Dear ISP Community,

I am delighted to invite you to read this Annual Report for the fiscal year 2007-08. In it you will find a review of the year’s financial results.

The academic year 2007-08 began with more space for both the Primary and Secondary Schools as grades 4 and 5 moved back to Rue du Ranelagh, enabling us to unite the Primary School again with Nursery-Grade 5 at the same campus. Secondary School in turn gained four classrooms and additional extra space that had been used for subjects such as the arts. The School also improved spaces by renovating the Drama room and science labs in the Secondary School and the art room and play space at the Primary School.

Academically, ISP acted on the “Matters to be Addressed” that arose from the PYP and MYP evaluation visits which have improved the programs and their delivery to the children. The IB Diploma results were also something to be proud of with a pass rate of 95% and a status of one of the top schools in the world for Bilingual diplomas, a particularly challenging thing to accomplish. The School’s strategic plan, and the various action committees that have resulted from it, are evolving nicely with staff, parents and Trustees who have given much of their time towards school improvement. We take seriously our partnership with all of ISP’s stakeholders. You enrich the School with your generous support, as volunteers, and through financial donations. The fiscal year 2007-08 brought in €248,000 in donations, which have allowed us to end the year positively when a loss was budgeted.

I would like to take this opportunity to thank, recognize and honor the numerous individuals, foundations, and corporations who have given of their time, money and effort to help ISP realize its goals and advance its mission. Finally, I would like to acknowledge our faculty and staff whose efforts every day bring vitality and substance to our IB curriculum.

We are very proud of what we have accomplished together, and most excited about our future.

Audrey Peverelli
Interim Head
In accordance with French law and our own by-laws, I am pleased to provide you with a summary of the financial statements for the fiscal year from 1 September 2007 to 31 August 2008.

Total revenue amounted to €14,031,905.68 with revenue generated from tuition fees at €13,615,433.

Total operating expenses was €14,364,194.42 with salaries and charges amounting to €9,110,887.05. Depreciation and expenses for premises rose significantly, reflecting the acquisition of a new building. Building acquisition costs are non-recurring. Operating income totaled €99,837.80.

The school’s strategic decision to purchase the 98 Ranelagh building proved to be successful as the Primary School and the School as a whole grew this year, achieving its forecast enrollment figures. The 2007-08 net result is €143,112, an increase of 29% compared to the previous year. The forecast 2007-08 budget had anticipated a deficit due to the property acquisition, but an exceptional level of fund raising and donations, reaching €233,831.79, coupled with slightly higher enrollment figures and continued prudent cost management, allowed the school to post a positive result ahead of schedule.

The net result for the fiscal year ended August 31, 2008 of €143,112.57 is allocated as follows: €46,870.14 to endowment funds and €96,242.43 to reserve funds.

Total reserves, including endowment funds, is now €3,561,247.07.

The current global financial crisis and economic recession have led us to adjust our forecasts and to extend our risk analysis. While costs have not been cut, new expenditure programs are being carefully monitored. The school’s strong balance sheet and continued prudent financial management allows us some comfort as we enter harder times to ensure the financial security of the Association in the coming year.
A school’s endowment is its savings account. A healthy endowment ensures that funds will be available should there be an urgent need in the future. Generally, an endowment is divided into three parts:

- Professional Development for the Faculty (Gareth F. Jones Fund)
- Financial assistance and scholarships
- Buildings & maintenance.

To date, the endowment at ISP is €46,870.14. This fund, begun in 2006, is invested in an interest-bearing account and will continue to grow through future donations.

We are grateful to the following donors who have generously supported the school’s endowment initiative:

- Mr. Philip Auerbach
- Mr. Rolf Gren
- Mrs. Patricia Hayot
- Mr. and Mrs. Paul Kimball
- Mr. William Langford
- Mr. and Mrs. Allan McNichol
- Mr. and Mrs. Denis Metzger
- Mr. and Mrs. Charles Moyer
- Mr. Floyd Norris & Ms. Chris Bockelmann
- Mr. & Mrs. Beau Segal
- Mr. & Mrs. David Sherman
- Mr. Christopher Smeets
- Ms. Sara Taylor ’94

- Mr. & Mrs. David Sherman
- Mrs. Fatima Sidikou
- Mr. Christopher Smeets
- Ms. Adrienne Stillman ’04
- Mr. & Mrs. James Swayzee
- Mr. & Mrs. Matthew Sweeney
- Mr. Yuji Suzuki ’03
- Ms. Sara Taylor ’94
- Mr. Nicholas Van Vactor ’97
- Mr. & Mrs. Jean Peter Wallgren
- Mr. & Mrs. Philip Webber
- Mr. & Mrs. Matthew Wegrynnowicz
- Mr. & Mrs. John Worthington

