



**International
School of Panama**

“Educational Excellence for a Future without Borders”

ANNUAL REPORT 2013-2014

Accredited by the Ministry of Education in Panama
Accredited by the AdvancED Accreditation Commission and Board of Trustees
Accredited by the Southern Association of Colleges and Schools Council on
Accreditation and School Improvement (SACS-CASI)
Member of the International Baccalaureate Organization
website: www.isp.edu.pa

P.O. Box 0819-02588
Republic of Panama

Tel: (507) 293-3000
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OUR VISION

ISP is a leading international school, inspiring our students to be conscientious inquirers and empowering them with the skills, courage, optimism and integrity to pursue their dreams and make a positive contribution as global citizens.

OUR MISSION

We will educate and inspire our students to reach their full potential and contribute to the world by providing an exemplary English-language education enriched by our multicultural community.

OUR CORE BELIEFS

- **Each individual has intrinsic worth**
- **Each person is responsible for his or her choices and actions**
- **All people have a responsibility to contribute positively to society**
- **Embracing diversity strengthens communities**
- **Shared values are essential for the well-being of our community**
- **Quality education expands opportunities for the individual and contributes to the development of our world**
- **Education is a collaborative effort between family and school and is enriched by the community**
- **Learning is an essential, life-long endeavor**
- **Achievement builds self-esteem which leads to further achievement**
- **Excellence is worth pursuing**

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President's Report

On behalf of the International School of Panama's Board of Directors, I would like to welcome you to the General Assembly. It is an honor and privilege to provide you with information and to report on the activities, successes and goals of last year.

The Board worked closely with the Director in August 2013 to identify key areas to focus on. Task Force groups consisting of both Board members and administration worked within these focus areas during the year. The 2013/14 school year brought significant progress towards realizing the vision the ISP Community created when it drafted our strategic plan in 2010.

Security has been a top priority for ISP during the last year, and a special ad hoc security committee was formed. Improvement of the campus and also routines and security policies have been implemented throughout the year.

In line with the expansion of the academic offering as researched and suggested by the school's administration, the Board encouraged and approved the addition of a third language (French), as well as the creation of a school wide performing and visual arts department.

Other successes during the past year include the successful accreditation by AdvancED. I would like to take this opportunity to thank all of you, school administration, staff, and parents participating in the surveys and providing useful information that led to an accreditation with flying colors.

Community building is an important part of the school and its culture. The school year 2013-14 had a number of well-visited events, and could also see an increasing number of parents and supporters attending various sporting events. Under the leadership of our Director, Mr. Rajiv Bhat, 2013-14 became a year of bringing the school together, updating our logotype, and revamping the website; these improvements were key elements to helping reestablish ISP's identity.

The completion of the Master Plan to expand the school is now close to its end. The bus depot was completed and is in use as of August 2013. The construction of the PAC has been on schedule during the whole year, closely monitored by the project manager and school administration.

A detailed construction update is available separately in this report.

Other ISP Board Initiatives

This year we implemented a new voting system. Elections were held in May and both e-voting and traditional voting were available. E-voting was a success with around 30% of the families casting their votes on-line. This should be compared to previous years where participation was around only 5-6%. The increased participation ensures a more democratic voting process.

Ad hoc committees and only three standing committees give us more flexibility to act and keep our focus on the core business, academics. The number of committees during 2013-14 was minimized in order to respond to and support the schools administration more efficiently. The Board kept the following three committees over the past school year:

- Finance & Facilities Committee*, chaired by Ruben Hernández
- Policy & Governance Committee, chaired by Cristo Kitras
- Nominations & Elections Committee, chaired by Vanessa Jácome

*** Construction Committee is a subcommittee of the Finance Committee.**

Regarding the Board of Directors it is important to remember that the principal work and focus is long range and strategic. The Board's main task is stewardship of the schools resources, oversight of the schools budget and long term financial planning, strategic planning and selection and support of the Director. The Board primarily works through the formulation of written policies that provide the Director with guidelines to lead the school.

ISP is near the end of the current expansion phase and is moving into the next phase of fine-tuning and sustainability. Most of the Board's time is spent on strategies and policies to support the administration in their constant effort to improve and upgrade the academic program.

The Board does not get involved in the everyday running of the school. We trust our Director and staff to handle these matters. Should you wish to communicate with the Board regarding recommendations and/or observations on the strategic direction of the school, please email: afong@isp.edu.pa or submit a letter to the ISP Board of Directors, c/o ISP Executive Secretary.

Our progress during school year 2013-14 was focused on cementing ISP as a leading international school not just within Panama but in Latin America. Looking ahead to the future we are excited about the possibilities for us as a school and for our students to fully realize their dreams and contribute to the world as global citizens.

As President of the Board, I would like to thank you all on behalf of the ISP Board of Directors from last year, for your continued interest and support of our school.

Monika Ira Roberth,
President, ISP Board of Directors

School Year 2013-2014 Board of Directors

Ira Roberth, President		Cristo Kitras, Vice President		Ruben Hernandez, Treasurer	
Augusto Knudsen, Secretary		Jeff Sherman		Gerald Gomez	
Robbert van Trooijen		Eduardo Cortes		Vanessa Jacome	

Board of Directors 2014-2015

President:	Monika Ira Roberth
Vice President:	Robbert van Trooijen
Treasurer:	Ruben Hernandez
Secretary:	Vanessa de Jacome

Members at Large:

Eduardo Cortes
Elizabeth Heurtematte
Gerald Gomez
Lydia Young
Sarah Tatum

Message from the Director

The 2013-2014 Annual Report is aimed at offering you an overview of the school year, listing many of the achievements that help make ISP the finest international school in Panama, and one of the leading international schools in the region. The report includes ISP's annual financial results and summaries from its key departments, including the Elementary, Middle, and High Schools. In addition to this, it also provides information on academic results, university admissions, and reports from the growing art and sport communities.

The 2013-2014 school year saw a total enrollment of 1,162 students, 25% of whom were new students, a record addition of 69 over the previous year. The school is nearing capacity now. In all, we had over 48 different nationalities represented at ISP. A truly vibrant community!

ISP also adopted a new logo, and slogan – *educational excellence for a future without borders* – to go with our vision of 21st century education and the modernization of our campus to include state of the art facilities and technology. With ISP's mission and strategic plan paving the way for the activities of the school, progress was made in a number of areas. These include:

- The reaccreditation of ISP by AdvancEd, which is affiliated with the Southern Association of Colleges and Schools (SACS), in May. This concluded a yearlong project by our faculty and staff, for which we thank them, as it resulted in many positive comments on all aspects of school operations. We will use these results to continue to better ourselves for our next accreditation cycle.
- The flagship IB Diploma program is widely considered to be amongst the most rigorous and challenging academic programs in the world today. ISP boasts a proud 22 year history with the IB. In 2014 we were reaccredited by the IBO, and continued to be the only school in Panama offering the Diploma.
- With guidance from Lauren Streifer, the Curriculum Director, ISP completed the second year of the curriculum review for the Science department, and the first year for the Social Studies department. This led to the adaptation of modern standards, emphasis on skill development needed in IB, inquiry, and critical thinking. Findings from previous years help set up a Gifted and Talented program in Elementary School, a stronger focus on reading in Middle School, and the expansion of Computer Science electives in High School, as well as expanding the use of student learning data for instructional planning. ISP families were also surveyed, leading to the introduction of French as a third language, starting in SY 2014-2015.
- A larger focus towards collecting student achievement data was also undertaken. MAP testing expanded into high school to maintain an academic growth profile for students. Teachers set up long term goals in their grade level teams. And school wide focus on assessment information led to differentiated teaching for students to enhance learning.

