

Visitor Parking

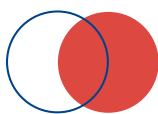
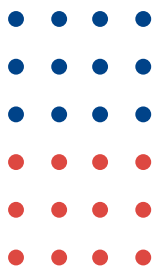
Bus Parking



ANNUAL REPORT

INTERNATIONAL COMMUNITY SCHOOL
SINGAPORE

2020 - 2021



www.ics.edu.sg

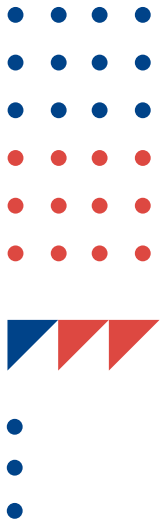




Educating Minds and Transforming Lives to Impact the World for the Glory of God

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GREETINGS



Dear Family and Friends of ICS,

It has been quite a journey that we have all traveled on together these past two years. There have been triumphs – having the opportunity to be largely face to face in school, graduating our seniors, and simply enjoying each other’s presence in new ways in the face of the pandemic. But there have also been struggles – canceling many on-campus events, coping with pared down extracurriculars, and dealing with the general ebb and flow of varying restrictions. This has all put a great strain on all of us.

Nevertheless, we have stayed the course at ICS in order to channel our Biblical Worldview into providing the best education we can for our students. We are certain that God is our guide, and providing an outstanding education to your children is our passion. As God invests in us, we invest in our students. This allows them to grow as global citizens with unique skills who will go on to impact their future communities.

Our theme at ICS this year has been “The Things That Matter,” based on Micah 6:8. We have spent a great deal of time exploring all the ways living justly, loving mercy, and walking humbly with God affects our lives, so that we might better focus on

the things that matter. To that end, each passing day reminds us of the importance of appreciating one of the things that matters most to us – community – and the opportunity to partner with you in the education of your child. God continues to walk with us in his infinite mercy as we try to carry out his plan for ICS in Singapore.

This annual report tells the story of ICS, painting a picture of our success over the 2020-21 school year. It offers an overview of our demographics, outcomes, and results, as well as our evolving approach to helping our students achieve personal and academic success in a world that continues to wrestle with COVID-19. While we are certainly proud of our accomplishments, I would challenge you to look beyond the statistics to see the quality of our students and school during the last year. We know that God is doing good work through us and we are excited about the student leaders that ICS is producing.

Please join us in celebrating the work being done in and out of the classroom each day.

Blessings on each of you.



Dr. James P. Rader
Director

Mission Statement



Education and Transformation at International Community School (Singapore) is a holistic process. We pursue knowledge and inspire learning in all areas because we believe that God has a plan for each of our students, regardless of their circumstances. They are each unique because He has gifted them all with unique experiences and abilities that will help them positively impact their communities.

We invest in each student with intention because we expect them to be difference makers within their various spheres of influence—at home, at school, in their local communities, and, when they leave our school, all over the world.

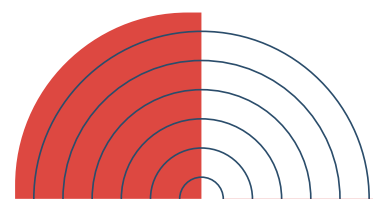
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“I was grateful for the opportunity to help our community navigate through all the changes that were brought on by the pandemic. I had opportunities to help students cope, through impromptu hallway conversations, modified sports practices, and classroom lessons. And I got to rely on my trusted colleagues and friends to help process my own thoughts throughout the year.”



James Kuang | Middle & High School Physical Education

”



Board of Directors



"ICS is emerging as an innovative leader in education, raising the bar for international schools not only in academics, but in the critically important area of character formation. It is a privilege to serve on the ICS Board of Directors."

Vice-Chair: Dave Hane

Job Title: Personnel Coordinator, Asia-Pacific Strategic Partners
Term: May 6, 2016 to May 5, 2021



Director: Su Wei Yong

Job Title: Homemaker
Term: October 15, 2018 to October 14, 2021



Director: Jacob Li

Job Title: Resident Faculty, East Asia School of Theology
Term: January 16, 2018 to January 15, 2021



Director: Laura Tan

Job Title: Program Manager, Lonza Biologics Tuas
Term: July 17, 2017 to July 16, 2022



Director: Sam Kim

Job Title: Pastor
Term: October 15, 2018 to October 14, 2021



Director: Brent Carlson

Job Title: Sea Haven Pte Ltd, CEO
Term: August 21, 2020 to August 21, 2023



Director: KD Baruah

Job Title: EVP (APAC), DT One
Term: November 13, 2018 to November 12, 2021



Director: Daniel Kim

Job Title: General Counsel - Asia Pacific,
Continental Automotive Singapore
Term: May 14, 2021 to May 13, 2024



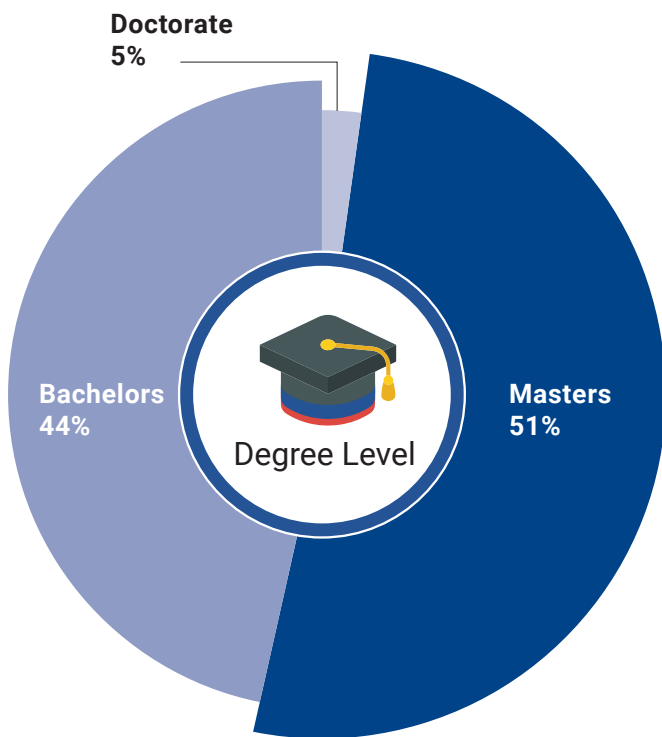
Director: Rio Inaba

Job Title: Corporate Executive &
Chief Innovation Officer, AEON
Term: May 14, 2021 to May 13, 2024

