

CELEBRATING 20 YEARS OF

Breaking Barriers, Building Bridges



INTERNATIONAL COMMUNITY SCHOOL

IMPACT REPORT

JUNE 26, 2023



Fran Carroll announced Interim Executive Director



Pollinator Day Census August 19, 2022



Charlotte Flores, Htue Htue, & Alyson Barrera present at WIDA conference



First Day of School August 8, 2022



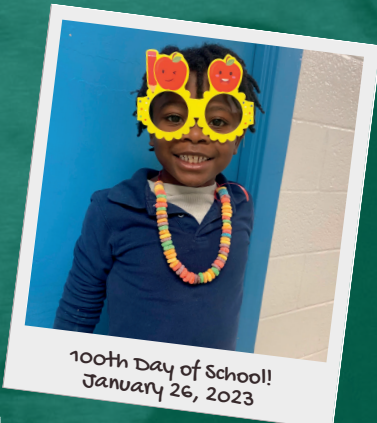
Scripps Spelling Bee competition at ICS



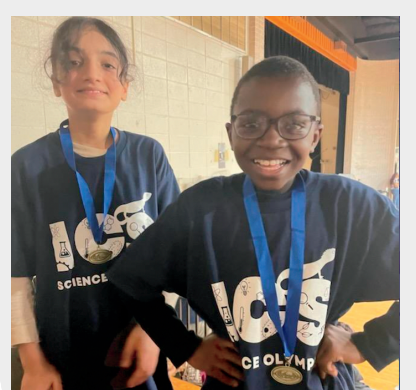
Holiday Toy Market



\$40,000 raised on #GivingTuesday



100th Day of School! January 26, 2023



Science Olympiad won 8 medals!



Visit with ICS founders Bill Moon, Mary Moon, & Barbara Thompson



YMCA Garden Workday



Aspiring Teachers television debut!



20th Annual UN Day Parade and Celebration! October 28, 2022



Health Fair & Vaccination Clinic



Happy Adoption Day, Scorch!



UN Day Photoshoot with CreativeSoul



Fall in Love with Reading February 14, 2023



Black History Month Wax Museum February 2023



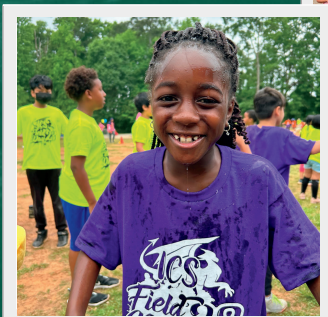
IGS Arts Fest March 10, 2023



5th Grade IB Exhibition May 4, 2023



Career Week



Field Day!



Last Day of School May 24, 2023

Dear Beloved Community,

Each week, I watch Abbott Elementary, a sitcom that has the amazing ability to capture both the heartwarming moments and the natural comedy that exists while working in a school. A recent episode featured first-year teacher Gregory, played by Tyler James Williams, being honored as Teacher of the Year. He feels uncomfortable with the attention and undeserving of the honor. So in his acceptance speech, he says, "This profession isn't about being the best, it's about doing your best. Being a constant for your students on the good days, the bad, the terrible. It's the showing up that counts."

The staff, parents, and supporters of International Community School have shown up this year each and every day to uplift our incredible students. And our students have shown up, too! It's not always easy to give your best at school, especially if school is in a second language or culture from your own. But our community has been Breaking Barriers and Building Bridges all year long, and we are celebrating their successes!

In this Impact Report, you'll read about our innovative Aspiring Teachers Program. We've been blown away by the attention this initiative has received. But most importantly, we're grateful for the inspiring educators it has brought to our community. You'll also meet one of our Americorps volunteers, who—believe it or not—is a former ICS student! This report includes a note from our champion Board Chair Chanika Perry. Finally, you'll see reports about our academics, fundraising, and impact.

The 2022-23 school year has flown by, but I cherish every moment a student understood a new concept, a parent got involved, and a teacher-led with enthusiasm. We're showing up every day, and the work we're doing counts so much. As I look ahead to next year, I am delighted to accept the Executive Director position which I head this year as interim. I know ICS has a bright future, and I am eager to continue investing in every child's growth and success.

