

# ISZL Annual Report 2023-24 No.11

 INTERNATIONAL SCHOOL  
OF ZUG AND LUZERN  
respect | motivate | achieve



# OUR GUIDING PRINCIPLES



## OUR MISSION

We are a community of learners determined to make the world – or our corner of it – **a better, kinder place**. We reflect our values in everything we do so that we make the most of **opportunities and challenges** in a spirit of enthusiastic inquiry.

## OUR VISION

We help every student turn their learning into **action**, creating the **opportunity** to stretch themselves further and **achieve more** than they believe possible.

## OUR VALUES

**We respect.** We show empathy and are inclusive and thoughtful in our interactions with others. Every person is valued and valuable.

**We motivate.** We inspire each other and grow by building on everyone's individual and collective passions.

**We achieve.** We create an exceptional learning environment focused on academic achievement and holistic development.



# CONTENTS

MESSAGE FROM ISZL'S DIRECTOR	4-5
NACHRICHT VOM DIREKTOR DER ISZL	6-7
MEET THE BOARD	8-9
LEADERSHIP	10-11
STRATEGIC OBJECTIVES	12-13
ISZL BY THE NUMBERS	14-15
ARTICLE: IN HARMONY	16-17
WHERE OUR FAMILIES LIVE	18-19
ENROLMENT	20
FIRST LANGUAGE OF STUDENTS	21
STUDENT DEMOGRAPHICS	22-23
ACADEMIC RESULTS	24-25
UNIVERSITY ACCEPTANCES AND MATRICULATION	26-27
FACULTY AND STAFF	28-29
ARTICLE: THE HEARTBEAT OF OUR SCHOOL	30-31
SPORTS RESULTS	32-33
FUND FOR EXCELLENCE	34
AUDITED FINANCIAL REPORT	35

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Thank you to everyone who helped contribute to this year's Annual Report

## MESSAGE FROM ISZL'S DIRECTOR



As we reflect on the 2023/24 school year, I am filled with deep appreciation and pride for the diverse and connected community we have built together at ISZL. The past year has been a testament to the power of collaboration, shared purpose, and the relationships that make ISZL so much more than just a school — it is a home where every individual finds a place to belong.

The thread of community connection has been a guiding force for us this year. From the first days of the academic year to the final celebrations of student achievement, we have embraced opportunities to deepen these connections.

One of the standout highlights of the year was our International Day. This event was a joyful celebration of our shared spirit, bringing families together for a day of music, food, and cultural exchange. It was heartwarming to see students, parents, and staff collaborate to showcase the diversity of our community, with over 40 countries represented through performances, culinary delights, and cultural traditions. Moments like these remind us that our differences are our strengths and that ISZL is a truly global community.

Our Fund for Excellence (FFE) was another example of collaboration in action. With the generous support of our community, we raised just shy of **160,000 CHF** for initiatives that ensure every student has access to an exceptional and personalized education. Your commitment to giving back reflects the deep sense of care and responsibility that defines ISZL, and for that, I extend my heartfelt thanks.

Of course, connection happens not only in large events but also in the quieter moments that define our daily life at ISZL. Whether it's through our Parents' Association, which continues to provide an invaluable network of support, inclusion, and community building for our families, or the student-led initiatives that have grown this year — from Youth Forum Switzerland to creative arts showcases — our school thrives because of the meaningful relationships we nurture every day.

Academically, our students have excelled. This year, we celebrated our graduates as they achieved outstanding IB results and secured places at top universities worldwide. Our graduating class outpaced worldwide averages across both International Baccalaureate (IB) and Advanced Placement (AP) results. Yet, their success extends far beyond grades. They leave ISZL as compassionate, globally-minded individuals, ready to make a positive impact in the world. I am especially proud of how they embodied the theme of connection, spearheading projects that engaged with our local Swiss community, including participating in events like the Repair Cafe.

As we move forward, we remain committed to strengthening the connections that make ISZL such a special place. Our strategic focus on sustainability, enhancing outdoor learning opportunities, and continued investment in facilities and learning environments are all part of ensuring our students are prepared for the challenges and opportunities of the future, while staying firmly rooted in our values of belonging, respect, and care.

Finally, I want to thank each of you — students, parents, faculty, and staff — for the role you play in making ISZL a school where everyone feels seen, supported, and inspired. It is your engagement, your passion, and your belief in the power of community that guides everything we do.

As we look to the year ahead, I invite everyone to continue building these connections with us. Together, we will ensure ISZL remains a place where every member of our community can thrive, grow, and belong.