- MAP data shows that ISP continues to score above average when compared to US schools, and as well as other similar international schools, in all assessments (ie: language usage, reading, and mathematics). By reviewing these results, ISP will be able to prepare its curriculum review in mathematics for the 2014-2015 SY, as it did recently with Science and Social Studies.
- With respect to the IB Diploma Program, 67 students took over 335 exams, with the average total score being 31 points vs international average of 29.81. The highest performer scored 40 points, and the average subject grade was 4.93.
- Members of the Class of 2014, like the previous classes, were admitted into prestigious universities around the world. This list included University of Pennsylvania, Boston College, Georgetown University, Loyola University, McGill University, University of London, and University of St. Andrews among many others. Of this class, 45% are currently attending university in North America, 25% in Latin America, 11% in Europe, and some have chosen to take a Gap Year for volunteer work or military service. We are proud to announce that for their hard efforts they have been awarded over \$1 Million dollars in scholarships.
- A number of safety enhancements were made across the campus, including the construction of a new perimeter wall along the Corredor Norte, and behind the Middle School buildings. The closed-circuit camera system was upgraded and expanded, as was the implementation of electronic gates. Individuals without an ISP ID have to register with a guard and follow protocol in order to have access to the facilities. All others, including teachers and parents, have to wear an ISP ID at all times. Lastly, ISP installed an extensive lightning rod network to divert any electrical charge, thus providing a safer area and protecting electrical equipment that can easily be damaged.
- Students continued to achieve great things with the help of their teachers. In Elementary School, the Destination Imagination program expanded to grades 3-5, students competed in Battle of the Books. They focused on the action of service, working with our sister school, with FANLYC, and creating food drives. In Middle School, the choral group traveled to Disney to sing (an ISP first!), and a record number of student were involved in community service activities like Make-a-Wish and Operation Smile. In High School, a group of students attended the Computer Programing Tournament at the University of Central Florida in Tampa (an ISP First!), and organized and performed a TedxYouth conference (also an ISP First!).
- ISP Athletics saw a flurry of accomplishments. After School Activities had the largest number of students ever to participate in the history of ISP. Their dedication to sport was rewarded with multiple championships. ISP Varsity Boys took home the gold in the prestigious Liga 10 Tournament. The athletic department also saw the addition of professional sport coaches for both soccer and swimming staff.
- On the technology side, RenWeb was introduced to allow us to manage information for each student, and easily communicate with parents. Professional development was also held on campus to help teachers and parents maximize the use of the Canvas platform, which is a classroom management system. SmartBoards, touchscreens, and iPads numbers were increased and further integrated into the school as well. Students demonstrated mastery of technology, and showed off their skills in the 2nd annual Tech Showcase, organized by our Education Technology Coordinator, Nicole Yemothy.

In conclusion, 2013-2014 was another year of accomplishments for ISP and its students, filled with many great achievements. All members of the ISP Community, including faculty, staff, students, their families, the PTA, and the Board of Directors collaborated extensively to reach our set goals and continue to grow as a school.

Sincerely,

Rajiv Bhat
Director

The School and Community

The International School of Panama (ISP) was founded in 1982 for the purpose of offering a high-quality education in English to members of the international community residing in Panama City, Republic of Panama, and Panamanians interested in a culturally enriched challenging academic educational program. ISP is a private, independent, non-profit institution with more than 1,000 students enrolled from Pre-Kinder through the 12th grade.

ISP's elementary program provides a multi-faceted academic foundation for the high school's challenging college preparatory curriculum.

The secondary program prepares students to receive a U.S. Diploma or Panamanian Diploma, or both. In addition, students have the opportunity to earn the International Baccalaureate Diploma as a means of enhancing both the secondary school experience and post-secondary opportunities.

Currently 50 nationalities are represented with 17% Panamanian, 16% US/Canadian, 6% Asian, and 61% other country nationals and there are approximately 320 students enrolled in the high school.

Accreditation

The school is accredited by the AdvancED Accreditation Commission and Board of Trustees, is hereby accredited by Southern Association of Colleges and Schools Council on Accreditation and School Improvement (SACS-CASI). In addition, ISP is authorized by the International Baccalaureate Organization (IBO) offering the rigorous IB Diploma program in grades eleven and twelve.

Financial Report

FINANCIAL REPORT 2013-2014

The school operates under a fiscal management plan consistent with providing those services necessary to maintain a strong educational program. Fiscal planning and management are consistent with accepted best practices and assure both short and long term stability of school programs.

The school operates as a not for profit organization under a license granted by the Ministry of Education of Panama.

The Financial affairs of ISP are governed by the Board of Directors and managed by the Director within the limits of policies established by the Board. KPMG, one of the big four auditor firms in the world, audits all accounts as soon as possible after the close of each fiscal year, and this firm also provides counsel to the Director and to the Director of Financial Operations.

Two separate budgets, an operational budget and a capital budget, are prepared for the Board's review and approval. The preparation of the budgets is done by the Director who will delegate responsibilities as appropriate.

The Capital budget reflects the funds collected through Capital Donations from new students enrolled at ISP and the Building Fee, which is an annual fee is paid by all students PK.4-12. Expenses in this budget include building maintenance, construction of new facilities, assets purchase (technology & furniture) and debt service on buildings and land.

The Board approves the operational budget and the Capital budget for the ensuing school year, no later than its March meeting. Revised budgets may be subsequently adopted if changes make the originally approved proposal untenable.

The main source of income of the operational budget is tuition.

Operating Budget Report 2013-2014

The Operating Budget 2013-2014 was built based on the School Strategic Plan:

Focus on Academics: Teaching and Learning Staff

- Additional supervisor to manage large size in the ES
- Additional TAs to assist teachers.
- New PK classrooms.
- Additional Learning Support resource.
- Proposal to promote healthy mix of new and experienced teachers
- Staff salary increase proposal in line with inflation to keep motivation level up and to attract and retain qualified teachers

New Initiatives

- Enhance School Security: Security Officer and security systems.
- Start Marketing Effort: Marketing Officer and marketing program.

Cost Control

- Non – salary/new hires related cost increase kept to 2% (and below).

Capital Budget

- Significant expense but focused on key facility improvements.

A comparison between the actual results vs. the approved budget for 2013-2014 shows an additional income of \$490K, which is mainly due to:

- 1) More students than budgeted - 34, of which 30 pay full tuition
- 2) 51% of student population is institutional sponsored – budgeted 46%.
- 3) The projected enrollment was 1,128 for the end of the year; the actual enrollment at the end of the school year is 1,162.

On the academic expense side, we were over budget due to ASA transportation. In addition retirement packages offered to teachers (as approved) impacted this category of the budget. The administrative costs were above budget mainly due to:

- 1) Decisions were made by the Board of Directors to enhance the security of the campus resulting in extra expenses.
- 2) The rental of power generators when the government announced rational use of energy.
- 3) In addition funds have been accrued for other important projects 2014-2015 (Strategic Plan, Technology and Security).

At the end of the fiscal year, there was an operational deficit of \$353K, as opposed to \$443K budgeted, so we are closing the year with a positive variance of \$90K. Financial resources to cover this deficit were previously approved by the Board of Directors.

The Reserve Fund

The school has established and maintained a Reserve Fund. It is the goal of the Board to ensure that the fund will eventually be equal to no less than 20% of the total annual operating expenses. The balance of the fund, as of July 2014 is \$2,627,197, which represents 17% of the operating expenses for 2013-2014. A majority vote of the Board is required to declare a "financial emergency" and utilize funds from the account. This is to be done only in case of significant, unforeseen disruptions to income and/or expenses (e.g. sudden and significant changes in enrollment, indefinite closure of the school, etc). Additions to the fund will be as determined and approved by the Board of Directors from time to time.

