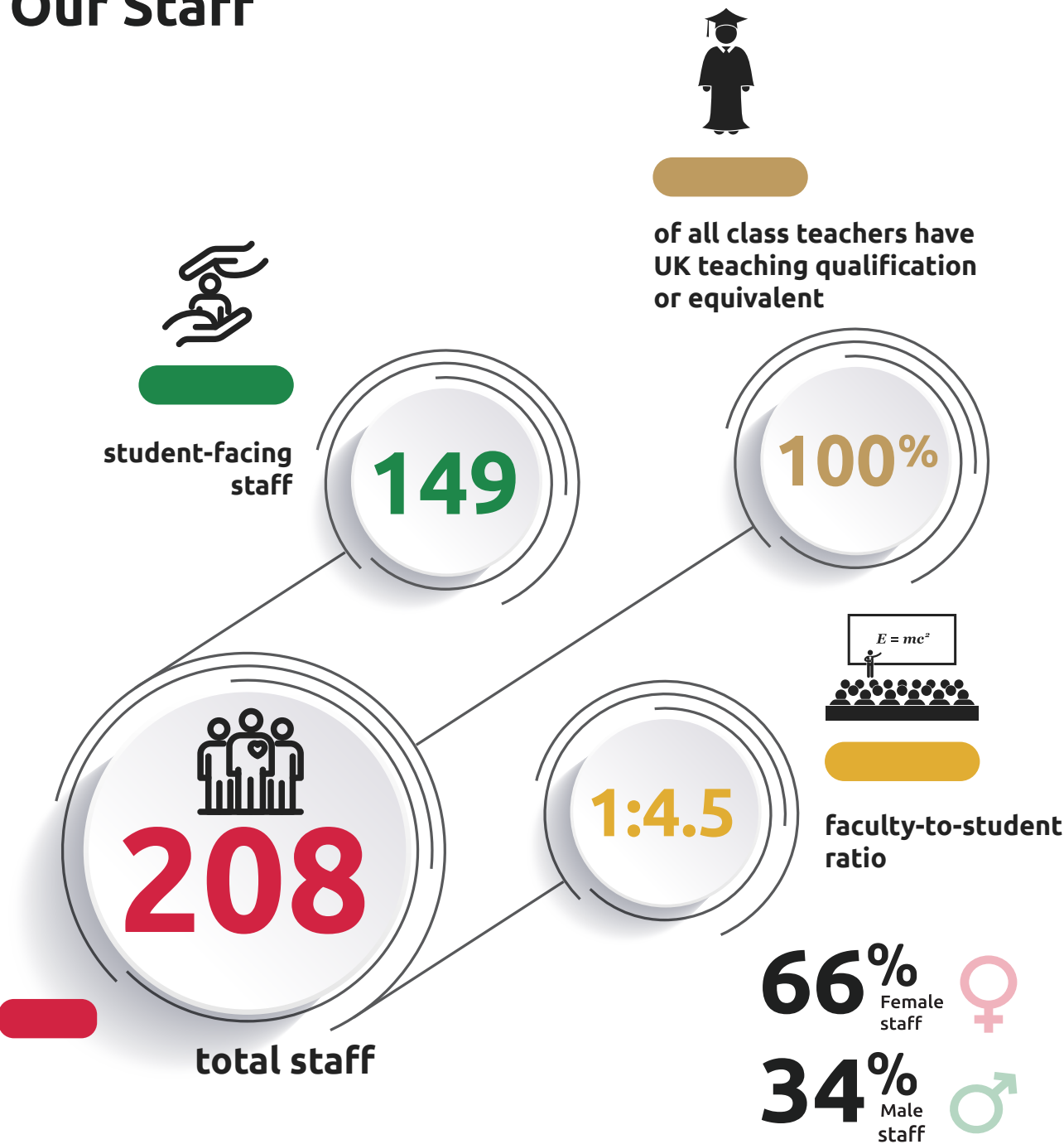
301

Number of students in Secondary

45%



Our Staff



Improvement	Impact
International & Enhanced CPL for all staff	Staff feel invested in and supported to be the very best they can be
World-leading induction programme	All new staff have settled in well to their new home and have quickly established themselves at ICS and guest speakers have supported our approach to teaching and learning and worked closely with the T&L team
NPQ series & Funded MA/MEd/MSc	Staff have been empowered to take the next step with their professional careers and gain additional qualifications
Established a new SLT structure, incorporating DEIJ and EdTech	SLT knows their roles and responsibilities and understand what is needed in order to continue making solid, incremental and impactful improvements
Staff culture of research	Research driven practices have led to more people engaging with teaching and learning enhancements
BAIT introduced to school	The introduction of a Behaviour and Intervention teacher (BAIT) means that students with behavioural needs are systematically supported
Contractual changes for Learning Support Assistants and Assistant Teachers	LSAs and ATs are now in school for one hour after the children leave and can work with teachers and in their teams on planning and development

Portrait of a Graduate

Guided by our ethical core we act with integrity demonstrating compassion, kindness and respect for all. We understand and take responsibility for our actions.

SELF-DIRECTED

We are self-directed, intellectually curious learners who find joy in striving for personal excellence and learning for a purpose. As determined problem solvers, we are motivated to build our knowledge and challenge our thinking.

PRINCIPLED LEARNERS

CREATIVE THINKERS



GLOBAL CITIZENS

ICS students are diverse and sustainable thinkers who embrace inclusivity. They understand and empathise with contemporary issues. Using the power of human connection, they actively engage with others, promote equity and are positive change makers.

