



ANNUAL REPORT

2019-2020



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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.



Message from the Chair of the Board of Governors

Serving the ICS community as Chair of the Board of Governors for the second year has been an honor and a tremendous responsibility.

As the academic year 2019-2020 progressed into its second term, it became increasingly apparent that it would become a very unusual year for the ICS and indeed for the entire world. As the whole world confronted the COVID 19 pandemic and schools closed and communities were separated, ICS had additional challenges to deal with. The sudden serious illness and repatriation of principal Matthew Savage in March left the school with several hurdles to overcome.

The support and dedication of the Board of Governors, the Senior Leadership Team and the incoming, newly-appointed Principal, Wthrough some very demanding months.

Having served on the Board at ICS for 12 years I have witnessed a variety of situations and some challenges, but I can firmly say that I have not witnessed anything quite like 2020.

As Chair of the Board of Governors I am expected together with the Board Treasurer, to sign monthly financial documents for the running of the school. In addition to holding Board meetings and Board Sub Committee meetings to manage

and support all the school projects and work.

I am thankful that all meetings transformed quickly to being online and all matters of business were able to be managed by emails. This made my unplanned and unexpected physical absence from Jordan between March and the end of May not as disruptive as it could have been for the school.

Our main aim and biggest challenge was providing an online schooling that catered for our students, with all their diverse learning needs throughout the months from March to June. Like many schools around the world, this was a massive challenge, a continuous endeavor and a work in progress. Accommodating for our staff and community wellbeing was a constant commitment.

The variety of policies that were quickly put in place by the Board and Senior Leadership Team (SLT) to manage the quickly unfolding events of COVID 19 enabled the school to manage all the HR implications and to begin with the provision of the online curriculum.

We were very fortunate and happy to be able to celebrate the graduation of the class of 2020. The event had to be held over a whole day to comply with the COVID 19 guidelines



We were able to truly get together, in a beautiful setting, to celebrate our student's achievements and wish them all the best on their new chapter away from ICS.

Our financial strength and stability and our cash flow and financial reserves have been strong and parents can rest assured that the fees went towards the continued improvement of their child's education both online and on site. Despite the challenges that COVID 19 presented, we were able to refund, in full, to parents the services that were not provided after the school closure in March. We also invested in the IT infrastructure both in software and hardware.

“ In a time when our world is turned upside down during this pandemic, we have seen the creativity and learning blossom from our students. ”

Amina Mango



The school continues to receive a glowing annual audit from our auditors, Ernst and Young, evidence of the responsibility with which we deploy parents' fees.

The building of our Sports Hall started and continued throughout the closures and the many delays. We have faced some expected delays, but construction progressed well nonetheless.

I would like to take this opportunity to thank every member of our community for their support, dedication and understanding throughout the 2019-2020 academic year and I would like to wish everyone the best for a happy and successful year ahead.

Amina Mango

Chair of the Board of Governors



Message from the Principal

Whilst 2020 will be remembered for many years to come for obvious reasons the academic Year 2019-20 here at ICS will also be a memorable year for many positive reasons. The school mission statement's second sentence states "We will continue to nurture and invest in an inclusive and diverse learning community of happy, confident and creative global citizens". In January 2020 Matthew Savage, Principal had the honour of attending an awards ceremony in London, The International School Awards (see p24). At this ceremony ICS was the only school in the world to have been nominated under two categories: The Inclusion Award and the Wellbeing and Safeguarding Award. Matthew was delighted to receive The Inclusion Award on behalf of the ICS community; testament to the importance the community has placed in its mission statement (see p8). Many schools and companies proudly display their mission statements whilst often failing to meet these highly aspirational goals. This Award, that the school received, clearly demonstrates that we "live" our mission statement: We are a school where inclusion is at the heart of our mission and at the heart of what we do.

We are proud of our diverse and inclusive community (see pp12-15) where every child can #thrive. Whilst some schools have mysterious names defining their identity, ours is simple: #weareics. We are an international community,



proud to consist of 62 different nationalities working together to create a harmonious, respectful and compassionate community where equity and integrity are our watch words (see p9). Our emphasis on serving others through supporting charities and organisations is impressive. In 2019-20 our students partnered with 17 charities and NGOs and provided over 3000 polio vaccinations through the #poliopoints programme. We even managed to turn the adversity of not being able to hold a full graduation ceremony for our Year 13 leavers into a positive by using this money to support the education of a local student (see p29).

An inclusive school is one where every child can thrive (see p8). The second half of the academic year tested this as the community adapted to a different way of learning. The global pandemic saw the campus close in March 2020 and not reopen again for the rest of the school year. Class based staff and our administration team needed to quickly adapt to ensure that #everychild in our community was best served whilst working remotely. This adaptation and ongoing evolution was a challenging journey (see pp20-21) but one which has taught us much. As a community we have grown stronger, more capable and more agile in tackling unknown challenges. None of us

“ Whilst some schools have mysterious names defining their identity, ours is simple: #weareics. We are an international community, proud to consist of 62 different nationalities working together to create a harmonious, respectful and compassionate community where equity and integrity are our watch words. ”

Alun Yorath

would have wished for this global pandemic or school closure but out of it can come good. Whilst it has caused untold hardship, damage and death on society the sign of a resilient community, society or nation is how we deal with this monumental challenge; how we overcome this adversity and how we learn from it. As we move into a new school year our learnings from 2019-20 will allow us to be a stronger and more resilient community of learners. Determination and Challenge are two of our school values (see p9) and these have certainly been at the forefront of our efforts in 2019-20.