**Barry Dequanne**  
Director





Wenn ich auf das Schuljahr 2023/24 zurückblicke, empfinde ich tiefe Dankbarkeit und Stolz auf die vielfältige und eng verbundene Gemeinschaft, die wir an der ISZL gemeinsam aufgebaut haben. Das vergangene Jahr hat eindrucksvoll gezeigt, wie kraftvoll Zusammenarbeit, gemeinsame Ziele und starke Beziehungen sein können. Die ISZL ist weit mehr als eine Schule — sie ist ein Ort, an dem jeder seinen Platz findet, sich zugehörig fühlt und wachsen kann.

Die Verbundenheit mit unserer Gemeinschaft war in diesem Jahr eine zentrale Kraft. Von den ersten Tagen des Schuljahres bis hin zu den feierlichen Abschlussveranstaltungen haben wir zahlreiche Gelegenheiten genutzt, um diese Beziehungen zu stärken und weiter auszubauen.

Ein besonderes Highlight des Jahres war unser “International Day” — eine lebendige Feier unseres gemeinsamen Geistes, die Familien zu einem Tag voller Musik, kulinarischer Genüsse und kulturellem Austausch zusammenbrachte. Es war inspirierend zu sehen, wie Schüler, Eltern und Mitarbeitende gemeinsam die Vielfalt unserer Gemeinschaft präsentierten. Über 40 Länder wurden durch Darbietungen, Spezialitäten und Traditionen repräsentiert. Solche Momente verdeutlichen, dass unsere Unterschiede unsere grössten Stärken sind und dass die ISZL ein wahrhaft globales und inklusives Zuhause für alle ist.

Unser Fund for Excellence (FFE) ist ein beeindruckendes Beispiel für unsere lebendige Schulgemeinschaft. Dank Ihrer grosszügigen Unterstützung konnten wir knapp 160.000 CHF sammeln, um Initiativen zu fördern, die eine aussergewöhnliche und individuelle Ausbildung für jeden Schüler ermöglichen. Dieses Engagement zeigt das starke Gefühl von Fürsorge und Verantwortung, das die ISZL ausmacht. Für Ihre grossherzige Beteiligung und Ihren Einsatz möchte ich meinen herzlichen Dank aussprechen.

Verbindungen entstehen nicht nur durch grosse Veranstaltungen, sondern auch in den stilleren Momenten, die unser tägliches Leben an der ISZL prägen. Sei es durch unsere Elternvereinigung, die ein unverzichtbares Netzwerk der Unterstützung, Integration und Gemeinschaft für unsere Familien bietet, oder durch von Schülern initiierte Projekte wie das “Youth Forum Switzerland” oder kreative Kunstausstellungen. Unsere Schule blüht dank der wertvollen Beziehungen, die wir jeden Tag pflegen, und diese Momente sind entscheidend für den Zusammenhalt und die Stärke unserer Gemeinschaft.

Akademisch haben unsere Schülerinnen und Schüler in diesem Jahr wiederum bemerkenswerte Erfolge erzielt. Unsere Absolventen und Absolventinnen erreichten herausragende IB-Ergebnisse und sicherten sich Plätze an renommierten Universitäten weltweit, wobei sie den globalen Durchschnitt sowohl im International Baccalaureate® (IB) als auch im Advanced Placement (AP) deutlich übertrafen. Doch ihr Erfolg reicht weit über akademische Leistungen hinaus: Sie verlassen ISZL als empathische, global denkende Individuen, die bereit sind, die Welt positiv zu gestalten. Besonders beeindruckt hat mich ihr Engagement, Verbindungen zu stärken, etwa durch lokale Projekte wie das Repair Café, die die Gemeinschaft bereichern.

Auch in Zukunft bleibt es unser Ziel, die Verbindungen zu stärken, die ISZL zu einem so aussergewöhnlichen Ort machen. Unser strategischer Fokus auf Nachhaltigkeit, die Erweiterung der Möglichkeiten für Lernen im Freien und kontinuierliche Investitionen in unsere Einrichtungen und Lernumgebungen sichern, dass unsere Schülerinnen und Schüler bestens auf die Herausforderungen und Chancen der Zukunft vorbereitet sind. Dabei bleiben wir fest in unseren Werten verwurzelt: Zugehörigkeit, Respekt und Fürsorge bilden das Fundament, auf dem wir eine zukunftsorientierte und unterstützende Gemeinschaft aufbauen.

Abschliessend möchte ich mich herzlich bei Ihnen allen — Schülerinnen und Schülern, Eltern, Lehrkräften und Mitarbeitenden — bedanken. Sie alle tragen dazu bei, dass die ISZL ein Ort ist, an dem sich jeder beachtet, unterstützt und inspiriert fühlt. Ihr Engagement, Ihre Leidenschaft und Ihr Vertrauen in die Stärke der Gemeinschaft sind die treibenden Kräfte hinter allem, was wir erreichen.

