

BANDUNG ALLIANCE
INTERCULTURAL SCHOOL

ANNUAL

REPORT



2022-2023

BAIS ANNUAL REPORT

2022-2023



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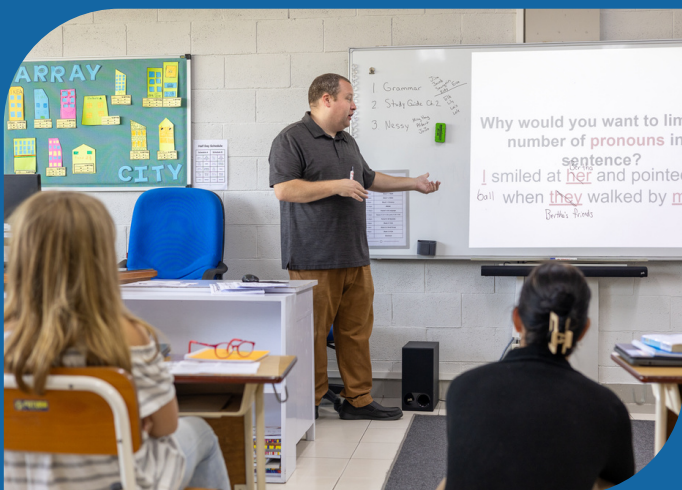


Vision and Mission



Transforming *Hearts & Minds* in Community

BAIS will be a hub where learners bridge cultures and broaden perspectives through authentic and meaningful experiences, discovering their purpose and developing their passions to positively impact their world.



A Message From Our Director



Dear Family and Friends of BAIS,

It is with great pleasure that I invite you to join us as we take a look at some of the highlights from the 2022-2023 school year in this annual report. Throughout the past academic year, we embarked on a journey marked by memorable moments, from the joy of beginning the year in-person and offline to applauding the achievements of our children and witnessing our graduates embark on new adventures. We are truly grateful that you have chosen to journey with our community and recognize the sacrifice and challenges that the last three years have presented us with, but I am proud to say that we have persevered and by God's grace continue to move forward in the plans that God has for us.

This year's theme, A New Heart, comes from Ezekiel 36:26 and is a key part of the mission at BAIS: Transforming Hearts and Minds in Community. In fact, this is one of the key aspects that I think sets BAIS apart - there is a commitment to raising a generation that is not only able to think critically but one that loves God and loves others.

This annual report is a small snapshot of the accomplishments and growth that we have experienced at BAIS. In it, you will gain an overview of where the school has been in the last year and a glimpse of where we are headed through our school's demographics, enrollment, academic results, and financial outcomes. However, the true successes aren't found in the numbers in these pages, though some are quite impressive, but in the relationships and friendships that we have cultivated in our community and the incredible ways that our children are growing into the young men and women that God has made them to be.

Travis Julian
Director

A Message From Our Elementary Principal



Dear BAIS Families,

I hope this message finds you well. As we come together for our Annual Report meeting, I'm excited to share the positive developments shaping the start of the 2023-2024 school year at BAIS.

Enrollment numbers are encouraging, bringing a sense of normalcy and vitality to our school community.

Notable achievements include the addition of a new, engaging preschool playground and the successful remodelling of the Science lab for secondary students during the previous year's Christmas break.

Over the summer, our dedicated team transformed elementary classrooms, replacing old furniture with modern alternatives. The library also received a makeover, with a fresh coat of paint and a reorganization effort. We donated numerous books to support local ministries.

In Science education, both elementary and secondary classrooms were updated with hands-on materials. The adoption of Mystery Science for elementary students and Amplify Science for secondary students has enriched the learning experience.

The elementary math program now follows a more conceptual approach using the ZEARN platform, fostering math fluency and deeper thinking.

We've introduced an updated behavior plan across all grades, emphasizing core concepts of Being Kind, Being Safe, Being Responsible, and Being Respectful. This approach aims to create a positive school environment where students learn from their mistakes and are guided with love and grace.

This school year represents a return to a more normal experience at BAIS, coupled with exciting changes. I hope you've observed and been encouraged by these positive transformations. As we look ahead, I'm optimistic about our collective ability to make even more changes, ensuring BAIS remains an exceptional place for our students.

It's been an honor serving as the Elementary Principal, and I look forward to continuing the impactful work. Thank you for entrusting your child to us at BAIS. Your love and support are invaluable as we shape the educational journey of your child.

Blessings,
Richie Morris
Elementary Principal



Who We Are

2023-2024 BAIS Leadership Teams

The purpose of the Field Leadership Team (FLT) is to ensure that the school functions effectively and efficiently and that all resources are used in the most effective manner to support student learning and success. They work together to develop and implement policies and procedures related to budgeting, staffing, scheduling, transportation, maintenance, and other areas of school management. They are also responsible for ensuring that the school is in compliance with relevant laws and regulations and that all required reporting and documentation is completed accurately and on time.

