



INTERNATIONAL COMMUNITY SCHOOL ANNUAL REPORT 2022-2023



the home of
community



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the home of
opportunity



Our Mission & Vision

Mission

Our mission as an inclusive, diverse, and happy learning community is to harness the power of human connection to create fearlessly determined global citizens.

Vision

Where everyone 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 attitude.



Respect

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



Empathy

We understand and support the thoughts, feelings, and experiences of others and are able to show compassion and care.



Equity

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



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.

Message from the Chair of the Board of Governors



Karim Saifi

Chair of the Board of Governors

Summer 2023 again saw the school break further records with our GCSE, A level and BTEC results setting a new high standard for the region.

We were delighted to hear of the successes of two of our Jordanian students who

sat A levels with us and achieved 100% in their High School Tawjihi (equivalency): A remarkable feat! Along with this, three further A level students achieved Highest Marks in Jordan in Chemistry, Physics and Maths whilst another student achieved the highest mark in the world in Persian!

Our GCSE examinations were the best in the school's history with students at ICS achieving the **HIGHEST MARK IN JORDAN** in the following **TWELVE** GCSE subjects:

GCSE: "Highest mark in Jordan" - Arabic, English Language, English Literature, Maths, Science, History, Geography, Business, Global Citizenship, German, French, Spanish.

This is the first time in the school's history that students at ICS have achieved such successes and allows us to clearly demonstrate our excellence in GCSE teaching. On behalf of the Board of Governors I would like to thank Mr JB Savage and his team for these outstanding results and the progress made in growing our academic ambitions at ICS.

After the opening of the schools new Sports Hall last academic year we have been delighted to see the amazing sports results from our Basketball, Volleyball and Football teams both here in Amman and further afield

overseas in the Middle East and Europe. As the last year has progressed we have turned our attention to the development of our campus both with 'uplifts' in our current buildings and in developing the vacant plot of land we own next to the current campus. In the last two years we have seen new or uplifts completed in the following areas:

The Early Years 'Hive';

- The Primary and Secondary Administrative areas;
- English teaching rooms;
- The STEAM Primary 'Makerspace';
- The Virtual Reality and Secondary Computing room.

As the year closes, the Board of Governors along with the Senior Leadership Team begin the exciting strategic work on the campus expansion plans for the undeveloped land owned by the school. We look forward to sharing more news on this over the coming year.



Message from the Principal



Alun Yorath

School Principal

Dear SICJ Community,

In December 2022 we received the outstanding news that ICS has been re-accredited as a British Schools Overseas (BSO) School. The school was last inspected in 2017 and the progress made since 2017 as illustrated by this latest inspection report is excellent. In all areas of school life the school has made significant improvements and is now graded at the top grade in 7 out of 8 standards. This inspection report was followed by the wonderful news that we have now been accepted as full members of the Association of British Schools Overseas (AoBSO), a first for any school in Jordan.

In March and April 2023 we asked parents and staff to complete our annual parent and staff satisfaction surveys. The findings of these surveys help inform our strategic planning and are a crucial form of evidence on which we make key decisions. I am delighted to report the positive feedback we received in almost every area of school and work life by our parents and staff showing that we are making significant progress in the 'right' shared directions. We continue to work on our communication strategy with our parent community and we hope that in the next parent survey this is borne out further.

In Spring 2021 we opened our new Sports Hall and promised a renewed focus on sport. I have been delighted to report on the numerous successes that our competitive teams have achieved throughout the last year including wins against local and foreign schools that historically we have never beaten. Our non competitive sport has developed equally as well with uptake at after school sports activities now exceeding ninety percent of the pupil community taking at least one after school sports club each week. This is an outstanding success for which the Sports staff led by Coach Wael Yousef should be rightly proud of- well done to all of our coaches and PE staff.

Finally I am delighted to report that the staff turnover of class based staff in 2022-23 was the lowest in recent years and shows the value we are adding not just to our students learning but also to our staff in supporting them to develop themselves further through our exceptional Staff Development Programme and Continuous Professional Development opportunities: Our Professional Growth Pathways (PGP) programme.

I hope that this annual report paints a rich picture of the fabulous ICS community and our accomplishments over the last twelve months. May I finish by thanking all members of our school community for their passion, commitment and enthusiasm for all that ICS stands for- Shukran.