Thank you for being a part of our 2022-23 impact!



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About ICS

MISSION

The International Community School is an International Baccalaureate World School that educates refugees, immigrants, and local children. ICS provides a rigorous and holistic education in an intentionally diverse community of mutual learners.

VISION

The International Community School seeks staff and families who are committed to our vision of creating a supportive community of students, staff and parents, learning from each other and celebrating diversity among us.

450

STUDENTS ENROLLED
IN GRADES K-5TH

85%

FAMILY ENGAGEMENT

30+

LANGUAGES SPOKEN
WITHIN ICS

69%

QUALIFY FOR FREE OR
REDUCED LUNCH

2002

ICS opens as one of the first public charter schools in Georgia

2006

ICS opens a second campus for 5th and 6th graders

2012

ICS merges campuses and moves to its current building in Medlock Park

2020

COVID-19 causes the school to operate virtually, then hybrid, for 18 months



2022-23

ICS celebrates its 20th "emerald" anniversary!





“I have friends from Mexico, from Africa, Nigeria, Afghanistan, and America, also teachers who speak French. You learn their languages too—my class is really fun!”

AYAT, 3RD GRADE
AFGHANISTAN

ACADEMICS INNOVATIVE INTERVENTION



Summer Bridge Program

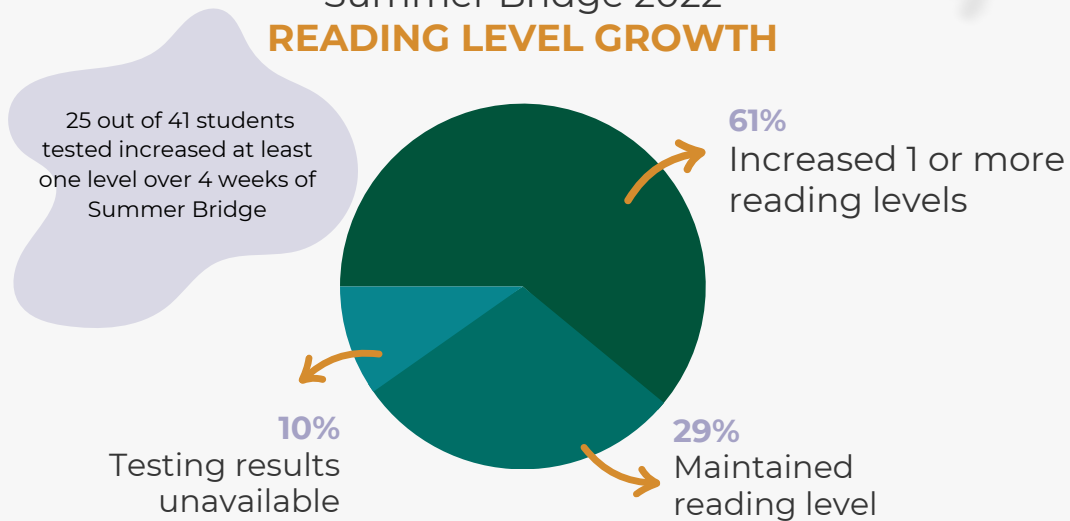
In 2022, ICS collaborated with Vibha for the second year in a row to offer Summer Bridge, a 4-week intensive program that aims to help students meet their reading goals and start the new school year strong.

50 Students met in small class sizes of no more than 10 students. Not only did students get individualized literacy instruction, but they also explored science projects that fit the under-the-sea theme. They mined fossils, tested buoyancy, crafted a swarm of jellyfish, and more!

To celebrate that 60% of students grew at least one reading level during the program, we took a field trip to the Georgia Aquarium!