Faculty & Staff Demographics

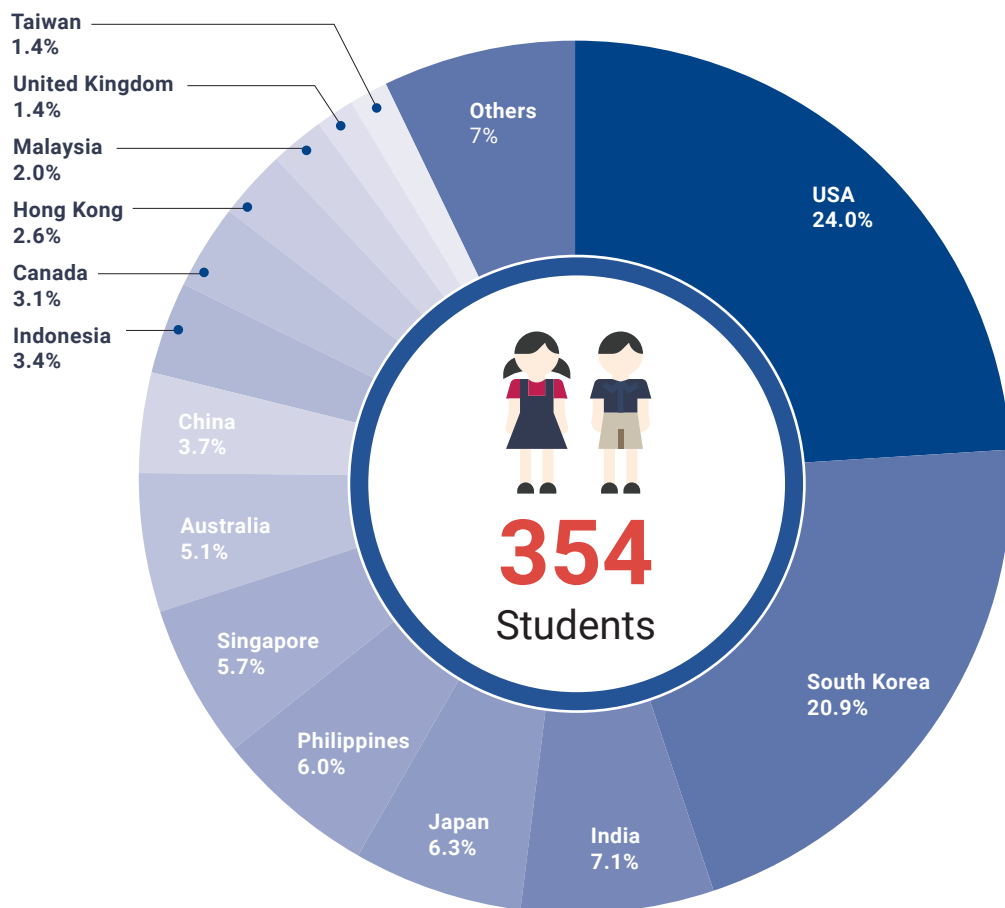
ICS prides itself on the expert quality and care of its teaching staff, the majority of which hold US passports. The 55 faculty members have an average of 12 years of teaching experience, with 51% of them boasting Masters degrees or higher.

For ICS teaching staff, education is truly a vocation, equal parts mission and profession. Their passion in the classroom and dedication to their students shows, too – the average length of stay for educators here is 5 years.



Student Demographics

With over 28 nations represented in our student body, ICS is truly international. Our student-centered community embraces cultural and ethnic diversity, emphasizing the importance of love and respect for all people. With a low student-teacher ratio, and highly qualified and dedicated faculty, our classrooms offer a safe and nurturing learning environment for all of our students.



28 NATIONALITIES

USA
South Korea
India
Japan
Philippines
Singapore
Australia

China
Indonesia
Canada
Hong Kong
Malaysia
United Kingdom
Taiwan

Vietnam
Germany
Ukraine
Thailand
Nigeria
Morocco
Serbia

Russian
Myanmar
Lithuania
Kenya
Iran
Cambodia
Brazil

Elementary School

The Elementary School (ES) was grounded in student-focused, Christ-centered learning opportunities despite the limitations on gatherings and typical school life activities. Our youngest Knights proved themselves more than up to the task of excelling, inside and outside of the classroom.



PROGRAM HIGHLIGHTS

- The inaugural ES Christmas Showcase featured performances from students K4 - G5
- ES Principal Town Halls held each semester fostered open communication between school leaders and families
- International Week Dress-Up celebrated the many diverse cultures represented at school and across Southeast Asia
- ES Spiritual Emphasis Week bolstered the ICS community's commitment to living out a biblical worldview

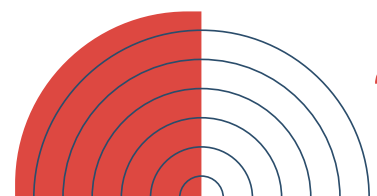
“

"I am so grateful to be a part of this caring and servant-hearted community. In just a short amount of time, the ES team has accomplished a tremendous amount thanks to the dedicated faculty and staff who have been called to serve here. I look forward to seeing what God has in store for ICS in the future."

