



# ANNUAL REPORT

2023-2024



**BAIS**  
Bandung Alliance  
Intercultural School

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# BAIS ANNUAL REPORT

# 2023-2024



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# Vision and Mission

## *Our Vision*

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.

# Transforming *Hearts & Minds* in Community

## *Our Core Values*

We operate by five core principles or core values. These core values are the bedrock of our school: our educational approach, our extracurricular activities, our sports programs, and our family events. We are committed to...

- Truth* - discovering and discerning what is true
- Excellence* - providing high-level academics and programs
- Collaboration* - working as a community to serve others and solve problems
- Compassion* - cultivating a culture of care
- Growth* - guiding learners toward their full potential

# A Message From Our Head of School



*Dear Family and Friends of BAIS.*

It's hard to believe that the first semester of the 2024-2025 school year is already over. We have experienced so many highs and lows in such a short period, but throughout it all, I am thankful for each of you and the role you have played in making BAIS a special place. As we take a moment and pause to look back and reflect on what God has done, I want to say I am proud of our children, our staff, and our community. In 2023-2024, we focused on heart transformation, and I can honestly say that I saw God move in amazing ways as he transformed our hearts to be more like His.

It was also a year of increasing stability. As we have emerged from COVID, we have made an intentional effort to begin to put into place the necessary pieces for continued success and growth as a school. We hired Mr. Morris as an elementary principal; we elevated our library, sports court, and classrooms; our drama program shined again and performed for the first time outside of the BAIS campus; our students had success in IISSAC - bringing home a banner and trophy in basketball; we reached out into our communities during WWW; we continued to see high scores on MAP, AP, and SAT testing; and our seniors were accepted to many of the top 100 universities in the world.

But what is success? Ultimately, success for us is raising a generation of community leaders, problem solvers, innovators, businessmen and women who love God and others. Academic and extracurricular success are crucial parts of this. Still, I am most proud that we see a generation of BAIS students whose character is ready to enter and shine in an increasingly chaotic world. This annual report is just a small testament to these realities.

Travis Julian  
Head of School



## A Message From Our Elementary Principal



*Dear BAIS Parents,*

As we reflect on this past year, we are grateful for the growth and enthusiasm that has filled our elementary school classrooms. Our students continue to thrive academically, socially, and spiritually, supported by the commitment of our BAIS families and staff.

One of the pillars of our school culture is our commitment to our student expectations that guide each day: Be Kind, Be Safe, Be Responsible, and Be Respectful. These principles are integrated into our learning environments and our approach to community engagement, helping our students build a strong foundation for success.

Our Week Without Walls event was an example of this as it was an inspiring week where students stepped out of their everyday routines to serve as the hands and feet of Jesus. They actively served in schools and community centers, extending their hearts and hands to those around us. This experience not only enriched the lives of others but also taught our students the impact of kindness and compassion in real, meaningful ways.

We also celebrated our second annual Literacy Night, featuring the engaging theme, "If You Had Animal..." The night was filled with discovery, as parents and students explored various animal traits like ears, eyes, noses, scales, tails, teeth, feet, and hair. Families enjoyed reading together and learning about the unique characteristics of animals while fostering a love for reading across all ages. It was wonderful to see our families come together for an evening of joy, curiosity, and community.

Our elementary classes continue to grow, and we are proud to see each student working hard and striving to meet their potential. Thank you for partnering with us in your child's education. We are excited for what lies ahead and are grateful for the opportunity to support your child's learning journey here at BAIS.

Blessings,  
Richie Morris  
Elementary Principal

# BAIS Leadership Teams



## Field Leadership Team (FLT)

The FLT plays a critical role in ensuring the smooth and efficient operation of the school. Their primary responsibility is to optimize the use of resources to enhance student learning and success. The team collaborates to develop and implement policies and procedures for key areas such as budgeting, staffing, scheduling, transportation, and maintenance. Additionally, they ensure the school complies with all relevant laws and regulations and that reporting and documentation are completed accurately and on time.

### Field Leadership Team

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

## Directors' Advisory Council

Jayson Faulkner  
Vincent Yo  
Jungah Jeon  
Elvina Chong

## Director's Advisory Council (DAC)

The DAC serves as a trusted resource for the Head of School, providing locally informed and expert advice to help the school achieve its mission and goals.

## Parents Active in Children's Education (PACE)

PACE aims to foster student development at BAIS by encouraging parental involvement and supporting staff. It works to strengthen communication and collaboration among parents, students, and staff, while promoting educational activities and enhancing the school's resources.

### Parent Active in Children's Education

Caitlan Small  
Davina Park  
Ja Kyung Oh  
Nici Ackland  
Retno Dhamarjati  
Rina Kusuma Putra Hirina  
SungHee Lee

# Parents Active in Children's Education

Parents Active in Children's Education (PACE) was pleased to once again be able to organize some school-wide events last year, most notably the Christmas Bazaar and the Lunar New Year celebration. We are thankful for all the parents who helped to organize and run these events.

