

ANNUAL REPORT

2021-2022

Innovative Spirit



International
School of Panama



Innovative Spirit: We are creative and curious learners, empowered to adapt to a rapidly changing world.

This year's Annual Report focus is Innovative Spirit, celebrating the completion of our 5-year strategic plan that guides the actions we take along the way as we build the best future for our entire community. We will take a very brief look into the past to understand the magnitude and impact of our goals this year, each representing a step towards attaining our long-term goals.

Message from the Board of Trustees

Dear ISP Community,

It is my pleasure to present to you our annual report for the year 2021-2022. I am thrilled to report that we have made tremendous progress toward fulfilling our mission of inspiring and challenging learners to reach their full potential.

One of the most significant achievements of the year was the completion of our strategic plan, which will guide our school's growth and development for the years to come. This plan was developed with the input of our dedicated faculty, staff, and board members, as well as feedback from our students and parents.

Thanks to the hard work and dedication of our team, we have continued to offer our students an exceptional educational experience. We have implemented innovative teaching methods and fostered a supportive and inclusive learning environment. As a result, our students have achieved outstanding academic results and developed valuable skills that will serve them well throughout their lives.

Looking ahead, we are excited to continue building on our achievements and providing our students with the tools and resources they need to succeed. We are committed to remaining at the forefront of education and ensuring that every student who passes through our doors reaches their full potential.

Sincerely,

Mariela Paredes
Chair of the Board of Trustees

Message from the Head of School

I am thrilled to present to you the Annual Report for the school year 2021-2022, highlighting our achievements and resilience during a challenging period for education worldwide. As the Head of School, I am immensely proud of our international, non-profit school community and how we came together to navigate the unprecedented circumstances caused by the global pandemic.

Our top priority was the safety and well-being of our students, faculty, and staff. Thanks to the generous support and collaboration with the US Embassy, we were able to implement comprehensive measures to ensure a safe campus environment. These investments allowed us to adopt stringent health protocols, including testing, sanitization procedures, and the provision of personal protective equipment. Our commitment to creating a secure and healthy learning space enabled us to confidently resume in-person classes, providing our students with the social interaction and quality education they deserve.

Beyond the challenges, we managed to achieve significant milestones together. Our dedicated educators swiftly adapted to hybrid learning, ensuring minimal disruption to the academic progress of our students. Our commitment to providing an exceptional educational experience remained unwavering, whether in person or through virtual platforms. Moreover, the resilience and determination displayed by our students throughout this period were truly inspiring. Their adaptability, enthusiasm, and unwavering spirit of inquiry truly embody the values we hold dear at our school.

As we reflect upon the past year, we extend our heartfelt appreciation to our entire school community for their support and commitment. Together, we have weathered the storm and emerged stronger. Let us celebrate our achievements and look forward to a future filled with boundless opportunities.

Sincerely,

Dr. Audrey Menard



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Pre-K Summary

The beginning of the school year 2021-2022 brought new celebrations and challenges. Our students were finally able to come all together to school, but we still had to maintain our safe distance.

We prepared our third teacher, the classroom environment, by opening outdoor areas and joining classrooms so all our students could join their classroom community and maintain the required measures. When they all arrived at school joy was evident as teachers and students started the learning journey.





We revised our schedule to allow students to transition into school wearing masks. At first, all of our students went home earlier and after a few weeks, our four-year-olds stayed the whole day.

Building a partnership with our students' families continued to be an essential component of the ISP EC program. This year we were able to invite our families to our rolling start where, in small groups, they learned about our program and met their child's teacher and learning assistant. This proved to be a celebration that turned into a challenge when we had to send a couple of classrooms online as we had positive contacts. Fortunately, we were prepared and ready to go online and since the focus of the school was on Blended Learning, we had prepared our playlist and the asynchronous work went smoothly. As the year progressed the number of classes that had to stay online were less and by mid semester we were all in school.