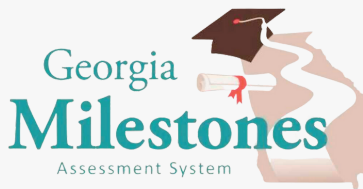
Summer Bridge 2022 READING LEVEL GROWTH





ASSESSMENT DATA

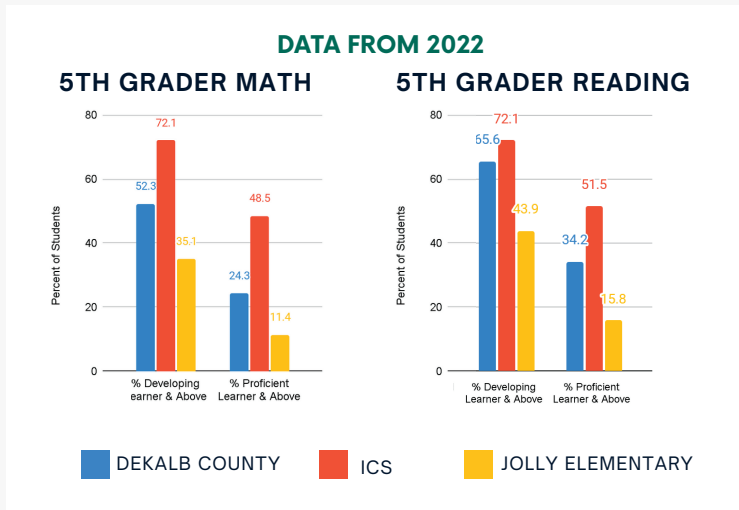
At ICS we believe that our students' value and achievements go beyond standardized testing scores. We use aggregate data to inform instructional needs. This year, we attribute our strong gains in scores to several academic changes including fine-tuning our MTSS program, hiring additional TAs within our ESOL team, and focusing on small-group instruction for reading and math.



72% OF ICS 5TH GRADERS SCORED "DEVELOPING LEARNER" OR ABOVE IN MATH AND IN READING

Compared to DeKalb County as a whole
52% in Math
66% in Reading

Compared to Jolly Elementary
35% in Math
43% in Reading

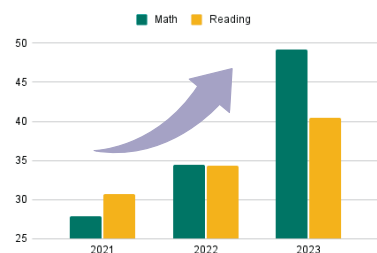


Jolly Elementary School is used here for comparison purposes given the similar demographics of ELL students



MAP SCORES OVER TIME

% of students scoring above the 60th percentile



60% OF STUDENTS MET MATH GROWTH GOALS

57% OF STUDENTS MET READING GROWTH GOALS

MAP is an adaptive, district-wide assessment that students take every winter and spring to measure growth and create individualized learning goals.



ACCESS Testing is given annually to our ESOL students to measure English Language Proficiency. This data is from Spring 2023.

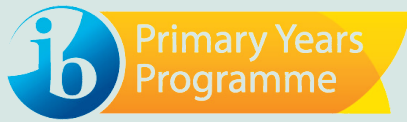
83% OF ESOL STUDENTS MADE AT LEAST 1 LEVEL OF BAND GROWTH

UP FROM 40% IN SPRING 2022

57% OF ESOL STUDENTS MET MULTIPLE LEVELS OF BAND GROWTH

UP FROM 18% IN SPRING 2022

ABOUT OUR CURRICULUM



ICS operates under the guiding principles of global citizenship.



Every month, students who most exemplify an IB trait get awarded a Global Citizen Lanyard

The ICS curriculum follows Georgia educational standards taught within the framework of the International Baccalaureate (IB) Primary Years Programme, enabling students to employ an investigative, inquiry-based approach to learning. Our teachers undergo IB-specific professional development trainings as well as ESOL endorsements to serve our unique student body with excellence.

Every week at ICS, students are exposed to core ELA and math instruction, intervention blocks, social and emotional learning, French, art, music, physical education, and "Discovery Fridays."