The Director's Advisory Council (DAC) provides the Director with a means by which to seek locally qualified and appropriately recognized counsel as necessary to accomplish the mission and goals of the school.

The aim of PACE is to promote the growth of the students of Bandung Alliance Intercultural School through parental involvement and support of staff and to strengthen coordination and communication among parents, students, and staff in order to encourage and support educational activities and to further develop the educational resources of the school.

Parent Active in Children's Education (PACE)

Caitlan Small
Retno Dhamarjatii
SungHee Lee

Field Leadership Team (FLT)

Travis Julian
Richard Morris
Hendri Simanjuntak
Patricia Haris
Chevy Hallatu
Melissa Hall

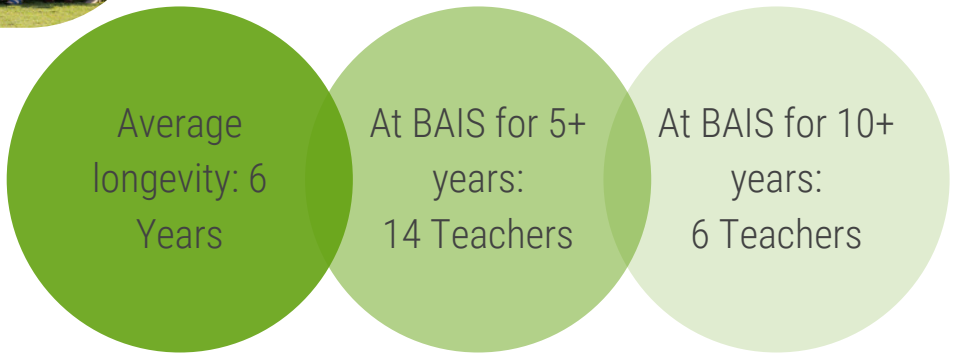
Directors' Advisory Council (DAC)