Mit Blick auf das kommende Jahr lade ich Sie ein, gemeinsam mit uns die Verbindungen weiter zu stärken. Zusammen werden wir sicherstellen, dass die ISZL auch weiterhin ein Ort bleibt, an dem jedes Mitglied unserer Gemeinschaft gedeihen, wachsen und sich zugehörig fühlen kann.



**Barry Dequanne**  
Direktor

## MEET THE BOARD

At ISZL, our Board of Trustees plays an important role in upholding our Mission and Vision. Each member is committed to supporting the best interests of our students, staff, and the entire ISZL community. The Board not only appoints the school's Director but also ensures our financial well-being and guides our future growth. We are proud to introduce our Board members, whose professional expertise helps shape the future of our school.



### **Daniel Urech (Board Chair)**

Member of the Facilities, Finance and Audit, Fundraising, and Governance Committees

Dan Urech served on the Board of the Riverside School from its establishment in 1990. He was ISZL's first Board Chairman from 2008 to 2012 and re-joined the Board in October 2018. Dan is a Swiss citizen, who studied languages and law in Geneva, international relations at Princeton University and graduated from law school in Bern. After many years in insurance and banking, he started his own law practice in 1981 and is an active member of the Bar Associations of Zurich and Switzerland, while also serving on the boards of Swiss companies and foundations. He has a daughter and a son; the latter was a member of the first generation of students at the Riverside School.



### **Alessandra Eliot (Vice-Chair)**

Member of the Governance Committee (Chair)

Alessandra Eliot is a British and Italian citizen. Her two children are ISZL alumni. She has a long-standing interest in education and has been involved in programmes in South America and South Africa as well as being active in her children's school communities. Alessandra has a degree in Physiology from King's College, London. Her professional background is in Management Consulting and Strategic Marketing. Alessandra joined the Board in March 2015 and retired from the Board in December 2024.



### **Michael Egermann**

Member of the Governance Committee

Michael Egermann is an Austrian citizen and has lived in Zug with his family since 2010. Both his daughter and son are alumni of ISZL. Michael has a Master's degree in Psychology from the University of Vienna (Austria), with a specialisation in Industrial and Organisational Psychology. He also holds a Master's degree in Human Resources and Industrial Relations from the University of Minnesota (USA). He has spent most of his professional career in Human Resources, primarily in the Pharma and Biotechnology industry. He is currently Chief People Officer at LGT Capital Partners. Michael joined the board in 2018 and retired from the Board in December 2024.



### **Roger Bosshart**

Member of the Facilities Committee (Chair)

Roger Bosshart, a Swiss national, has called Zug home since 1973. He is the proud parent of three grown children. Roger holds a Graphic Art degree from Zürich University of the Arts and has been at the helm of DYNAMITE AG, an advertising and communications agency in Steinhausen, since 1995. In his role as CEO, he specialises in developing innovative branding and communication strategies. Roger served as a member of the parish council in the community of Neuheim for a commendable 14-year tenure. Roger joined the Board in July 2018.



### **Jennifer Bayard**

Member of the Facilities Committee and Fundraising Committee (Chair)

Jennifer Bayard is a Swiss citizen and has been a resident of the Canton of Zug since 2003. Since her daughter joined ISZL, Jennifer has been an active member of the community. She has served on the Primary School Parent Advisory Council and regularly volunteers in different capacities to support school events. Jennifer has a Law degree from Fribourg University, Switzerland. She has worked for many years in the financial services sector, where she has held different roles, including in governance compliance and quality management. Jennifer joined the Board in December 2018.





### Andrea Vavassori

Member of the Finance and Audit and Governance Committee

Andrea Vavassori is an Italian citizen with two children who attend ISZL. Andrea has a degree in Business Administration from Università Bocconi in Milan and the CEMS Master in International Management from ESADE in Barcelona. Andrea has over 25 years experience in business finance, based in France, Italy, Spain, and, since 2011, Zug. He is currently VP and CFO EMEA at Crown Packaging European Division. Andrea joined the Board in March 2016.



### Barry Dequanne

ISZL's Director

Member of the Facilities, Finance and Audit, Fundraising, and Governance Committees

Barry Dequanne sits on the board as a non-voting member. Turn to page 11 for more on our School Director.