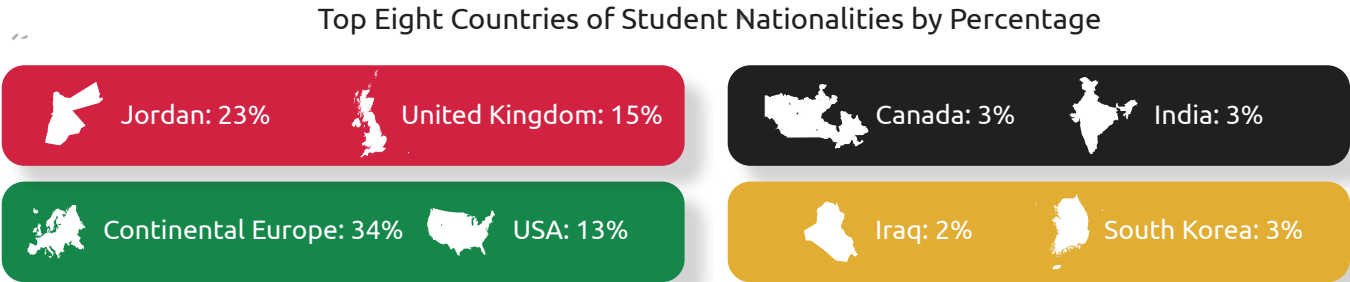
Student Demographics

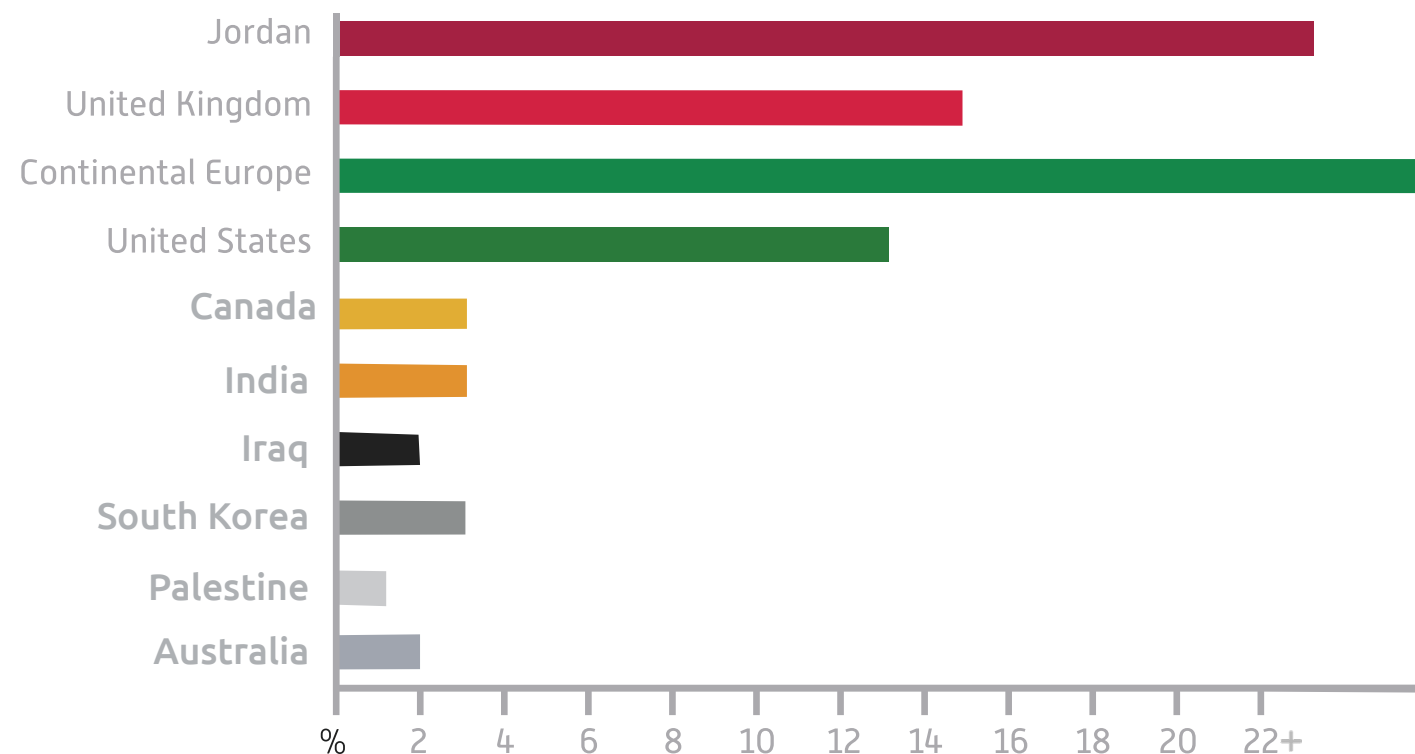
62 different student nationalities

KEY

Countries with the highest number of ICS student nationalities

Countries of ICS student nationalities





Other student nationalities

Australia	Pakistan
Bosnia and Herzegovina	Palestine
Brazil	Peru
Brunei	Philippines
China	Poland
Colombia	Russia
Djibouti	Saint Kitts and Nevis
Egypt	Saudi Arabia
Estonia	Senegal
Ethiopia	Serbia
Guatemala	South Africa
Indonesia	Sudan
Japan	Sri Lanka
Kenya	Swaziland
Libya	Taiwan
Malawi	Tajikistan
Malaysia	Turkey
Mongolia	Ukraine
Nepal	Uzbekistan
New Zealand	
Norway	