In our Pre-kinder program, the year begins with an important focus on adaptation and transitions. This year, it was crucial for our children to explore and feel safe in the school environment, so new for our three-year-olds who had spent most of their days at home only with family members. The Beginning of the Year Study provided our students with opportunities to learn early morning routines, select or negotiate a choice area, and most importantly how to transition between activities and classes.

Throughout the year, we continued focusing on studies such as boxes, balls, buildings and roads. All of our studies helped our students gain socio-emotional and academic skills. ***We saw our students grow in all areas from their pencil grips to recognizing letters in their and their friends' names.***

In the Atelier, our students continued working on masterpieces, among them, photographs for Photo September, a mixed media portrait and their costumes for the moving up ceremony. In our garden, flowers bloomed, butterflies hatched from cocoons and the compost that students made with their recycled materials fertilized the beds. Students' gross motor skills grew through fun activities. In the STEAM lab, they started to learn how to program beebots and in the library they enjoyed amazing stories.

We continued our communication with families through weekly newsletters and Seesaw activities. We were able to have our parent- teacher conferences online where parents had the opportunity to further understand the purpose and benefits of our program. Teachers had a chance to share and honor all of the accomplishments that our students had made. In addition, it was an opportunity for them to discuss and plan for future goals to support each child in his or her development. Parent education continued to be a focus of the counselor. We continued with our Conscious Discipline online workshops for parents. Parents participated via online in some of our studies, but we were truly missing their participation at school.



Finally, for our Moving Up ceremony all of our families were able to join us in the celebration of a special year. It was a very memorable day with so many exciting events: moving up, the return of families to campus and a memoir to a very special Children's author, Eric Carle.

In our recollection 21-22 brought challenges, but what stays with us are the many celebrations that thanks to the joint work of the amazing PK staff, in conjunction with our students, and with the support of our families, made our memories.

Elementary School Summary

We began the 2021-2022 school year with a bit less uncertainty than the previous year.

However, to keep us on our toes, we did pivot at the very last minute to bring back all elementary students to campus every day, beginning from day one.



The joy of learning permeated our in person classrooms all year, and we could not be more proud of the work of our staff, our students, and our families - who partnered with us in sometimes unexpected (Covid classroom closures!) and powerful ways as we navigated this unforgettable journey of in person learning all year.

Fueled by our multidisciplinary units in science and social studies, in conjunction with our learning in literacy and math, and beginning each day with our standard morning meeting, students and staff were eagerly able to jump into both learning and relationships in their socially distanced classrooms.

New iPads for each student were evident daily in the learning process, and all students had multiple opportunities in our brand new STEM lab. A full implementation of Multi Tiered Systems of Support met individualized student needs, which included targeted reading intervention at every grade level. This had been identified through both formal and informal data in 2020-2021 as a significant need for post-virtual learning.

We were able to have two full drama and music performances, as well as art shows in the PAC for all students. We end the year with the student highlight of Sports Day on June 7. Field trips returned as students traveled throughout the greater Panama City area, as well as El Valle, to explore wildlife and nature.



Our digital backbone continued to serve us incredibly well, allowing teachers to move to online learning overnight when needed due to MINSA and MEDUCA requirements around Covid-19 cases and exposures. As we look ahead to 2022-2023 school year, we are eager to continue to enhance the ISP elementary education, with inquiry at the core, collaboration with peers the norm, and in-depth conversations regularly in the classroom. We look forward to a division wide rollout of the new science curriculum to enhance STEM integration as students design and innovate. Social emotional learning will continue to be an intentional focus as we build a community in which all students feel confident, safe, and secure in their learning environment.



Middle School Summary

A primary goal of the Middle School was to find ways to meet the needs and help discover the passions of all 283 students in our MS community.

We approached this goal by introducing structures within our community designed to provide choice, as well as by collecting data frequently from students and staff to adjust course when needed.





From a structural standpoint, we sought to meet the needs of each student by introducing the WIN (What I Need) Block, adding exciting exploratory options for students, and embedding student voice and choice into all of our classrooms.