### Christopher McKinlay

Member of the Finance and Audit Committee (Chair)

Chris McKinlay is a British citizen and has lived in the Canton of Luzern with his family for most of the last 20 years. He has a son and daughter who attend university in the UK and are both ISZL alumni. Chris has a Masters' degree in Economics from the University of Cambridge, is a Chartered Accountant and a member of the Institute of Chartered Accountants in England and Wales. He has more than 30 years of experience in finance, accounting and auditing, mainly in the healthcare sector, and is currently VP and CFO for Kenvue's EMEA and LATAM businesses and its Global Supply Chain operations. Chris joined the Board in March 2020.



### Viktoriia Anashkina

Member of the Fundraising Committee

Viktoriia Anashkina is a Russian citizen and has lived in Zug with her daughter (ISZL alumni) since 2014. Viktoriia is a medical doctor by education, holds a Master Degree in Consulting and Coaching for Change from INSEAD (France), and a Marketing Diploma from the Chartered Institute of Marketing (U.K.). Viktoriia has several years of experience as a medical doctor, and more than 30 years of experience in the Pharma and Biotechnology Industry, mainly in Sales & Marketing and General management. Currently, she is VP, Sub-regional General Manager of EERT (Eastern Europe, Russia Türkiye) at Amgen. Viktoriia joined the Board in 2024.



### Andreas Bosnjak

Member of the Governance Committee

Andreas Bosnjak is a German citizen and has lived in Zug with his family since 2017. He has two young daughters, one of which is already at ISZL. Andreas has a Master's degree in Business Administration from the Technical University of Ingolstadt (Germany), with a specialisation in Finance and Human Resources Management. He has recently completed a coaching certification from INSEAD. He has spent most of his professional career in the United States and Europe where he worked as a Strategy Consultant and Human Resources leader. Currently, he is the Global Head of Talent & Development at the Schindler Group. Andreas joined the Board in 2024.



### Val Hackel

Emeritus board member

Val Hackel is a British citizen. Val and her late husband, Alec, founded the Riverside School in 1990 and initiated the merger with the International School of Zug, which created ISZL. They have provided leadership and financial support to the School from its inception. Val has two grandsons, both of whom have recently graduated from ISZL. As of the 2016-17 school year, Val is serving as an Emeritus Board Member.

Our board members sit on the following committees

#### Facilities

Roger Bosshart (C)  
Daniel Urech  
Jennifer Bayard  
Barry Dequanne

#### Finance and Audit

Christopher McKinlay (C)  
Daniel Urech  
Barry Dequanne  
Andrea Vavassori

#### Fundraising

Jennifer Bayard (C)  
Daniel Urech  
Barry Dequanne  
Viktoriia Anashkina

#### Governance

Alessandra Eliot (C)  
Daniel Urech  
Barry Dequanne  
Michael Eggermann  
Andreas Bosnjak  
Andrea Vavassori

# LEADERSHIP

The ISZL leadership team is composed of eight staff members, each bringing their own expertise to their respective divisions.

The team is responsible for overseeing the smooth daily operations of the school, while also strategically planning for ISZL's future.

Their work is guided by a commitment to prioritising the best interests of students in all decision-making. Additionally, the leadership team ensures the effective implementation of ISZL's Mission and Vision.

We want to extend our heartfelt thank you to Angela Steinmann, ISZL's outgoing Primary School Principal, for her dedication and service to the school. At the same time, we are excited to warmly welcome Melissa (Mel) Bland as our new Primary School Principal. Mel joins ISZL from Te Uho o te Nikau Primary School in Auckland, New Zealand.

**Stuart Byfield** Middle School Principal

**Andrea Gerlich** Director of Admissions and Advancement

**Maria Voutos** Deputy Director

**Barry Dequanne** School Director

**Stefan Dittli** Director of Operations

**Mel Bland** Primary School Principal

**Linsey Lawrence** High School Principal

**Chris Vincent** Director of Technology



## Barry Dequanne, ISZL Director

Barry Dequanne is the Director of the International School of Zug and Luzern. Before moving to Switzerland, he worked at schools in Brasília, São Paulo, Buenos Aires, and Swaziland. Originally from Canada, Barry has worked in the field of international education for over thirty years. Barry's academic background is in mathematics and computer science. Shortly after graduation, he realised where his professional passion was to be found. Barry is married and the proud father of two young children. Their home languages are English and Portuguese.