Courageous in their thinking, ICS students see problems as opportunities for personal growth; our creative minds are brave, adaptable and resilient. We are fearlessly determined to take risks and celebrate meaningful new ideas in order to achieve goals that make a difference.

the home of High Quality Learning

“

High-quality learning at ICS is built upon a carefully sequenced and research-based curriculum; taught in an engaging, challenging, and inclusive way. Learning is centred around our values and students are enabled to acquire the skills needed to take ownership of their learning. Our students are empowered to transform their world.

”

the home of Global Citizenship

“

We are global citizens who are empowered to understand and take positive action to support societal needs, making a difference in our local, national, and global community. We work on building our own core competencies, our values, and our understanding of contemporary issues. We use the power of human connection, and our communication skills to have a voice and make a difference in the world.

”

the home of Intercultural Learning

“

Intercultural learning is an ongoing, life-long process promoting curiosity, discovery, and wonder. We develop an intercultural understanding by learning to value our own and others' cultures, languages, and beliefs. This approach empowers us to understand other perspectives, while empathising and engaging with diverse cultures, in respectful ways that recognise commonalities and differences in order to positively contribute within society.

”

the home of
learning

Academic Attainment

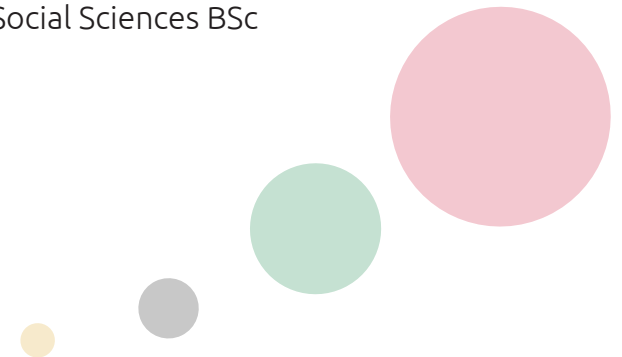
IGCSE & A Level Results Highlights

- 50% of all GCSEs and IGCSEs sat at ICS were awarded A-A* or 7-9.
- ICS scored the best highest level GCSE and IGCSE scores in Jordan.
- ICS scored twice as many top grades (A*-A) or (7-9) as UK schools.
- Between 2019 and 2022 the number of top GCSE grades at ICS (7-9 or A*-A) almost doubled.
- Students studying Arabic IGCSE at ICS score over 2 grades higher than similar students at other international schools in the Middle East.
- 60% of all A level grades scored at the highest level (A*-B)
- Between 2019 and 2022 the number of top A Level grades at ICS (A*-B) has doubled.