Table 1: Budget Report 2013-2014

Budget Report 2013-2014			
	Actual	Budget	Variance
Income	15,093,360	14,603,153	490,207
Expenses	15,445,884	15,046,173	399,711
Balance	(352,524)	(443,019)	90,496

Chart 1: Comparison between the actual vs. approved budget 2013-2014

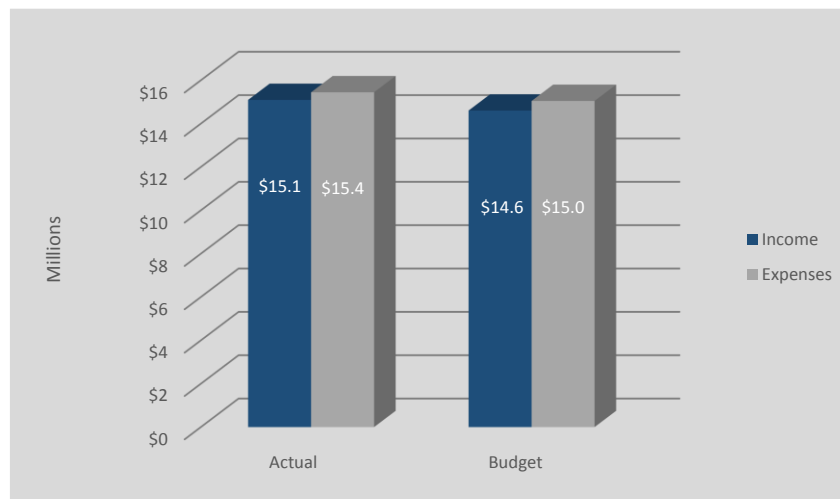
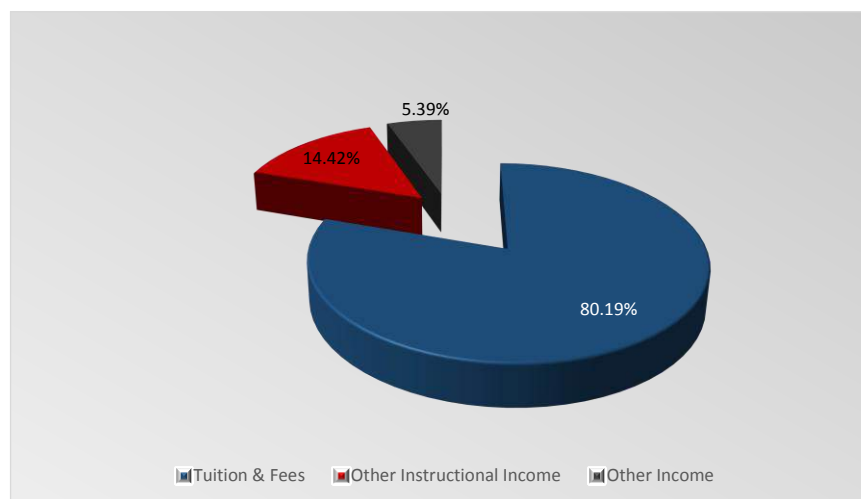


Chart 2: Sources of Income



The vast majority of our income is based on tuition fees, which, of course, is tied directly to our enrollment.

Chart 3: Distribution of Expenditures

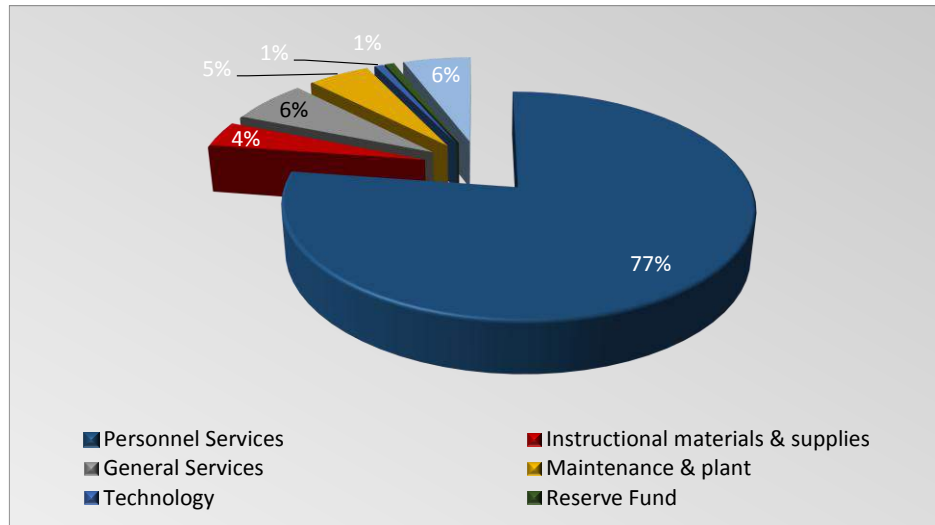


Table 2: Distribution of Expenditures

DISTRIBUTION OF EXPENDITURES		
Personnel Services	\$11,942,544	77%
Instructional materials & supplies	\$589,876	4%
General Services	\$1,003,518	6%
Maintenance & plant	\$797,219	5%
Technology	\$106,037	1%
Reserve Fund	\$121,389	1%
Other expenses	\$885,301	6%

Personnel Services constitute the largest expenditures in the operational budget. In keeping with most international schools, salaries and benefits account for more than 77% of all expenses. A 4% of ISP's Operating budget goes to instructional materials and supplies, 5% to Maintenance & Plant, 6% to General Services, 6% to other expenses, 1% to Technology and another 1% to the Reserve Fund.

Financial Results over the last five academic years

ISP is close to reaching school capacity as enrollment has continued to grow but at a slower pace when compared to previous years. The need to improve and maintain the quality of the academic programs has required the hiring of qualified teachers and staff. The administration and the Board of Directors have worked on the improvement of the overall salary and benefits packages in order to attract, hire and retain qualified teachers in the national and international recruitment market. Non-academic staff salaries are being annually reviewed and adjusted according to the national market and the current inflation rate. Several years ago, the Board instituted the Bonus Performance Scheme. Teachers and staff are being formally evaluated and rewarded at the end of the SY for their efforts and performance. These additional costs together with the addition of sections, dedicated staff in areas such as Security, Marketing, Technology, Curriculum and the

enhancement of programs, have been incurred to continuously improve the quality of ISP's educational offerings.

Table 3: Financial Results

FINANCIAL RESULTS	ACTUAL					BUDGET
	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
TOTAL INCOME	\$8,747,800	\$11,066,032	\$11,997,041	\$13,363,152	\$15,093,360	\$15,960,627
TOTAL EXPENSES	\$8,150,187	\$10,897,133	\$11,827,650	\$13,065,928	\$15,445,884	\$16,521,066
Balance	\$597,613	\$168,899	\$169,391	\$297,224	(\$352,524)	(\$560,440)
Tuition increase	4%	**	2%	9%	8%	5%
Enrollment	943/890	1063/1011	1096/1086	1110/1064	1162/1119	1165/1125

** Differentiated Tuition increase: ES 4.2%, MS 3.2%, HS 4.9%

As last year, the Board of Directors has approved the budget 2014-2015 with a projected deficit of \$560K. Such deficit is a result of the continuous improvement on academic offerings, curricular alignment and special student services. Specifically professionals have been hired in the areas of: Director of Visual and Performing Arts, MS Assistant Principal, Student Services Coordinator, Elementary School Curriculum Coordinator, 3rd Language. Beginning of year 2014-2015 shows a higher number in enrollment and is expected to help offset the projected deficit. In addition, the school administration is taking stringent measures to control and/or reduce non-educational costs.