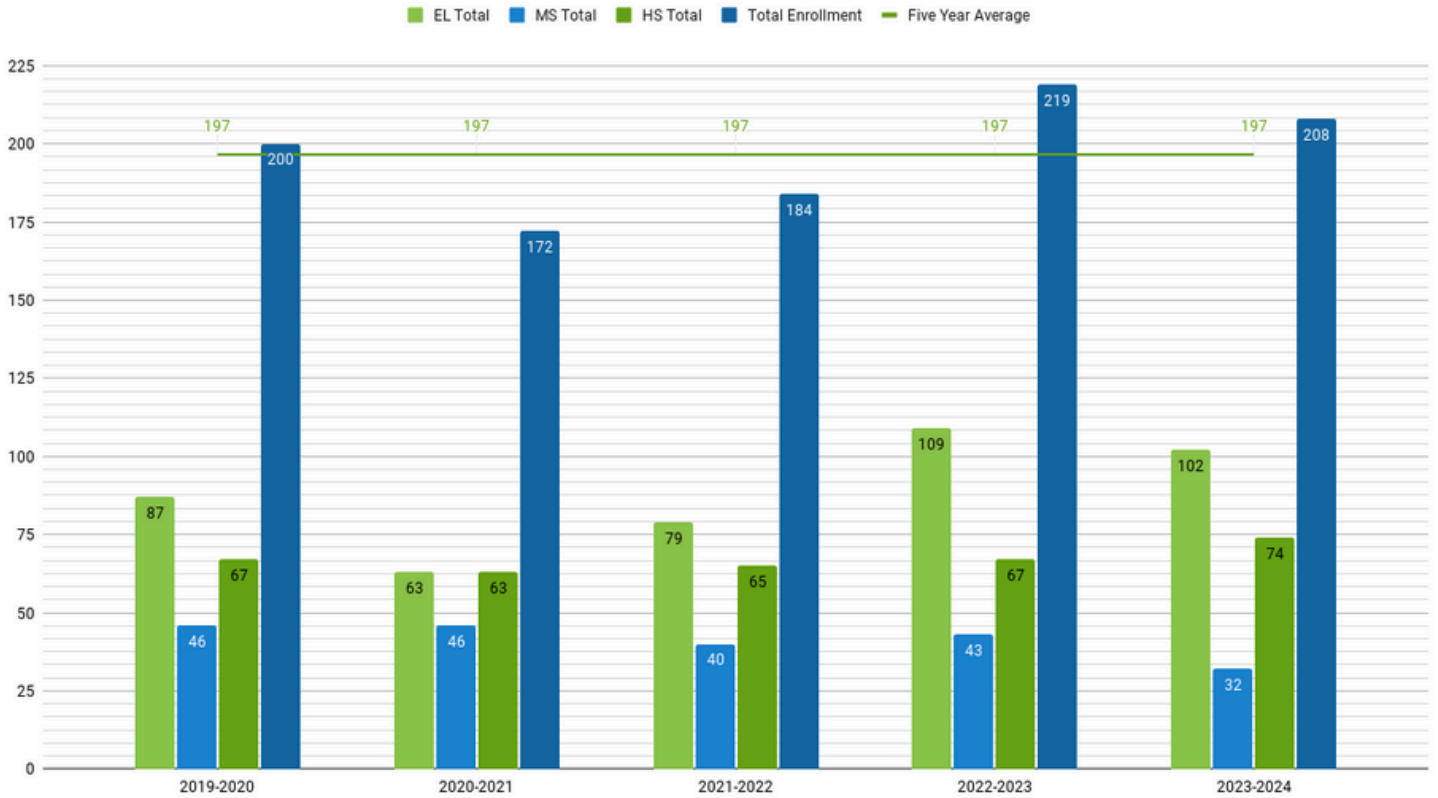
The Lunar New Year celebration featured a barong sai dragon dance, traditional snacks, and parents from China, Korea, and Indonesia sharing how they each celebrate the Lunar New Year. It was a beautiful performance and a wonderful way to learn from some of the diverse cultures in our community.



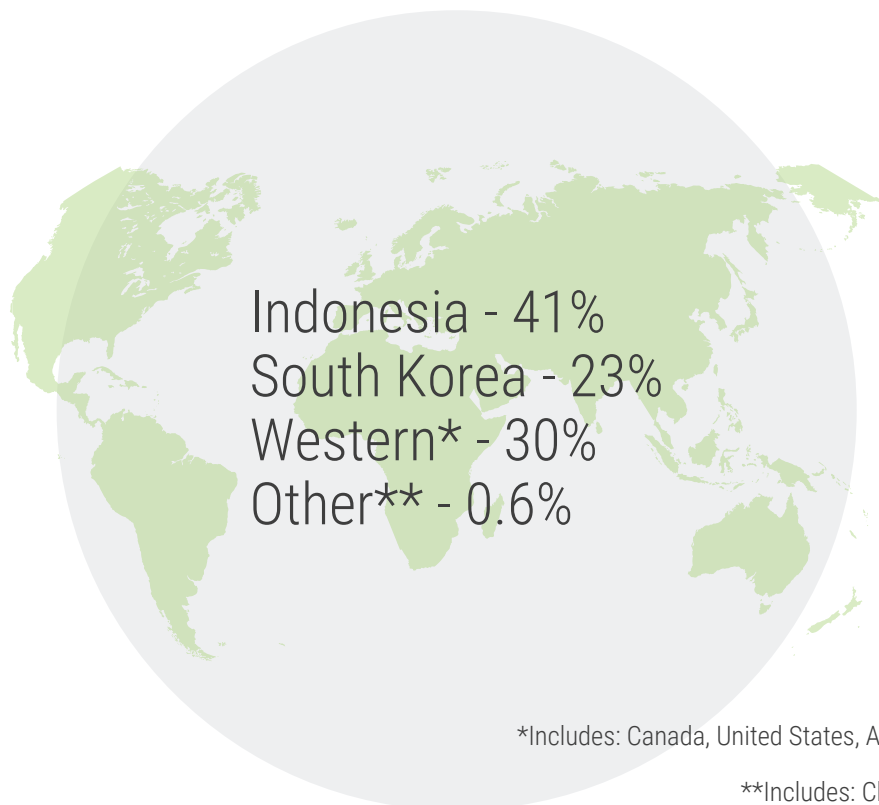
The Christmas Bazaar featured stalls run by parents and students. We also invited local charities and businesses seeking to be a blessing to their communities to be vendors at the bazaar. This year the wider community was also invited to come enjoy the bazaar on the BAIS campus. The bazaar had many food and handcraft options, as well as a photo booth for professional pictures with Santa!