Our WIN block met twice a week, and was a time for students to get additional 1:1 support from teachers, as well as to engage in rigorous interventions in reading, math, and social-emotional skills. Each of these interventions proved to be instrumental in helping close academic and social-emotional gaps for the students involved. In 2021-22, we had 8 exploratory offerings

including courses ranging from graphic design to engineering, instrumental music to studio art, providing students with options to find and develop their passions. In the classroom, our staff worked tirelessly to provide choice in their classes and often used playlists, self-paced modules, and the like to allow each child to move at their own pace in their own time.



In addition, we collected data from students and staff frequently over the course of the year to drive our program.

We conducted division-wide surveys to students and staff at the end of the first and third quarter, and also required that all staff members provide surveys specific to their class in December and again in May. By collecting essential data from our students, we are able to continue to make adjustments to best meet their needs as we transition into the 2022-23 school year.

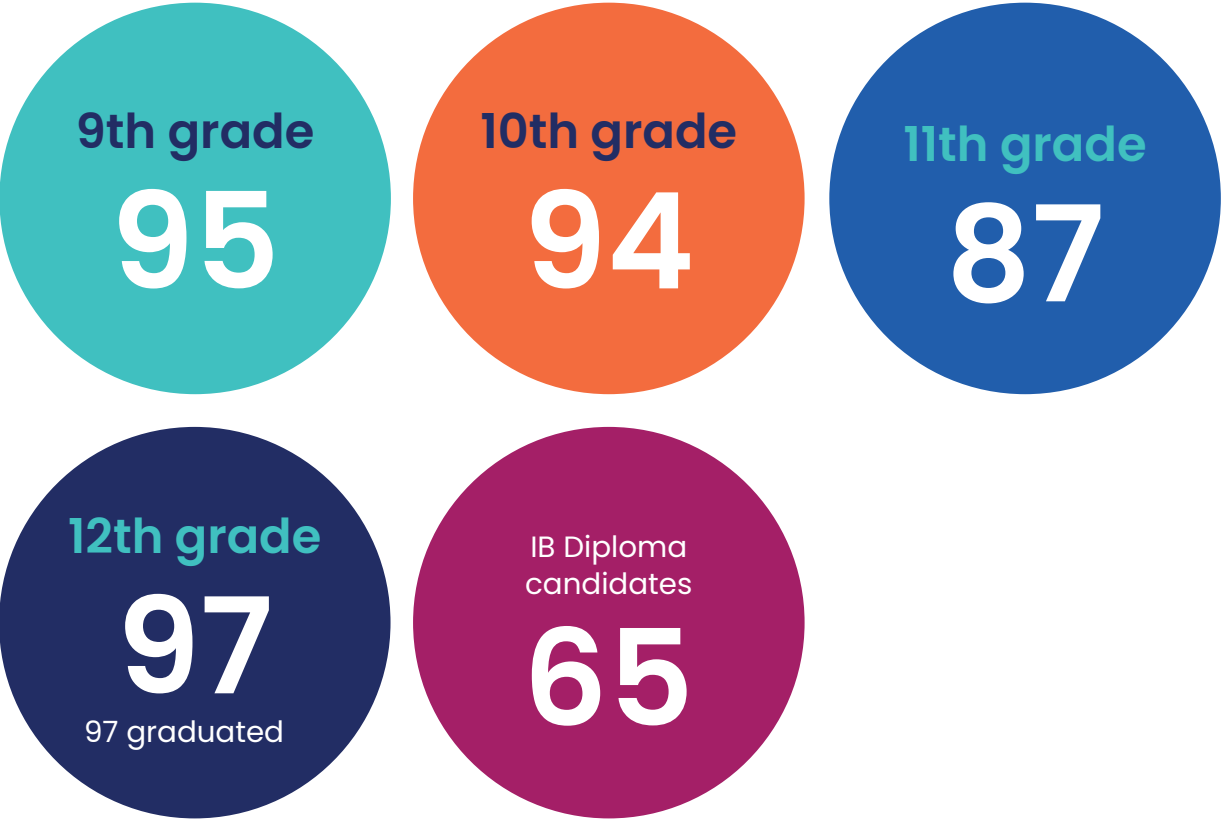
High School Summary

This year saw all high school students return to campus; the focus for the year was on regaining academic ground lost over the pandemic, rebuilding culture, and preparing students for IB exams.