In addition to his work at ISZL, Barry also served or is serving in the following roles:

- President-Elect, Board of Trustees for the Association for the Advancement of International Education (AAIE)
- Treasurer, Board of Trustees for the Swiss Group of International Schools (SGIS)
- Member of School and University Leaders Summits, Council of International Schools (CIS)

Previous Roles:

- President, Board of Directors – Association of American Schools of South America (AASSA)
- President, Association of American Schools in Brazil (AASB)
- Advisory Council and Team Accreditation Lead, AdvancED International School Accreditation

## Maria Voutos, Deputy Director

Maria arrived at ISZL in 2023 as our new Deputy Director. She joined us from Atlanta International School, a K-12 International Baccalaureate institution. During her tenure at AIS, Maria founded the school's full immersion Early Years programme and later led the Primary community as Head of Primary School. Maria has taught and led in China, Thailand, Korea, Canada, and the U.S.A. Maria is a strategic thinker, community builder, trained Restorative Practitioner and Intercultural Development Inventory administrator, and an effective communicator who is thrilled to be learning alongside the ISZL community. Maria has a background in Early Childhood and Elementary Education as well as a Master's Degree in International Education. Maria is originally from Canada, where her father immigrated from Greece. Maria speaks English, French, and Greek, and enjoys travelling with her wife Tina, who works as an educator in the Primary School, and their dog Sacha.

## Stefan Dittli, Director of Operations

Stefan Dittli is a Swiss citizen who was born in Zurich. He has a Master's Degree from ETH Zürich, a Swiss Federal Diploma in Information Technology and an Executive MBA in Digital Transformation from the University of Applied Sciences of the Grisons. A former High School teacher, Stefan joined ISZL from Swiss Re, leading global projects, and regional and global teams of up to 150 employees. Stefan is married, and the proud father of two teenagers. He speaks German, English and some French.

## Andrea Gerlich, Director of Admissions and Advancement

Andrea is an experienced admissions professional with over 15 years working in the international school sector. She joined ISZL in September 2021. Prior to joining ISZL, Andrea served as Head of Admissions and Marketing at The International School of Azerbaijan. She also worked as a consultant on international projects in Kyrgyzstan and Uzbekistan after moving abroad in 1997 from her home country of Germany. Outside of work, Andrea enjoys hiking and running in Switzerland's beautiful countryside, exploring new places with her husband Michael, going to the gym, and reading. She and Michael have two daughters, one just starting her professional career after graduating from university and the youngest one in her second year at university.

## Chris Vincent, Director of Technology

Chris hails from the island state of Tasmania, Australia, and has an academic background in computer science, mathematics, robotics and education. He has a Master's degree in Educational Leadership. Chris's 30+ year teaching career has taken him from rural state schools in Tasmania to four different countries. The majority of his professional life has been dedicated to school-wide technology leadership and secondary divisional leadership. Chris has three children, two of whom are ISZL graduates. On a personal note, Chris loves a pot of tea, relishes outdoor activities particularly sailing and walking, finds solace in the pages of a good book, and cherishes time spent with his family and close friends.

## Linsey Lawrence, High School Principal

Linsey Lawrence worked as High School Principal and High School Vice Principal at UWCSEA (Dover) in Singapore for 7 years before arriving at ISZL in 2022. She has also worked as an international educator in Malaysia, Hong Kong and Thailand. Linsey loves teaching Global Politics and Sociology, History, and Personal and Social Education. She is passionate about holistic education and nurturing wellbeing. Linsey has two children at ISZL and her husband works as an educator in the Primary School. In her free time Linsey enjoys reading, cooking (and eating), cycling, yoga, weights, but mostly movie/Nintendo and ice cream nights with her daughters.

## Stuart Byfield, Middle School Principal

Stuart has been a member of the ISZL community since joining in 2010 as Grade 7 Team leader and teacher of mathematics. He served as Assistant Principal of the Middle School working closely with staff, students and parents for seven years before taking on the Middle School Principal Role in 2019. Previously, he was part of the senior leadership team at Ranby House School in the U.K., with responsibility for curriculum development and leading a traditional preparatory school towards a more modern and student-focused approach to teaching and learning. Stuart is married to Nikki, who runs an arts and craft business within the Swiss community and they have three boys.

## Melissa Bland, Primary School Principal

Mel joined ISZL in 2024 as the new Primary School Principal. Her previous role was Foundation Principal at Te Uho o te Nikau Primary School in Auckland, New Zealand. Mel led her former school from its establishment to an enrollment of over 1,000 students. Mel's experience spans from New Zealand to international schools globally [Philippines, Singapore, Malaysia and Taiwan], to the International Baccalaureate® (IB) Primary Years Programme. She has also worked leading early childhood centres, as her belief is that a primary principal needs to know the whole journey for our youngest learners. The children are the best part of a school day for her and she thrives when she feels connected with those she works with and the community in which she is based. Mel is here with her partner Mike and their dog Nikau. The kids are all grown up – one in Melbourne and one in Brisbane. They are also grandparents to the "Tornado" – Halo, who is three years old. Mike is a Health & PE teacher with a passion for coaching. Mel was born and raised in New Zealand however she is also deeply rooted in her Fijian heritage from her mother's side of the family. In her free time, Mel loves to go for long dog walks, go shoe shopping and watch the game of rugby in any form.