Additionally, PACE held two large all-parent gatherings to help foster community amongst the parents, as well as several smaller class parent gatherings. Through recruiting efforts, we were excited to be able to double the size of our PACE team, which will be a great help in planning future events.

# Five Year Enrollment Trend



## Student Nationalities



\*Includes: Canada, United States, Australia, Germany, and Brazil

\*\*Includes: China, Philippines, and Taiwan

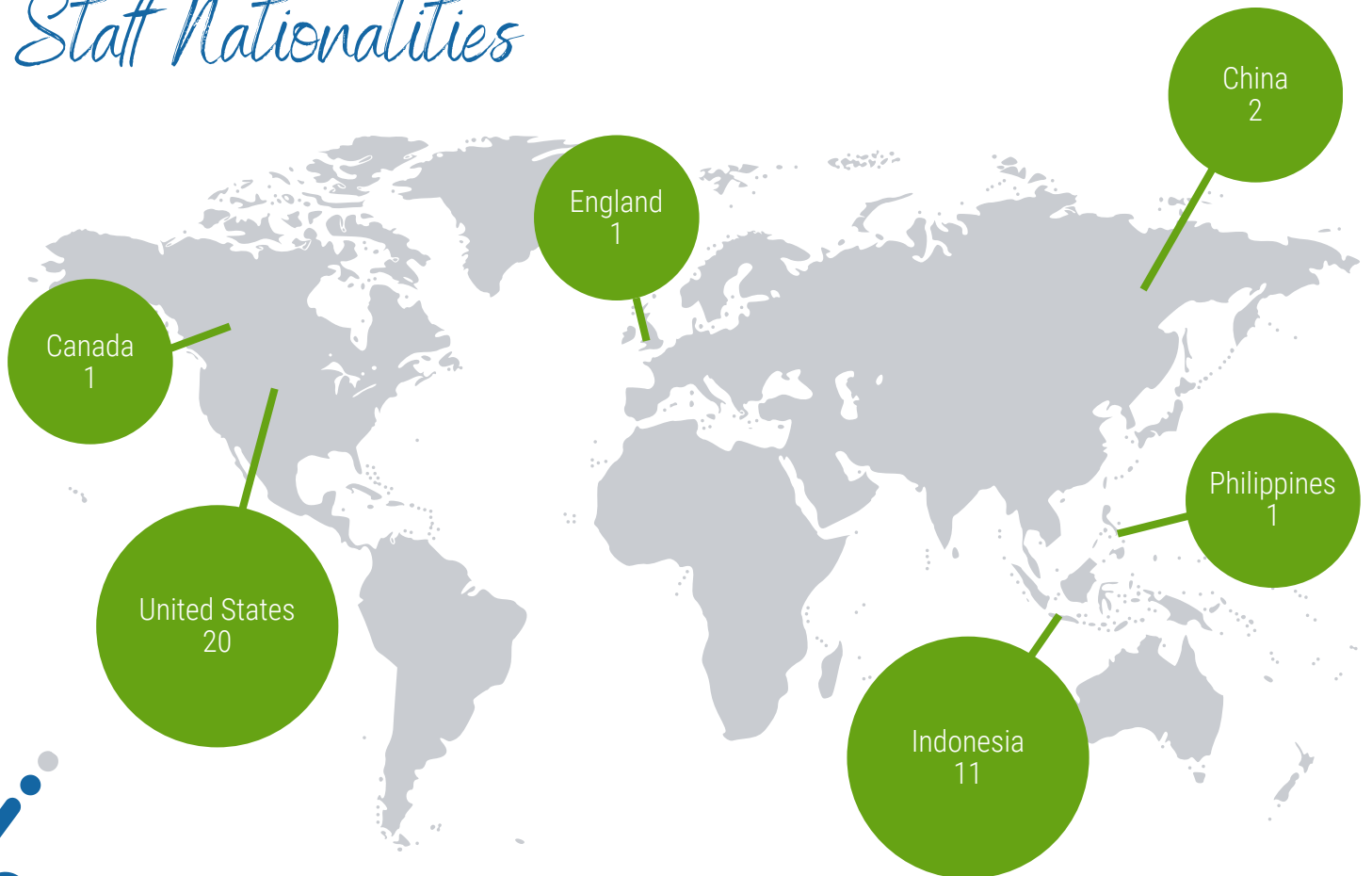
*Teachers* 36

Average  
Longevity  
*6 Years*

Masters Degrees  
*14*

Bachelor  
Degrees  
*35*

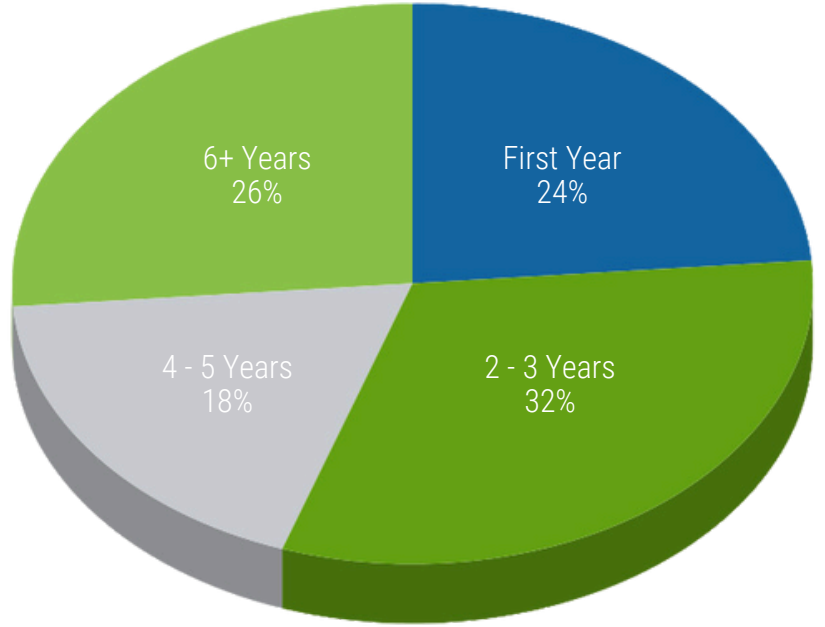