Chart 4: Budget Comparison

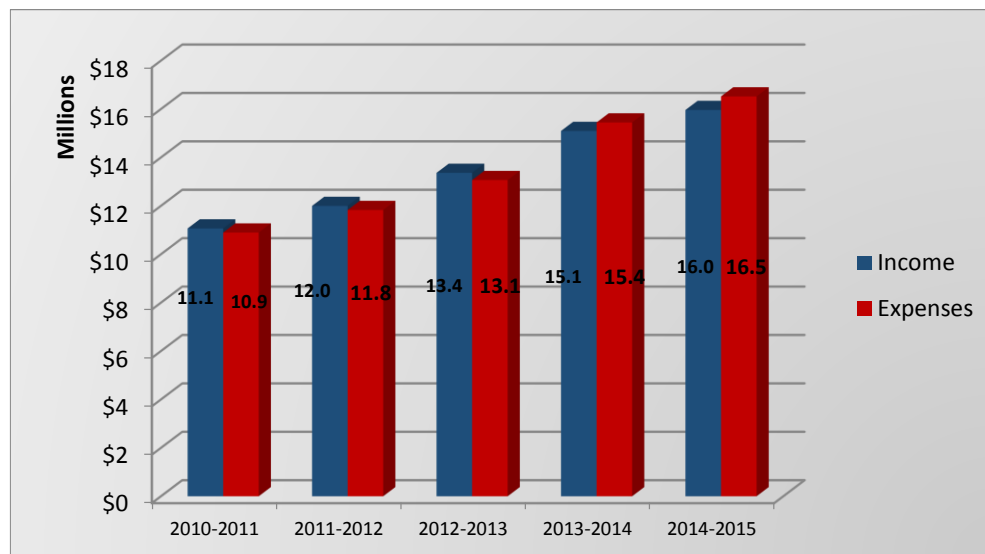


Table 4 shows the distribution of expenses as a percentage of income. The Board believes that the school should operate within pre-established norms for expenses, thus the analysis of the distribution of expenses as a percentage of income has become a valuable tool in the decision making process. The school will continue to pay attention to the allocation of funds to maintain an adequate reserve fund and to achieving its strategic objectives. The increase in the personnel services as a percentage of income is, as previously explained, due to the need to attract, hire

and retain highly qualified teachers and staff to be able to improve and maintain the quality of the academic programs at ISP.

Table 4: Expenses as a percentage of Income

EXPENSES AS A PERCENTAGE OF INCOME												
TOTAL INCOME ENROLLMENT	ACTUAL RESULTS										BUDGET	
	2009-2010 8,747,800 943		2010-2011 11,066,032 1063		2011-2012 11,997,041 1096		2012-2013 13,363,152 1110		2013-2014 15,093,360 1161		2014-2015 15,960,627 1165	
Personnel Services/Income	6,204,691	71%	7,309,807	66%	9,111,596	76%	10,031,317	75%	11,942,544	79%	13,196,866	83%
Instructional/Income	520,466	6%	678,981	6%	697,918	6%	664,529	5%	589,876	4%	579,696	4%
General Services/Income	527,137	6%	451,366	4%	607,675	5%	832,242	6%	1,003,518	7%	1,006,611	6%
Maintenance/Income	534,144	6%	531,903	5%	602,254	5%	790,656	6%	797,219	5%	814,212	5%
Technology/Income	112,025	1%	93,729	1%	107,329	1%	145,106	1%	106,037	1%	129,697	1%
Reserve Fund/Income	300,000	3%	560,850	5%	96,248	1%	106,052	1%	121,389	1%	128,906	1%
Other expenses/Income	251,723	3%	484,771	4%	604,635	5%	496,026	4%	885,301	6%	615,078	4%
Special Projects/Income	297,613	3%	263,376	2%	12,000	0%	200,000	1%	0	0%	50,000	0%
Contribution to Capital/Income			522,350	5%		0%		0%	0	0%		0%
Surplus/Income			168,899	2%	157,385	1%	45,063	1%	0	0%		0%

** For the school year 2013-2014, the 1% in technology as a percentage of income, only represents technology expenses (tech supplies and licenses), which are included in the operating budget. Additionally the school allocated \$376K in the Capital Budget for Technology Investments.

Capital Budget

Capital Income

The Capital budget reflects the contributions the school received from parents as Capital Donations and Building Fee. The table below shows the Income in Capital Donations and building Fee over the last three years:

Table 5

CAPITAL INCOME	Budget	Actual	Variance
2011-2012	1,767,000	1,741,000	(26,000)
2012-2013	1,404,700	2,126,200	721,500
2013-2014	2,090,000	3,303,350	943,350

The positive variance in income is the result of more new students enrolled than projected.

BUILDING FEE INCOME	Budget	Actual	Variance
2012-2013	520,000	505,000	(15,000)
2013-2014	542,500	544,000	1,500

Note: The Building fee was instituted in SY 2012-2013

The Non-Construction Capital Budget

The non-construction Capital Budget includes Furniture, Technology Equipment and Major Building Maintenance projects. For the SY 2013-2014, the approved non-construction Capital Budget was \$935,048. An additional 5% vs budget was invested this year as a result of security and energy audit initiatives.

Table 6

	Budget 2013-2014	Actual	% of Execution
Technology – Elem	132,194	135,839	
Technology – MS	85,815	93,919	
Technology – HS	69,600	70,973	
Technology – Support	121,450	75,539	
TOTAL Technology	355,863	376,270	106%
Furniture – Elem	30,645	29,728	
Furniture – MS	12,040	10,635	
Furniture – HS	24,250	19,388	
Furniture – Support	121,450	162,232	
TOTAL Furniture/Equipment	188,385	221,982	118%
Major Building/Maintenance Projects	390,800	385,428	
TOTAL Major Projects	390,800	385,428	99%
GRAND TOTAL	935,048	983,680	105%

FINANCIAL AUDIT 2013-2014

As stated in the ISP Policy Manual, accounting systems are seen by the Board of Directors as a valuable tool in guiding the sound financial management of ISP.

The Director and the Director of Financial Operations are responsible for developing accounting systems which meet this objective and which conform to best business practices.

A monthly financial statement will be prepared for the use of the Board.

An independent firm shall be employed to audit all accounts as soon as possible after the close of each fiscal year, and this firm will also be expected to provide counsel to the Director and to the Director of Financial Operations.

The School currently works with KPMG.
They have completed the audit for the school year 2013-2014 and have expressed their independent opinion in the following letter.



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Independent auditors' report

To the Board of Directors
La Escuela Internacional de Panama
(The International School of Panama)
Panama, Republic of Panama

We have audited the accompanying financial statements of "La Escuela Internacional de Panama" (The International School of Panama) (the "School"), which comprise the statement of financial position as at July 31, 2014, the statements of operations, changes in the fund balance and cash flows for the year then ended, and notes, comprising a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on our judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, we consider internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of the School as at July 31, 2014, and its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards.

KPMG

September 29,
Panama, Republic of Panama

Construction Update

Performing Art Center (PAC)

SY 2013-2014 has seen plenty of new initiatives and progress on construction. One of the more symbolic project for the school is the PAC. At this time we have 90% progress on the construction; excluding furniture and special systems installation, and we can say it is on time and in accordance with the plan.



North Corridor and IJA walls:

As part of the initiatives for improving the security in our campus, during this year we built a concrete wall fence in the property line with the North Corridor and the new Instituto Justo Arosemena (IJA), the new school being constructed next to us. This project is completed.

IJA Wall



North Corridor Wall



Sidewalks covered

Two sidewalks were covered as part of our facility improving plan, the one in front of the Cafetorium and the other one toward to the tennis courts.



PK Nursery

The construction of a seed and plant nursery in the PK area was an interesting project addressed particularly to PK Students and focused on their relationship with nature. Every week during class they observe and interact particularly watching the growing process of the plant in different stages.