When our IGCSE and A Level results were released in August 2020 and our graduating class confirmed their university destinations I was delighted to see that the majority of our children had succeeded in gaining their first choice university place through this time of adversity securing some of the best examination results

in the school's history. The class of 2020 are a diverse group of learners moving on to study varied courses at a broad range of universities around the world (see pp22-23). They succeeded through hard work, perseverance and tenacity and with a healthy dose of parental and teacher care and guidance. Their successes, their smiles and the joy shared with the families and staff in attendance at our four "mini" graduation ceremonies in August reminded us all that throughout 2020 we could still succeed. We would continue to celebrate and most importantly we would plan for the future, ensuring that the next generation of learners continued to push their own and society's expectations of themselves and others. May I wish our graduating class of 2020 a life of happiness, adventure and impact.

It would be remiss of me to not finish this writing without acknowledging and thanking Matthew Savage, ICS Principal 2017-2020.

Matthew recently has returned to the UK to be with his family where he has now established a successful consultancy, training and speaking company (@savageducation). Matthew's legacy at ICS is one that will remain with us for many years, he helped to define the "what we are", he promoted inclusion in all its forms and placed the wellbeing of students and staff at the center of every discussion. Our Vision, Mission and Values came alive under Matthew's leadership and a redefined, purposeful identity was created. We would do well to continue to cherish, value and extol the virtues defined by the values Matthew helped set in place, lest us not forget without these values, without our mission and vision 2020 would have been a much more challenging year! May I wish Matthew and his family much luck, good health and fortune in the next stage of their lifelong adventure.

Mission Statement

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

ICS is a school where every child can thrive.

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.

COMPASSION

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

CHALLENGE

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

HAPPINESS

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

EQUITY

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

A Year in Numbers

On-Campus Numbers

302 Students involved in sports teams and clubs

17,411 JD Raised in fundraising, donations, campaigns, and charity work

34 Sports teams and clubs

25 Various community and enrichment activities & fundraising done

41 Specialist members of our Inclusion team

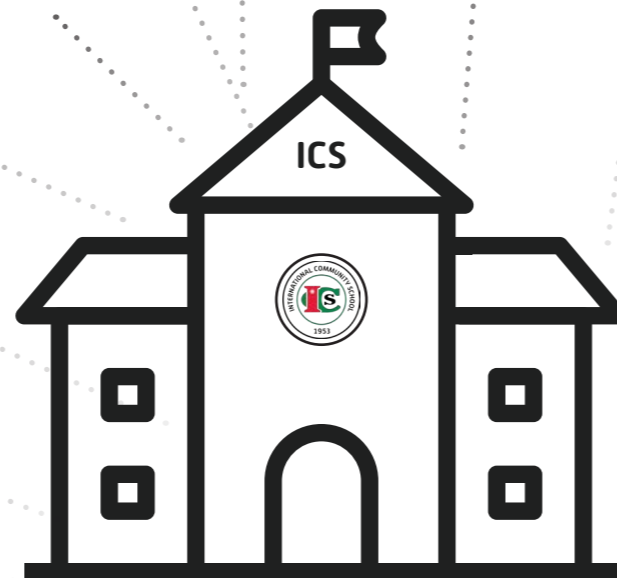
62 Student nationalities

General Numbers



Years since inception

3000 Lives saved through Polio Points



203 Professionally trained teaching staff

233 New students enrolled

766 Total students enrolled

73% of parents strongly agreed or agreed that they are pleased with the developments in the online blended learning programme