Jayson Faulkner
Vincent Yo
Jungah Jeon
Elvina CHong

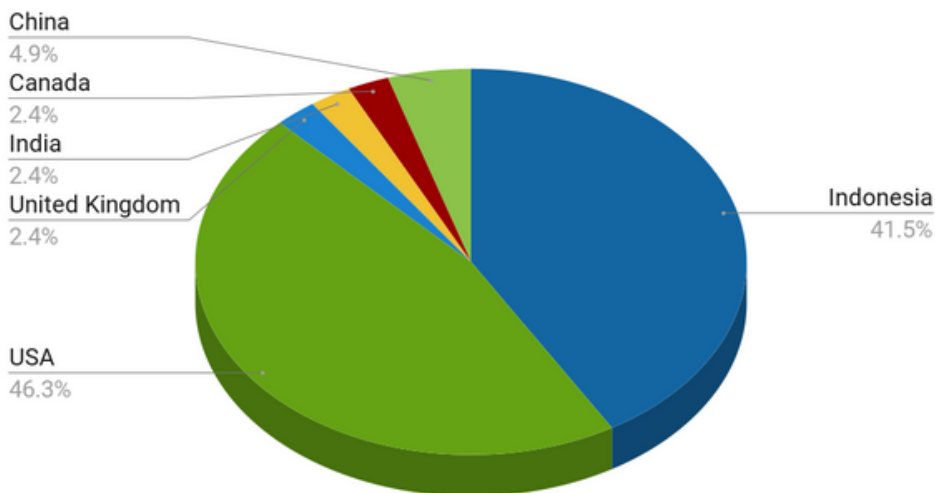




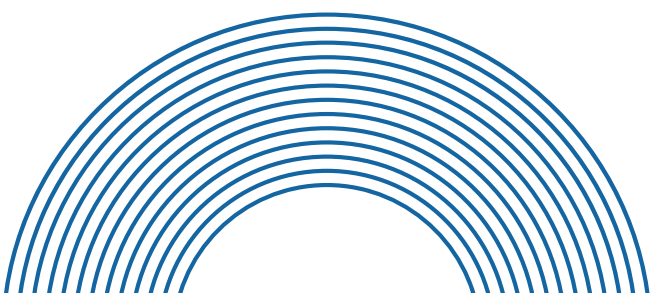
Classroom Teacher Longevity



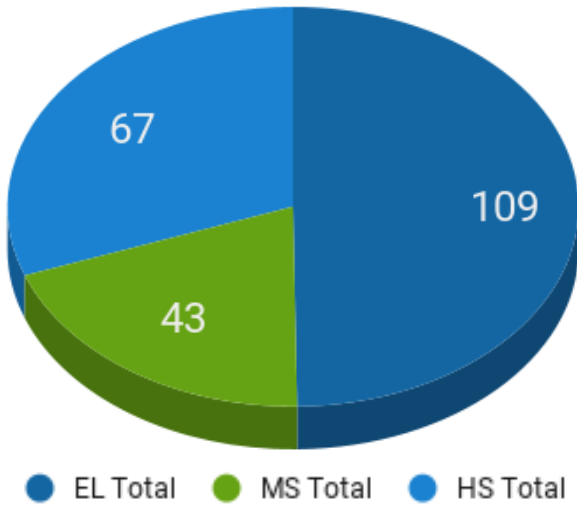
Nationalities



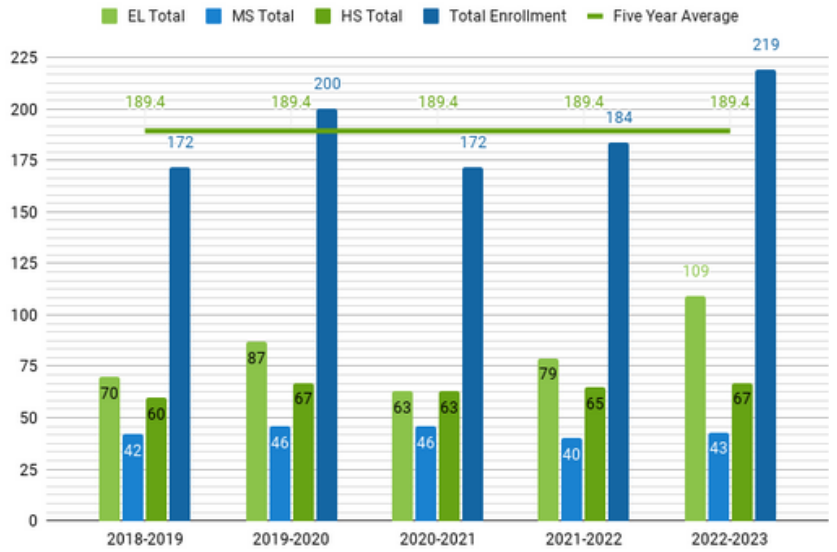
Certification



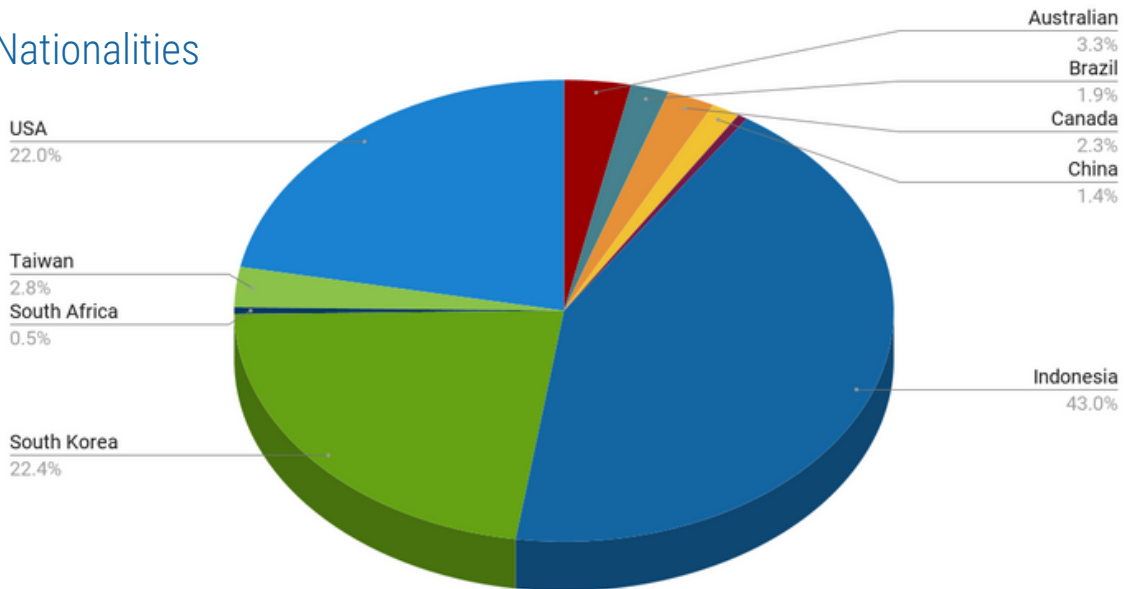
Enrollment



Five Year Enrollment Trend



Nationalities



Parents Active in Children's Education (PACE)

PACE was pleased to once again be able to organize some school-wide events last year, most notably the Christmas Bazaar and International Day. We are thankful for all the parents who helped to organize and run these events.