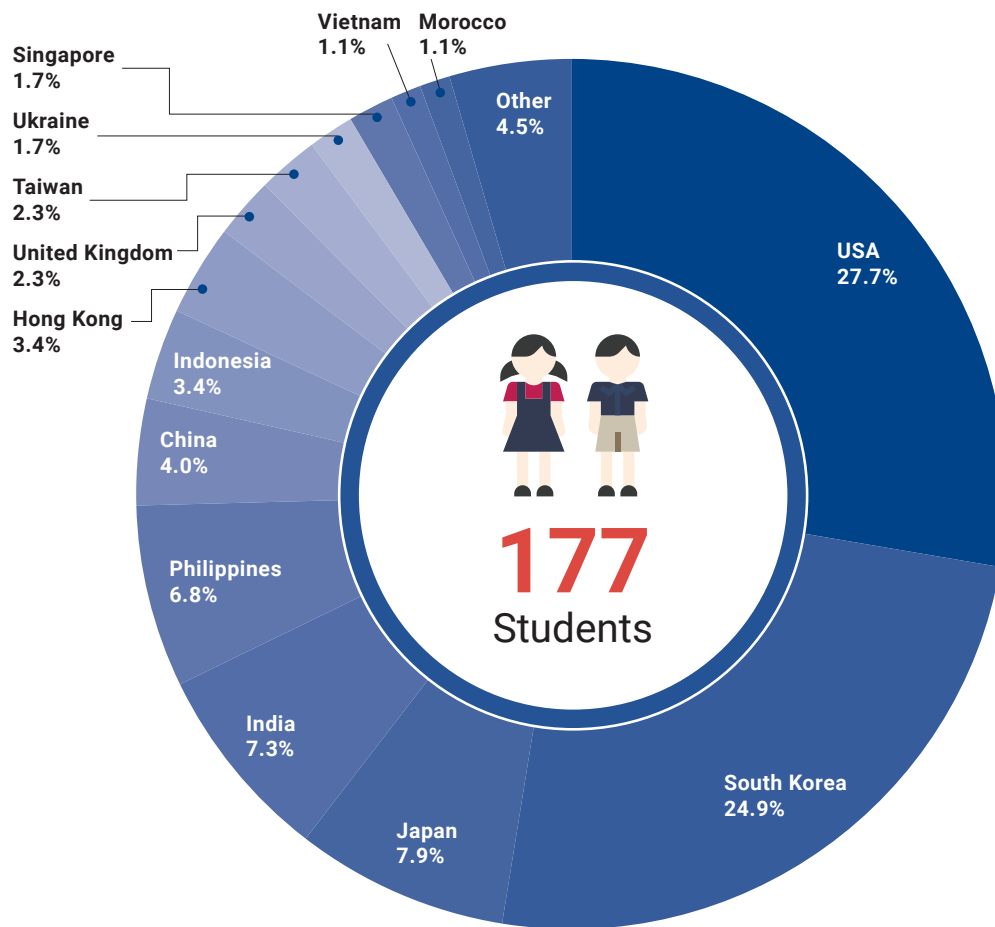
Lance Kershner | ES Principal



”



ELEMENTARY SCHOOL



21 NATIONALITIES

USA
South Korea
Japan
India
Philippines
China
Indonesia

Hong Kong
United Kingdom
Taiwan
Ukraine
Singapore
Viet Nam
Morocco

Germany
Serbia
Russian
Nigeria
Myanmar
Malaysia
Lithuania

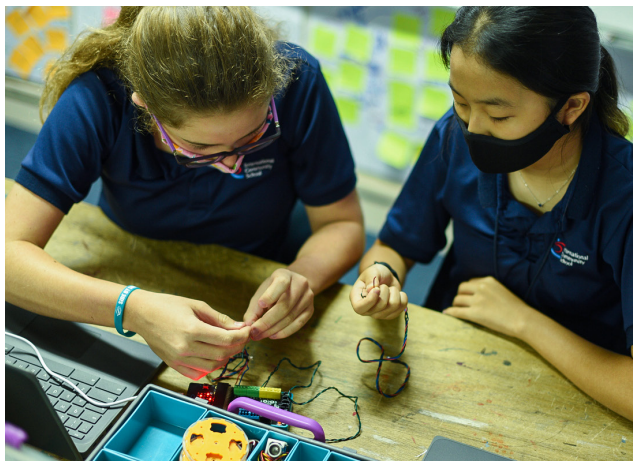
9:1

Student-Teacher Ratio



Middle & High School

The Middle and High School (MS & HS) divisions showcased a continued resolve to face the pandemic head-on, with equal parts determination and creativity. Our older students led by example, exploring new ways of learning and growing as global citizens.



PROGRAM HIGHLIGHTS

- Semester Pep Rallies strengthened the bonds between students and faculty
- Senior Thesis Expo showcased Grade 12's capstone papers – semester-long, academically rigorous research projects required of each graduating student
- MS Shark Tank challenged students to become entrepreneurs, testing their business savvy and presentation skills alike
- The Week Without Walls program was tackled with enthusiasm by students eager to serve communities around the island, despite pandemic restrictions

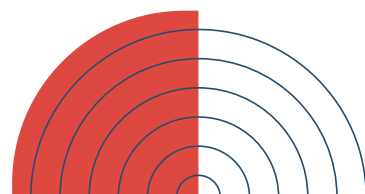
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"You cannot capture in a photograph nor in a summary of statistics the resilience of the Middle and High School community this year, and how they, through many challenges, were able to achieve holistic success."