77%
expatriate
students



23%
local
students

Admissions

Number of students
that attended ICS during
academic year 2022-2023

709



Total number of new
student enrolment

196



249

new
applications
received

201

applicants
offered a
place



81%

of applicants
accepted



382

Number of students in Primary

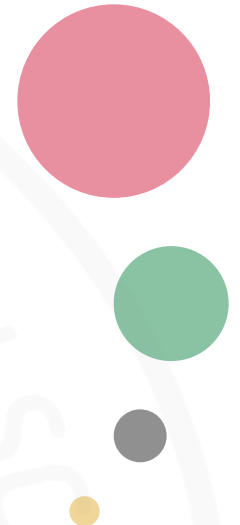
54%



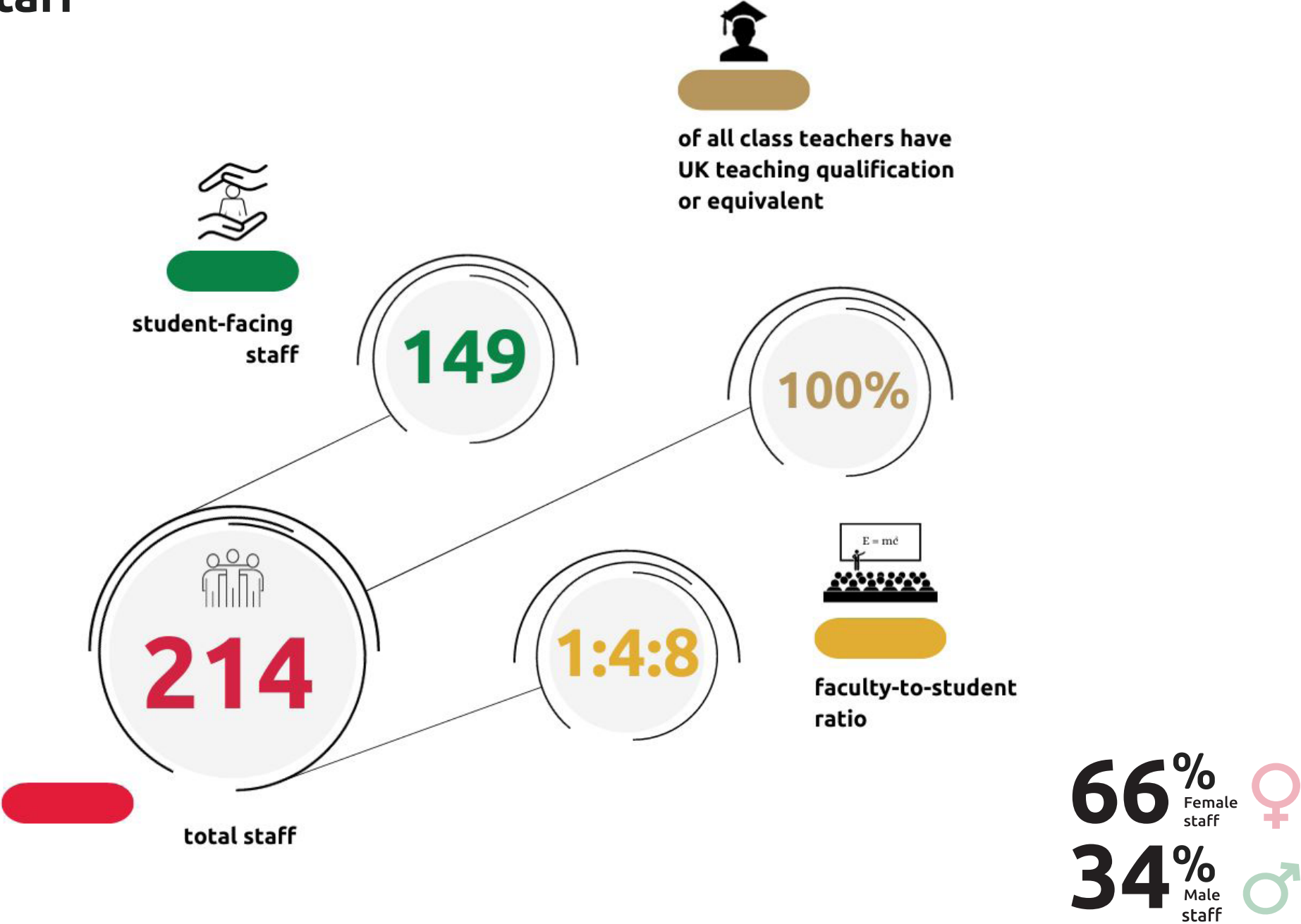
327

Number of students in Secondary

56%



Our Staff



Improvement & impact table

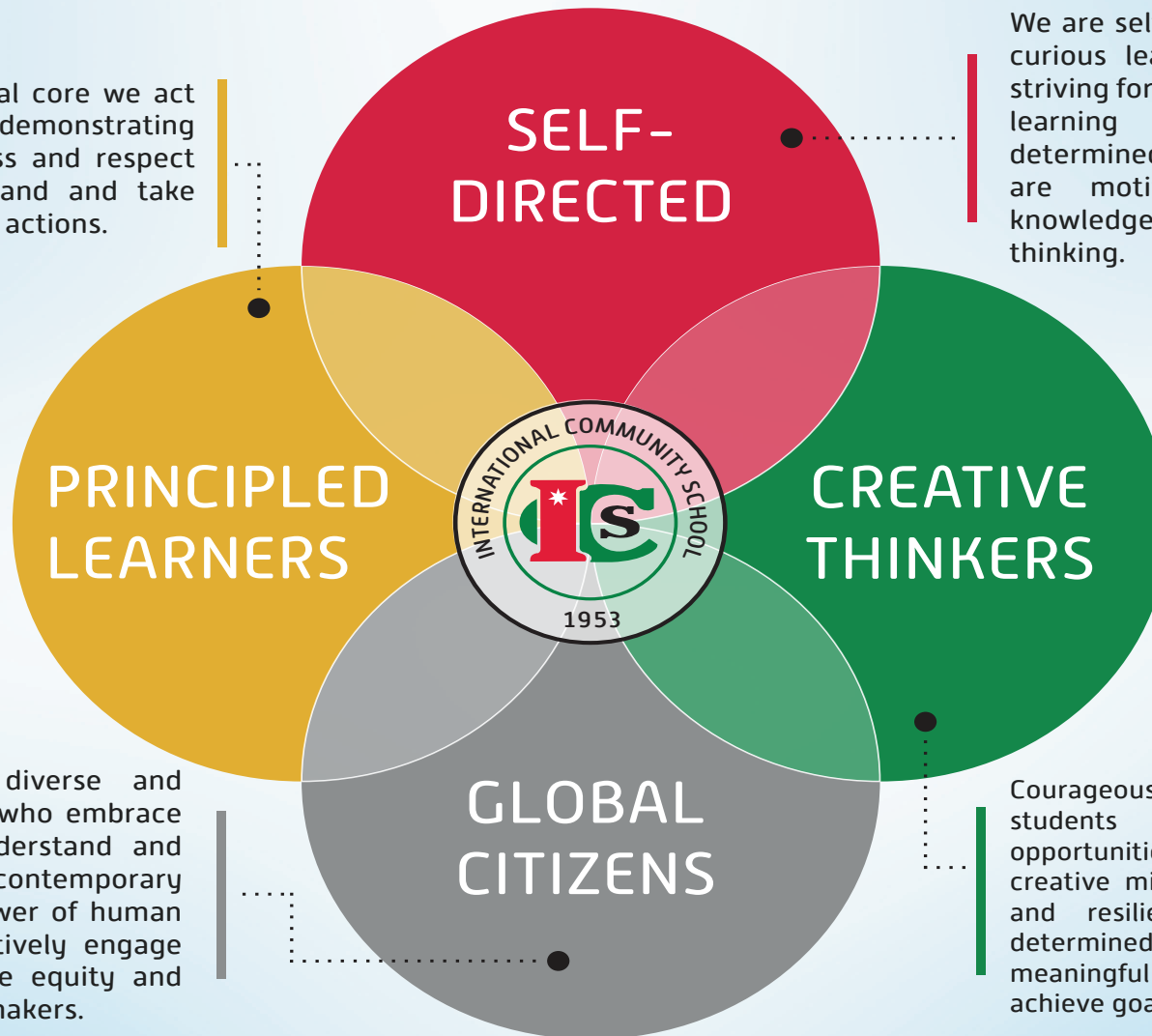
Improvement	Impact
International CPL and Cascading Workshops	With a generous budget, we have been able to send staff abroad for more in-depth training. Examples include Faisal Hajjiri in secondary who required training on creating timetables, Fatima Nasser as university guidance counsellor and staff IT who will benefit from attending the BETT fair in London. We have made it clear that those who go abroad for training will provide cascading workshops this year to share their knowledge with others where it is appropriate.
External Trainers / Online	The most significant has been Tim Gerrish who has trained a group of staff in safeguarding and this means they are now in a position to train others in the school. The 'train the trainer' sessions highlighted what ICS was doing well but also the areas which required improvement. We now have Arabic provision for local staff that we did not have before (for example). Online CPL provision continues to allow staff to take part in CPL that is appropriate for their needs or will support students (for example Kaligo handwriting in the secondary school. Kaligo was also an app that Emma came across while in Dubai at the conference demonstrating how international and online CPL can blend together to have an impact at ICS).