## *Staff Nationalities*



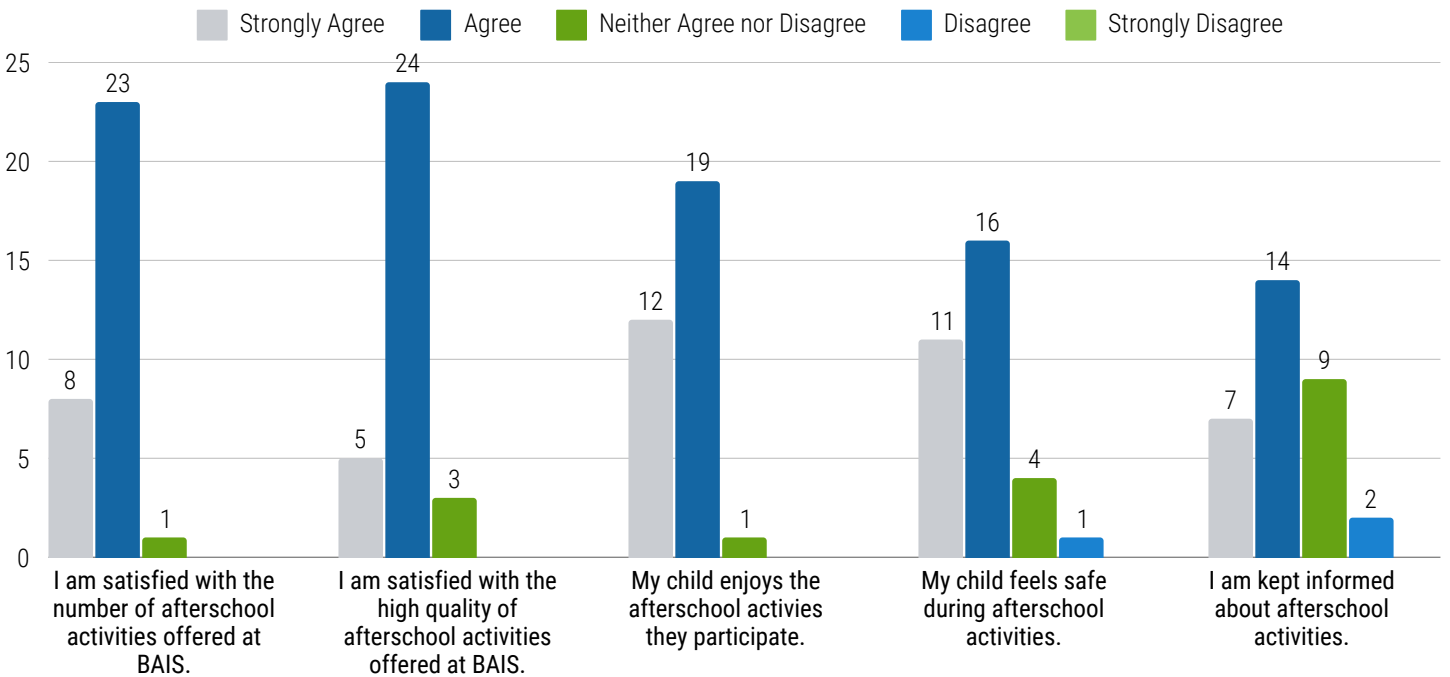
# Parent Survey Results

In May 2024, a Climate Survey was sent to all parents. Below are the results of that survey.

## Family Longevity



## After school Activities





# Student Subject Satisfaction

Percentage is of Strongly Agree, Agree, and No Opinion

93% Reading

91% Writing

74% Social Studies

74% Science

87% Math

87% Bible

98% Art

86% Technology

78% Physical Education

77% World Language

96% Service Learning

69% Music



# Parent Survey Results

## Learning Environment

Percentage is of Strongly Agree, Agree, and No Opinion



87% My child is being appropriately challenged academically at BAIS.