Enrollment Profile

Enrollment Profile

Grade	August 2013	June 2014	August 2014
PK3	54	54	54
PK4	54	65	72
K	67	71	80
1	67	73	72
2	77	78	80
3	82	83	78
4	78	83	88
5	87	87	87
6	89	89	83
7	89	87	86
8	84	85	87
9	78	76	90
10	80	83	74
11	83	78	82
12	71	71	75
TOTAL	1140	1162	1188

New Students' Nationalities

Nationality	#
US	40
Canadian	2
North America	42
Panamanian	35
Mexican	22
Brazilian	17
Venezuelan	16
Colombian	9
Argentine	9
Cost Rican	5
Chilean	2
Honduran	2
Bolivian	1
Ecuadorian	1
Guatemalan	1
Nicaraguan	1
Central & South America	121
Spanish	14
Italian	9
British	5
Swiss	5
Dutch	4
Belgian	3
Danish	3
French	3
Israeli	2
Russian	2
Slovak	1
Europe/Middle East	53
Korean	3
Australian	1
Asia Pacific	4
TOTAL	220

Nationalities by Passport



Elementary School Principal's Report

Overview

In 2013-2014, the elementary division remained focused on supporting and improving ongoing efforts in data use and instruction. Professional development time was allocated to helping teachers learn to use a data team planning process, align curriculum in literacy, social studies, and science, and integrate technology into multiple subject areas.

For the first time, the elementary set school-wide student achievement targets and used a structured data team format to help teachers develop specific instructional strategies based on close analysis of our assessment data.

In curriculum, we continued to refine our use of the Common Core State Standards in English Language Arts and we adopted new content standards in social studies and science. As a result of a continuing commitment to equalize technology access in all classes, we now have SMART Boards and document cameras in every room, and excellent access to laptops and iPads for all students. We adjusted the teaching load of one of our technology teachers in order to provide more job embedded support for teachers to help them make the best use of these rich technology resources. ISP is truly becoming a state of the art school in terms of technology.



For the second year, a literacy specialist from the US worked with teachers to improve differentiated instruction by modeling leveled lessons and providing a framework for effective use of time during the literacy block. Teacher teams also worked together to create differentiated learning models in math. Our fifth grade teams collaborated with the middle school math department to identify ways to modify their math curriculum in order to create a more seamless transition from elementary to middle school.

The 2013-2014 school year marked the official launch of our enrichment program for high achieving students. The Talent Development Program, or TDP, served 3rd - 5th graders who scored at the 95th percentile or higher on our MAP assessments. We used a software program specifically designed for accelerated learners as a base, and kids were able to develop extension projects according to their individual interests. Some of the fabulous outcomes that emerged

from this program included a living history project, animal research, a student directed play, and robotics. We look forward to extending this program during the coming years.



ES students receive a well-rounded education both in and out of the classroom. Teachers enrich students' learning by taking field trips to many places in Panama. Some examples include: Punta Culebra, Miraflores, the Gatun Locks, El Valle, and Chiriqui. Students also had multiple opportunities to learn the value of service. They collected school supplies, books and toys for students at ISP's sister schools in Las Trancas and El Valle. They also made significant contributions to the FANLYC organization to support children with serious illnesses. A highlight was a visit to the Panamanian national soccer team organized by ISP teacher Monique Pascual with a FANLYC child and ISP students.



Celebrations are an important part of the elementary school. Events like UN Day, Fiestas Patrias and the Bringing Literature to Life Parade help build community and instill a sense of pride. And nothing is cuter than elementary students in costumes! Many classrooms celebrate weekly cultural lunches to highlight the customs of students' home countries. Students and staff alike enjoy these opportunities to celebrate ISP's cultural diversity.



Middle School Principal's Report

Middle School Annual Report for School Year 2013-2014

Middle School at ISP is an active and engaging learning environment for students in 6th, 7th, and 8th grades. Our program aims to meet the needs, talents, and interests of the young adolescent. The Middle School team works diligently to provide a nurturing, inclusive, and academically challenging environment in which students are supported and encouraged to succeed. Through student-centered lessons, presentations, field trips, and student life, students are guided in their development as responsible, independent people who use critical thinking skills in all aspects of their lives. Our student population represents children from over 40 different countries, proving a rich diversity in our school community.



The most important impact we have on students is what goes on in the classroom. ISP places a high value on professional development and this year teachers focused on the collection and use of data to improve teaching and learning. Teachers spent valuable Wednesday time continuing to develop skills in data collection and analysis. Instructional goals set high expectations for teachers and students.



The division goal of increasing reading comprehension in all subject areas resulted in student growth in reading comprehension and increased teacher collaboration across subject areas. The Measure of Academic Progress (MAP) results were used more extensively this year to inform instruction, and to set targets for growth in the area of reading, language usage, and math.

Technology plays an important role in enhancing our home school communication and in class instruction and learning. Canvas has grown into a robust Learning Management System in grades six through twelve. Students used Canvas to manage course work, assignments, and communications with teachers. Students “took control” of communication with teachers and tracked their own progress throughout the year. We believe that Canvas is a great tool for increasing responsibility and accountability. This year we had a wonderful opportunity to work with sixth and eighth graders, integrating technology with math. Under the guidance of Mr. Britto and Mrs. Moreno, eighth grade students created math games for Mrs. Colteryahn’s sixth grade



students. Creating the games and practicing math skills was a great combination. Again this year, we were pleased to see many of our Middle School teachers and students participate in ISP's second annual Technology Showcase.

Digital Citizenship, Bullying Prevention, Drug and Alcohol awareness are key components of our middle school Advisory program. We continued to address these topics by building self-awareness and self-assessment, promoting self-advocacy and self-management, and developing interpersonal skills, healthy choices, and goal setting. This year we delved deeper into IB Learner Traits, and advisory activities included reflection on the traits and how each student could work towards better exemplifying the traits in their daily lives.



Student goal-setting provided opportunities for self-reflection which was shared with parents during our annual student-led conferences. Of course Advisory also provides a home base for middle school students. Throughout the year we work to build community and school spirit, enjoying a wide variety of activities.



Middle School students were involved in many activities in school. Our After School Activities program continued to be popular and it was great see so many students involved. Our boys' and girls' sports teams participated in ADECOP soccer, basketball, and track and field. Our swim team traveled to Guatemala again this year, and we also held our first ever tennis match at ISP.



The first Glee group was formed and this talented group of vocalists traveled to Orlando to participate in workshops and a performance evaluation.

The MS/HS drama production, also included a few of our aspiring actors. Blank Canvas, held twice last year, was a special event, showcasing the many talents of our students in drama, music, and art. Destination Imagination had its debut in middle school with about ten students joining the group. This group met after school every week and participated in challenges aimed to stimulate creativity. The students participated in an International DI Challenge in Bogota, Colombia and one first place in their category and age group. ISP hosted Choral Fest to offer our vocal students an opportunity to showcase their talents and to learn from other music teachers and students in Panama. We were joined by students from Balboa Academy and the MET for workshops and a final performance for middle school and parents.



International trips continued with our trip to Washington, DC, and students also attended the second Model United Nations conference in New York City. The conference hosted over 1,500 students from 14 states and nine countries. During the Washington, DC trip, students visited Smithsonian museums, a Marine Research Center in Chesapeake Bay, and hiked in Shenandoah National Park. Both trips were wonderful opportunities for students to expand their knowledge and experiences. Local field trips, in the city and within Panama, included opportunities for enriching the curriculum in all content areas.



Middle School students are always willing to give time and energy to great causes. This year our Community Leaders promoted Operation Smile, which resulted in a school-wide effort to sponsor over 15 children receiving this life-changing surgery. Many middle school students also participated in the FANLYC relay for life, which supports cancer patients and their families. Our Community Leaders also organized two Make-A-Wish donations and supported two children from the Foundation.



This busy group also found time to sponsor a Christmas party for children from "Hogar de Divino Niño" Orphanage, and to visit a home for the elderly, bringing them smiles and a visit to remember.