3rd Grade field trip to the Capitol

This year, for the first time since the pandemic, students also got out of the classroom to learn! ICS facilitated 20 field trips to places like the Georgia Capitol, Agnes Scott's Bradley Observatory, the High Museum of Art, and MLK Historic Sites at Sweet Auburn Avenue!



5th Graders present their final IB project!

A close-up portrait of a young boy with dark hair and bangs, looking directly at the camera with a neutral expression. He is wearing a white collared shirt under a blue and white striped cardigan. The background is a solid dark blue.

“We dream of having an education for our children here, but they still miss family members in Burma,” said Sawdaniel’s mom. “The situation is too dangerous to visit.”

SAWDANIEL
3RD GRADE, BURMA

FAMILY ENGAGEMENT PROGRAM SPOTLIGHT



Food Co-Op Expansion

In October 2022, ICS was honored as a recipient of the Chopstix for Charity™ grant from the National Association of Asian American Professionals (NAAAP) Atlanta to double the capacity of our bi-weekly food co-op.

The ICS Community Resource Center (CRC) partners with Urban Recipe. We host the co-op meetings at school, and members meet every other Wednesday after dismissal to equitably distribute pallets of produce, frozen meals, and pantry staples.

Thanks to the generosity of NAAAP, our ICS co-op has been able to expand to 45 families in the 2022-23 school year! This year, we passed the mark of 100,000 lbs. of food distributed!



114,189

pounds of food distributed through Urban Recipe Food Co-Ops to date



132

hours spent working to equitably divide food at meetings



209

household members fed every other week, including 99 children

AWARDS & RECOGNITION

This year, ICS continued to gain recognition as a model of what a full service, multicultural education could be.

WIDA ANNUAL CONFERENCE PANELIST LOUISVILLE, KY

Charlotte Flores, Htwe Htwe, and Alyson Barrera present "Multilingual Family Engagement that Empowers, Builds Community, and Informs Practice." They have since been invited to speak at the upcoming Global IB conference in Toronto as well!



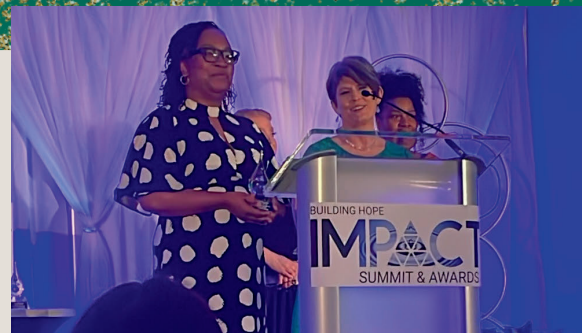
GCSA AWARD FINALIST: "BEST COLLABORATION" ATLANTA, GA

ICS was recognized for its collaboration with Refugee Womens Network, for starting a teacher pipeline program (see p. 13). Our partnership also extends to our health services! ICS and RWN put on the first COVID vaccine clinic held in a school, a model that has been replicated in schools across DeKalb County!



BUILDING HOPE IMPACT AWARD MIAMI, FL

We were honored to be awarded \$10,000 as a model charter school for community engagement at the Building Hope Impact Summit. They noted how our school has truly become "a hub for its local population with translation services and a food co-op."



ONE SCHOOL, 66 NATIONS



20TH ANNUAL UN DAY PARADE
OCTOBER 28, 2022

TOP LANGUAGES AT ICS



Burmese



Arabic



Hindi



English



Farsi/Dari



Amharic




Somali



Nepali



Spanish



"To me, generosity
could be respecting
people in some ways
despite their skin color,
hair, or anything else
on them that is
different."

MOHAMED, 3RD GRADE
YEMEN

OPERATIONS ASPIRING TEACHER PIPELINE

scan to watch an
interview!



What if you discovered that your professional education and training would no longer be accepted?

Shakila Amiaq, Sima Niroula, and Saadiyah Alani are three incredible refugee women rebuilding their lives in Atlanta.

After arriving in the U.S., all three highly-educated women faced a realization. They would need to start a new career path.