81% My child is being appropriately challenged spiritually at BAIS.

85% BAIS teachers are well-qualified and prepared to meet my child's academic needs.

90% My child is safe at school and treated fairly regardless of their race, culture, religion, gender, or disabilities.

94% There is a teacher, counselor, or other staff member at school to whom my child can go for help with a problem.

79% Rules and expectations are clear.

81% Discipline is enforced consistently.

70% The technology being used in the classroom enhances my child's learning.

85% 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.

94% My child enjoys attending BAIS.

97% I am kept informed about school events.

97% I feel welcome at BAIS.

91% I am satisfied with the opportunities for me to be involved at BAIS.

## Parent Survey Results

*Head of School Response  
to Parent Survey*

We would like to begin by thanking you for your valuable feedback through the Parent Climate Survey. Your input is essential to our continued growth and success as a school. This past year, we saw an increase in survey participation, with the number of families responding growing from 37 to 47. Thank you for taking the time to provide this feedback.

As the Field Leadership Team (FLT), we review and utilize this data to guide decisions for the coming year.

One highlight from the survey is the strong feedback about the quality of relationships between our students and teachers. According to educational researcher John Hattie, who reviewed 428 studies and five meta-analyses, “the quality of the relationship between the teacher and student” was given the second highest ranking in its impact on student learning (potential to accelerate learning). Many of the survey comments from parents also emphasized the caring nature of our staff and the supportive relationships they foster with students, and we believe this is a key reason that students at BAIS can thrive and accelerate their learning.

One area we recognized as needing improvement over the past few years was communication. This year, we implemented Alma, a new Student Management System, and have been very pleased with its functionality. Alma allows us to centralize communication, including grades and the school calendar. We’re currently exploring additional messaging features within Alma to streamline communication even further.

In addition, we introduced PintuKelas for payments. This tool has greatly simplified the payment process for both parents and our finance team, making it easier to track transactions.

We also understand how important it is to you that we hire and retain highly qualified teachers, and this is a major priority as we enter the hiring season. We’re also designing an onboarding program to support new teachers at BAIS and help them thrive. We are also looking to hire a Secondary Principal for the coming school year, and we’re seeking a leader who will continue to develop and support our teachers. These are just some of the ways that we are working hard to support and enhance our staff.

Thank you again for your partnership and for entrusting your children to us. We look forward to continuing to enhance your family's experience at BAIS. Please feel free to reach out with feedback on what is going well or what could be improved; we value open communication and collaborative growth.

# Measuring Success

# Student Body Statistics

Over the last 5 years, **94%** of BAIS Graduates continue education in Colleges or Universities around the world.



## University Acceptances

### North America

#### Canada

Simon Fraser University

#### University of British Columbia

#### Colombia

#### University of Toronto

University of Waterloo

#### United States of America

Asbury University

Baylor University

Biola University

#### Boston University

Calvin College

Colby College

#### Cornell University

Dallas Baptist University

Emory University

#### Georgia Institute of Technology

Gordon College

Michigan State University

Northeastern University

#### Northwestern University

Occidental College

#### Ohio State University

Pepperdine University

Rice University

Savannah College of Art & Design

Stanford University

#### Stanford University

#### University of California, Berkeley

University of California, Davis

#### University of California, Irvine

Irvine

#### University of California, Los Angeles

Angeles

University of Illinois at Chicago

Chicago

University of Massachusetts Amherst

Amherst

University of Michigan

#### University of Southern California

California

#### University of Texas at Austin

#### University of Washington

#### University of Wisconsin - Madison

Madison

Virginia Tech

Wheaton College

### Asia

#### China

#### Tsinghua University

East China Normal University

#### Indonesia

Institut Teknologi Bandung

Intstitut Teknologi Harapan Bangsa

Jakarta International College

#### Japan

International Christian University

Ritsumeikan University

Waseda University

#### South Korea

Chung-Ang University

#### Korea Advanced Institute of Science & Technology

Technology

Korea University

#### Seoul National University

Sungkyunkwan University

#### Yonsei University

#### Singapore

Singapore Institute of Management

Singapore Management University

Yale-NSU

#### United Arabs Emirates

New York University - Abu Dhabi

### Europe

#### 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

Bold text represents the top 100 universities in the world according to timeshighereducation.com

## Class of 2024

19 Graduates

Distinguished Diploma	AP International Diploma Candidate	Honors Graduate A Honor Roll
4.1%	12%	59%
Eagle Living Service Recognition *	National Honor Society	
24%	29%	

4.1%

12%

59%

Eagle Living Service Recognition \*

National Honor Society

24%

29%

\*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.