95 Unique online subscriptions to enhance learning

Online Learning Numbers

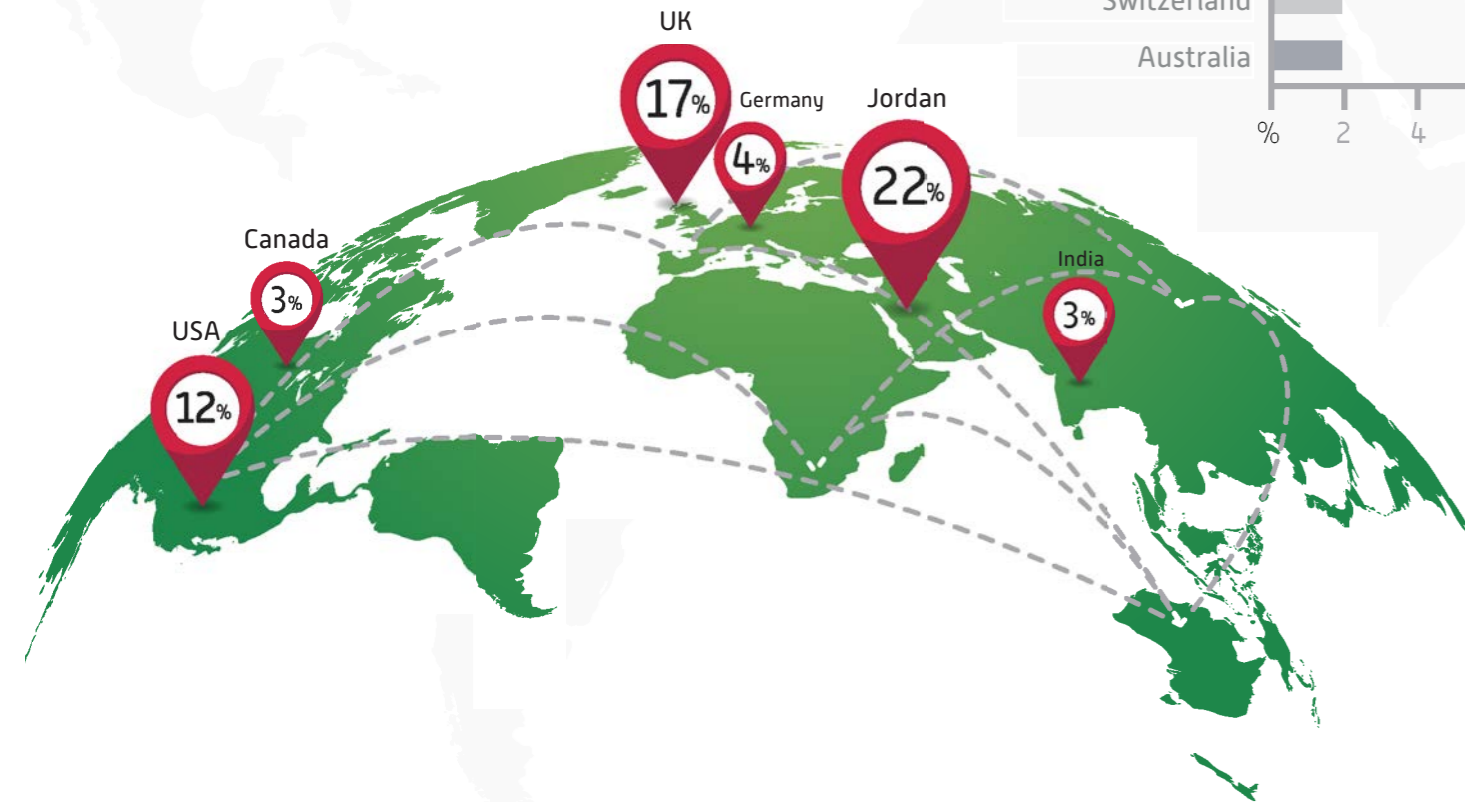
An average of **25** weekly IT support hours offered to parents, staff and students