International Day was organized in conjunction with the Fine Arts Department and featured a costume parade, stalls highlighting the cultures of the many nationalities represented in our community and a passport treasure hunt. It was a wonderful and creative celebration of our diverse and unique community.

The Christmas Bazaar featured stalls run by parents and students as well as inviting local charities and businesses seeking to be a blessing to their communities to be vendors. Parents, students and teachers all enjoyed having their photo taken with Santa, and all the money raised was donated to the school to help with the ongoing renovation of the library.

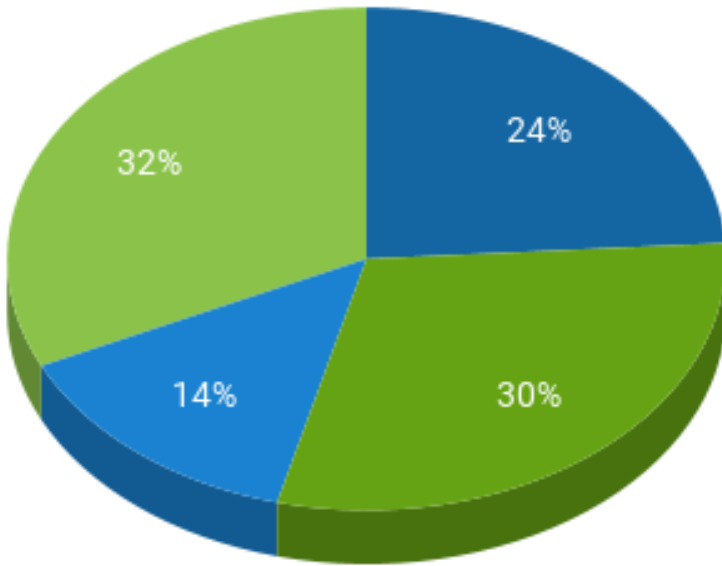
Parent Survey Results

In May 2023, a Climate Survey was sent to all parents. Below are the results of that survey.



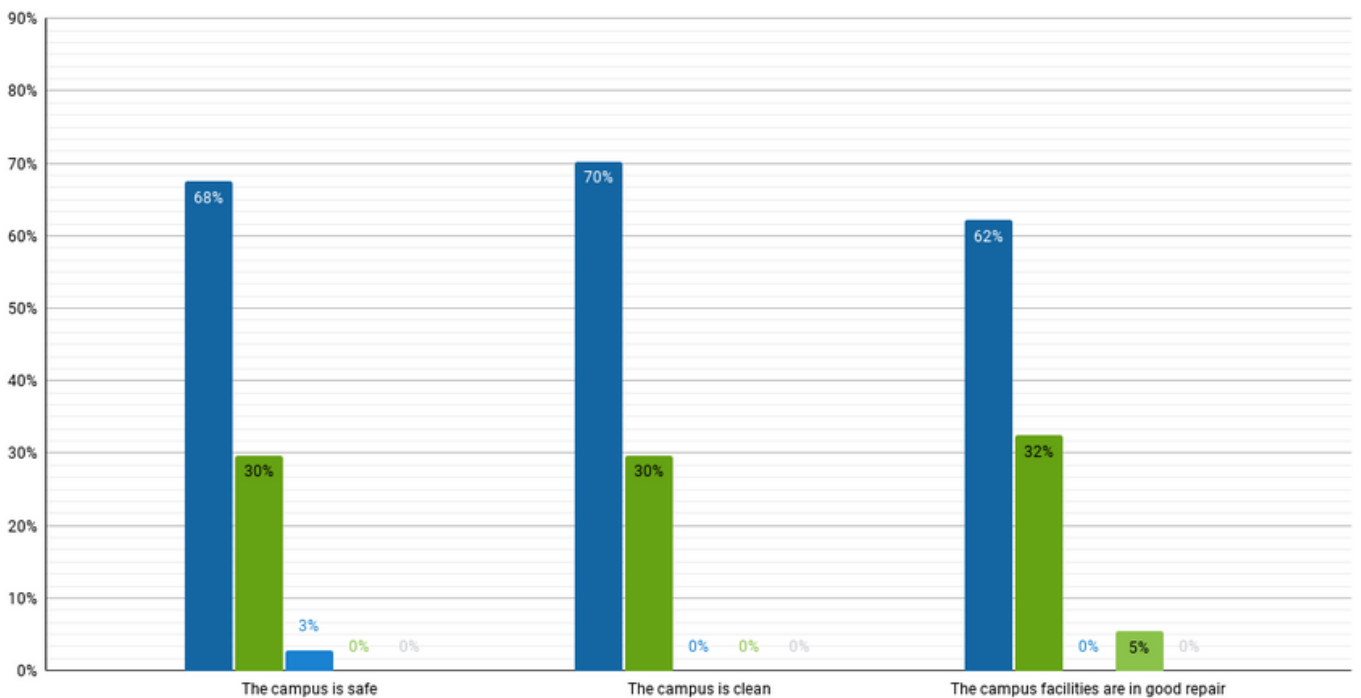
How long have you had a child enrolled at BAIS?