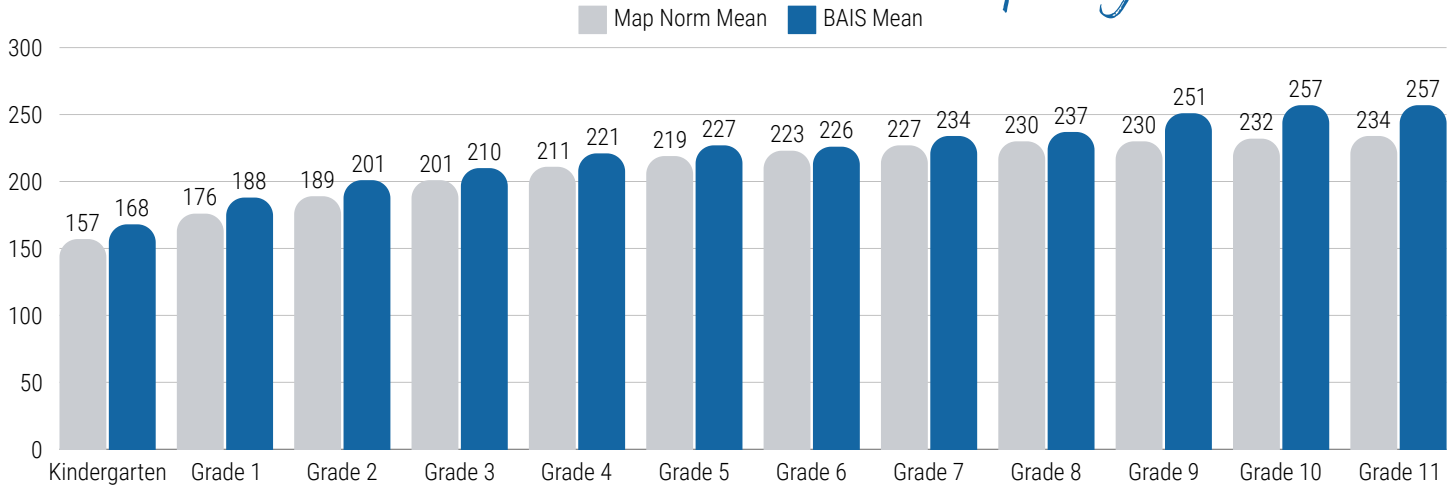


# Measuring Success

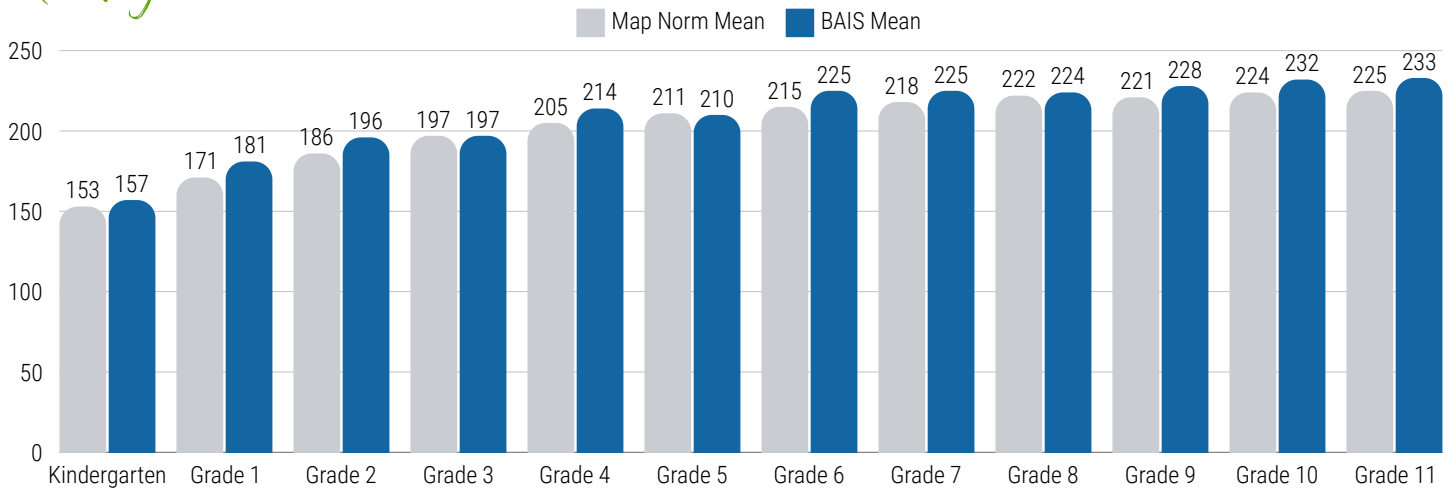
## Measure of Academic Progress (MAP)