Middle School student leadership showed enormous growth during their second year. Leadership students were nominated by teachers and students to form part of this group and they have had a positive impact on Middle School. This group worked diligently to learn about leadership, and put leadership skills into practice. The team was active throughout the school year, promoting school spirit and organizing a wide variety of activities



such as; Masquerade Ball, which was a dance held in our magically transformed cafeteria, co-sponsoring our semi-annual Lock-In, and bringing the IB Learner Profile traits to life through mini-lessons and activities during our Monday morning assemblies.



Our yearly reflection would not be complete without mentioning some of the important and fun ways we integrate learning through special activities such as Earth Day, V1 Day, (Volunteer One Day), Fun in the Sun, and Spirit Week. These celebrations enhance our curriculum and help us to ensure that learning goes beyond the classroom walls. Each year we work to fine-tune our program to keep in step with students who are learning in the fast-paced 21st century.

High School Principal's Report

The 2013-2014 school year in the High School was a year of many accomplishments and highlights.

We had a very robust presence of college and university admissions officers at ISP in the first quarter of the school year – with the biggest event being the Council of International Schools University Tour which took over the ISP gym one afternoon in early September. In the first quarter of the school year alone, 72 colleges and universities were represented on campus. In all of 2012-13, we had 100 schools visit (the highest number ever). In 2013-14 we surpassed that number.

Another significant development in the first quarter was the visit of the Prevention Specialists from FCD – Freedom from Chemical Dependency, back at ISP for a second consecutive year, and third time since 2009. We had four days with four prevention specialists, with two class sessions for every HS student, as well as meetings with parents and teachers. FCD will be here again in 2014-15.

The discussion was about adolescent use of alcohol and other substances, and about reducing risk factors for our young people. One critical finding from the FCD specialists was a desire amongst the student body for more healthy alternatives to “parties,” events in sports, arts and community service. A topic we continue to explore.

Our annual Open House saw the highest parent turnout ever for high school – with 53% of high school parents turning up for the afternoon program to meet the teachers and learn about the program of studies.

In October, a select group of ISP grade 9 and 10 students attended CEPMOAS, the annual Colegio Episcopal Model Organization of American States (MOAS) conference across town, and represented delegations as diverse as the USA, Bolivia, and Panama. CEPMOAS is similar to MUN in which our students debate, compromise and search for solutions to complex problems. ISP was well represented by our delegation, bringing home a Best Delegate award and many accolades.

We offered these two special college-related programs for ISP students and parents in October – the first was *Highly Selective Admissions in the United States: A Conversation with Brown University, Dartmouth College and Wellesley College* and the second was an information session on the University of California Schools, the UC Application and UC Riverside.

We hosted our 21st consecutive PANAMUN Conference in late October of 2013-14. We hosted visiting schools from Panama, from the Central America region, and from Chile and Curacao. With every one of the 300 ISP high school students also participating, we had a total of close to 500 students here for the three days of the conference. The theme was “Sustainable Development.”

Right after PANAMUN, another group of ISP HS students stepped up to represent the school. As per MEDUCA requirements, ISP sent a delegation to march in the “Desfiles Patrios” on November

3, through the San Miguelito District. Thirty 9th and 10th graders made us proud with their presence and well-rehearsed marching.

At the AASCA Knowledge Bowl in Guatemala in November, our Varsity Team accomplished their goal and ISP came back as the AASCA Champions in Knowledge Bowl, the best of the eleven schools that presented teams. And our JVs came so close! They brought home the 2nd place trophy for the 2nd year in a row.

Under the coordination of our guidance counselors, we sent a first ever group of ISP students on a College and University tour in the United Kingdom in November.

One of last big events of the semester, the Blank Canvas Arts Afternoon series, featured the short plays and improvisations of our drama students, the short films of those studying in the film elective class, the talents of MS and HS singers and instrumental musicians, and the work of the Studio Art students.

At the end of the first semester, 29% of HS students had earned Honor Roll status (Director's List or Academic Recognition) – compared with only 17% at this point in 2012-13.

As per HS tradition, over the winter/Christmas break, we had 14 juniors and seniors travel to Santa Fe in the Darien region for five days in early January, working at a community center and as part of a community garden project. This represented ISP's support for this poor rural community as part of our CAS and Panamanian Diploma service learning.

The high school held its annual orientation to the IB program for 10th graders and their parents on a Saturday morning in February. About 85% of the class was in attendance for this critical orientation to the IB program. We have had over 60% of our tenth graders choose to pursue the full IB Diploma over the past five years.

ISP sent a troupe of actors to the bi-annual AASCA Drama Festival in Costa Rica in early February. They came back with a trophy for 2nd overall performance, with numerous medals in the categories of monologue, short play and individual scenes. The Annual MS/HS Drama Production was staged in late March, as per annual tradition, and the 2013-14 production was a series of three one-act plays in a program called "Dramagram."

Another noteworthy event in the second semester hosted by the HS Spanish department – a recital and conversation with three Panamanian poets. Our students asked questions of depth and insight, promoting a dialogue of substance about poetry, the role of the poet, and his/her place in a modern society.

In early April, seniors began the Mock IB Exam period – providing them with critical practice in an IB exam-like setting. The Mock Exams cover the complete IB course of study, count as the semester final in IB classes, and count toward the ISP report card grade. It is followed by an intensive last review period of two weeks – before The IB examination period in May.

The 11th grade IB Science students spent three days in the spring investigating environmental factors including the soil, water and climate in the high altitude volcanic crater of El Valle. The idea was to put into practice the lab skills and techniques that they have been developing in the IB science classes (physics, chemistry, biology and environmental systems). This trip served as a warm up for the IB Group 4 Project that occurs in the first semester of the 12th grade.

In the spring of the 2013-14 school year, ISP embarked on its first ever Computer Science programming tournament – hosted by the University of Central Florida (UCF) in Orlando. Five HS students travelled with Computer Science teacher Mr. Britto, and were the only international

school at the tournament. The Computer Programming club had been inaugurated just two months earlier, with ten students learning and practicing Java programming techniques twice a week. Five students were selected for the UCF trip. They competed there against 52 other teams and placed 16th and 30th in their first ever international competition.

Our annual IB Art Show opened on April 26 in the City of Knowledge. The show celebrated two years of creative exploration and self-discovery conducted by the graduating seniors within the IB Visual Arts Program. Eleven students shared their drawings, paintings, photographs, videos and sculptures.

This year, ISP participated in three international MUN events in the second semester. In late January, we sent a delegation of 17 students to THIMUN in The Hague. In March, we sent a delegation made up largely of underclassmen to an MUN conference at Boston College. Later in the spring, another delegation attended the Hacia Democracy conference here in Panama. Standardized testing over the course of the 2013-14 school year revealed a broad trend of marks above world average. On the PLAN (pre-ACT tests) our student body consistently reaches 70th and 80th percentile rankings in English, Reading, Math and Science. On the PSAT, the school's results have consistently placed us in the 60th percentile and above. On the SAT College Entrance Exams, we have seen a slight upward trend for ISP students over a four year period. On the SAT our students are consistently 50-70 points higher than the world average. On the ACT College Entrance Exam, ISP students in 2012 and 2013 scored above the world average in all subject areas.

IB Examination period is concluded in late May with 42 of the 71 members of the Class of 2014 in pursuit of the full IB Diploma. Our average score, of those students earning the Diploma, was 31 – about one point above the national average – and in line with ISP's past performance (typically 30 to 32).

Our highest scoring student earned 40 points (of the 45 maximum/total).