● First Year ● 2-3 Years ● 4-5 Years ● 6+ Years

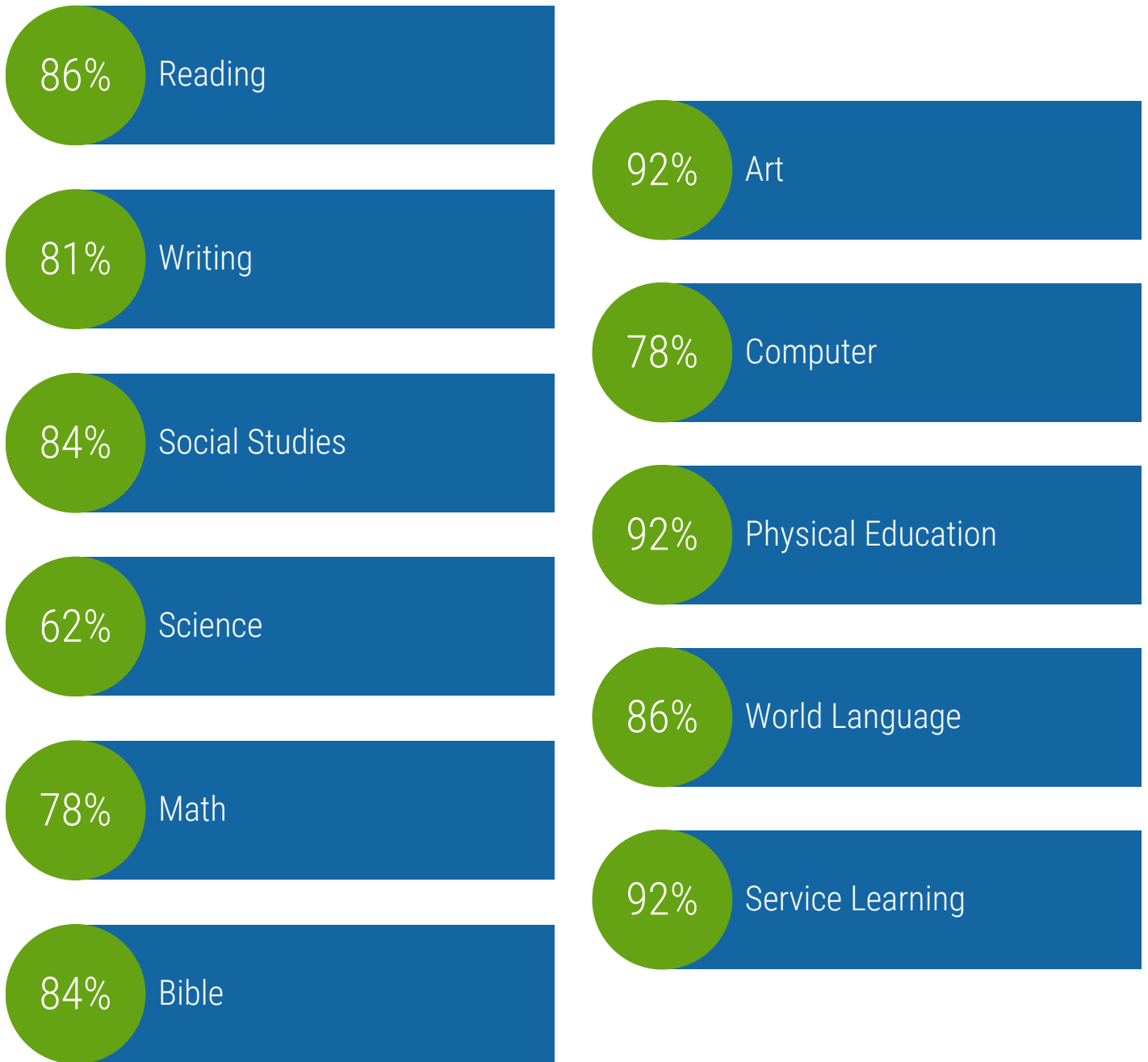


Rate the following regarding the campus facilities

■ Strongly Agree ■ Agree ■ Neither ■ DisAgree ■ Strongly DisAgree



How satisfied are you with the following student subjects offered at BAIS.
Percentage is of Strongly Agree and Agree



Parent Survey Results

Please rate the following regarding the learning environment at BAIS.