Spring 2024

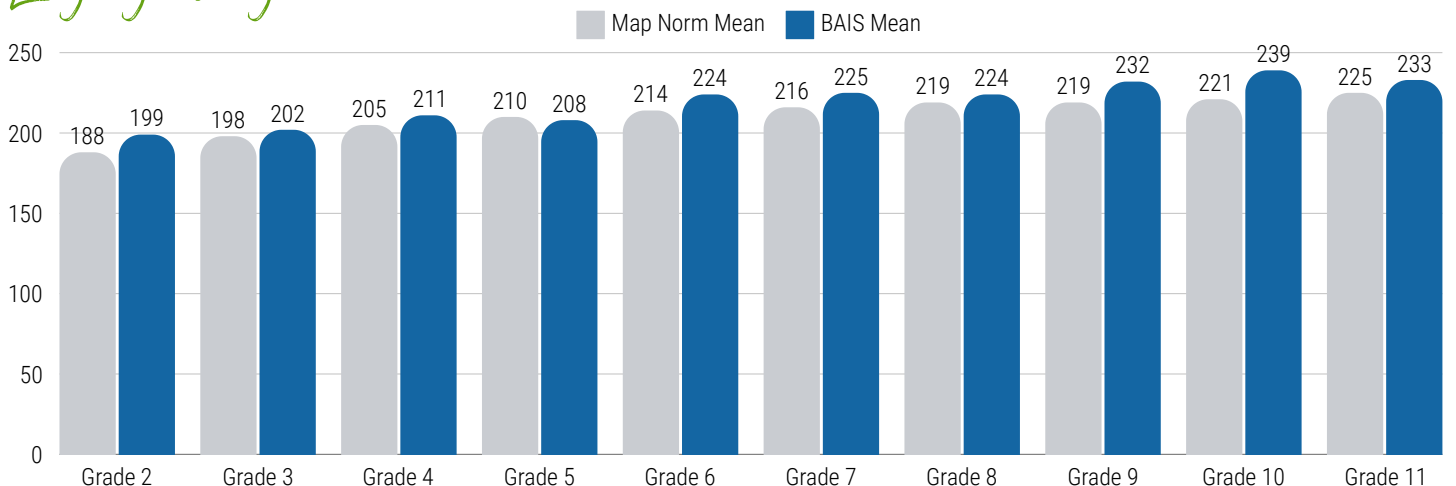
### Math



### Reading



### Language Usage

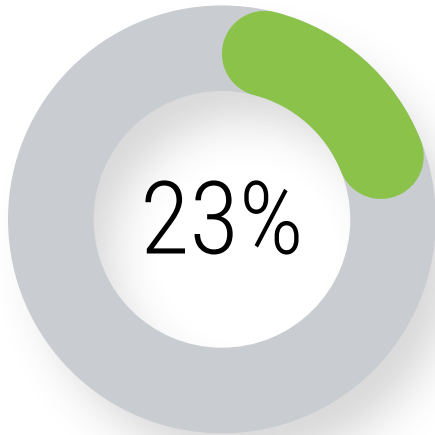


# Measuring Success

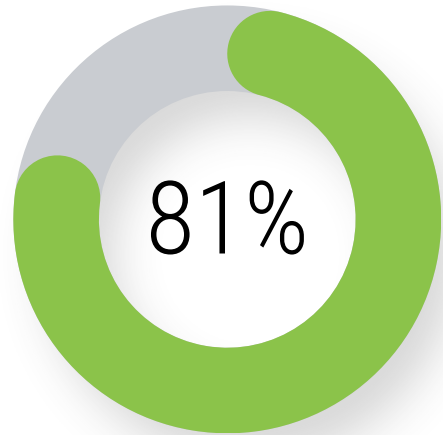
## Advanced Placement Tests

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.

A total number of 107 AP tests were taken spanning 13 different subject areas.