Majors Studying: Class of 2021

- | | | |
|---|---|---|
| <ul style="list-style-type: none">• Biological Sciences BSc• Business Management BSc• Economics and International Development BSc• Electrical and Electronic Engineering BSc• Engineering and Management BSc• Exercise and Sports Science BSc• Geography BSc• Hospitality Management | <ul style="list-style-type: none">• Human Genetics BSc• Information Technology Management for Business (ITMB) BSc• International Social and Public Policy BSc• Law BSc• Media BSc• Medicine• Neuroscience and Psychology International Foundation | <ul style="list-style-type: none">• Psychology BSc• Real Estate Development and Management• Social Sciences BSc |
|---|---|---|

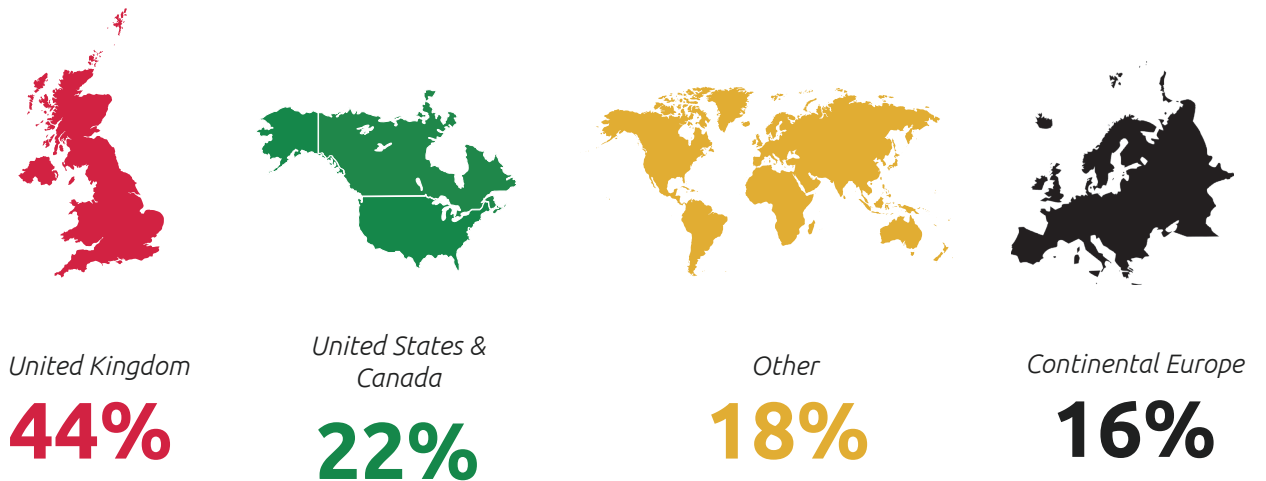


University Destinations

Graduating Class of 2022 Highlights

- 56% of ICS graduating students successfully enrolled in UK Universities with a further 24% attending North American Universities (including Texas, Toronto and McGill Universities - top World 100 Universities).
- 71% of UK destined students will be attending Russell Group (top World 100) Universities including Oxford University (Medicine), University College London (UCL) and London School of Economics (LSE).
- 75% of ICS Students successfully enrolled at an English speaking university are attending a World top 100 University.

Percent of students from the class of 2022 who attended universities/colleges around the world.



University destinations of the class of 2022 who attended universities/colleges around the world.




Achievement & Awards

3





Primary student recipients of the prestigious British Schools Overseas (BSO) Award,

Secondary students achieved excellent remarks in their DELF B1 exams, with one being awarded the title of "laureate", achieving one of the highest marks in Jordan, and recognised by the French Embassy.