Percentage is of Strongly Agree and Agree



97%

BAIS teachers and administrators demonstrate genuine concern for the well-being of students.

97%

BAIS provides a safe emotional environment for my child.

84%

My child is being appropriately challenged academically at BAIS.

73%

BAIS's discipline policies are fair.

68%

BAIS's discipline policies are effective.

89%

My child is being appropriately challenged spiritually at BAIS.

78%

BAIS students have respect for each other.

92%

My child respects his/her teachers at BAIS.

97%

My child enjoys attending BAIS.

73%

The technology being used in the classroom enhances my child's learning.

92%

BAIS teachers are well-qualified and prepared to meet my child's academic needs.

84%

The feedback I receive about my child's learning through assessments and grades helps me to understand where my child is succeeding and where they need additional support.



Director Response to Parent Survey

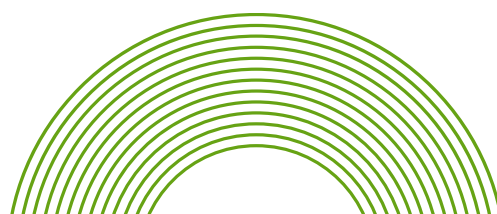
Parent feedback through the climate survey is vital to our school. It is one of the key ways that we are able to evaluate our programs and services with a mind towards elevating what we offer. Last year, we had 37 families respond to the survey. Overall, parents were pleased with their children's experience at BAIS with 97% saying that their child enjoys attending BAIS and that the teachers and administrators genuinely care about their children.

One area of concern that came out of the survey was in regards to BAIS's discipline policies and respect amongst students. This year, we rolled out a new behavior plan focused on restorative discipline practices, focused on some Professional

Development with all of our staff on student discipline, and rolled out four basic rules in the elementary: Be Kind, Be Safe, Be Respectful, and Be Responsible. In the secondary, students have been participating in activities that build class camaraderie and also empathy skills. We believe that through these measures and in partnership with parents, we can raise a generation that cares about others and is held accountable for their words and actions.

A couple of other ways that parent feedback helped to inform decisions this past year was in regard to satisfaction around our science program and the need for a makeover in our classrooms. A survey sent to parents about their expectations for what science education looks like helped to inform our teachers as they evaluated and adopted new science resources last year. We were able to target and adopt more hands-on-oriented resources for learning science and renovated our science lab. In addition, one area of feedback that we received from several families was concerning a need to upgrade the look of our classrooms. This was something we were in conversations about, but the feedback helped to confirm the need as we renovated our elementary classrooms over the summer and plan on doing the same for our secondary classrooms this coming summer.

Your feedback matters and we appreciate you taking the time to share it with us as we continue to work together to make BAIS a hub where cultures are bridged and perspectives broadened through meaningful experience.



Strategic Plan Update



Last March, a group of teachers, administrators, professional staff, and parents met with a consultant, Kelly Jo Larson, in order to plot the future of BAIS. The first activity that Mrs. Larson had us do was to create a news report of an event happening at BAIS 50 years in the future. The goal was to imagine what the future of BAIS could look like. Out of that activity, we spent an entire day crafting the 7-10 year vision for BAIS. The final version was put together by Mr. Julian based on the work done by the entire group and presented to the team in August. Over the next decade, we hope to see BAIS become a hub where learners bridge cultures and broaden perspectives through authentic and meaningful experiences, discovering their purpose and developing their passions to positively impact their world.

To accomplish this vision, the team also developed eight 3-5 year micro-visions in the areas of Financial Stewardship; Parent Engagement; Teaching and Learning; Systems, Structures, and Capacity; Enrollment Management; Development; Personnel Quality and Growth; and Community Builders. Before launching into our vision, however, we first had to complete this year's accreditation cycle with ACSI and WASC. Once we have completed the accreditation in April 2024, we will incorporate the recommendations into our visions. The official launch date for these visions is August 2024. We are excited about the direction that God is taking the school and look forward to working with our community to develop a hub of learning and cultural exchange.

Measuring Success

UNIVERSITY ACCEPTANCES

NORTH AMERICA

Canada

- University of British Columbia
- University of Toronto
- Simon Fraser University

United States of America

- Asbury University
- Barry University
- Baylor University
- Bethel University
- Biola University
- Boston College
- Boston University
- California State University
- Calvin College
- Colby College
- Colorado State University
- Cornell University
- Emory University
- Florida International University
- George Fox University
- Georgia Institute of Technology
- Gordon College
- Indiana University
- Liberty University
- Michigan State University
- Northeastern University

- Northwestern University
- Occidental College
- Ohio State University
- Pennsylvania State University
- Purdue University
- Rice University
- Savannah College of Art & Design
- Soka University of America
- Stanford University
- Texas A & M University
- University of California Berkley
- University of California Davis
- University of California Irvine
- University of California Los Angeles
- University of Illinois at Chicago
- University of Massachusetts Amherst
- University of Michigan
- University of Southern California
- University of Texas Austin
- University of Washington
- University of Wisconsin - Madison
- Virginia Tech
- William Jessup College
- Wheaton College

9½:1

Students to Core subject teachers

Senior

CLASS OF 2023

Student/Teacher Ratio

17

Students

Since 2013, 98% of BAIS Graduates continue education in Colleges or Universities around the world.