64 ICS Got Talent audition submissions/participants

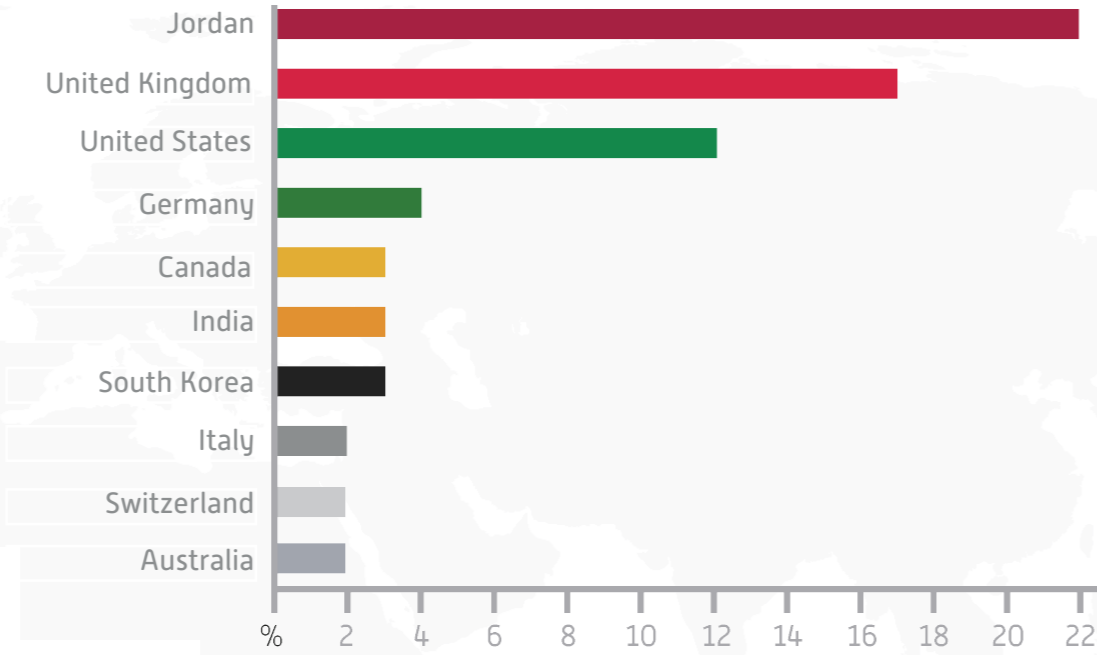


Student Demographics

Top Nationalities by Percent

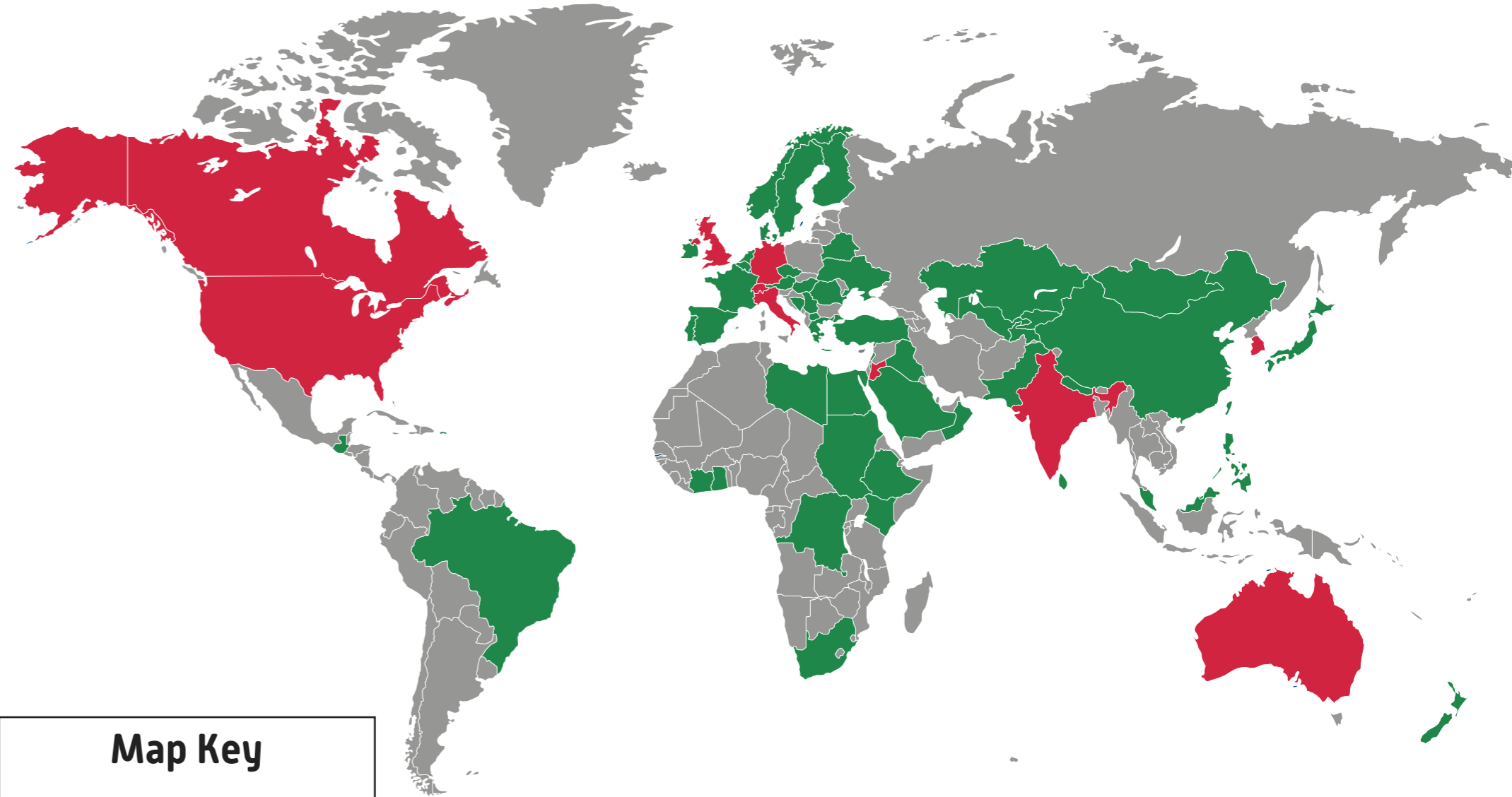


Top 10 Nationalities



Students Nationalities by Country

62 Student Nationalities



Map Key

- Red Countries: High % of students at ICS
- Green Countries: Existing nationalities at ICS
- Grey Countries: No current students at ICS