36

ICS scholars qualified as World Scholars at the Regional Rounds in Amman, winning the team 1st place, going on to win 4th place at the Global Rounds in Dubai.

the World Scholar's Cup®




"Looking Ahead"
COBIS Art Competition

Shukrona, Year 8 student, won the COBIS Art Competition in the Key Stage 3 category. Winning out of 775 entries from 126 schools around the world.



ICS Debate Team won the International Schools World Debate Championship 2022, hosted by Debate Mate.





13 students from the ICS secondary completed all of the requirements to obtain the bronze level.

7 students completed all the requirements to obtain the silver level.

6 students have registered for the gold level and have begun working towards their requirements.

The Al Hassan Youth award aims to develop spiritual, emotional, and moral development including mental and physical development. Its philosophy seeks to promote the basic set of human values : freedom, justice, cooperation, participation, love, affiliation to one's country, a sense of social responsibility.



Janna Allahmmam, our U18 basketball captain, was selected to play for Jordan U18 girls national team.



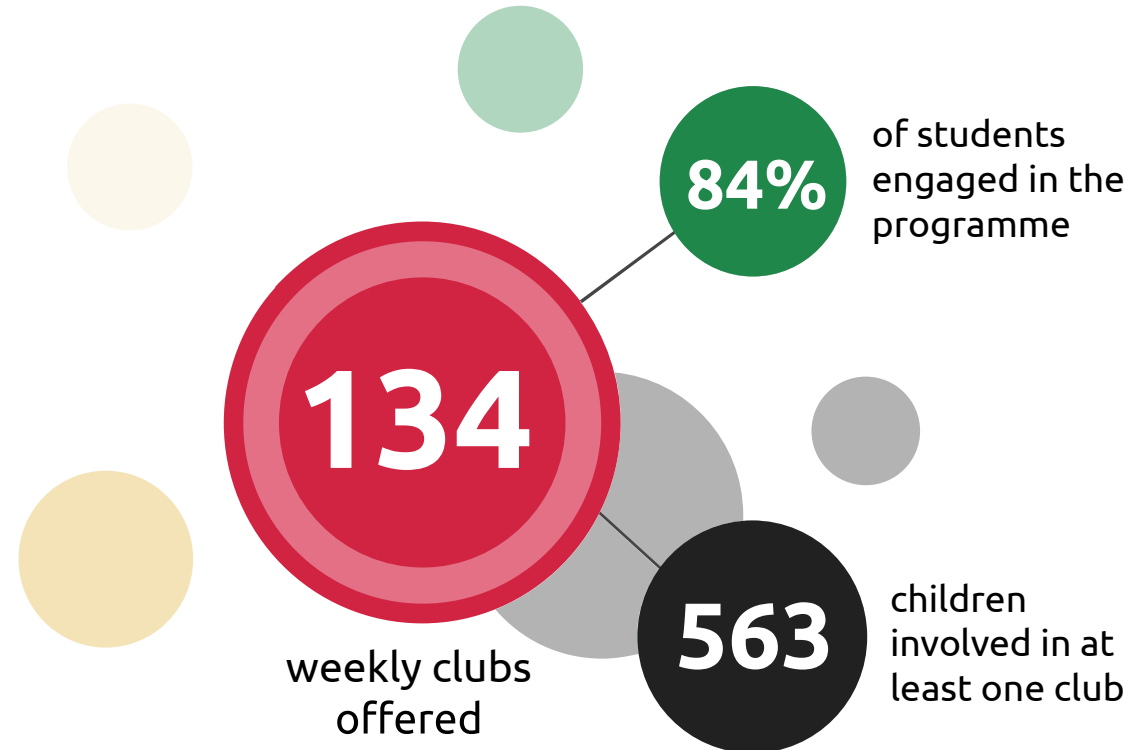
Co-Curricular Activities (CCA) Programme

The ICS Co-curricular Activities (CCA) programme launched in the Summer Term of 2022. This programme strived to offer a vibrant and balanced array of afterschool activities that rivaled the best programmes in the country. Involvement in sport, music, drama, art and many other activities underpins a culture of creativity, innovation and excellence.