Internal CPL	These provide an opportunity for SLT to train staff in elements that perhaps they require a refresher in (invigilation, EdTech, interpreting CAT4 data, CUSP etc).
Cafe Pedagogy	Once every half term, this is a low-stakes informal event that brings staff from both schools together to informally chat about a theme and share ideas via the noticeboard located in the staffroom.
NPQ	Staff are given the opportunity to complete an NPQ of their choice. The projects that form part of this qualification have helped improve teaching quality.
AOR QTS	This is an ongoing process. Currently those with a PGCEi or the French MA are being asked to complete their AOR QTS. From next year, staff without a PGCEi will be requested to complete the iQTS. Both of these will help drive up standards.
Professional Growth Portfolios (Linked to learning walk feedback)	These have been used this year for staff to set targets, review their targets and also log their CPL. We have linked any feedback that is given from learning walk forms to individual portfolios so staff receive real time updates on their performance.
Local staff and Arabic provision	We have aimed to make CPL more inclusive and CPL such as safeguarding is now offered in Arabic as well as English
Independent research	Staff have access to Optimus, National College, Teacher Toolkit and the new CPL website that gives staff the opportunity to do their own research. The CPL website also lists books that ICS has that can be loaned to staff wishing to do their own reading.

Portrait of a Graduate

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.

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.



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.