#thrive



Student Demographics

Total Students **766**

Students in Primary **444**



Students in Secondary **322**



Expatriate vs. Local Students



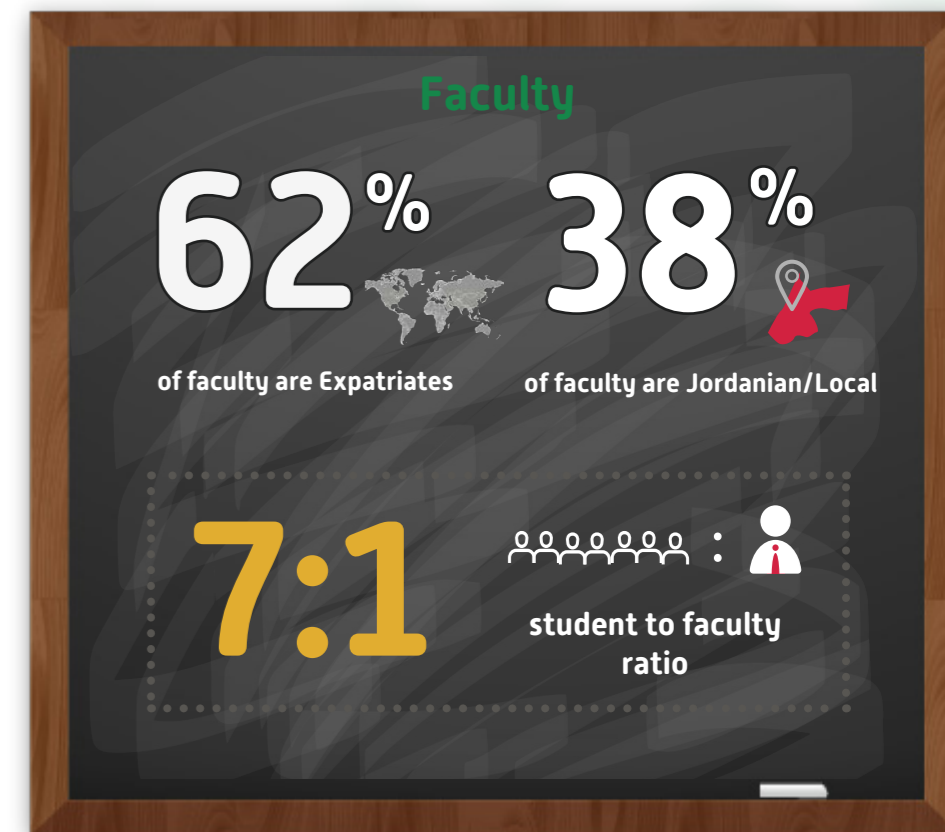
Expatriate



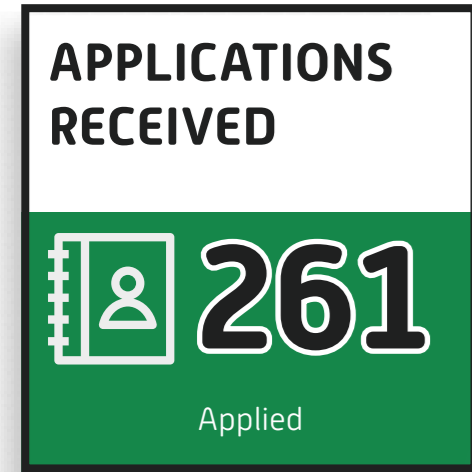
Local

Staff Demographics

Total Staff **203**



Admissions Statistics



conversion of applicants to enrolled students



Staff Development



PGCEi
British Qualification



Social Thinking Jr



QUALITY LICENCE SCHEME
ABC Awards - Certa Awards



CPD Certification



ICS implemented the BlueSky human resources employee review system to track and support staff in developing themselves professionally, while leveraging accountability and tracking progress in order to ensure the consistent and effective development of staff.



Academic Attainment

28%

of all A-Levels sat were awarded A*-A

20%

of students achieved 3 or more A*-B scores

47%

of (I)GCSEs sat achieved the top grades

**Top grades are considered 9, 8 & 7*

44%

of students achieved 5 or more 9-7 [A-A*] scores

A-Level Results

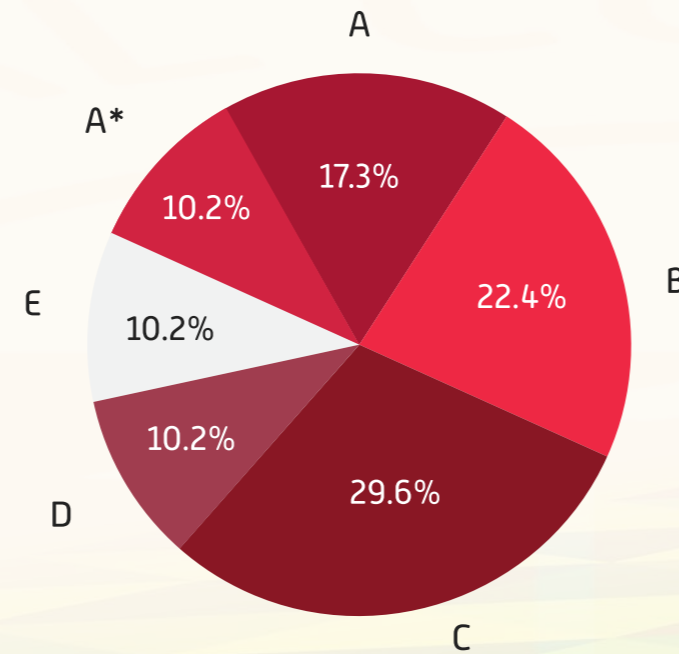
50%
of all A-Levels sat were awarded top grades*

**Top grades are considered A*-B*

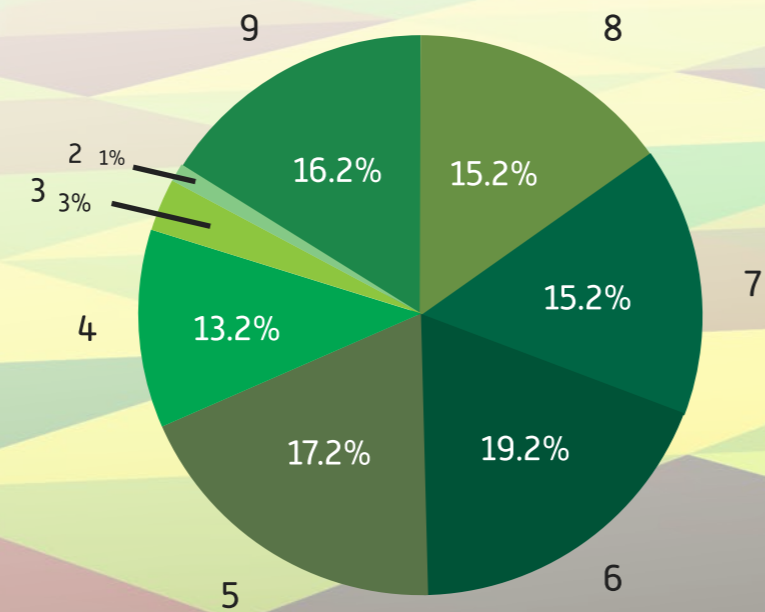
(I)GCSE Results

95%
of students achieved 5 or more 9-4 [A*-C] (I)GCSE grades in all subjects

A-Level Results



(I)GCSE Results



Digital Transformation Journey



1

Investing in **digital infrastructure** & enhancing the use of learning technologies school-wide