**Total Donations in 2007-2008**

- 64% Individual Donations
- 24% Gala Auction
- 12% Endowment

**The Endowment at ISP**

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- Mr. Floyd Norris & Ms. Chris Bockelmann
- Mr. & Mrs. Beau Segal
- Mr. & Mrs. David Sherman
- Mr. Christopher Smeets
- Ms. Sara Taylor ’94

**Individual Donors**

- Mr. & Mrs. Brian Ainsworth
- Mrs. Marie Claude Bachelet
- Ms. Anne Bagamery
- Mr. & Mrs. Habib Benamor
- Mr. & Mrs. Marc Chayette
- Daniel & Suzanne Cohen
- Jim & Janet Cumming
- Mrs. Miwa de Bourbon
- Mrs. Josephine Duval
- Mr. & Mrs. Lars Ebbesen
- Mr. & Mrs. John Fernandes
- Mr. Oscar Forsberg ’90
- Mr. & Mrs. Walter Frankland
- Mr. & Mrs. Sergey Furby
- Dr. Jonathan Gage & Ms. Janet Patys
- Mr. Rolf Gren
- Mrs. Morgan Hanzlik ’91
- Mrs. Patricia T. Hayot
- Dr. Ira Heilveil
- & Dr. Marsha McKeon Heilveil
- Mr. James Herlting
- & Mrs. Sarah Towle
- Mr. & Mrs. William Horan
- Mr. & Mrs. Marc Inch
- Mr. & Mrs. Richard Jensen
- Mrs. Freida Kanime
- Mr. Han-Chul Kim
- & Mrs. Hye-Jung Nam
- Mr. & Mrs. Paul Kimball
- Mr. Omar Kodmani ’85
- Mr. & Mrs. Thomas Kunz
- Mr. Bill Langford
- Mr. & Mrs. Donald Lawrence
- Mrs. Anne Lechartier
- Ms. Sophia Mann ’04
- Mr. Anthony Masters’97
- Mr. & Mrs. Jean-Yves Le Mener
- Mr. & Mrs. Allan McNichol
- Mr. & Mrs. Denis Metzger
- Mr. & Mrs. Charles Moyer
- Ms. Alexandra Levenson-Wahl ’04
- Mr. Floyd Norris
- & Ms. Chris Bockelmann
- Mr. & Mrs. Hitoshi Onda
- Mr. & Mrs. Jay Platt
- M. Jean Raby
- Mrs. Michele Ravery
- Mr. & Mrs. Beau Segal
- Mr. Igor Schlumberger

**Corporations**

ABBOT Laboratories Europe
S.A. Telerad

**Foundations and Trusts**

Goldman Sachs Gives Foundation
The New York Times Foundation

**The Gareth F. Jones Endowment Fund for Professional Development**

- Mr. Rolf Gren
- Mrs. Patricia T. Hayot
- Mr. & Mrs. Paul Kimball
- Mr. Bill Langford
- Mr. & Mrs. Denis Metzger
- Mrs. & Mrs. Beau Segal
- Ms. Sara Taylor ’94
- Mr. Nicholas Van Vactor ’97
- Mr. & Mrs. David Sherman
- Mr. Christopher Smeets

It is with much gratitude that the Board of Trustees, Faculty, Staff and Students of ISP wish to thank the following donors for their generous contributions to the School. Significant and meaningful changes took place on both the Ranelagh and Beethoven campuses due to these donations. The donors below reflect all gifts received between September 1, 2007 and August 31, 2008.

All attempts have been made to ensure the accuracy of this report. We apologize for any mistakes or omissions. Please contact Carrie Levenson-Wahl clevenson@isparis.edu for any changes, additions, or corrections.
The 2008 Gala Auction was a resounding success, raising over €60,000 for the school. With close to 200 items in the silent and live auctions, a raffle, and many, generous individual donations, the event was one of the key reasons that the annual donations to ISP were higher than ever. It is with much appreciation that we acknowledge the following donors and committed volunteers.