RESPECT • DETERMINATION • EQUITY • EMPATHY • INTEGRITY

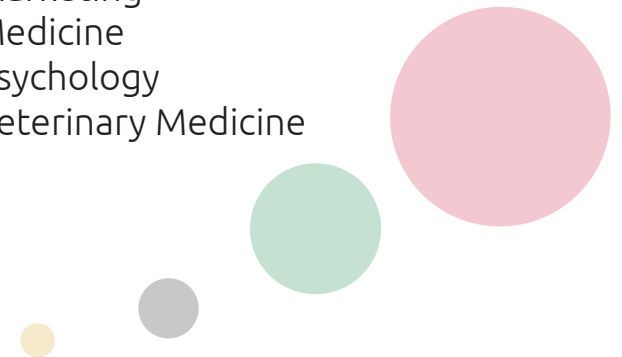
Academic Attainment

IGCSE & A Level Results Highlights

- 40% 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 the best highest mark in Jordan for IGCSE French, Spanish, German and Maths.
- ICS scored the best highest mark in Jordan for A-level Chemistry and Physics.
- 8 ICS students in Year 11 received Higher Achiever Awards from the exam board.
- ICS scored twice as many top grades (A*-A) or (7-9) as UK schools.??
- 32% of top GCSE grades at ICS (7-9 or A*-A) almost doubled.

Majors Studying: Class of 2023

- | | | |
|-------------------------|-------------------------|-----------------------|
| • Aerospace Engineering | • Economics | • Marketing |
| • Architecture | • Economics and Finance | • Medicine |
| • Aviation | • Engineering | • Psychology |
| • Business Management | • Event Management | • Veterinary Medicine |
| | • Law BSc | |

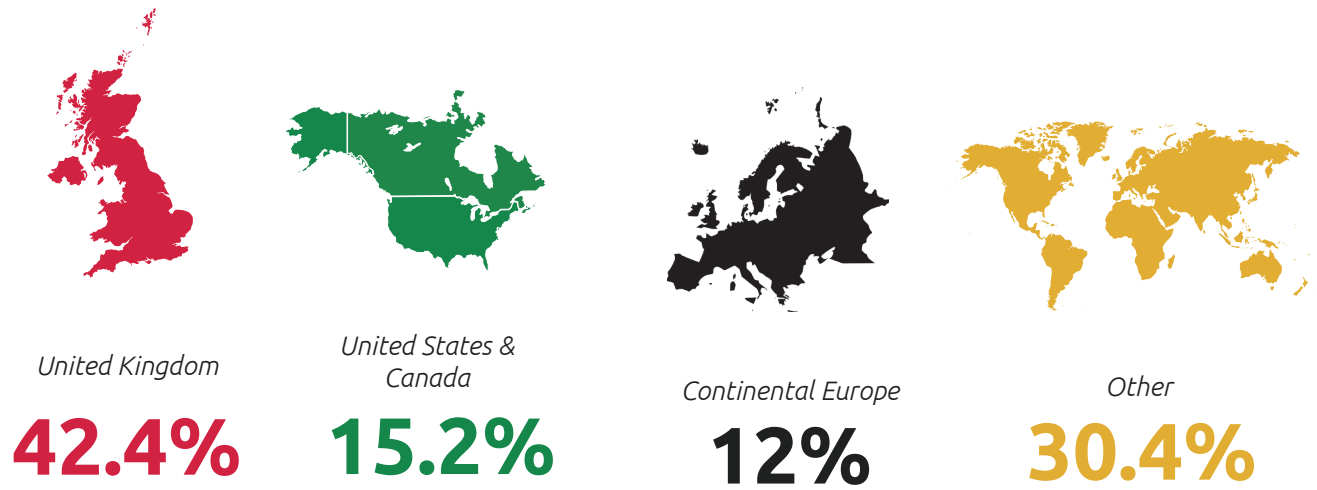


University Destinations

Graduating Class of 2023 Highlights

- 42.4% of ICS graduating students successfully enrolled in UK Universities with a further 15.2% attending North American Universities (including Brown, Concordia and Franklin Universities - top World 100 Universities).
- 71% of UK destined students will be attending Russell Group (top World 100) Universities including Oxford University, University of Bath and Cardiff.
- 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 2023 who attended universities/colleges around the world.



University destinations of the class of 2023 who attended universities/colleges around the world.



Achievement & Awards

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.



Shukrona, one of our exceptionally talented Year 9 students, has been recognized and sought after by a prestigious gallery in downtown Amman! Shukrona's artistic prowess has captured the attention of art connoisseurs and enthusiasts alike, leading to this incredible opportunity to display and sell her mesmerizing work in a brand new gallery space.

As a school we are currently 20th in the world and 8th in our category with over 9000 points! Shukrona is currently 2nd in the world; she has attained over 5000 points and Fredrick Jonathan has achieved over 1000 points!



Y10 students attended the World Scholars final at Yale University, having won 1st out of over 30,000 students at the regional cup to compete abroad in a lively and enjoyable competition that manages to bring thousands of Scholars from around the world in one place.