A+



High school enrollment



- PanaMUN* conference was in-person for all ISP students
- Hosted inaugural (Panahistorias) History Conference* "Reflections on the Bicentenario, How far have we come in Panama and across Latin America?"
- Career Day*: 24 workshops and a College Fair for students in 9-11th grade
- O2O College Fair* with 100 universities in September

Scholarship Offerings

This application cycle was on record as the most competitive application cycle ever due to the increase in applications around the world. This drove down acceptance rates drastically, especially in the US. Despite this being an unprecedented application cycle our students received a record amount of 11.2 Million in Scholarships Offers for class of 2022.

More info on this application cycle can be found in this [WSJ Article](#).

11.2 Million

in Scholarships Offers for class of 2022



Athletics Summary

More than 400 students participated in sports each semester – a record in ISP!



The Volleyball teams competed locally and at AASCA Costa Rica. In AASCA they reached 4th place in the boys’ category. 60 students participated in the Volleyball Program in MS/HS.



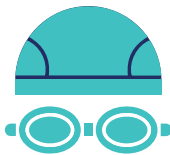
ISP organized the only 4 interscholastic Track & Field Events in Panama. ISP students always stood on the podium in a variety of categories from 3rd-12th grade.



The U14 boys’ tennis team won AASCA 3rd place and the U18 boys team the Sportsmanship Award. ISP Tennis also competed in nationals and more than 60 students K-12 played in the tennis program at ISP.



A Flag Football CoEd team was created for the first time. They played multiple scrimmages and friendlies finishing the season with a 19-0 win and ready to play in leagues next school year.



At AASCA, the Swim Team won 1st place for U14 girls, 2nd place for U14 boys, and Sportsmanship Award. They collected medals and broke personal records in many Federation Swim Meets.



The soccer teams K-12 played friendlies, Liga 10, Liga Jr, Copa Talento, Youth League, Lidecopa, and Dolphin Cup, constantly finishing in the first positions.



The first Basketball MS/HS Girls Team in years was created. The Basketball teams participated in Adecop, Titans Cup, Kiwanis League, Ludos Panama, and AASCA Costa Rica. The Varsity Team won 2nd place in AASCA and Sportsmanship Award.

Practices ran for more than 38 weeks developing key skills and knowledge, character, and fond memories in our students. *The end-of-year Athletics Gala was held in person after years to celebrate the U16-U18 competitive teams.*



Visual and Performing Arts Summary

This year VAPA was able to celebrate and bring back the arts!

In November we participated in a global event "All Together Now" that celebrated musical theater and the beginning of theaters opening up all over the world.



In December, we began rehearsals for ISP's first ever ALL SCHOOL MUSICAL, The Little Mermaid. It was a huge success! From onstage to backstage we had 88 Students in 3rd through 12th grade participate in the production!

Our gallery space was full of student work all year. In Pre-K and Elementary they presented ceramics, drawing and painting. Our Middle school students presented ceramics as well as completed projects in Graphic Design, Drawing and sculpture. High School students displayed work for various events throughout the year including FotoSeptiembre, paintings for PANAMUN, scenic designs for The Little Mermaid, synesthesia drawings and wire sculptures, and many more. Our IB Visual Artists celebrated their work at a gallery exhibition in March where we got to see their portfolio of work over the last 2 years.

Our Elementary Music and Drama students presented end of semester performances in both December and May. It was great to see music students playing instruments like boomwhackers and glockenspiels and the drama students performing devised stories from Drama class! Our High school music students played at PANAMUN, multiple assemblies, IB Art Show, PanaHistorias and Graduation.

What a great year of the visual and performing arts! We have so many plans to continue to build our robust arts programing even more next year!

STEM: SET, NSP, Robotics, Carnegie certification Summary

This year marked the re-opening of our elementary school STEM Lab.