The Co-Curricular programme also provides opportunities for service to others, action to make a difference in the world, and the development of both self-reliance and leadership skills.



2021-2022 Summer Term 3



Programme Partnerships



Clubs Offered

Quilling
Serenity Garden
Tiny Tots Musicals
Music Mayhem
Mixed Martial Arts
LAMDA
Yearbook: Journalism
Boxing
Netball
Gymnastics
Crafts
Multisport 1
Friendship Bracelets Making
Mandala Art
Siba Creative Art
The Orenda Tribe: Recycling & Sustainability
Taekwondo
Google Workplace: Exciting ICT!
Wholeschool Production

Over **70** hours of athletic CCAs, including elite Oryx teams and clubs of a wide range of inclusive activities and sports.

Drawing & Sculpture
Music Taster - Beginners Only
Independent Study
Multisport 2
Crossfit
Football
Fashion Design
Improvised Comedy
Backstage support Matilda
Creative Hair Design
Fine Motor Skills
Storytime
Serenity Garden
Athletics
Pottery by Darb Life Skills
Whole School Mural & Displays
Football
Mindful Coloring
UniArt Jewellery Making

Nursery Rhymes
Zumba
Boxing
Multisport 1
Spelling Bee
Ballet
The Orenda Tribe: Equality, Diversity & Inclusion
Mindful Colouring
Music Taster - Beginners Only
Fun Games
Traditional Arts of The Middle East
Netball
Culture & Diversity Club
Crafts by Darb Life Skills
Broadway Kids
Comedy Club
The Alchemist Lab: Fun Science
Whole School Production: Matilda



Educational Technology

1-1 Devices Pilot

In the 2021-2022 school year, ICS launched a 1-1 Devices Pilot, to better understand if devices for all would truly benefit our childrens' learning in an increasingly technologically-advanced world. By testing devices in specific year groups, we were able to understand that:

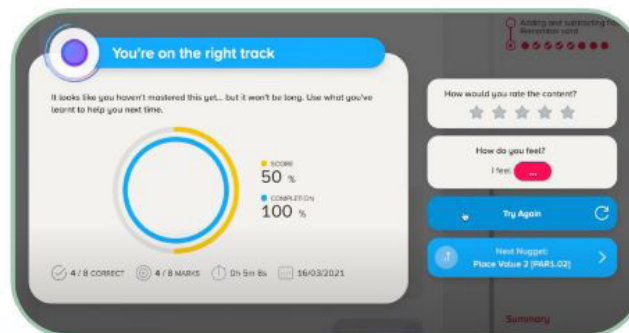
- Digital devices can co-exist with traditional teaching tools (both physically and pedagogically)
- Management of devices lowers barriers to learning
- Younger students have a surprising ability to use digital resources and tools and move fluidly from "paper" to digital
- When the digital device become a substantial part of learning you must have



AI-Assisted Learning

AI-assisted learning was instated. AI means meeting students where they are.

- Tools such as Century Tech were rolled out to give students access to the right learning at the right time
- AI supports students in areas they find difficult and challenges them in areas of strengths
- Students are motivated when the content is "just right" for them, AI finds and targets that content.



Enhanced Staff Collaboration

A Google shared drive has helped the Primary School team to collaborate. In use, this tool:

- Improved institutional memory and handover
- Addressed issues surrounding departing staff and permissions
- Increased the transparency of planning and reporting