93%

of students took part in
Sports CCAs this year

60+

hours per week of
Sports CCAs each
term

16 Basketball teams and
have played **75** competi-
tive matchess.

5 Volleyball teams who
have played **37** competi-
tive matchess.

6 Athletics teams.

8 Football teams who have
played **43**
competitive matchess.

1 Swimming team with **3**
representing professional
swimming clubs.

Individual Awards:

4 students have been selected for the Jordanian Basketball Squad

8 students play for professional basketball clubs in Amman

2 students won the MVP in the World Schools Basketball Games in Abu Dhabi



Overseas Trips:

We have offered **4** sports trips in skiing, football, basketball and multi-sports to: Italy, Qatar, United Arab Emirates and Switzerland.

Co-Curricular Activities (CCA) Programme

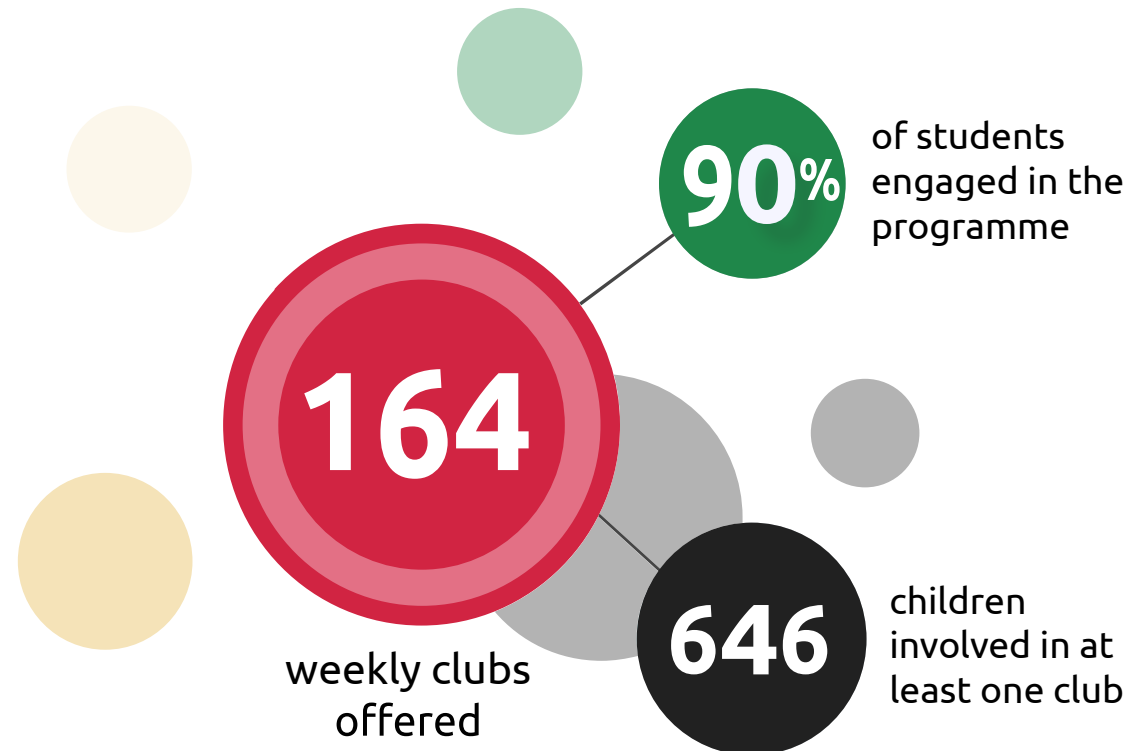
2022-2023 Summer Term 3

The ICS Co-curricular Activities (CCA) programme launched in the Summer Term of 2023. 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.



Programme Partnerships



Clubs Offered

Over **64** hours of athletic CCAs, including elite Oryx teams and clubs of a wide range of inclusive activities and sports.

Virtual Reality Adventures
Football
Laser Run
Yearbook 2023-2024
Stop Animation (Yr 1&2)
Painting - Primary (Years 3&4)
Art Club (Yrs 1-3)
Chess Intermediate & advanced (Yrs 5&6)
D&D - (Yrs 5&6)
Horse Riding
CCA Experience
Arts and crafts
Producing Podcasts (Yrs5 &6)
Gardening
Ballet
Community service
Fun Games
Revision Group
MMA (Secondary)
Greek Language
Cross Country
Chess
Economics A Level exam practice
Practical essential life skills
Dungeons and Dragons
Math's intervention
World Scholars

Crafty Creation (Yrs 1-3)
E-Sports (Yrs 5 -8)
Intermediate painting for Years 5-6
"World Languages" GCSE and A-level preparation for students who speak other languages (Yrs 9-13)
Tennis
Gymnastics
Experimental Project from the British Physics Olympiad
K'Nex Machines
Cross Country
Fun Sports
Virtual Reality
Cooking
Issues and Debates in Psychology
Oxbridge
Journalism
Around the world
Fun activities (EY2)
Crystal Canvas Diamond Painting
Loop yarn knitting for beginners
UKMT Maths Challenge Club
MUN
Football (EY)
Video making ll transitions
Book Explorers Club
Lego
Essay Writing