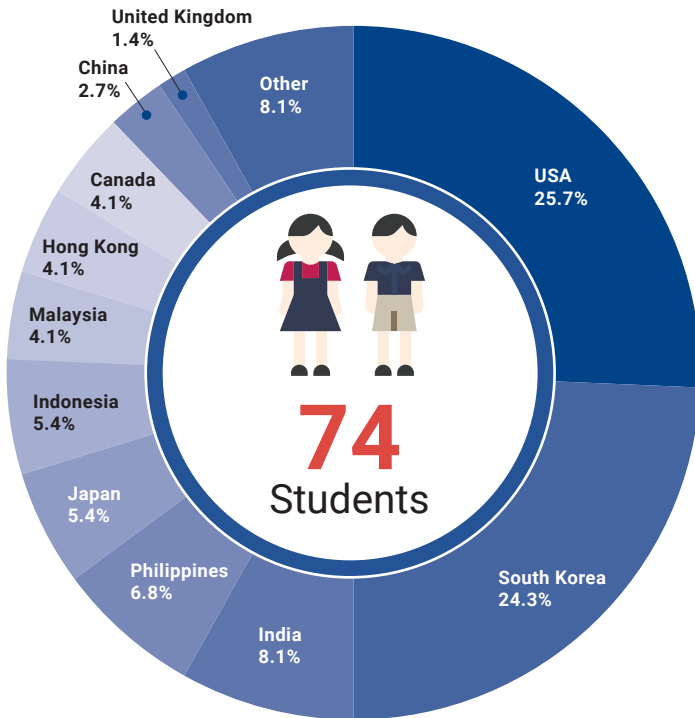
Darryl Harding | MS/HS Principal



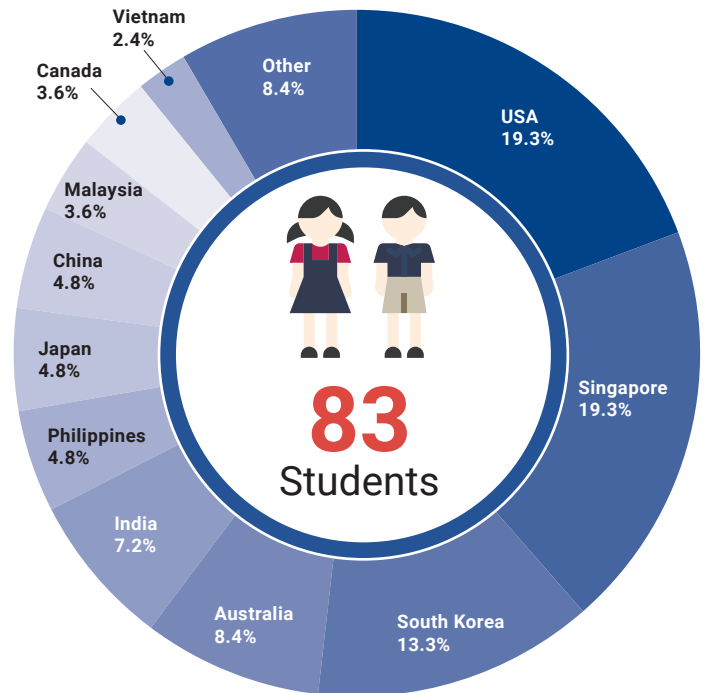
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MIDDLE SCHOOL



HIGH SCHOOL



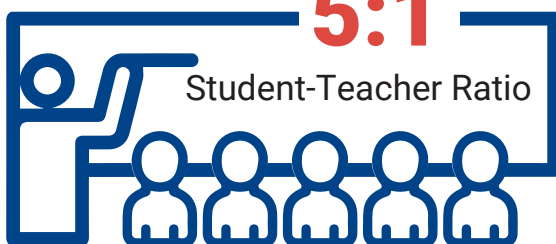
17 NATIONALITIES

USA	China
South Korea	United Kingdom
India	Thailand
Philippines	Singapore
Japan	Nigeria
Indonesia	Kenya
Malaysia	Iran
Hong Kong	Cambodia
Canada	

16 NATIONALITIES

USA	Malaysia
Singapore	Canada
South Korea	Vietnam
Australia	Indonesia
India	Germany
Philippines	Thailand
Japan	Taiwan
China	Brazil

5:1



6:1

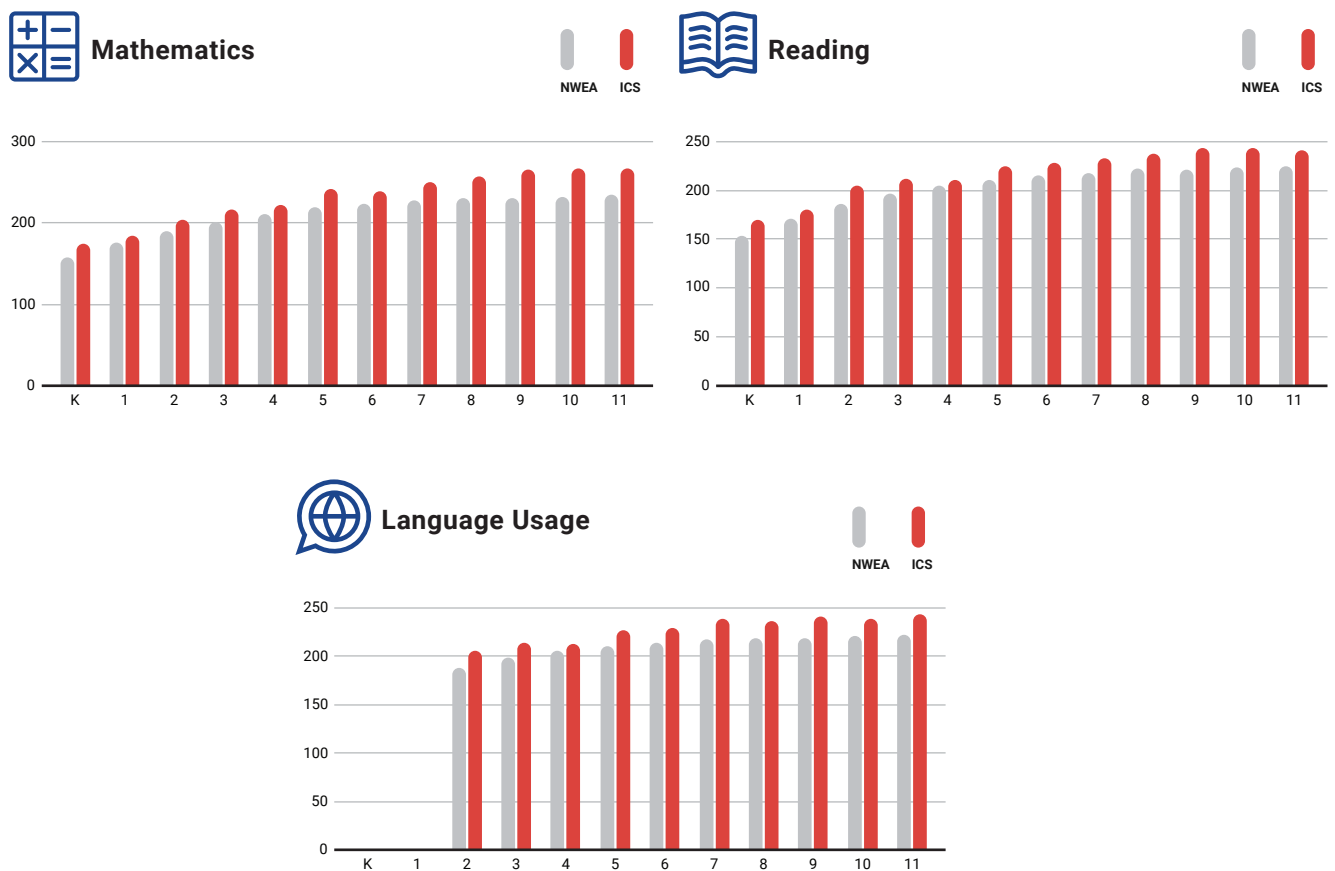


Academic Results

At International Community School (Singapore), we believe that each student is unique and has an individual journey toward success. As such, we create personalized learning environments for each and every child who attends ICS. No student is defined solely by numbers or scores, and every student is encouraged to excel in both their academic and personal lives.