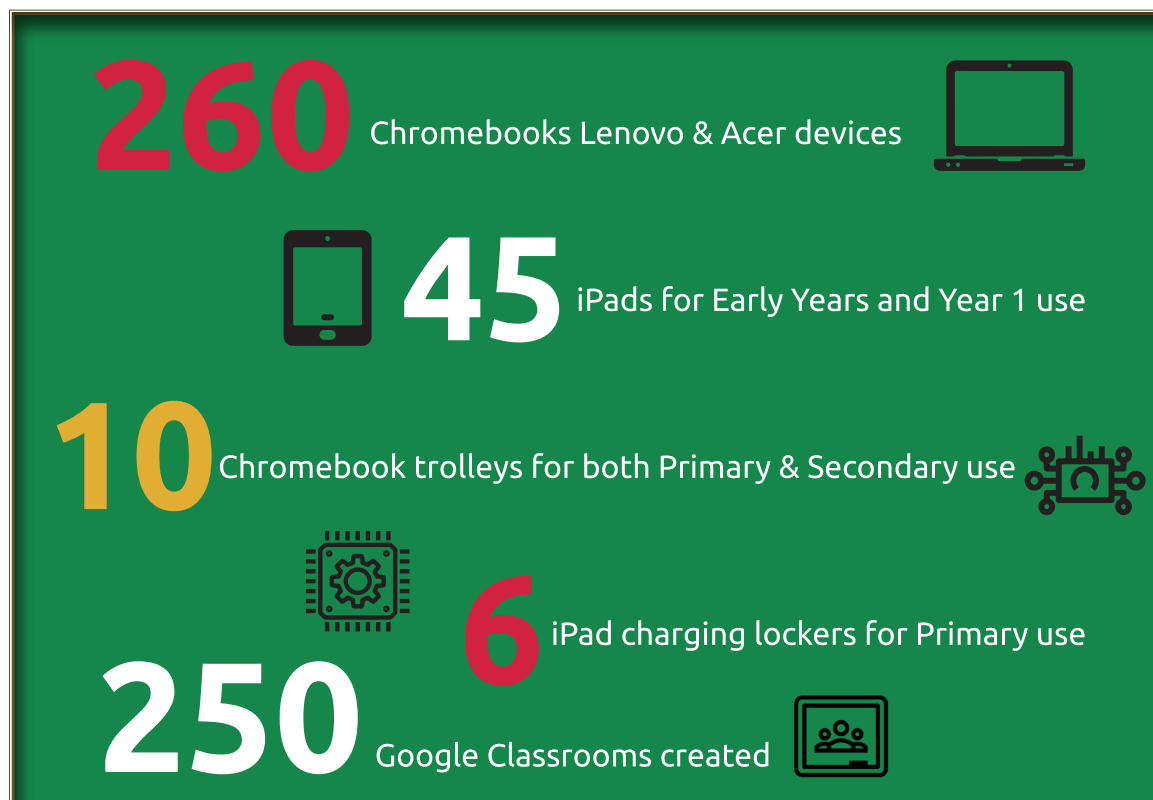


Advancements in Technological Infrastructure

The IT department has upgraded technological infrastructure to integrate and support the use of instructional technologies by ICS community members on a daily basis throughout the school.

- Quadrupled bandwidth from 120 M.B to 470 M.B.
- Upgraded the switches project, updated with the latest technology
- Refurbished the Server Room
- Upgraded the data center connectivity-bandwidth and availability (server room) in addition to each floor cabinet (1 G.G > 10 G.G)
- Installed humidity-protection devices, FM 200, and environment system
- ICS bus tracker instated for child safeguarding and community communication and transparency

The ICS School has invested in the following IT resources:



Policies, Leadership & Management

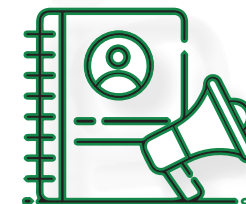
There is a relentless focus on school improvement and we have a comprehensive School Development Plan (SDP) in place, which outlines our areas for development and improvement in the short, medium and long term. The actions of school leaders have resulted in rapid and significant improvement in the quality of education, the facilities on offer and the progress and achievement of students over recent years.

Improvement	Impact
Instated an annual parent feedback survey and an employee engagement survey	More interest generated in the school and a clear understanding of what is working and making known the next steps for improvement among our community
Developed and implemented a School Evaluation Form (SEF)	Clear understanding of procedures and expectations and more robust systems and processes for tracking and monitoring
Expanded a School Development Plan (SDP)	Clarity on what we do well and what we need to do next as a school. Clear steps and actions on making key improvements and developments
Appointed and communicated 'The Big 3' priorities	Clarifying the priorities for our team and parents
Accreditation success and memberships	CIS success in recent Accreditation visit - positive news for the community and affirmation that the changes we are making are having an impact.