USA	South Korea	Australia	Other Countries
44%	19%	11%	11%
United Kingdom 4%	Canada 6%	Trade/ Bible School/ Military/ Gap Year 3%	

ASIA

Indonesia

- Institut Teknologi Harapan Bangsa
- Institut of Teknologi Bandung
- Jakarta International College

Japan

- International Christian University
- Waseda University

South Korea

- Chung-Ang University
- Chungbuk National University
- Korea University
- Korea Advanced Institute of Science & Technology
- Seoul National University
- Sungkyunkwan University
- Yonsei University

Qatar

- Carnegie Mellon University in Qatar
- Georgetown in Qatar
- Northwestern University in Qatar

Singapore

- Singapore Institute of Management
- Singapore Management University
- Yale-NSU

United Arabs Emirates

- New York University - Abu Dhabi

Europe

Switzerland

- Glion Institute of Higher Education

The Netherlands

- University of Groningen

United Kingdom

- Birmingham University
- Durham University
- University College of London

Oceania

Australia

- Monash University
- RMIT University
- University of New South Wales
- University of Sydney
- University of Technology Sydney

New Zealand

- Auckland Institute Of Technology
- University of Waikato



Distinguished Diploma

53%

Honors Graduate A Honor Roll

53%

AP International Diploma Candidate

29%

Eagle Living Service Recognition*

53%

National Honor Society

53%

*Eagle Living Service Recognition

For students to earn this recognition at graduation they are required to serve for fifteen pre-approved hours per semester as a high school student at Bandung Alliance Intercultural School.

Measuring Success

Measure of Academic Progress (MAP) Spring 2023



MATH	MAP	EARCOS	Indonesia	BAIS
Kinder	157	171	164	167
Grade 1	176	186	182	186
Grade 2	189	199	196	193
Grade 3	201	208	205	209
Grade 4	211	219	216	212
Grade 5	219	228	224	219
Grade 6	223	236	229	228
Grade 7	227	243	237	233
Grade 8	230	250	245	241
Grade 9	230	253	247	248
Grade 10	232	256	256	252
Grade 11	234	255	258	261

Reading	MAP	EARCOS	Indonesia	BAIS
Kinder	153	161	156	155
Grade 1	171	176	172	180
Grade 2	186	196	190	195
Grade 3	197	201	199	211
Grade 4	205	209	207	205
Grade 5	211	215	214	220
Grade 6	215	220	218	224
Grade 7	218	225	223	222
Grade 8	222	228	226	227
Grade 9	221	228	229	231
Grade 10	224	229	233	232
Grade 11	225	222	237	235



Language Usage	MAP	EARCOS	Indonesia	BAIS
Grade 2	188	195	193	196
Grade 3	198	204	201	209
Grade 4	205	212	209	211
Grade 5	210	217	215	219
Grade 6	214	221	218	224
Grade 7	216	225	222	226
Grade 8	219	229	226	230
Grade 9	219	228	228	232
Grade 10	221	n/a	n/a	236
Grade 11	222	n/a	n/a	240

SAT (Paper)

BAIS:

1305

Worldwide:

1117

SAT (Digital)

BAIS:

1249

Worldwide:

n/a*

PSAT/NMSQT

BAIS:

1111

Worldwide:

977

Advanced Placement Tests*

Scored 3 or
Higher:

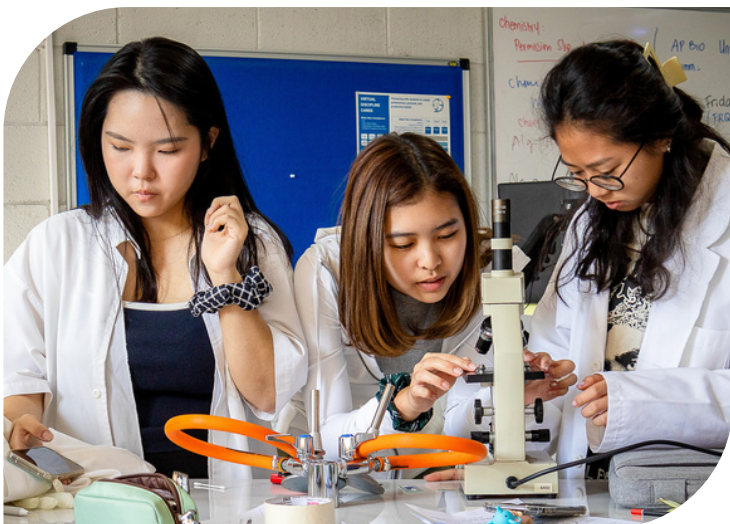
70%

Scored 5:

16%

*Digital SAT tests have only been released internationally therefore there is no worldwide data yet for this year.