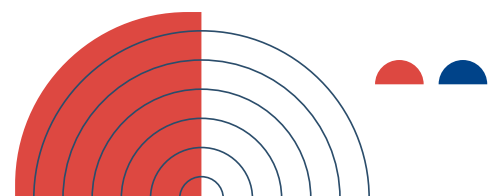
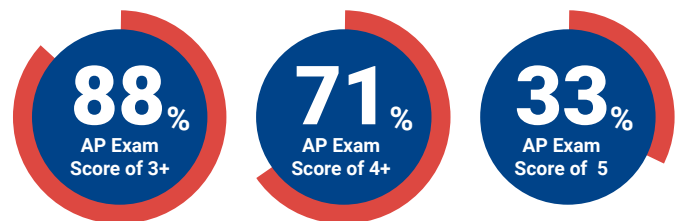
MAP TEST RESULTS

The Measure of Academic Progress (MAP) test – from the Northwest Evaluation Association (NWEA) – tests students in mathematics, reading, and language. The test is prized for its flexibility, and enables teachers to accurately track their students' academic growth over time. Students from all divisions sit for these tests.



ADVANCED PLACEMENT RESULTS

High school students have the opportunity to take Advanced Placement (AP) courses either on campus, or online through Northstar Academy. In 2021, 45 high school students took 63 AP exams. Students who scored a 3, 4, or 5 may be eligible for university course credit.



University Admissions & Matriculations



* Map of universities by country which have accepted ICS students from the classes of 2016 - 2021

The following is a list of universities and colleges to which ICS graduates have received offers of admission and/or matriculated. Matriculations are in **bold**. Class of 2021 matriculations are asterisked. As our graduating classes are small, this list reflects the classes of 2016-2021 to provide a more accurate overview.

AUSTRALIA

Flinders University
James Cook University*
Monash University
 University of New South Wales
 University of Sydney
 University of Melbourne
University of Tasmania
 University of Technology Sydney
 University of Western Australia

CANADA

Carleton University
 Queen's University
 Seneca College
Trinity Western
 University of Alberta
University of Calgary
 University of Guelph
 University of Ottawa
University of Toronto

HONG KONG

City University of Hong Kong
 Hong Kong Polytechnic University
 Hong Kong Baptist University
Hong Kong University of Science and Technology

INDIA

Vellore Institute of Technology

JAPAN

Keio University
 International Christian University
Tokyo International University

KOREA

Handong University
Korea University
 Sogang University
 Sungkyunkwan University
SUNY Korea*
 Underwood International College-Yonsei University
University of Utah Asia Campus
 Yonsei University

PHILIPPINES

De La Salle University

NETHERLANDS

Erasmus University of Rotterdam
 Maastricht University
University of Amsterdam
 Utrecht University
Windesheim University

NEW ZEALAND

Bethlehem Tertiary Institute
 University of Otago

SINGAPORE

LaSalle College of the Arts
Nanyang Academy of Fine Arts
 National University of Singapore
PSB Academy
Singapore Management University
Yale-NUS

RUSSIA

Bolshoi Ballet Academy*

THAILAND

Assumption College

UNITED KINGDOM

Goldsmith University of London
 King's College
 Queen Mary University of London
 St. Mary's University
 Suffolk University
 University of Exeter
University of Sheffield
University of Westminster

UNITED STATES

Abilene Christian University
 Arizona State University
Asbury University
 Auburn University
Azusa Pacific University
 Ball State University
Baylor University
 Beloit College
 Bentley University
 Berklee College of Music
Biola University
 Boston University
Brandeis University
Cairn University
 California College of the Arts
Case Western Reserve University
Cedarville University
 Colgate University
 College of University
 College of Wooster
 Columbia College Chicago
 Corban University
 Covenant College
 Creighton University
 Dallas Baptist University
 Denison University
 Drexel University

Earlham College
Emory University
 Florida State University
 Fordham University
 George Fox University
 George Mason University
 Georgia State University
Gordon College
 Grinnell College
 Hamilton College
 Hawaii Pacific University
 Hofstra University
 Hollins University
 Humboldt State University
 James Madison University
 John Brown University
 John Carroll University
 LeTourneau University
 Liberty University
Lipscomb University
 Louisiana State University
Macomb Community College
Marymount California University
Michigan State University*
Michigan Tech University*
Missouri University of Science and Technology
 Mount Holyoke College
 New York University
 North Seattle College
Northern Virginia Community College
Northeastern University
 Obispo University
 Ohio University
 Ohio Wesleyan University
 Oral Roberts University
 Oregon State University
 Pace University
 Pacific Lutheran University
Parsons School of Design
Pennsylvania State University*
Pensacola Christian College*
 Portland State University
 Pratt Institute
Purdue University
 Quinnipiac University
 Rutgers University
 Samford University
Santa Clara University
San Francisco State University
 San Jose State University
Savannah College of Art and Design
 Seattle Pacific University
Sewanee: The University of the South
 School of the Art Institute of Chicago
 School of Visual Art
 Simpson University

Southern Methodist University
 St. Edwards University
St. Olaf College
Steven's Institute of Technology*
 Stony Brook University
 SUNY- Binghamton
Syracuse University
 Temple University
 Texas A&M University
 Texas Christian University
Tomkins Cortland Community College*
 Union College
 University of California, Berkeley
University of California, Davis
University of California, Irvine
 University of California, Riverside
University of California, San Diego
University of California, Santa Barbara
University of California, Santa Cruz
 University of Colorado, Boulder
University of Colorado, Denver
University of Colorado, Colorado Springs
 University of Connecticut
 University of Hawaii
University of Illinois, Chicago
University of Illinois, Urbana-Champaign
 University of Kansas
University of La Verne
University of Massachusetts Amherst
University of Miami
 University of Minnesota
University of North Dakota
University of Notre Dame
 University of Pennsylvania
 University of Richmond
University of Southern California
 University of the Pacific
University of Texas at Austin
University of Tennessee
 University of Utah
University of Virginia*
University of Washington
University of Westminster*
University of Wisconsin-Madison
 Virginia Tech University
 Washington and Lee University
Washington State University
 Western Illinois University
Western Michigan University
 Westmont College
Wheaton College
 Whitworth University
 York College of Pennsylvania

Service Learning

At International Community School (Singapore), service is in our DNA. From the youngest elementary students who are taught to recognize the contributions of others and express appreciation through small acts of service; to the oldest high school students who are tasked with larger projects (like the yearly Week Without Walls program) and confront real world issues head-on – service learning is impact-in-action.