**Individual Donors**
- Mr. & Mrs. Brian Ainsworth
- Mr. Pedro Alvarez
- Mr. & Mrs. Yiouri Augousti
- Mr. John Ayers & Ms. Judi Minter
- Mme Marie Claude Bachelet
- Ms. Anne Bagamery
- Mr. & Mrs. Andrew Biles
- Mrs. Botchwey
- Mr. & Mrs. Daniel Cohen
- Linda Crofton
- Ms. Helena Cizkova
- Mr. & Mrs. Jim Cumming
- Mme Sophie delLigne
- Dianne Delledera
- Mr. Manuel de Vasconcelos
- Mr. & Mrs. Ebbesen
- Mrs. Anabela Fisman
- Mr. & Mrs. Malcom Fraser
- Mr. & Mrs. David Furby
- Mr. & Mrs. Leonard Gionet
- Mrs. Michelle Goddard
- Mr. & Mrs. Hutson
- Mrs. F. Kanime
- Mr. & Mrs. Kong
- Mrs. Kathryn Frank
- Mrs. Young Ae Kim
- Mr. & Mrs. Thomas Kunz
- Mr. & Mrs. Joshua Latner
- Mr. & Mrs. Donald Lawrence
- Ms. Marcia Lebre
- Ms. Anne Lechartier
- M Jean-Yves LeMener
- Mrs. Grace Leo
- Ms. Monica Loeb
- Mr. & Mrs. Ranjan Mathai
- Mr. & Mrs. Allan McNichol
- Brennan McNichol
- Mr. & Mrs. Charles Moyer
- Mrs. Miwa Murase de Bourbon
- Mr. Nishiyama
- Mr. Eichi Odaka
- Mr. & Mrs. Hitoshi Onda
- Mr. Roman Polanski
- M. Pierre Poupel
- M Jean Raby
- Mr. & Mrs. Stefano Scarpetta
- Mr. & Mrs. Michael Stern
- Mr. Shin Suzawa
- Mr. & Mrs. Matthew Sweeney
- Mrs. Lucy Taylor-Gill
- Craig & Dondi Tillotson
- Mr. Martin Townsend
- Mr. Yasuhiro Uchida

**Corporate Support**
- All Nippon Airways
- Brentano’s
- Danone
- Evian Royal Resort
- Gerber Group Limited
- GLA Hotels
- Hotel Prince de Galles
- LIDO
- MBK
- WICE

**Auction Volunteers**
- Co-Chairs
  - Charlotte Kunz
  - Shoshana Lombardi
  - Mary McNichol
- Acquisitions
  - Janet Cumming
  - Michelle Goddard
  - Young Ae Kim
  - Hatsue Kubo
  - Moncia Loeb
  - Denise Stern
  - Matthew Wegrzynowicz
- Catalog & Slideshow
  - Denise Stern
- Class Baskets
  - Yvonne Gionet
  - Maryvonne Sillanpaa
- Class Projects
  - Dianne Delledera
  - Sylvie Le Jan
  - Catherine Matheson-Hache
  - Una O’Neill
  - Jackie Todd-Morel
- Decorations
  - Marlies Furby
  - Charlotte Kunz
  - Shoshana Lombardi
  - Mary McNichol
  - Lucy Taylor-Gill
- Flowers
  - Anisia Asami
  - Naoko Chudo
  - Tomomi Katayama
  - Hatsue Kubo
  - Kaoru Wakai
- Food
  - Agnes Duchemin
  - Pavillon Dauphine
- Logistics
  - Franciszka Lawrence
  - Grade 11 CAS Students
- Publicity
  - Shoshana Lombardi
- Tombola
  - Charlotte Kunz
  - Franciszka Lawrence
  - Shoshana Lombardi
  - Mary McNichol
  - Yvonne Gionet
  - Charlotte Kunz
  - Hatsue Kubo
- Video production
  - Brennan McNichol
Congratulations to the Class of 2008!

While there were many more acceptances this year to colleges and universities the world over, this list represents the schools where members of the Class of 2008 have chosen to attend.

**Canada**
- Art Institute of Vancouver
- Concordia University (3)
- McGill University
- University of Waterloo

**United Kingdom and Ireland**
- University College London (U of L)
- University of Durham
- Imperial College London (U of L)
- King’s College London (U of L)
- Queen Mary, University of London (2)
- Regent’s Business School, London
- Richmond American International University
- University of Edinburgh

**Europe**
- American University of Paris
- Ecole Hôtelière de Lausanne, Switzerland (3)
- Parsons School of Design, Paris
- Sciences Po, France

**Japan (to date)**
- Tsukuba University
- Keio University
- Waseda University
- International Christian University
- Sophia University
- University of the Sacred Heart
- Gakushuin University
- Chuo University
- Aoyama Gakuin University
- Ritsumeikan University
- Bukkyo University

**United States**
- Bryn Mawr College
- Columbia University
- Emory College
- John Hopkins University
- Loyola Marymount University, Los Angeles
- Mount St Mary’s University, Maryland
- Parsons School of Design, New York
- Wake Forest University

**Korea (to date)**
- Hong Ik University, Seoul
- Hankuk University of Foreign Studies

ISP has grown significantly over the years, with enrollment making a large jump in 2008. Increased interest in the school’s IB curriculum, the purchase of 98 Ranelagh which added more space, and extraordinary work by our admissions office brought in a record 248 new students.
The ISP Strategic Planning process began in February, 2007 and is now moving forward with the Action Plans. Below is a checklist of each Action Group’s accomplished goals. For more information on the overall goals, current action and timeline, please see the ISP website (www.isparis.edu) and go to the Board of Trustees’ News and Events page.