*AP tests are on a scale of 1-5 with 5 being extremely qualified. A score of 3 or higher qualifies the student for university credit at participating universities.

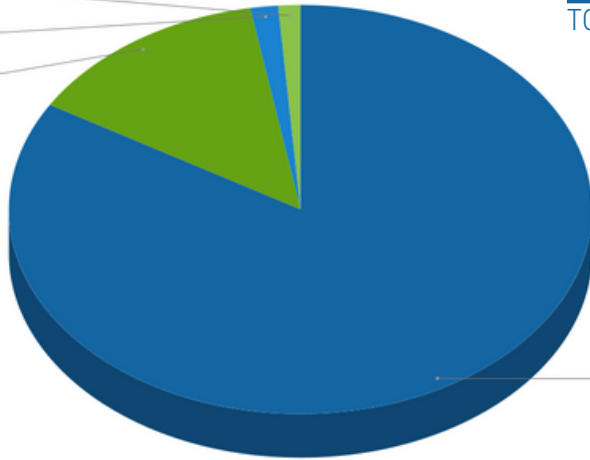


BAIS Annual Report Financials

Income

Total Income	Rp 36.470.223.059
Financial Assistance	Rp - 4.689.188.789
Total Expenses	Rp -29.048.486.674
TOTAL	Rp 2.732.547.596

- Other Income 1.2%
- Student Services 1.5%
- Fees & Program Income 13.7%



Tuition	Rp 26.551.549.863
Fees & Program Income	Rp 4.349.306.545
Student Services	Rp 489.513.389
Other Income	Rp 390.664.473

The budgetary goal for the 2022-2023 school year was 205 students and we are happy that we reached that number. The school year closed with a final enrollment of 214 students. Income generated at BAIS is generally reinvested into the school for facility improvement and maintenance. With this enrollment increase, we were able to use the money to build a new playground and science lab. We also replaced some of the old furniture in the elementary.

We wish to thank all our parents and the community for their support for the past year and we are blessed to continue offering some of our tuition assistance to those families in need. While the management teams continue to plan for the school, we ask you to continue to pray with and for the school for the next school year's enrollment.

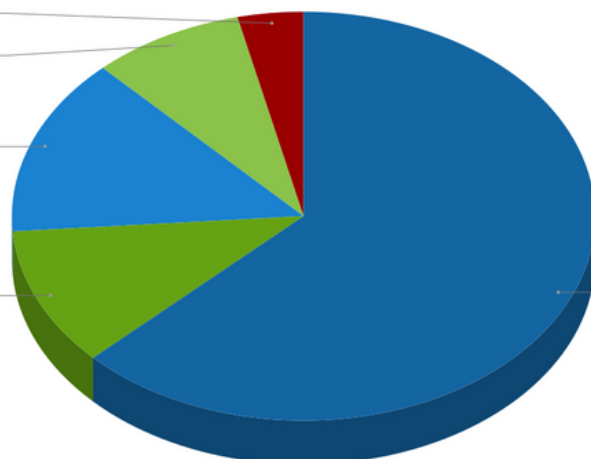
Expenses

Salaries & Benefits	Rp 18.248.765.335
Operational Expenses	Rp 4.095.453.600
Student Services	Rp 3.191.704.003
Accreditation & Membership	Rp 2.453.457.797
Other Expenses	Rp 1.059.105.938

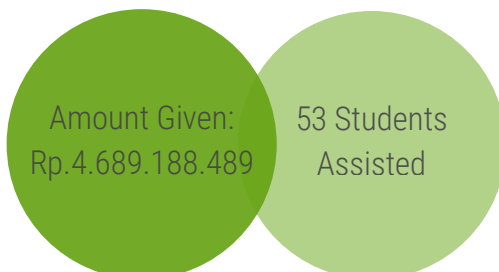
- Other Expenses 3.6%
- Accreditation & Memberships 8.4%

Operational Expenses
14.1%

Student Services
11.0%



Financial Assistance





Thank
you!

The support of our parent community has made us who we are today and we are grateful for each one of you!



BAIS
Bandung Alliance
Intercultural School