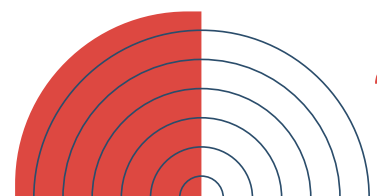


A SERVANT'S HEART

The Elementary School stuck to its theme of “**A Servant’s Heart**” with gusto. Service projects – from sending Christmas cards to local elderly homes, to cleaning different parts of the campus – accompanied each service learning chapel throughout the year, all of which were brought into sharper focus during the ES Spiritual Emphasis Week “Camp Abide” event.

The Camp acted as a microcosm of the division’s year-long efforts to embody a servant’s heart, with students learning to abide in Christ with specific mini-projects undertaken that week, including:

- Building a rock garden for the school’s front entrance
- Delivering potted plants to nearby households on neighboring Jubilee Road
- Teaching English to migrant workers



Service Learning (cont.)



SIDE BY SIDE

The Middle and High Schools focused on the importance of serving others, and serving with others, in accordance with their theme of living in authentic community **“Side By Side.”** For the first time in the program’s history, students from Middle and High School were placed in mixed teams and encouraged to grow in their service and leadership skills throughout the year.

These combined teams were also active throughout Week Without Walls, tackling a wide range of projects, including:

- Construction and painting projects on campus
- Cleaning up trash at beaches and parks around the island with Willing Hearts
- Serving alongside local organizations like Teen Challenge, Genesis School, and Youth For Christ
- Leading Spiritual Emphasis Week for Elementary School



Parent-Teacher Fellowship

The Parent-Teacher Fellowship is the heartbeat of our parent community life at International Community School (Singapore). As one of the primary drivers behind many of our campus events and activities, this platform is central for parents and guardians in actively supporting the ICS mission. Despite being put on pause or moved to virtual spaces due to COVID-19 restrictions, PTF pushed through and showed why they are so integral to helping our ICS spirit flourish.

HIGHLIGHTS

1

Community Outreach/Ministries

- Welcome Coffee events held each semester for new families
- Weekly Moms-in-Prayer meetings

2

Staff Appreciation

- Organized birthday, wedding, and baby gifts for staff members
- Provided food for: welcoming new staff in the fall; parent-teacher conferences; weekly Popcorn Fridays; appreciation lunches in the spring
- Staff Farewell Prayer Meeting where parent volunteers fellowshiped with and prayed for departing staff

3

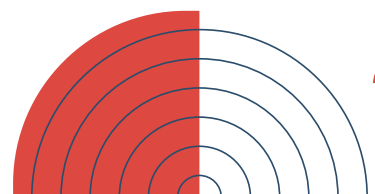
Fundraisers

- Monthly Bake Sales
- Fall Raffle Baskets
- Online Christmas Fair

Net funds raised went to the Senior Scholarship Program (\$1500) and Room Renovations for the Staff Lounge and Research Lab, as well as assisting in the hire of the MS/HS Social-Emotional Counselor (\$5000)



THE PTF COMMITTEE 2020 - 2021



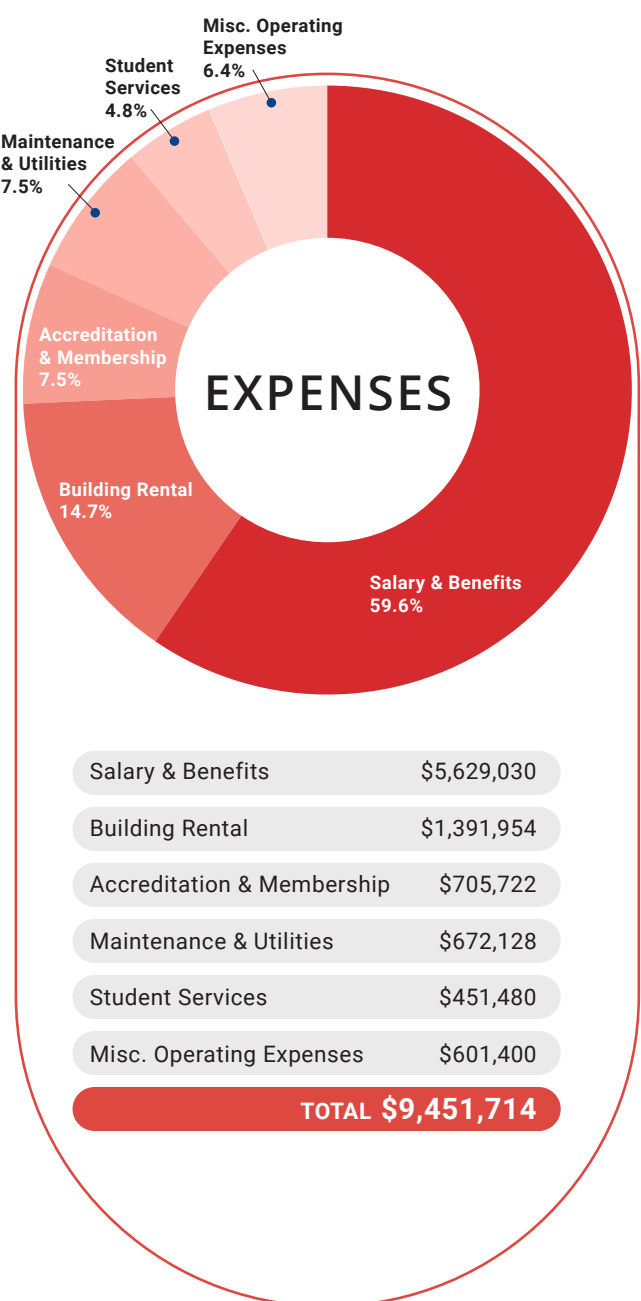
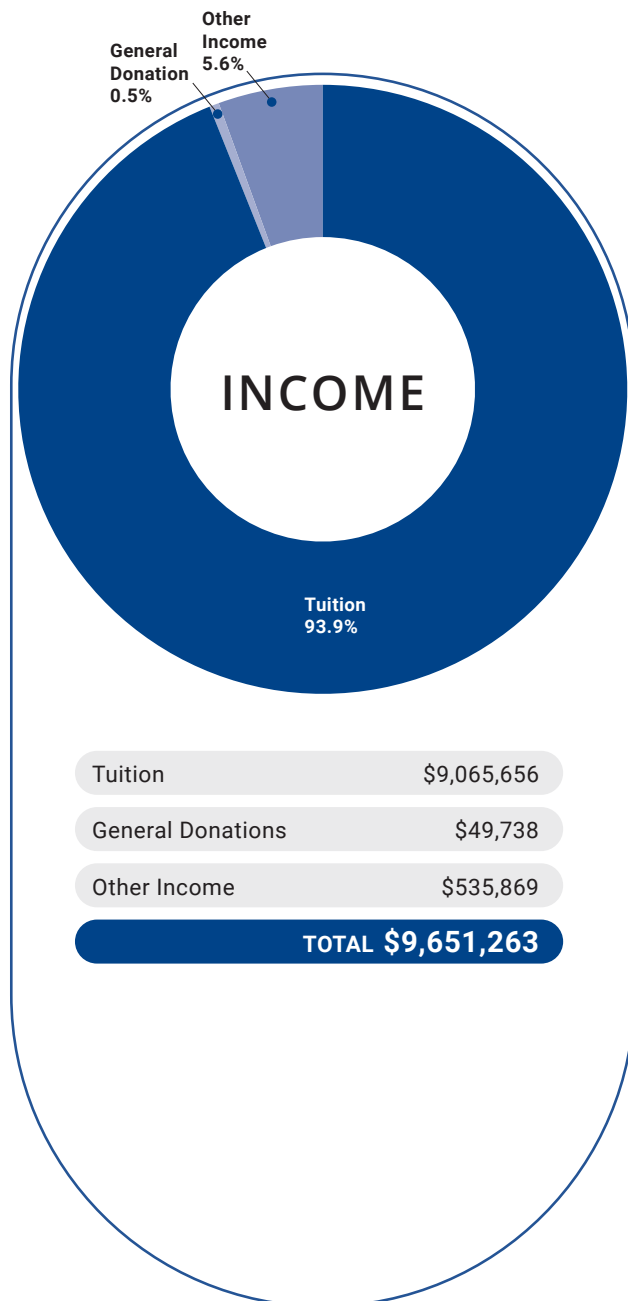
Financials