**Educational Programs**

**Primary School**
- PYP Action Plan sent to IB addressing Matters to be Addressed from Evaluation Report
- Completed Scope and Sequence Documents published for French (Language B)
- All class teachers using Atlas consistently and confidently to map their plans
- Essential Agreements and a Draft Assessment Policy developed
- Staff Profile developed and on-going staff profile portfolio implemented on school server

**Secondary School**
- Personal & Social Education Program (PSE)
- Review of Curriculum Balance
- Professional development workshop for entire faculty
- MYP Areas of Interaction document
- Improvement of physical plant (DT, Science Labs and Drama Studio)

**Finance**
- 2008-09 budget
- Formulation and introduction of policies
- Regular data analysis on the school
- Regular external risk analysis
- Defining parameters for non-tuition income

**Facilities**
- Plans of all facilities produced
- Amount of space and cost of space by various activities listed
- Template for analyzing future and ideal needs of space created

**Information Technology**
- Designed and delivered a school-wide training program ‘Go for IT!’ with total staff buy-in
- Migrated to a consistent PC/Laptop configuration, improving performance and expanding the availability of multi-media educational applications
- Clarified roles and responsibilities of IT staff and established ‘ISP’ service culture

**Leadership and Organization**
- ISP Leader Profile created
- Leader Profile disseminated to parents and staff
- Research and design of 360 degree appraisal of post-holders
- Staff job descriptions and roles revised
- Revised Staff Handbook published

**Staff Salaries and Compensation**
- External consultant firm (WEAVE) hired to aid in preparing the review of salaries and compensation for all staff

**Staff Appraisal**
- Current appraisal document audited
- IB-oriented appraisal document created
- New observation sheet created
- Electronic version of appraisal document

**Governance**
- ISP Board of Trustees
  - Trustee elections in June 2007
  - Two-day mandatory training for Trustees
  - Round #1, ISP Association By-laws revisions
  - Communication between Board and stakeholders widened by:
    - Instituting open sessions with Staff and Parents before monthly Board meetings;
    - Election of two non-voting staff members to Board
Namibia Revisited

By Erika Moyer, Grade 11

For the second year in a row, a group of ISP students and teachers spent three weeks in the summer of 2008 working and learning in Namibia in southern Africa. The students are now interested in making “Fighting Poverty in Rural Namibia” their primary cause over the next several years.

As I have spent most of my life in Costa Rica, I know what a developing country is like and what help is needed. But Africa, Namibia specifically, was an entirely different experience. I have been fortunate to have participated in both visits that ISP has organized to this country, the first one being in July 2007.

Our principal goal for the community and service trip to Namibia this past summer was to contribute and to make as much a difference in rural Namibia as we could in three weeks. We started with a visit to the Okabarara High School in a rural area where we painted classrooms and tiled floors. At this time we also wanted to select among the students those who did not have the means to cover the school costs, and make it possible for them to finish their schooling. After examining different cases, we chose to sponsor Matjua, a seven year old local boy, who would come and spend the day with us. Matjua’s family could not afford to pay for the school tuition and neither could the family of Delicia, a girl at the same farm as Matjua. We decided we would pay for both Matjua and Delicia’s entire schooling. They are now attending the Step For Children primary school.

However, there was yet another problem. Matjua and Delicia both lived about 15 kilometers away from the school and could not possibly walk that far every single morning. Since we had some remaining materials, we used those and hired someone to build a shelter for both families. In this way, they will now live near the school and won’t have to walk such a distance to receive an education. I feel we succeeded in changing Matjua’s and Delicia’s future.

In helping these two young Namibians we were also helping ourselves, by discovering, or rediscovering, the good feeling that comes from helping others.

When people ask me about my month in Namibia, I always find myself at a loss for words. Our time in Namibia cannot be captured in a conversation, or PowerPoint, or article; Namibia was an experience which marked us all in ways so profound.

Jacqueline Scott-Douglas
Grade 11