ICS, in partnership with Refugee Women's Network, recognized a unique opportunity. Many refugee women have work experience and higher education in their home countries. Their qualifications are situated to address the teacher shortage faced in Georgia, but often there's a barrier to transferring their credentials over to be recognized in the United States. Together, we created the Aspiring Teachers Program. This free program empowers refugee women to navigate the path to a career in education.

Through this program, Amiaq, Niroula, and Alani have the opportunity to work as teaching assistants at ICS while they complete their American certification coursework. By next school year, they will be co-teachers. Within two years, they will be ready to lead their own classrooms.

Additionally, the teachers have become trusted advocates for their students, coming from the same countries and speaking the same languages as many of our students' families.

Fran Carroll, ICS Executive Director, hopes to expand the program's reach to more refugees and more schools across the state. "We are confident this program can be replicated so other school districts and other charter schools can take this same model and take another group of women and help them become certified teachers," Carroll said.



Shakila Amiaq and her family fled from Afghanistan when the government collapsed in 2021.



Sima Niroula, her husband, and two daughters left everything and moved to the US from Nepal in 2022



Political unrest forced Saadiyah Alani forced her family to flee Iraq and move to US in 2017

As seen on....



The Atlanta
Journal-Constitution



RETENTION DATA 2023



INNOVATIVE RETENTION INITIATIVES



Teacher pay that is commensurate with DeKalb County



Extended focus on teacher well-being through "6 weeks of self-care" and Teacher Appreciation Week



Tuition reimbursement and other professional development initiatives



Additional teacher planning that includes duty-free lunch and recess.

2022-23

STAFF RETENTION



92%

ICS currently has a staff retention rate of 92% of teachers who scored at Proficient or Above on their TKES Summative Assessments.

2022-23

STUDENT RETENTION

+13%

This year, ICS saw a 13% increase in student retention from the previous enrollment cycle



"When I first arrived at ICS, I didn't realize how my life would suddenly become enriched by a class of young learners, who continue to persevere beyond circumstance. They are committed to their journey on becoming lifelong learners and global citizens. Each day, I get the opportunity to do the work. ICS is a magical place like no other."



DIONE SMITH, 5TH YEAR EMPLOYEE,
TEACHER OF THE YEAR 2021-22



These last six years have been a unique experience, glorious and challenging in all the exact right ways. We chose ICS specifically because we wanted our daughter to grow up and have her formative years in an environment where she was surrounded by children distinctly UNLIKE herself, with different faces and voices and languages and cultures.

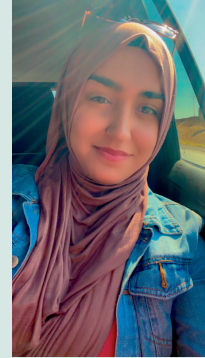
ALI MILLS, ICS PARENT FROM
KINDERGARTEN TO 5TH GRADE

"MY LIFE HAS COME FULL CIRCLE"

ICS STAFF MEMBER HIGHLIGHT: DILBAR HAJIESSA

Twenty years after ICS first opened its doors as one of Georgia's earliest start-up public charter schools, few people still remember those early days.

Dilbar Hajiessa does. She attended ICS through the sixth grade. Now, years later, she has returned through Americorps as the Community Resource Coordinator.



Dilbar in Kindergarten vs. Dilbar at ICS Today!

"Being back at ICS is amazing! I love telling the students my story. They can't believe I was once a student here and that Mr. Bellemy in the Media Center taught me in the fourth grade. My life has come full circle. I know what it's like to be in their shoes because I have experienced a lot of what the students are going through. I love that I get the opportunity to pass along the things I learned at ICS."

Dilbar's family emigrated from Iraq when she was six months old. It was important to her parents that she attend a culturally diverse school. "When my parents found out about ICS opening as a new charter school they were really happy and wanted me to go there.

"It was very important to them that I attend an international school where our culture was represented as well as other cultures. ICS ended up being a great fit for my family. It is a school we have always recommended to everybody."