153 New school policies written, ratified and implemented



12 New departmental handbooks written, ratified and implemented



School-wide Shared Drive instated for universal access



Child Protection & Safeguarding

The safety and security of our community is paramount and embedding a culture of vigilance has been a key focus area. Strong relationships are the foundation for ensuring our community is kept safe and are a hallmark of our school culture. The relationships between SLT and staff, and staff and students are often cited by all stakeholders as strengths of our community. Internal structures for safeguarding have been revised, with the Safeguarding team increasing in size and comprehensiveness of tracking and reporting. Comprehensive training for all staff has been undertaken with an increase in staff awareness and confidence in identifying and acting upon students in need of additional care, support or attention.



First Aid training for all staff

including basic first aid, child protection & safeguarding, CPR & AED training

Child Protection & Safeguarding for child-facing staff



Led by Robin Watts, former detective for the British Metropolitan Police, specialising in child abuse. Staff received either Level 1, 2 or 3 level training

the home of
wellbeing



Campus Renovations & Expansions



Sports Hall

The Sports Hall was opened for student use in February 2022. It is a modern athletics indoor space hosting two full-size basketball courts and seating for over 200 spectators for games and competitions. It is fitted with locker rooms, bathrooms and storage facilities and all the equipment needed for basketball, volleyball, handball, tennis, and badminton among many other activities.



Dance Studio

The Dance Studio was incorporated into the campus facilities in January 2022 to provide a fit-for-purpose space for performing and expressive arts, both within the curriculum and during our co-curricular performing arts activities. It is a space specially designed for dancers to learn or rehearse various styles of dance. It has a smooth floor covering, wall-length mirrors, ballet bars and other facilities to suit a wide range of dance classes, including ballet, musical performance and contemporary.



Fitness Suite

The Fitness Suite, completed in February 2022, was an addition with wellbeing and fitness in mind. It hosts a variety of weight and cardio machines, free weights and boxing equipment allowing students to engage in cardio and weight training during school as part of the curriculum, and after school hours as part of the Co-Curricular (CCA) programme. The wider community is also welcome to utilise this facility in our Evening Activities offer throughout the school year.



Evening sports activities for the wider community were introduced to ensure full use of the new facilities. These opportunities aim to create opportunities for our parents and teachers to meet in an informal social setting whilst promoting a healthy lifestyle.



Sensory Room

As an essential addition to the occupational therapy department, the Sensory Room, finished in 2021, incorporates balance beams and swings for developing vestibular balance, a ball pool pit for sensory integration, and foam blocks for problem-solving and gross motor development. Our sensory room is a “safe space” that is designed to provide individuals with sensory issues to decompress and confront a variety of sensory experiences in a way that ultimately helps them learn to cope in our world of sensory overload.



The Hive Early Years Centre Renovation

Reconstruction of the Early Years space, “The Hive”, began in Term 3, being one of the most ambitious renovations in the school’s history. The Hive features themed gardens, wandering paths and educational sensory environments with all the facilities necessary to foster curiosity, wonder and discovery in an internationally-renowned educational setting for our youngest learners.



Year 7 student during the MMA Boxercise CCA in the Fitness Suite

Financials



Revenues	
Tuition Revenues	7,644,036.00
Other Income	52,302.00
Total Income	7,696,338.00
Expenses	
Staff Salaries & Related Costs	(5,525,165.00)
Books & Educational Equipment	(224,631.00)
Depreciation	(504,817.00)
Administrative Expenses	(1,276,176.00)
Total Expenses	(7,530,789.00)
Surplus (Deficient):	165,549.00
Finance Cost (Interest):	(19,866.00)
Surplus (Deficient) for the Year:	145,683.00



the home of
ingenuity

Accreditations & Memberships





#weareICS