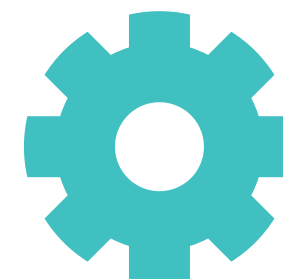
ISP invested heavily in the development of a cutting edge space for elementary students to engage in hands-on engineering design and robotics challenges and science integrated units. All students, grades K - 5, experience learning in this space.

ISP's middle school increased their STEM electives offerings this year by hiring an additional STEM teacher. Over 150 students per semester, including all 6th grade students work on projects related to engineering design, robotics, coding and web development.

ISP's high school VEX robotics program were, once again, Panama National Champions. The team traveled to Dallas Texas to represent Panama in the VEX World Championship.

This year marked ISP's first participation in the internationally recognized iGEM competition. The iGEM club, mentored by teachers in our science department, is composed of students interested in studying synthetic biology. This year our team competed in the Latin America Design Challenge and earned recognition as the only high school team in competition amongst university teams.

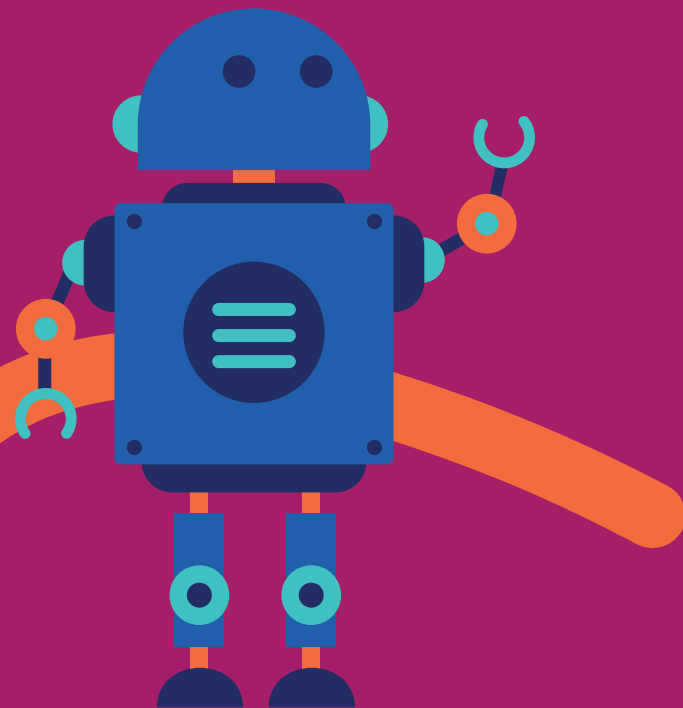
ISP was officially recertified by Cognia, our accreditation agency, as an official STEM School. Cognia's STEM Certification provides recognition for schools that demonstrate a strong and effective STEM focus.