Investing in **Server Infrastructure** for digital resource stability, accessibility and security

2

Implementing the effective use of **learning technologies** school-wide

Prioritising the Use of **Interactive Digital Spaces** for meeting, discussing and collaborating during lessons

4

Enabling & supporting families' **access** to the blended curriculum

Providing transportation for external exams

5

Equipping staff with **comprehensive digital training**

Formation of the Digital Leaders Team staying up to date on new tech releases, training staff on using its features and incorporating it into lessons

Facilitating Cloud Migration
Storing data in the Adobe Cloud data platform designed to ensure data safeguarding solutions for business continuity and disaster recovery

Implementing G Suite for Education as an educational management system, opening access to a suite of digital tools empowering educators and students to innovate, discover and learn

Ensuring the Use of All Digital Tools including Google Classroom, blended learning, flipped classrooms, integrated applications & programmes

3

Ensuring the **Equity** of Curriculum Delivery **Horizontally & Vertically**

Horizontal Equity
Ensuring the delivery of the curriculum and the diversity of digital tools utilised are consistent across year groups

Vertical Equity
Ensuring the delivery of the curriculum and the diversity of digital tools utilised are consistent between classes and subjects

Delivering school supplies & devices to homes

Giving extensive IT support to families and staff

Sponsor Google Training in Google Educator and Instructor certification





GRADUATING CLASS OF 2020

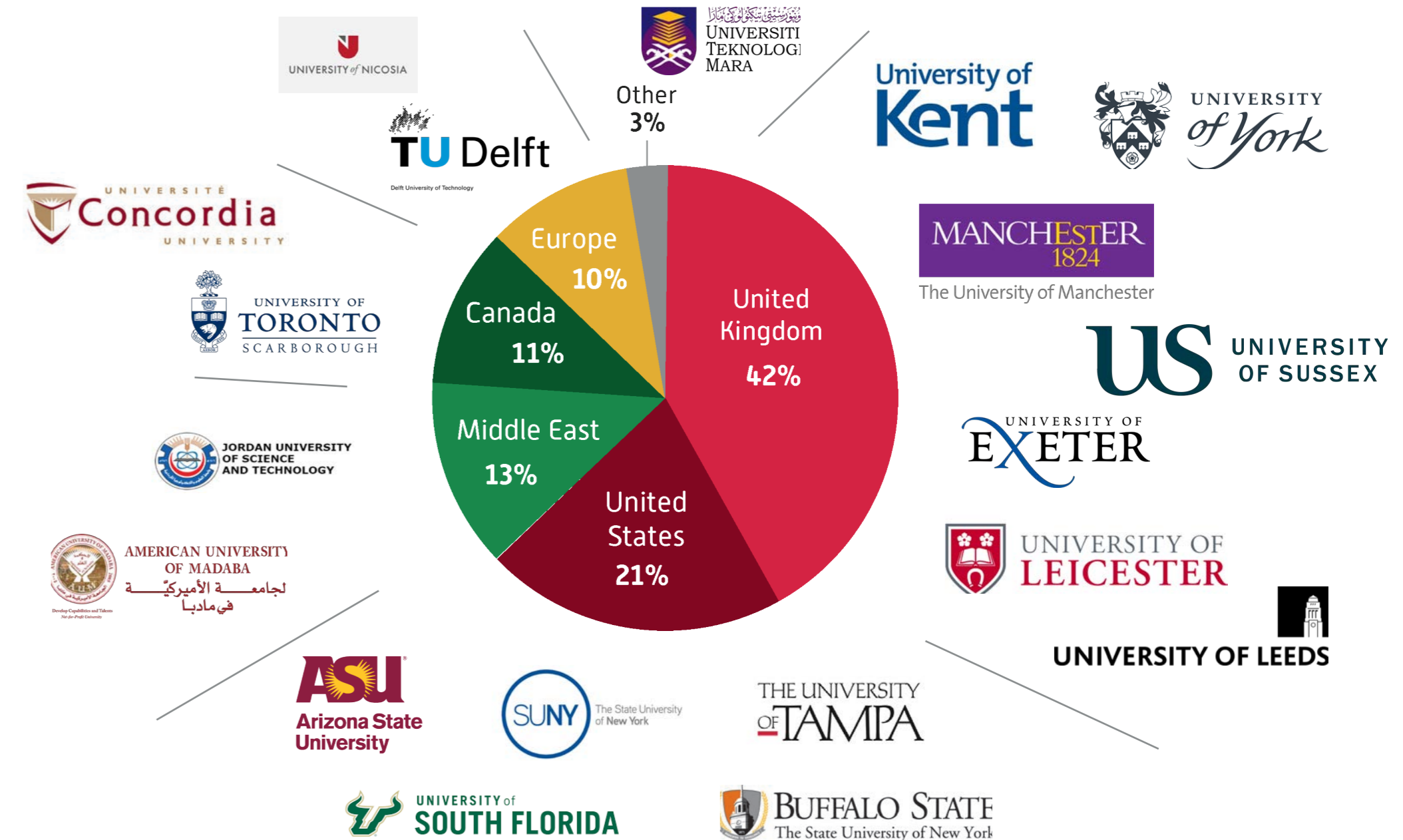
Further Studies in:

- Finance
- Law
- Business
- Medicine
- Politics & Current Affairs
- Economics
- Fashion
- Mechanical Engineering
- Psychology
- Politics & Economics
- Illustration
- Biological Sciences
- Political Science

Class of 2020 Graduation

University Destinations

Percent of students from the class of 2020 who attended universities/colleges around the world.