# STRATEGIC OBJECTIVES 2023-2024

Strategic objectives are essential to guiding our commitment to a supportive and inclusive learning environment. They set clear, purposeful goals that help us prioritise resources, track progress, and ensure alignment across our community.

By focusing on key objectives, we stay responsive to the evolving needs of students, families, and staff, while working toward meaningful growth and development every year.

Below are the objectives we set out at the beginning of the 2023/24 academic year, along with key highlights of some of the projects we implemented to achieve them.

## 1

### IMPROVE INDIVIDUAL AND COLLECTIVE RESPONSIBILITY FOR LEARNING

#### **Key Results Highlight: Articulation of our curriculum**

To create a smooth learning journey for all ISZL students, we conducted a year-long study focused on aligning learning goals across all grades. This project resulted in a fully developed ISZL scope and sequence, ensuring that learning builds progressively from one grade to the next.



## 2

### ENGAGE EVERYONE IN MEANINGFUL AND CONNECTED INQUIRY

## 3

### ADVANCE INTERNATIONAL MINDEDNESS AND GLOBAL CITIZENSHIP

#### **Key Results Highlight: Circles as a Tool**

We introduced circles as a way to build community and promote inclusivity by creating a space where everyone's voice is heard. As part of Restorative Practices, circles encourage equal participation, active listening, and mutual respect. Last year, students, teachers, and parents used the circle format to discuss topics, listen deeply, and solve problems together.



## 4

### INNOVATE FOR AN EFFECTIVE AND SUSTAINABLE ORGANISATION

# STRATEGIC OBJECTIVES 2024-2025

Recognising the need for continued and sustained growth as an organisation, our 2024/25 Strategic Objectives and Key Results place human needs, emotions, and experiences at the core of decision-making and organisational processes. These objectives reflect our dedication to creating an energetic and sustainable educational community where every student has the opportunity to thrive. Through collaboration and shared understanding, we will continue to support each other on our journey of growth and exploration.

1

IMPROVE  
INDIVIDUAL AND  
COLLECTIVE  
RESPONSIBILITY  
AND  
ACCOUNTABILITY  
FOR LEARNING

**Key Results**

All staff actively engage with the Professional Growth Framework (PGF), demonstrating sustained commitment and investment in their own growth goals throughout the cycle.

2

FOSTER  
HUMAN-CENTRED  
PRINCIPLES

**Key Results**

Fully implement the one-year Diversity, Equity, Inclusion, and Justice (DEIJ) strategic plan by completing 100% of the initiatives.

3

IMPLEMENT  
EFFECTIVE  
PRACTICES TO  
INNOVATE FOR  
A SUSTAINABLE  
ORGANISATION

**Key Results**

Reduce and consolidate ISZL’s digital systems.

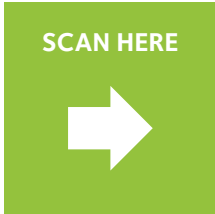
4

POSITION  
ISZL AT THE  
FOREFRONT OF  
ENVIRONMENTAL  
SUSTAINABILITY  
AMONG LOCAL AND  
INTERNATIONAL  
SCHOOLS

**Key Results**

Install and activate 270 KWp on the High School Triple Gym roof by end of 2024.

Scan the QR code to view our complete 2024–25 Strategic Objectives and Key Results.







## ISZL BY THE NUMBERS



FOUNDED IN

1961



AGE RANGE OF STUDENTS

3-18



1200

STUDENTS ENROLLED



131

CLUBS AND ACTIVITIES



600

KILOMETRES COVERED BY OUR TRANSPORTATION FLEET



450

LUNCHES (AVERAGE ) SERVED DAILY AT ZUG CAMPUS



2

CAMPUSES IN CANTON ZUG



784

FAMILIES



1

CHALET IN THE ALPS



24

ACTIVE DAILY BUS ROUTES



47

FIRST LANGUAGES SPOKEN

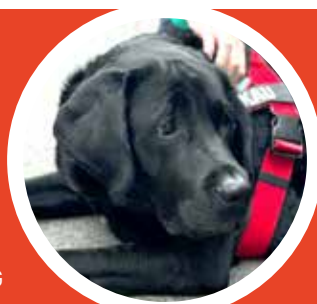


58

STUDENT NATIONALITIES

1

CERTIFIED THERAPY DOG





# In Harmony: Building Community Through the Arts

Written by: Kirsty Kelly, Director of Arts



At ISZL, community engagement through the arts is at the heart of our students' learning journey, offering a meaningful way to connect across cultures and generations. As Arts Director, I find these experiences to be the most fulfilling part of my role. Each event and connection we create through the arts reminds me why I'm so passionate about this work. For me, the arts act as a universal language — a bridge that brings people together and encourages understanding. Seeing our students grow through these moments and witnessing how their performances resonate with others is what inspires and motivates me every day.