The Class of 2014 – Next Destination for the Graduates



The 71 graduates of the Class of 2014 are now attending the following colleges and universities:

- St. Andrew's University, Scotland
- Smith College, USA
- University of Virginia, USA
- Instituto Tecnológico de Monterrey, Mexico
- Texas A&M University, USA
- University of Toronto, Canada
- Northeastern University, USA
- American University, USA
- Florida Institute of Technology, USA
- University of Miami, USA
- Drexel University, USA
- Marymount Manhattan College, USA
- Loyola University New Orleans, USA

- McGill University, Canada
- University of Ottawa, Canada
- Bryant University, USA
- Pennsylvania State University, USA
- Fanshawe College, Canada
- 3IS, Institut International Image & Son, France
- Georgetown University, USA
- Boston University, USA
- IE University, Spain
- University of San Francisco, USA
- The University of Pennsylvania, USA
- University of Colorado, Boulder, USA
- Queen Mary, University of London
- George Washington University, USA
- Florida Institute of Technology, USA
- Rhode Island School of Design, USA
- Instituto Superior Tecnico de Lisboa, Portugal
- Wentworth Institute of Technology, USA
- Tufts University, USA
- Northwestern University, USA
- Universidad Latina de Panama
- University of San Diego, USA
- University of Louisville, Panama
- Emory University, USA
- Florida State University, Panama
- Goldsmiths College, University of London, UK
- Universidad Santa Maria La Antigua, Panama
- Universidad de Ciencias Medicas, Costa Rica
- Algonquin College of Applied Arts and Technology, Canada
- Universidad de los Andes, Colombia
- Delft University of Technology, Netherlands
- Universitat Karlsruhe, Germany

IB Comparative Data – ISP Results – 2006 to Present

Data shows summary of IB results at ISP over an 8-year period from 2006 to 2013. Projected numbers are shown for 2014 and 2015.

	# Graduates	# Diploma Candidates	% Diploma Candidates	# Passing Diploma	% Passing Diploma	Highest Point Total	Average Score Diploma Recipient	Worldwide Average
2006	36	13	36%	12	92%	38	32	-
2007	44	12	27%	8	67%	38	31	29.56
2008	47	10	21%	10	100%	41	31	29.57
2009	49	20	41%	19	95%	40	31	29.51
2010	44	19	43%	13	68%	34	28	29.55
2011	59	34	58%	30	88%	37	31	29.59
2012	51	35	69%	33	94%	42	32	29.83
2013	72	44	61%	35	80%	38	30	29.81
2014	71	42	59%	32	76%	40	31	29.81

IB CAS 2013-2014: Creativity, Action, Service

The students at ISP are encouraged to participate in CAS activities, whether they are IB Diploma, Panamanian Diploma candidates or neither. For the IB Diploma candidates it is mandatory to comply with the IB CAS Program. The guideline for the minimum amount of the program is to have at least 3 different activities for each areas of Creativity, Action, and Service, with a reasonable balance among these. Students are expected to be working on CAS throughout the IB programme, as if it were another course. Students must also undertake at least one project involving teamwork that integrates two of the three components (creativity, action and service) and is of significant duration. For the Panamanian Diploma candidates, a minimum of 80 hours of the Service component are needed.

We look at the student's written reflection to see if he/she is achieving the eight learning outcomes: increased awareness of strengths and growth, undertaken new challenges, planned and initiated new activities, worked collaboratively with others, shown perseverance and commitment in the activities, engaged with issues of global importance, considered ethical implications of student actions, and developed new skills.

In 2013-2014 the CAS Program continued with some activities initiated years ago and some that were new. Here are a few key CAS projects from the year.

1. Camp Hope. (August 2013)

This activity takes place twice every year (August and February). Students and teachers helped as volunteers in a Camp for children and adults with mental and physical disabilities at Santa Clara, in the Province of Coclé. The task of our volunteers is to take care of one of the campers during the weekend. Despite the difficulties the weekend inevitably presented, many of the students reflections revealed just how powerful the time at Camp Hope was in changing and challenging some of their assumptions.



2. Community Gardens, Santa Fe, Darien (September 2013)



ISP students had the chance to participate in a new project, which runs the National Assistance Program (PAN), in coordination with the Office of the First Lady. The mission of this national program is to improve the nutrition of the population that is below the poverty line by creating school, family and community gardens. These gardens provide access to traditional products or foods rich in nutrition that may not otherwise be available to families and individuals in low-income economy.

ISP students stayed at the Community Center of this project, where farmers of the community meet to receive training and technical advice by professionals. Students cleaned the farm and learned about organic fertilizers, seeds and broilers and selection of crops.

3. Asilo San Benito – Christmas Party (December 2013)



As part of the CAS initiative project, students organized a Christmas party for residents of Asilo San Benito located in Pedregal, Panama City. Students visited this nursing home frequently to spend time with the elderly. They celebrated birthdays, raised money at school to supply items needed such as milk, diapers, dry food, personal items, and a lot more. The elderly people enjoyed having the visit of students.

4. Malambo Orphanage and School. (August 2013 – June 2014)

Malambo is an orphanage located in Arraijan, about 40 min. from Panama City. ISP students went to Malambo to teach English, celebrate birthdays, help Malambo younger students with homework, take care of babies, and lot more. ISP students went twice a month to Malambo with an ISP supervisor and some times on their own on Wednesdays afterschool. ISP volunteers get to know the children, see their needs and plan activities for them. The Director of the Orphanage, Sor Lourdes, is very pleased with the volunteering work of ISP students.

5. Math Tutoring at ISP. (Mondays) CAS students stayed after school to help struggling students. The students who needed math help could get more individualized attention. This program also demonstrates the value of service and community building between younger and older students, and between students with different abilities and learning styles within the ISP community. This is an ongoing project.

6. INTERACT Club: (August 2013- June 2014)



A group of IB CAS students took the initiative in planning and organizing for the first time a group called INTERACT, a branch of the Rotary Club. It is a club for young people, who want to join together to tackle the issues in their community that they care most about. The objectives of this club are to carry out hands-on service projects, to make international connections, develop leadership skills and to have fun. As part of their CAS Program students are required to choose at list one project involving teamwork that integrates two or

more of creativity, action and service. Throughout the year they worked in many different projects such as the paint of the basketball court in a school in Nata de Los Caballeros, Cocle Province. They also worked with children in a school in Santa Marta community in San Miguelito. In this school they repaired, painted classrooms, worked in the school garden, etc.

7. Darien – Construction Service: (January 2014)

This time ISP students went to Santa Fe in Darien to work on their initiative project. A group of students, who participated in the previous group to Darien, saw the necessity of building a floor for the Garden Community Center, where farmers get training on different techniques take care of the land. It was not an easy task, but the group was able to finish it in four days.



8. Guna Yala Project. (March 2014)

A couple of year ago, a group of IB CAS students took the initiative in planning and organizing a unique project to Isla Tigre in Guna Yala. ISP students have been helping this community providing materials and resources to the village school, since then. They also organize instructional activities for the children. One of the main objects was the interaction with the Guna Yala people and learnt from their culture. This project was completely student run. In this occasion ISP students raised money to buy materials needed to fix the roof of the elementary school.



9. Operation Smile Project: “Miles for Smiles” (May – June 2014)



Operation Smile is an international children's medical charity that performs safe, effective cleft lip and cleft palate surgery, and delivers postoperative and ongoing medical therapies to children in low and middle income countries, like Panama. For months, CAS students worked in this amazing project. At the end the whole school from elementary to high school united collecting money, participated in a walkathon and did different activities for this cause. ISP community sponsored the surgeries of about 20 kids from poor rural areas of Panama. It was a success project where many united to achieve the goal.

These are just nine examples of CAS projects undertaken in the 2013-2014 school year.

Curriculum & Professional Development

There are two aspects to curriculum revisions and updates each year. The first consists of the Curriculum Review Cycle, in which the standards, programmatic integrity, and classroom resources for one subject area is thoroughly reviewed. Social Studies was under curriculum review during the 2013/14 school year. Major findings from reviewing our PK – 12 social studies curriculum include: a need to better promote higher order thinking and application in our K – 10 program. We also concluded that the standards (i.e.: learning expectations) ISP is using in social studies are insufficient to accomplish these tasks. Following the curriculum review, ISP adopted new a new set of standards that are designed to promote higher order thinking and international mindedness.