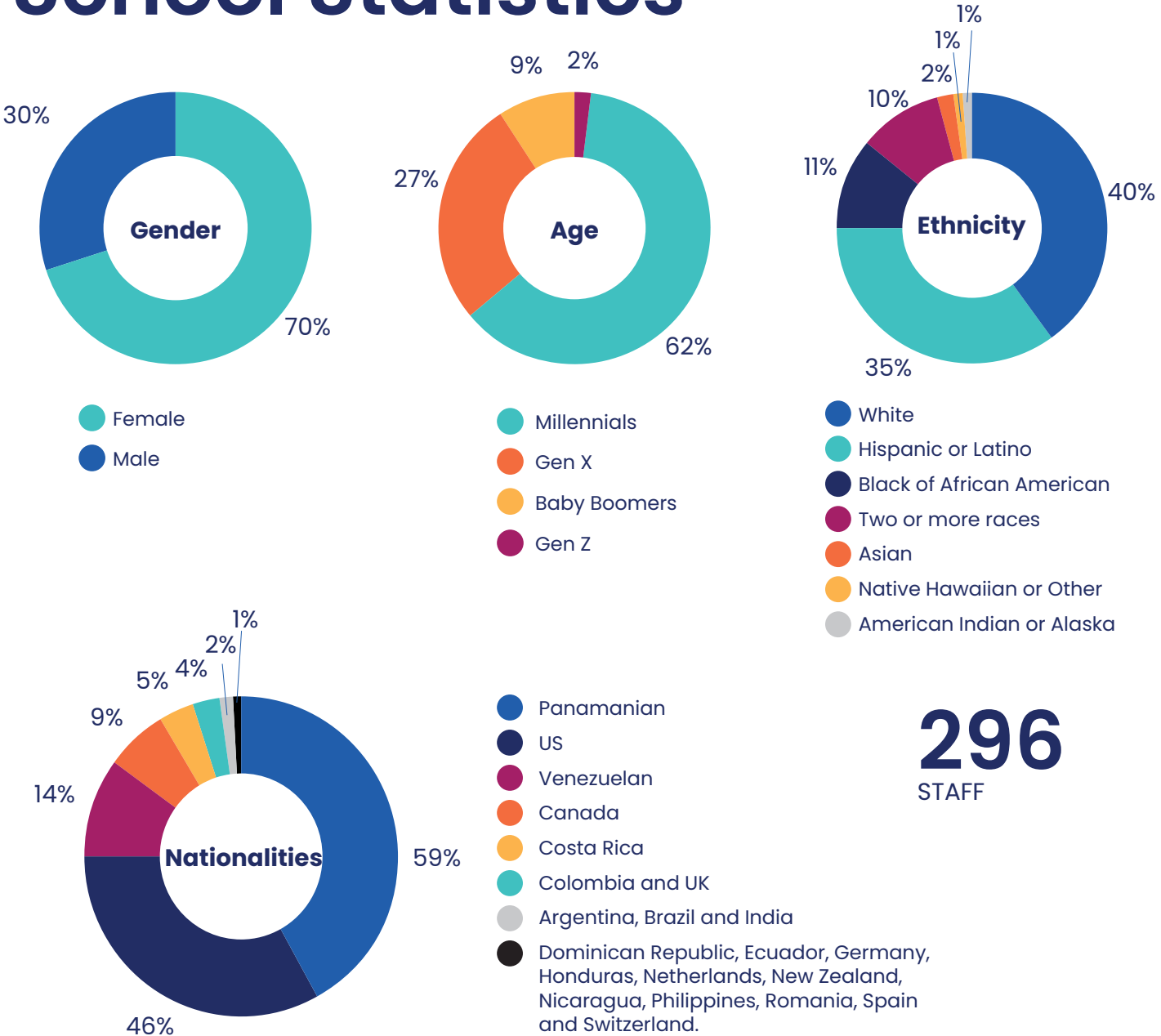
After School Activities Summary

We start the 2021-2022 school year with the return of the After School Activities Program on campus after 2 years away.

More than 150 students per semester had the opportunity to explore activities such as Gymnastics, Cheerleading, Robotics, Roller Skating, Lego STEM, Trampoline, Arts, and Jr Master Chef. The objective was to restore interest in the after-school program and begin the inclusion of new activities for the next school year.



Culture and Talent Whole School Statistics



An HR Strategic Plan has been implemented that takes into consideration Policy, Talent, Culture and HR Functional Excellence milestones aligned with the ISP Strategic Plan 2022-2027. This plan includes recruitment, compensation, professional development, diversity and inclusion and employee engagement. These focus areas will allow us to provide high quality day-to-day operational HR services.

Finance Report

Universal Design for Learning is a framework and an approach to teaching that proactively works to meet the needs of the diverse student population of ISP. The UDL approach acknowledges that variability is the norm and you can plan for it by removing barriers that exist in the curriculum and school. The UDL approach to learning is now embedded in our ISP pedagogical DNA moving forward through the strategic plan.

Teachers use UDL to plan accessible lessons that meet a wide range of learners from our students all the way to teacher professional development. UDL supports all students at from our English language learners and learning support students to our students who need extra challenge in all of our classes.