ICS has continued to thrive during the 2020-21 school year, in spite of ongoing pandemic restrictions impacting enrollment and attendance.

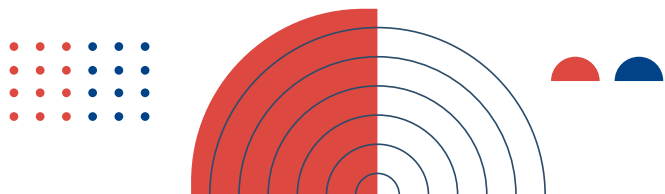
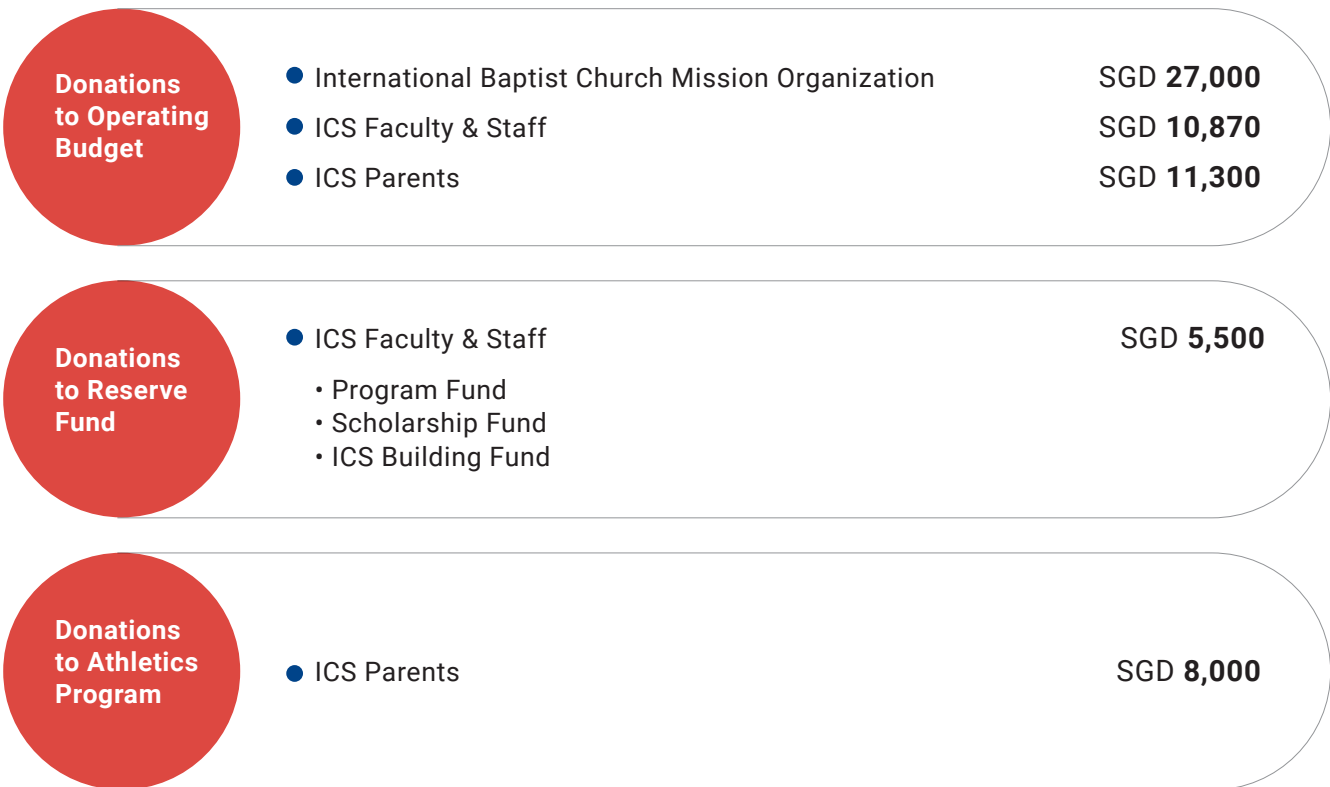
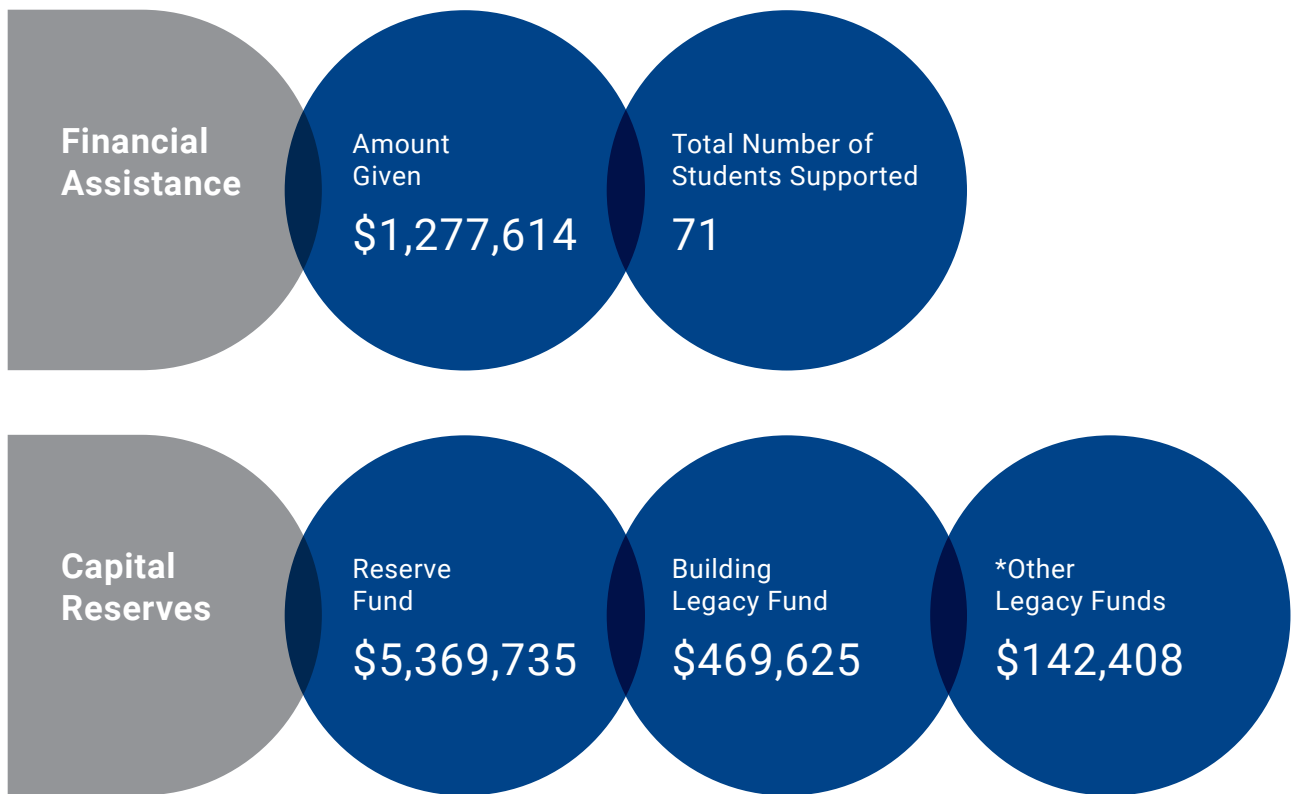
Our audited financial results were within the budgetary plan and we remain in a stable financial position. Because ICS believes in equipping our educators for success, teacher salary and benefits remain the largest components of expense. While there will continue to be a need for tuition increases annually, we are committed to operating at maximum efficiency to keep these increases as small as possible.