Dilbar fondly remembers those early years and how ICS felt like her second home. Her teachers were all very kind and caring, but Ms. Mary Ellen and Ms. Hamilton stand out. They invested in her academic growth and her life outside the classroom. Ms. Hamilton would visit Dilbar and her family almost every weekend. She would help Dilbar with schoolwork and make sure Dilbar's mom had everything she needed.


Dilbar knows how challenging it can be for families starting over in a new country. She also knows how vital a supportive welcoming community like ICS can be. This special school community impacted Dilbar and her family. Now as an adult, she is honored to have the opportunity to provide that support for the current students.

"The thing I loved most as a student was the beloved community, and it is still present today. That connection has been the thread throughout all 20 years, and I want to continue to be a part of it. I hope to be a full-time teacher at ICS someday. I know I can make a difference and continue that beloved community I grew up with at ICS."

FUNDRAISING UPDATE

ICS is a registered 501(c)3 nonprofit. As a public charter school, we receive an allotment of public tax dollars from DeKalb County. However, there is still a huge funding gap. ICS relies on the generosity of private foundations, corporations, and individuals to supplement public funds in order to provide the programs and services that are unique to our school and to fulfill our organizational mission.

**Full reports are publicly available and posted monthly under Board Documents on our website*

 INDIVIDUAL GIVING	 EVENT SPONSORS	 PROGRAM GRANTS
<p>Giving Tuesday/Holiday: \$43,600</p> <p>Recurring Donors \$6600</p> <p>One Time Donations \$3500</p>	<p>United Nations Day: \$16,850 + 7 in-kind donors</p> <p>Arts Fest: \$4500 from sponsor \$2700 Art Sales \$2800 Food Sales</p>	<p>NAAAP: Food Co-Op \$10,000</p> <p>Vibha: Summer Bridge \$35,000</p> <p>Tedra Cannella: Playground \$20,000</p> <p>Building Hope Award \$10,000</p>

A note from Dr. Chanika R. Perry, ICS Board Chair

Here's the truth: our students are more than test scores and points on a graph. Every child, teacher, parent, or staff who walks the halls of International Community School has a story, a family, and a history they bring to our collective. It is my honor to serve as Board Chair of an organization made up of these amazing individuals.

This Impact Report highlights some of the incredible accomplishments of our students and staff. It is a community effort, and we have so much to celebrate! Some highlights I'm particularly proud to honor:

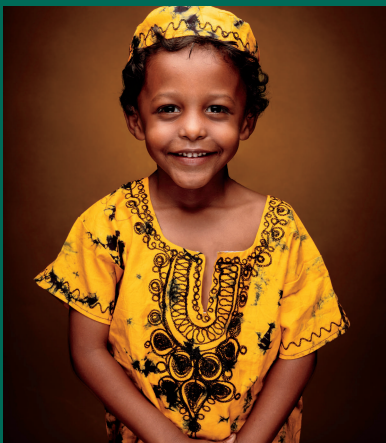
- ICS's relentless focus on student achievement and well-being. They have leveraged quantitative and qualitative measurements to make sure our students are gaining knowledge and growth!
- The ways this Leadership Team has set a clear vision. The IB PYP has been the academic north star, and the vision has stayed the course.
- The high-quality staff who choose to work at ICS. These amazing individuals are committed to the school's mission, vision, and values. They're not about lip service! Each and every day, they ensure that the ideals of the school are alive and well.
- Our Executive Director Fran Caroll. She has worked tirelessly to secure the stability of the ICS community with the direct support of a spectacular principal, Dr. Alastair Pullen, and a powerhouse Director of Community & Culture, Ms. Charlotte Flores.

From its beginnings until now, ICS demonstrates what's possible for multicultural students, families, and community members when they come together to build bridges and break barriers.

The renowned poet, writer, and activist Maya Angelou once said, "It is time for parents to teach young people early on that in diversity there is beauty and there is strength." The young people at ICS are learning about this beauty and strength each and every day. What a joy to celebrate the impact of this community in the 2022-23 school year.

It's all thanks to our

2022-23 DONORS



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2002 - 2022

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