Achievements, Awards & Accreditations

School Awards

ICS was the only school in the world to be shortlisted under two categories.



ICS was the global winner of the Inclusion Award, testimony to the different SEND specialisms being pioneered within the Inclusion team, and by the local members of staff leading each of those specialisms.



ICS was one of three schools to be shortlisted for Wellbeing and Safeguarding, recognising two of ICS's greatest strengths as a school, and two of the most important areas in any outstanding school.



Student Awards



Ed Goodwin Award

Bella Shumaker, Year 8, was awarded the prestigious BSME Ed Goodwin Award 2020 for coordinating animal rescues and promoting animal welfare in her community in Amman, Jordan.



COBIS Student Achievement Award

COBIS internationally recognised Keira, Year 4 and Siwan, Year 9, for their outstanding individual achievement and contribution to school and community life and their remarkable demonstration of compassion, kindness and effort.

A charitable donation was made to Cool Earth, a charity that works alongside rainforest communities to halt deforestation and its impact on climate change, on behalf of the nominated students.

Queen Rania Awards



Eight ICS students were applauded as some of the world's highest achievers for their 2019 GCSE, BTEC, AS, and IGCSE scores on 10 March during The British Council's Queen Rania Awards.

- Liliana (Y13): High achiever in the History AS qualification and
- Jacob (Alum): High achievement in the IGCSE First Language English score
- Laura (Alum): Top Student in the Region and Top 10 Internationally for her GCSE French score
- Abdullah (Alum): High Distinction in Information Technology
- Yasmine (Alum): High Distinction in BTEC Business and Information Technology;
- Tod (Alum), Jacob (Alum), Faris (Y12), and Arthur (Y12): High achievement across 8 or more subjects in their GCSE scores.

Community Service & Enrichment

Community service and enrichment is engrained in the life of everything we do at ICS. Our student advocates strive to be global citizens who initiate discussion, raise awareness, fundraise and donate to causes, and give back through community work to ensure we make this world a better place every day.



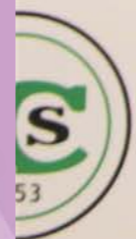
17 

Charities & organisations
partnered with

Organisations and Programmes Supported

- Green Wheelz
- Jordan Breast Cancer Programme
- HRH Princess Sarvath Initiative
- Lady of Peace Centre
- Gift of Life Amman
- Smile in a Box
- Na'our Public Schools
- Al AAI Public School
- Tawjihi Donations
- Ed Goodwin Awards
- UN International Day of Peace
- UN World Immunisation Initiative
- Al Hussein Society
- Ladies of Naour Society
- UN World Environment Day
- Rotary International–Polio Iradication Initiative
- BE Environmental Services

#makethepoint



ARTS WEEK & ART EXHIBITION

Events & Activities

ICS held several events during the 2019-2020 school year, all carrying elements of charity and fundraising in line with our ever-present aim to be global citizens building and enriching our school body whilst supporting and contributing to the greater global community.

Winter Charity Festival: Warm Hearts

ICS' annual Winter Charity Festival, this year themed "Warm Hearts", raised money to support Gift of Life Amman (GOLA) to contribute to the cost of a heart surgery for a child in Jordan.



Art & Design Exhibition: Climate Crisis

Under the patronage of HRH Princess Majda Ra'ad, students presented artistic works highlighting the importance of the current climate crisis. All proceeds from the event supported children from the Al Hussein Society for holistic rehabilitation and healthcare for disabled persons.



Book Week

Book Week encouraged students to drop everything and read, with character treasure hunts, interactive storytelling, book-themed projects, a book fair and more, instilling the importance and value of reading across the school.



Early Years Art & Bake Sale

Early Years students in our 'Young Entrepreneurs' project hosted an art and bakesale raising hundreds of dollars to support Education at Al' AAL Secondary in Na'our local school.



Graduation

Despite the pandemic, four mini graduation ceremonies were held to celebrate the achievement and success of our 2020 graduates. The excess budget for the graduation was given to local students to support their continued education.



#weareics

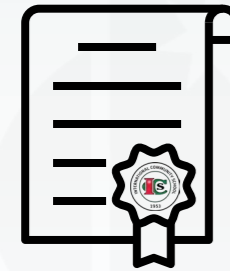
1953 Inception

School inception with 22 students, including HRH Prince Hassan bin Talal



1965 Enrolment

Student numbers more than double to 79 students



1980 New Campus

News purpose-built school in Khaldi to cater for the growing expatriate community



1983 Queen Visits

Queen Elizabeth II of England visits ICS with HM King Hussein bin Talal



1985 Food Fair

ICS hosts the first even Food Fair



1991 Curriculum

School follows the newly-established National Curriculum for England and Wales



The National Curriculum of England and Wales

1997 GCSE

Introduction of GCSE courses and the building of the football astro turf



2009 Relocation

ICS relocates to an upgraded campus in Na'our, on the outskirts of Amman



2013 Going Solar

ICS reaches 600 students; solar panels are installed on the building's roof



2016 Accreditation

ICS becomes a BSO-accredited school



2017 COBIS Member

ICS becomes a fully-accredited member of COBIS and implements a new set of Guiding Statements



2018 Accreditation

ICS celebrates its 65th Anniversary



Accreditation

ICS secures full CIS accreditation

2019/20 Academic Excellence

ICS achieves some of the best GCSE and A Level results in its history as well as the GESS Community Award for Citizenship and is the first international school to be awarded the Inclusion Quality Mark, the highest inclusion accreditation in the world; construction on new state-of-the-art facilities begin.