At ICS, our calling to be good financial stewards is a two-fold responsibility. We maintain financial reserves equal to approximately half of one year's operating expenses, which provide a buffer in case of unexpected circumstances. We are also blessed to continue offering substantial tuition assistance to the families of full-time missionaries, pastors, and vocational Christian workers.

**Information is taken from June 30, 2021, Financial Audit*



Financials (cont.)



Support Us

As a medium-sized, not-for-profit international school, we continue to maintain a strong value proposition for expat families in Singapore — whether they seek an affordable school with an academically rigorous American curriculum; a program that is firmly rooted in Biblical teaching; or an intimate, family-feel environment that welcomes and nurtures each child.

ICS remains poised for its next stage of growth. We invite you to partner with and support us. Whether your ties to the school are as a former student, a staff member, or an investor for a bright future, help us prepare for the next generation of students.

This is impact-in-action. Your donation counts. Your support matters.



Before moving to Singapore, I remember looking up the ICS website and literally dreaming of the possibility of having our kids attend. We prayed about it and decided to apply for the Singapore school system instead. Unfortunately, they were not admitted and we found ourselves stuck. So we took a leap of faith and applied to ICS.

If not for the vision of ICS and their kingdom mindset to provide families with scholarships, we would not be here today. We are so thankful to now have all five of our kids be part of the ICS family. Thank you, ICS!

Sam Kim | Pastor and Board Director



HOW DO I GET INVOLVED?

Visit our website on Giving.sg or contact us at advancement@ics.edu.sg for more information on how you can contribute.

Program Legacy Fund



Contributions to the Program Legacy Fund will continue the school's expansion in the following areas:

- **Project-based learning**
- **Performing arts**
- **Entrepreneurship program**
- **Technology (AI, Robotics)**
- **Early Elementary programs**
- **Advanced Placement programs**
- **Sports programs**

Building Legacy Fund



Your contribution to the Building Legacy Fund will allow us to develop the new campus in the following ways:

- **More classroom space**
- **Specialized learning spaces:**
Science labs, technology labs
- **Gymnasium**
- **Performing art centers**
- **Physical education sports fields**

Professional Legacy Fund



Your contribution to the Professional Legacy Fund will help us to enhance the development of our teachers in the following areas:

- **Conferences**
- **Advanced degrees**
- **In-house professional training**
- **Opportunities to mentor other teachers**

Scholarship Legacy Fund



Your contributions to the Scholarship Legacy Fund will allow us to provide crucial scholarship funds in the following areas:

- **Provide deeper educational discounts for students of full-time Christian workers**
- **Expand our support to include those with financial needs**
- **Provide scholarships that support underprivileged children across Asia**



International Community School (Singapore)

27A Jubilee Road
Singapore 128575

T +65 6776 7435
F +65 6775 7436
E info@ics.edu.sg

www.ics.edu.sg



Network of International
Christian Schools

CPE Reg No.: 199303918N | Reg Period: 06/07/2019 to 05/07/2023

Fully Accredited by



ASSOCIATION OF CHRISTIAN SCHOOLS INTERNATIONAL



Cert No.: EDU-2-2070
Validity: 25/11/2019 - 24/11/2023