Fun activities (EY2)
Crystal Canvas Diamond Painting
Drama club
Lego Club
Calligraffiti
French for advanced students
Sphero
World Scholars' Cup
Film Making - Your World Competition - Climate Change - From Crisis to Action
LEGO League
Book Club
Story Crafts
Sports
Athletics
Virtual Reality Adventures
Esports competition
Walking Club
Cricket
Cross Stitch & Loom Knitting
English Language Revision
Harmony Creators: Music and Singing Club
The Art of Quilling by Irenea
Practical essential life skills
Masks Making by UniArt
Pottery & Ceramics by Darb Life Skills
Painting on Clothes by UniArt
Stained Glass, Mosaic & Pottery



Educational Technology

1-1 Devices Pilot

- We are delighted to introduce an innovative addition to our school's educational resources: The Virtual Reality (VR) Lab Pilot Program, which has been made possible in part by the generous support of the ICS Parent Staff Association.
- Virtual Reality technology, with its immersive multimedia capabilities, presents an extraordinary learning opportunity. Through our new VR headsets, students can virtually explore streets and landscapes from around the world, providing them with a tangible experience of diverse cultures and geographies. They can witness live theatrical performances from the centre stage, soar over the icy expanses of the Arctic, conquer the majestic peak of Everest, or navigate the vibrant ecosystems of the Great Barrier Reef.
- In addition to its benefits for geographical and cultural exploration, the VR Lab also offers tools to nurture our students' creative and technical talents. They can use 3D painting applications to create intricate dioramas and scenes, which will deepen their understanding of spatial concepts. Moreover, they can create interactive immersive experiences based on books they have read incorporating 360 degree settings, soundtracks to set the mood and Generative AI text to image characters.
- We firmly believe that the integration of such advanced technology into our curriculum will not only enrich the depth of understanding but also expand the horizons of possibilities for our students. We are enthusiastic about embarking on this cutting-edge journey with our students across the school.

AI-Assisted Learning

- As emerging technologies like artificial intelligence (AI) become more prevalent, our school is proactively developing principles to guide the safe, effective, and responsible use of these tools for student learning. After careful consideration, we have established the following principles:
- 1. Support Education Goals for All: AI will be thoughtfully used to enhance outcomes for every student.
- 2. Privacy & Security: AI use will align with regulations protecting student data privacy, safety, and accessibility.
- 3. AI Literacy: Students and teachers will build skills to critically evaluate and utilise AI technologies ethically.
- 4. Realise Benefits & Address Risks: We will cautiously explore AI benefits while proactively addressing risks.
- 5. Academic Integrity: Students will produce original work and properly credit sources, including AI tools.
- 6. Maintain Human Agency: AI will provide support, not replace educator and student discretion in decisions. Our staff will set parameters for each class and assignment for when and how AI systems can be used
- 7. Continuous Evaluation: We will routinely audit AI use, updating policies and training as needed.
- Our goal is to create a learning environment where AI technologies empower rather than replace the human aspects of education. We embrace these technologies cautiously to prepare students for a future where these technologies are everywhere. Please reach out with any questions or input on these principles as we navigate this rapidly changing terrain together. We thank you for your support.

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.

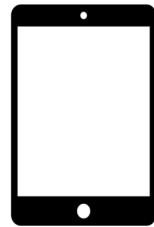
- Quadrupled bandwidth from 170 M.B to 1500 M.B.
- Upgraded the firewall next generation with high availability.
- Upgraded access point from 100 up to 130.
- Upgraded the data center connectivity-bandwidth and availability (server room) in addition to each floor cabinet (1 G.G > 10 G.G)
- Backup solution for service and data centers.
- Installed a new NOVA system for the screens around ICS premises.



The ICS School has invested in the following IT resources:

773

chromebooks Lenovo, Acer & Asus devices

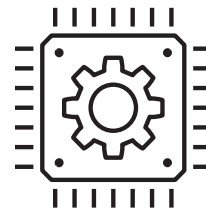
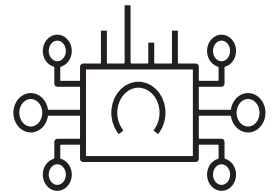


10

ipads for Early Years and Year 1 use

12

Chromebook trolleys for both Primary & Secondary use

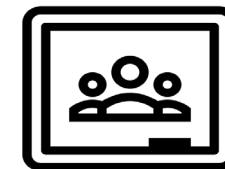


4

ipad charging lockers for Primary use

380

Google Classrooms created



Policies, Leadership & Management

In the academic year 2022-2023, we underwent a comprehensive Leadership and Management Review, reflecting our commitment to excellence and continuous improvement.

The school's mission, vision, and values, including integrity, equity, respect, determination, and empathy, were refined collaboratively by the school community, comprising 204 staff members, students, and parents. These values are deeply embedded in the school's daily life, influencing decision-making, behaviour management, and communication with the wider community. The School Development Plan (SDP) provided a clear roadmap for achieving the highest standards, as acknowledged in the CIS Prep Evaluation accreditation visit.

The governing body played a crucial role, providing unwavering support while holding the SLT accountable. With a range of qualifications and expertise, the Board of Governors ensured a multidimensional approach to problem-solving. The governing body and SLT worked collaboratively on financial matters and school facilities development, maintaining a strong and mutually supportive partnership.