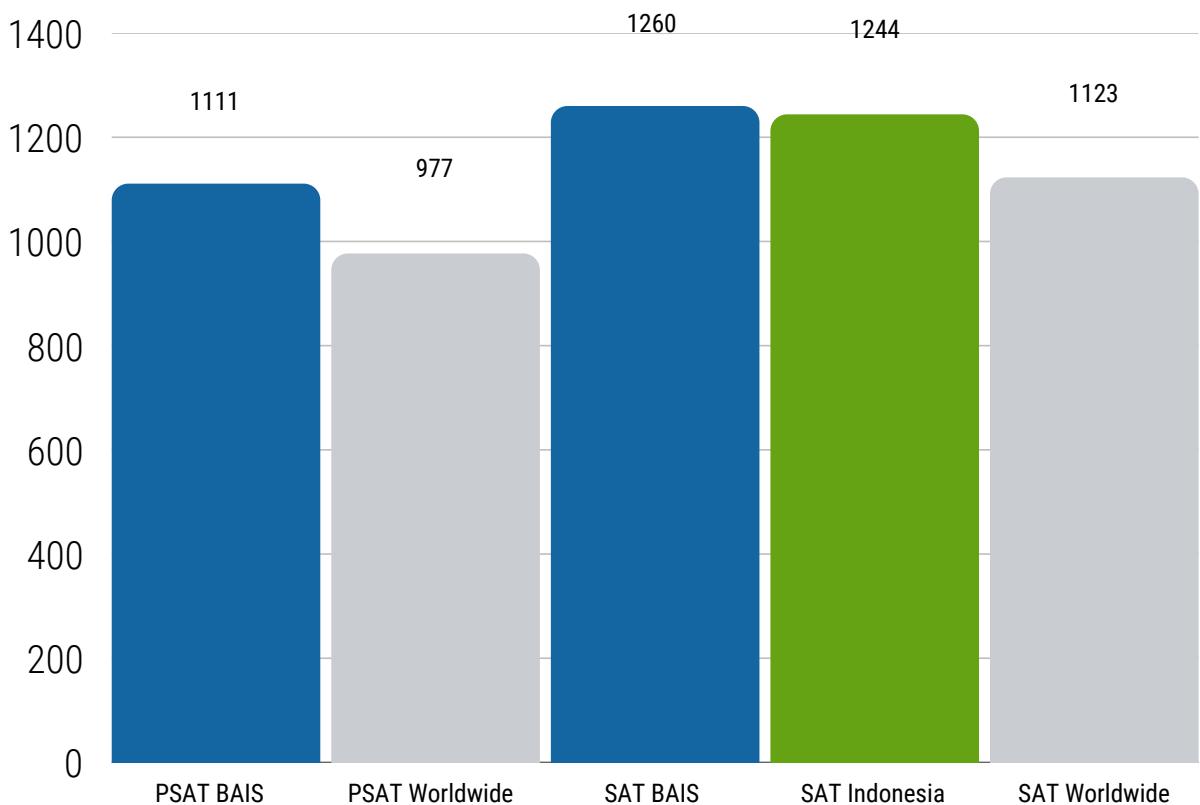


Scored 5



Total scored 3 or higher

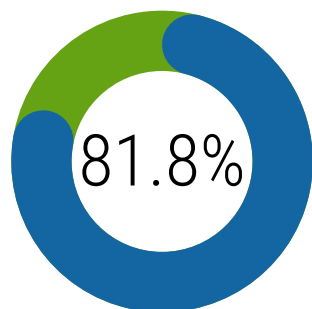
## PSAT/NMSQT and SAT Results



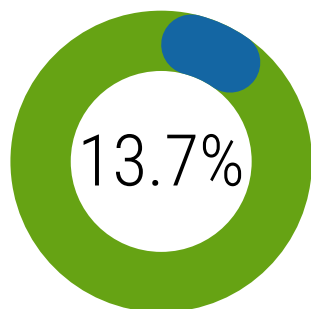
## Income

Tuition	Rp 27,647,955,355.91
Fees & Program Income	Rp 4,635,327,357.32
Student Services	Rp 616,128,674.56
Other Income	Rp 886,024,400.64

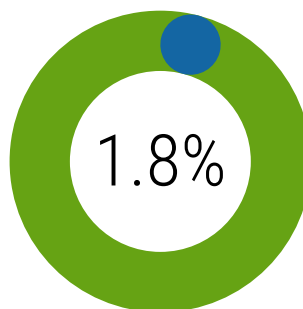
**TOTAL INCOME Rp 33,785,435,788.43**



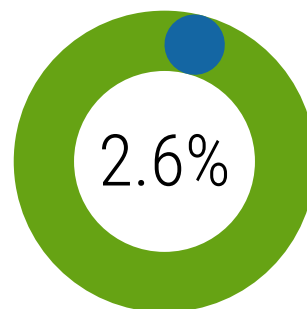
Tuition



Fees & Program Income



Student Services

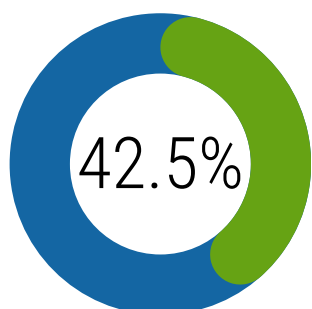


Other Income

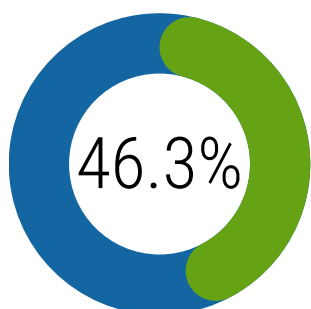
## Expenses

Salaries & Benefits	Rp 13,710,757,013.00
Operational Expenses	Rp 14,908,635,682.30
Student Services	Rp 1,092,081,427.70
Accreditation & Membership	Rp 2,512,717,204.90

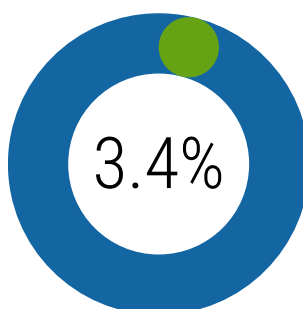
**TOTAL EXPENSES Rp 32,224,191,327.90**



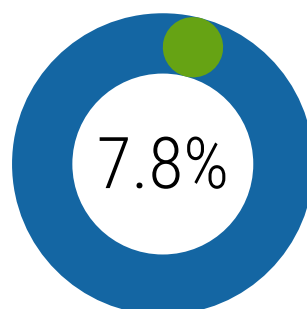
Salaries & Benefits



Operational Expenses



Student Services



Accreditation & Membership

## Financial Aid Given

Total Income	Rp 33,785,435,788.43
Total Expenses	Rp - 32,224,191,327.90

**TOTAL Rp 1,561,224,460.53**

50

Families helped through  
Financial Assistance



Financial Aid Given

Rp 4,891,142,562.96

# A Message from our Business Manager



*Dear BAIS Family,*

We are pleased to announce that we successfully met our budgetary goal for the 2023-2024 school year, with an enrollment target of 206 students. We closed the year with 208 students, slightly exceeding our goal. This achievement reflects the strength of our school community and the ongoing trust that parents place in BAIS. Each new student enriches our community, and we are excited to see the positive energy they bring to our school.

At BAIS, we focus on responsible resource management. Last year, we reinvested in key projects, including the renovation of the library and sports court. The library was completely revamped to better support both independent and collaborative work, while the sports court improvements have enhanced the space for physical education, afterschool activities, and team sports. Additionally, we upgraded furniture in secondary classrooms and the Teacher Resource Room, creating a more comfortable learning and teaching environment.

We are also pleased to continue offering tuition assistance to families in need. This program ensures that BAIS remains accessible to students from various backgrounds, allowing us to support families facing financial challenges while maintaining the diversity and strength of our community.

We are deeply grateful to our parents and the community for their support throughout the past year. Your involvement and contributions have been invaluable, and we are fortunate to work in partnership with such a dedicated community.

As we plan for the next school year, we ask for your continued prayers and support. We look forward to welcoming new and returning students, and we remain committed to providing a nurturing and enriching educational environment for all.

Patricia Haris  
Business Manager





Thank you

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



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