Significant progress was made aligning the ES Curriculum in both science and social studies this past year. The science curriculum update process began in SY 12/13 however ES waited to implement any changes since new grade level standards were to be published in March of 2013. In both science and social studies, three major units were selected for each grade level. Learning outcomes, which promote higher order thinking and inquiry, were identified for each of these units. Most importantly, units were organized to ensure alignment from year to year. This work will continue throughout the 2014/15 school year and will be assisted by an Elementary School Curriculum Coordinator, a newly added administrative position.

In additional to the Social Studies Curriculum Review, grade level teams and departments worked extensively with the Understanding by Design (UbD) curriculum model. UbD is a curriculum development model in which teachers identify specific learning outcomes for each unit, grade level, and course. Learning outcomes are prioritized and mapped to ensure that skills and knowledge build student progress through ISP's academic programs. All departments in the Middle and High Schools refined their curriculum using UbD. This process will ensure that specific learning outcomes are defined across our academic programs.

Physical Education & Athletics Report

Physical Education

The Physical Education department underwent some significant changes during the school year.

Key Changes to Program

UBD work continued across all 3 divisions with the department making good progress in the specific areas of common assessment and fitness testing assessments. The 3 week unit in MS and HS continued. The SPARK curriculum was introduced to the ES PE department to supplement the good teaching already in place.

Facilities

The tennis courts continue to be a huge asset to the schools PE and ASA program. They were opened to the ISP community and saw a lot of use during the school year. The swimming pool was also opened to the ISP community and was used throughout the year.

Competitive Sport

The soccer program underwent several key changes that ultimately led to successful outcomes on the field. Daniel Aquino was hired to head the coaching soccer staff and Malcolm Britto was appointed as technical director to help build a program that could be followed K-12. ISP continues to try and recruit coaching staff from its hired staff.

ADECOP

The ADECOP soccer season was very successful. Sub 16 and Sub 18 boys remained ADECOP champions with the Sub 16 and 18 girls also making the final. On the basketball court the senior boys performed well but failed to make the later stages of the ADECOP competition. The U14 boys' basketball team had an undefeated season heading into the ADECOP final. As the basketball program moves forward we look to model the success experienced by the boys' soccer program and appoint a coach to help oversee the development of basketball in the 2014/15 school year.

Liga 10:

Perhaps the highlight of the year was the boys' performance in the Liga 10 tournament. Our first year in the Sub 18 Liga 10 competition was hugely successful. The boys were victorious in a nail biting final televised on Cable Onda Sports. The game was tied up in the final minute of regulation time. This meant that the outcome of the game would be decided by penalties. ISP's reserve keeper stepped in due to injury and pulled off an amazing last penalty save to make ISP the Liga 10 Champions.



AASCA:

The boys AASCA soccer team trained hard but failed to make it through to the top tier despite good results in the pool matches. The girls also played well in the pool matches but did not make it through to the later stages.

The AASCA boys' basketball team played well in the opening rounds and were extremely unlucky not to make it to the later stages of the competition. This young team are excited about their progress and the next year.

The AASCA volleyball teams traveled with a strong set of players eager to impress. Despite some excellent play the teams were unable to progress to the closing rounds.

Swimming

The swim program had a very successful year. Numbers steadily built across the age range. ISP hosted 6 well attended meets winning many events across the age range. ISP swimmers hosted the American School of Guatemala here at ISP. ISP swimmers then travelled to Guatemala for a return meet where many of our swimmers were successful. The PTA were instrumental in providing funds for an electronic timing system. The new system was finally delivered and tested at the end of the school year ready for the 2014/15 school year. Plans were put in place to create an ISP swim club that would be able to compete in the FINA meets in and round Panama. The program itself continued to grow with the ES session completely full with 40 swimmers.



Cross country:

The cross country program, under the guidance of Coach Nic Verbon, had a very successful meet in Guatemala with many runners taking top spots in the individual races. ISP also hosted the first PAIS cross country event on the ISP grounds. Around 50 runners representing all age groups turned out for a fun morning of racing on the ISP cross country circuit.

After School Activities:

The after school program saw significant growth during the year. Different activities and improved communication saw the program swell. On some evenings there were close to 350 students participating in activities on the ISP campus.

Summary

The ISP Physical Education program continues to develop and improve. Students are provided a diverse and challenging curriculum that allows students to explore their true potential. The soccer program saw tremendous growth over the year with the boys program in particular excelling in all their tournaments here in Panama. The foundations are now set for continued growth and improvement. Facilities continue to be upgraded and improved on. The field maintenance improved dramatically with the hiring of a new grounds keeping company. We look forward to continued improvement in this area. The 2013/14 school year saw a great deal of growth in many areas of the Sport, Curriculum and ASA programs offered and our hope is to maintain this growth while refining some of our processes we have in place for next year.

Parent-Teacher Association (PTA)

PTA Board Members 2014-2015

Maria Lopez de Cobo	President
Sarah Tatum	Vice President
Keene Korinth	Secretary
Rosa Nakahira	Treasurer
Nicole Yemothy	Deputy Treasurer
ES Representative	Olga Sipos/Lance Murray
MS Representative	Arlette Acosa
HS Representative	Graciela Barreiro/Patsy Angarita

PTA DONATIONS 2013-2014



**International
School of Panama**

PTA ANNUAL REPORT 2013-2014

Beginning Balance 01/08/2013

INCOMES:

	\$75,280.25
Annual due (1219 Students x \$20)	
	\$24,380.00
Welcome back BBQ Sept-2013	\$601.25
Honor Roll Lunch Sept-13	\$520.00
Holiday Shop Dec-13	\$7,365.68
Dolphins Christmas App. Gift Dec-13	\$2,841.75
Yearbook photos Commission	\$2,144.15
Welcome Back BBQ Feb-8-2014	\$504.20
Honor Roll Lunch Feb-13-2014	\$1,646.65
Family Fun Fair - Mar-29-2014	\$41,571.70
Additional Income (water sell)	\$309.12

Total Incomes

\$81,884.50

\$157,164.75

EXPENSES:

Welcome back BBQ Sept-2013	\$3,604.44
Honor Roll Lunch Sept-13	\$2,053.92
Holiday Shop Dec-2013	\$2,074.80
Dolphins Christmas App. Gift Dec-13	\$3,883.30
Welcome Back BBQ Feb-8-2014	\$4,374.06
CAS service HS Ms. Bernal (Trip)	\$800.00
Honor Roll Lunch Feb-13-2014	\$2,083.31
Family Fun Fair March-29-2014	\$20,919.33
ES Room Parents Breakfast	\$308.00
Parents Conferences (Beatriz L ondono)	\$1,319.00
Club social services MS(Ms. Restrepo)	\$5,000.00
Wish list 2012-2013, and 2013-2014	\$45,000.00
Breakfast New PTA Aug-13	152.98
PTA Office supplies and cafeteria	\$422.40
Panamun-2013	\$180.00
Fiesta Patrias (Panama)	\$1,659.89

Fun in the Sun (MS)	\$540.00
Breakfast Volunteer Appreciation May-14	\$357.00
Teacher Appreciation Lunch Club de Golf	\$5,147.75
PTA Appreciation Lunch (Casa Tua)	\$446.73
HS Valedictorian Gift & engraved	\$267.50
Total Expenses:	\$100,442.31
Ending Balance 31/07/2014	\$56,722.44

NOTE: Details about all Incomes and expenses are in the treasurer's binder

Prepared by: Maria Lopez- Treasurer
Sarah Tatum- Deputy
Treasurer.

treasurer's binder (2013-2014)