Diversity, Equity, and Inclusion

In accordance with ISP's core value of Strength in Diversity, a committee was formed to develop a strategic action plan with six key action steps. Once approved, the committee began to lay the foundation to accomplish the action steps in the next three years as well as cultivate a culture of diversity, equity, and inclusion (DEI), and establish sustainable systems that enable the legacy of Strength in Diversity.

This work included developing a Request for Proposal process inviting DEI-expert consultants working specifically in school settings to partner with ISP in a school-wide audit in the coming school year. One consultancy is being selected to begin work in August 2022. Professional learning was also in focus in the second semester with the launch of Diversity University, which included several school-wide learning opportunities for all academic staff. Finally, a workshop on change management focused specifically on DEI was offered for all school employees interested in leading the action plan deployment.

Financial Statements

(International School of Panama)
Statement of Financial Position
July 31, 2022

(Amounts expressed in B/. balboas)

Notes	2022	2021
ASSETS		
Current assets		
4 Cash	B/. 8,907,762	B/. 8,967,874
4 Time deposits	7,523,443	5,517,214
5 Accounts receivable, net	2,800,168	3,437,491
6 Prepaid expenses and other assets	<u>92,384</u>	<u>13,440</u>
	<u>19,323,757</u>	<u>17,936,019</u>
Non-current assets		
7 Property, improvements, furniture, equipment, net	27,377,505	27,139,413
8 Severance fund	2,097,494	1,883,882
Guarantee deposits	2,315	2,315
9 Other assets	<u>78,602</u>	<u>199,392</u>
	<u>29,555,916</u>	<u>29,225,002</u>
TOTAL ASSETS	<u>B/. 48,879,673</u>	<u>B/. 47,161,021</u>
LIABILITIES AND FUND BALANCE		
Current liabilities		
11 Loans payable, current portion	B/. 480,289	B/. 800,733
12 Advances received, current portion	614,810	624,055
13 Deferred revenue	9,559,563	10,130,075
14 Accounts payable and accrued expenses	1,723,679	1,184,218
15 Personnel related payables	<u>1,125,340</u>	<u>813,756</u>
	<u>13,503,681</u>	<u>13,552,837</u>
Non-current liabilities		
8 Seniority premium	1,008,711	1,003,158
11 Loans payable, non-current portion	2,151,890	2,606,033
12 Advances received, non-current portion	<u>80,000</u>	<u>-</u>
	<u>3,240,601</u>	<u>3,609,191</u>
Total liabilities	<u>16,744,282</u>	<u>17,162,028</u>
Fund balance		
Unrestricted fund	27,617,508	25,741,660
4 Reserved fund	<u>4,517,883</u>	<u>4,257,333</u>
Total fund balance	<u>B/. 32,135,391</u>	<u>B/. 29,998,993</u>
TOTAL LIABILITIES AND FUND BALANCE	<u>B/. 48,879,673</u>	<u>B/. 47,161,021</u>

The accompanying notes are an integral part of these financial statements.

La Escuela Internacional de Panamá
(International School of Panama)
Statement of Comprehensive Income
For the year ended July 31, 2022

(Amounts expressed in B/. balboas)

Notes	2022	2021
Tuition and fees	B/. 20,435,921	B/. 18,380,816
Capital fees (cash donations)	3,787,200	1,796,800
Student services	230,276	32,300
Other income, net	<u>519,475</u>	<u>465,171</u>
Total revenue	<u>24,972,872</u>	<u>20,675,087</u>
16, 17 Administrative and operating expenses	<u>22,961,059</u>	<u>20,564,943</u>
Results from operating activities	<u>2,011,813</u>	<u>110,144</u>
Interest income	267,711	256,858
Interest expense	<u>(143,128)</u>	<u>(168,328)</u>
Net finance income	<u>124,583</u>	<u>88,530</u>
Annual profit	<u>B/. 2,136,396</u>	<u>B/. 198,674</u>



International
School of Panama