Another annual highlight is our participation in Zürich's "Singing Christmas Tree," a beloved Swiss tradition where our choir performs holiday songs in English, German, and Swiss German. Standing among the festive lights and hearing our students' voices fill the Zurich streets with holiday cheer fills me with joy and pride. Last year, I remember watching a family pause and listen, then begin to sing along in German — proof of the arts' ability to unite strangers through a shared experience. In these moments, I see firsthand how our students connect to the community, using their talents to create a unique cultural exchange.



Switzerland's emphasis on local traditions offers our students unique opportunities to connect with the local community through the arts. At ISZL, we embrace this by immersing students in authentic cultural experiences that inspire both personal and communal growth. For example, our choir, Zug Voices, recently participated in the Swiss Yodel Festival, where students learned Swiss German songs and rehearsed alongside local peers, even receiving instructions in German. Watching their initial apprehension turn into confidence as they performed was a reminder of how the arts help students step beyond their comfort zones. These performances are far more than events; they're moments of real connection, where our students not only honour Swiss traditions but also bring their own perspectives to the stage.



One of the most heartwarming aspects of our Arts Programme is our work with Altersheimen (elderly homes), where our students engage with older generations through music. Many of our students have grandparents who live far away, so these visits provide a way to bridge that distance by connecting with local seniors. I'll never forget a recent visit where our students sang a well-known Swiss children's song. Initially, the elderly residents were quiet, but as the song continued, their faces lit up, and they began to sing along, sharing smiles and even stories from their youth. It's these moments that encapsulate what I love about my role: seeing our students create meaningful connections that transcend language, age, and background, all through the universal language of music. These experiences teach our students empathy, compassion, and the value of intergenerational relationships.

Our community connections extend further when we invite local musicians to practise and perform at ISZL. Local orchestras regularly use our facilities as rehearsal spaces, giving students the chance to observe professional practices and attend live performances. This exposure broadens their understanding of the arts, deepens their respect for musicians, and inspires their creative journeys. Through these experiences, our students learn that art is about much more than personal expression — it's about community, connection, and shared understanding. As they perform or welcome local artists into our school, they learn the responsibility and joy of contributing to something larger than themselves. Whether singing traditional songs, connecting with the elderly, or engaging with professional musicians, our students discover that music can break down language barriers, offer comfort, and celebrate cultural identities.

Music allows our students to communicate in ways that words alone cannot express, offering insights into others' lives and experiences. Through their development as artists, students learn that art is as much about listening and understanding as it is about performing. They learn to value cultural diversity, embrace new perspectives, and see themselves as part of a larger, interconnected world.

The skills our students gain from these experiences — empathy, cultural awareness, and a deep appreciation for the arts as a medium for connection — are invaluable. These lessons go beyond what can be taught in a classroom; they are felt and understood through lived experiences. By engaging with the Swiss community, our students come to see their contributions as meaningful and their place within this community as significant and crucial. My role as Arts Director isn't just about organising these initiatives; it's about supporting students to see the arts as a pathway to connection, growth, and joy. It's a privilege to witness their journeys and to know that, in some small way, we are helping to shape these moments of shared understanding and humanity.

At ISZL, community engagement through the arts is a guiding principle. It shapes our students' perspectives, broadens their horizons, and nurtures them as compassionate, culturally aware citizens. Through the arts, we open doors to the world, inviting students to step out, listen, connect, and contribute to communities that extend far beyond our school walls. Every performance, from choirs in Zürich's streets to heartfelt songs in Altersheimen, reminds me of why I do what I do. The arts not only shape us as individuals; they bring us together, helping us to understand and celebrate the world in all its diversity.