Continuous Professional Learning (CPL) is a cornerstone of ICS's unified approach to teaching, with a focus on developing staff through the newly introduced PGP Professional Growth Pathway, through regular meetings, training sessions, and engagement with external experts. The impact of these efforts was evident in the professional development and growth of the school community.

Systematic monitoring and evaluation of teaching and learning ensured accountability through surveys, evaluations, and external testing. The school's commitment to excellence and continuous improvement was affirmed by various accrediting bodies, including CIS and BSO.

In summary, the Senior Leadership Team navigated the 2022-2023 academic year with a focus on strategic vision, effective leadership, community engagement, and a steadfast commitment to continuous improvement.

153 New school policies written, ratified and implemented



13 New departmental handbooks written, ratified and implemented



Child Protection & Safeguarding

In the past academic year, we took significant strides in our commitment to safeguarding and child protection with the introduction of the Child Protection Online Management System (CPOMS). CPOMS provides us with a comprehensive tool for monitoring, recording, and managing safeguarding concerns. CPOMS not only enhanced the efficiency of our reporting systems but also reinforced our dedication to maintaining a safe and secure environment for all pupils.

In conjunction with the implementation of CPOMS, we invested in the development of robust Safeguarding Teams across both our Primary and Secondary schools last year. These teams were equipped with a tiered structure, including a designated Safeguarding Lead and Deputy Designated Safeguarding Leads. Each of our Safeguarding team members underwent specialised training to ensure a deep understanding of child protection protocols, enabling them to effectively coordinate and respond to any concerns that arose during the academic year.



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



A Place to Design and Create: TinkerLab

This year, our school has taken a significant step in nurturing creativity and innovation among students by unveiling a purpose-built space dedicated to designing and creating. This new addition aligns with our commitment to providing holistic, practical education.

Design and Layout:

The design space exudes an industrial aesthetic, mirroring the environments where professional design and creation happen. Its layout is strategically planned to foster collaboration, experimentation, and hands-on learning. The industrial design not only inspires but also prepares students for real-world scenarios in design and engineering fields.

Equipment:

Central to this space are state-of-the-art tools including a vinyl cutter and a laser cutter. These advanced machines enable students to bring their ideas to life, providing them with experiences that go beyond traditional classroom learning. The inclusion of child-sized tools is a thoughtful touch, ensuring that the equipment is accessible and safe for students of all ages.

Educational Approach:

Our educational approach in this space is deeply rooted in the design process. Students are encouraged to follow the steps of this process — from ideation to prototyping to final creation. This methodical approach not only enhances their understanding of design principles but also instills critical thinking and problem-solving skills.

Impact:

The impact of this new space has been profound. Students have embraced the opportunity to create, experiment, and innovate. Their projects have ranged from simple designs to complex structures, each a testament to their creativity and learning. This space has become a hub of endless possibilities, where ideas are nurtured, and future innovators are born.

We believe this new design space is a milestone in our journey to provide an education that is dynamic, relevant, and forward-thinking. It's a space where minds meet machines, ideas meet implementation, and education meets innovation.



Professional Quality Recording Studio

In the past year, our school has made a notable stride in multimedia education with the creation of a new recording studio for students. This innovative studio is a testament to our commitment to fostering modern skills and providing diverse learning experiences.

Studio Design:

Custom-designed to foster creativity and professional learning, the studio features a built-in stage and a versatile green screen. This setup allows for a wide range of production possibilities, from theatrical performances to immersive virtual environments. The studio's soundproofing ensures a pristine audio environment, crucial for high-quality recordings.

Equipment and Facilities:

Equipped with professional-grade cameras and a high-spec workstation for video editing, the studio offers students hands-on experience with industry-standard equipment. This exposure is invaluable in preparing them for future careers in media and broadcasting.

Educational and Practical Applications:

One unique aspect of the studio is its integration into our curriculum through student-led news crews. These teams have the opportunity to direct and record live multi-camera broadcasts, covering events within our school and reaching audiences beyond our campus. This real-world experience in live production is instrumental in developing their technical skills, teamwork, and confidence in media production.

We are confident that this new recording studio will continue to be a valuable asset in our educational offerings, inspiring and equipping our students to excel in the rapidly evolving field of media and communications.

Seconday Renovation

Over the past few months, our dedicated team has been working tirelessly to enhance the learning environment and overall experience for everyone in our school community.

The renovations encompass various areas within the school, including classrooms, toilets, and common spaces. Our goal is to create a more modern and conducive learning environment that fosters creativity, collaboration, and innovation.

The newly renovated spaces feature state-of-the-art technology, updated furniture, and vibrant designs that reflect our commitment to creating an inspiring educational setting.

We are confident that these renovations will greatly contribute to the positive learning experiences of our students.



Financials



Statement of Comprehensive Income 2022-2023	
Revenues	
Tuition Revenues	8,383,274
Other Income	502,487
Total Income	8,885,761
Expenses	
Staff Salaries & Related Costs	5,911,166
Books & Educational Resources	243,498
Depreciation	625,571
Administrative Expenses	1,679,081
Total expenses	8,459,316
Surplus (Deficient):	426,445



the home of
ingenuity

Accreditations & Memberships





#weareICS