Financials

As a school where almost all of our income comes from tuition fees, we are very proud of our not-for-profit status. We understand that our school fees may present a significant financial commitment for many of our families who 'self-pay' their school fees whilst also respecting the investment made by local and international companies in paying for the employees' children to attend our school. We are committed to ensuring that every Dinar of income is wisely invested in ensuring the best possible educational experience for all of our learners.

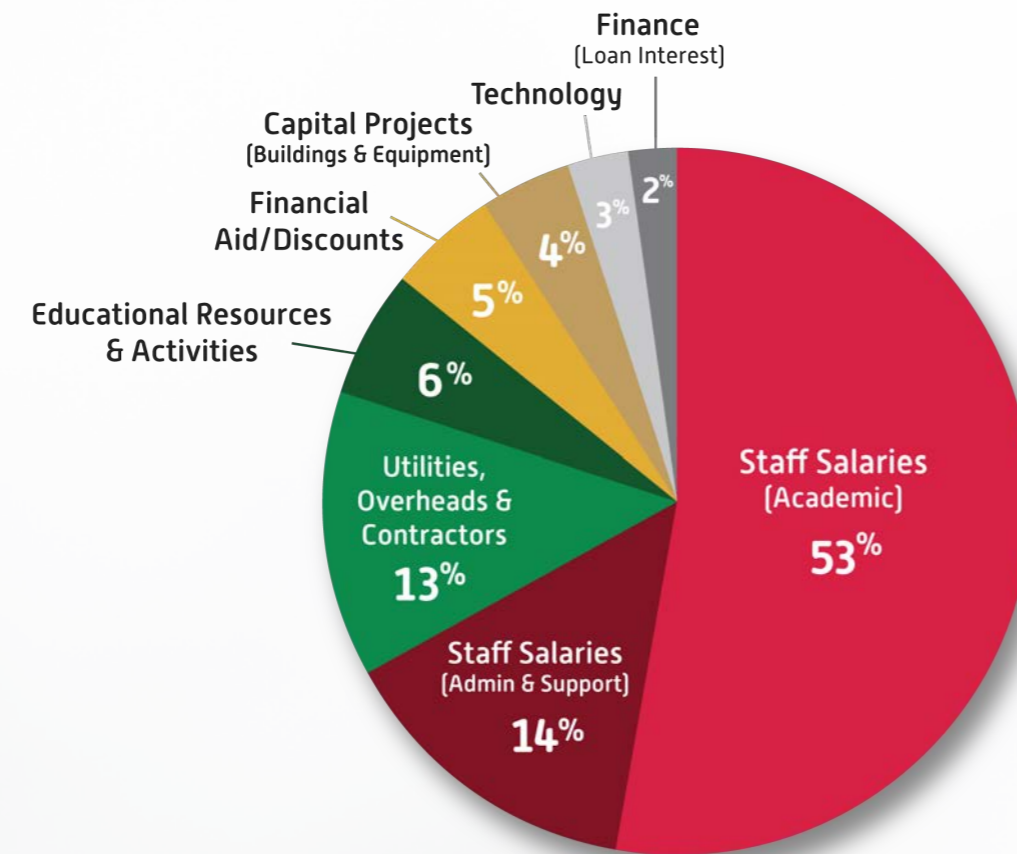
As should be the case in an outstanding school, where we acknowledge that the greatest asset we have is our staff, the majority of our income is invested in salary costs for both our teaching and non-teaching staff.

The school continues to develop and evolve its offer and through careful financial management is able to further develop the campus with the recent construction of the new Sports Hall demonstrating our commitment to this. Future planned developments include a new state of the art early years centre, a prestigious theatre complex and an indoor swimming pool and multi-gym building.

With a mid-year transition to distanced learning, and the implementation of a blended digital online curriculum, we initiated a school-wide digital transformation, investing in technology, cloud migration, significant staff training and online subscriptions to enrich our online learning platform. Pages 20 and 21 of this report briefly outline the journey the school has undertaken in this matter.

We were able to reimburse parents for Term 3 costs in full for a total of **151,220 JOD** as well as offer a generous, annual Financial

Distribution of Fees Income 2019-2020



Aid package for eligible families experiencing adverse changes in their financial circumstances, allocating **140,000 JOD in Financial Aid** to families. This financial aid is given as a reduction in school tuition fees. Additionally, we were able to offer up to **90% in scholarships** to students last year.

Financials - Budget 2020-2021

Revenues (JOD)	
Tuition Fees	7,926,280
Other Income	133,205
Total Income	8,059,485
Expenses (JOD)	
Staff Salaries and Related Costs	5,940,000
Books and Educational Equipment	220,000
Depreciation	455,000
Administrative Expenses	1,067,247
Total Expenses	7,682,247

Surplus (Deficient) from Operations	377,238 JOD
Finance Cost (Interest)	(90,000) JOD
Surplus (Deficient) for the Year	287,238 JOD



Audited by Earnst & Young 2019-2020

Accreditations and Memberships





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