WHERE OUR FAMILIES LIVE - TOP 10 POSTCODES IN CANTON ZUG





NUMBER 4  
**6315**  
Oberägeri

NUMBER 5  
**6314**  
Unterägeri

## ENROLMENT

Student  
Nationalities

58

Student's Average  
Stay in Years

5

Families  
at ISZL

784

Number  
of Starters

180

Number  
of Leavers

143

Division	Division Total	Grade	Grade Total
Early Years	123	Early Years 1	40
		Early Years 2	34
		Kindergarten	49
Primary	329	Grade 1	49
		Grade 2	59
		Grade 3	67
		Grade 4	74
		Grade 5	80
Middle	274	Grade 6	83
		Grade 7	87
		Grade 8	104
High	474	Grade 9	122
		Grade 10	118
		Grade 11	119
		Grade 12	115

## ENROLMENT OVER THE LAST FIVE YEARS AT THE START OF THE SCHOOL YEAR

2020-2021

1197

2021-2022

1200

2022-2023

1225

2023-2024

1260

2024-2025

1200

## FIRST LANGUAGES OF STUDENTS

English - 47%

German - 9%

Spanish - 6%

Dutch - 5%

Russian - 5%

French - 4%

Danish - 3%

Portuguese - 3%

Italian - 2%

Swedish - 2%

Hebrew - 2%

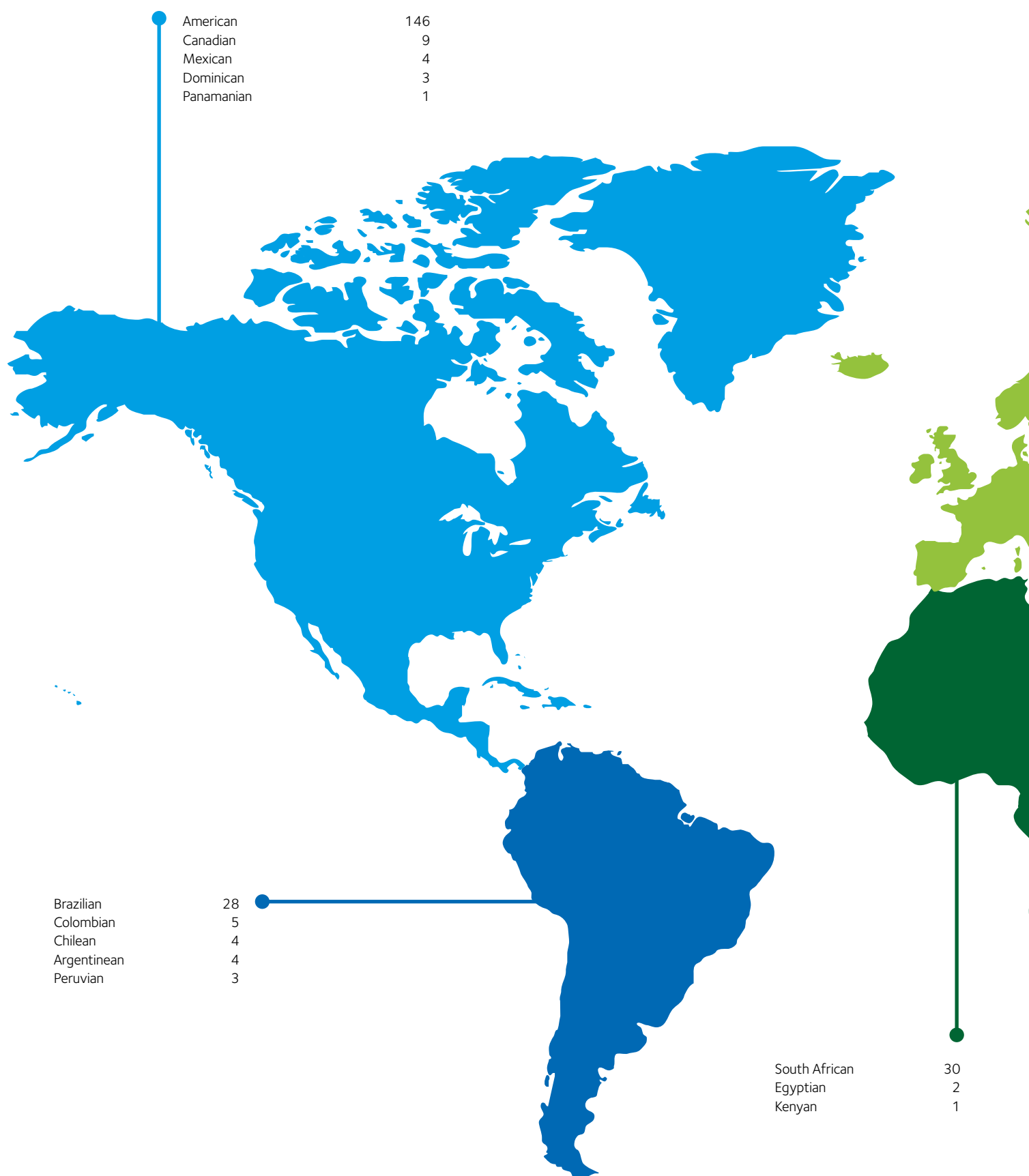
Hindi - 1%

Greek - 1%

Fewer than 1% of each of the following:

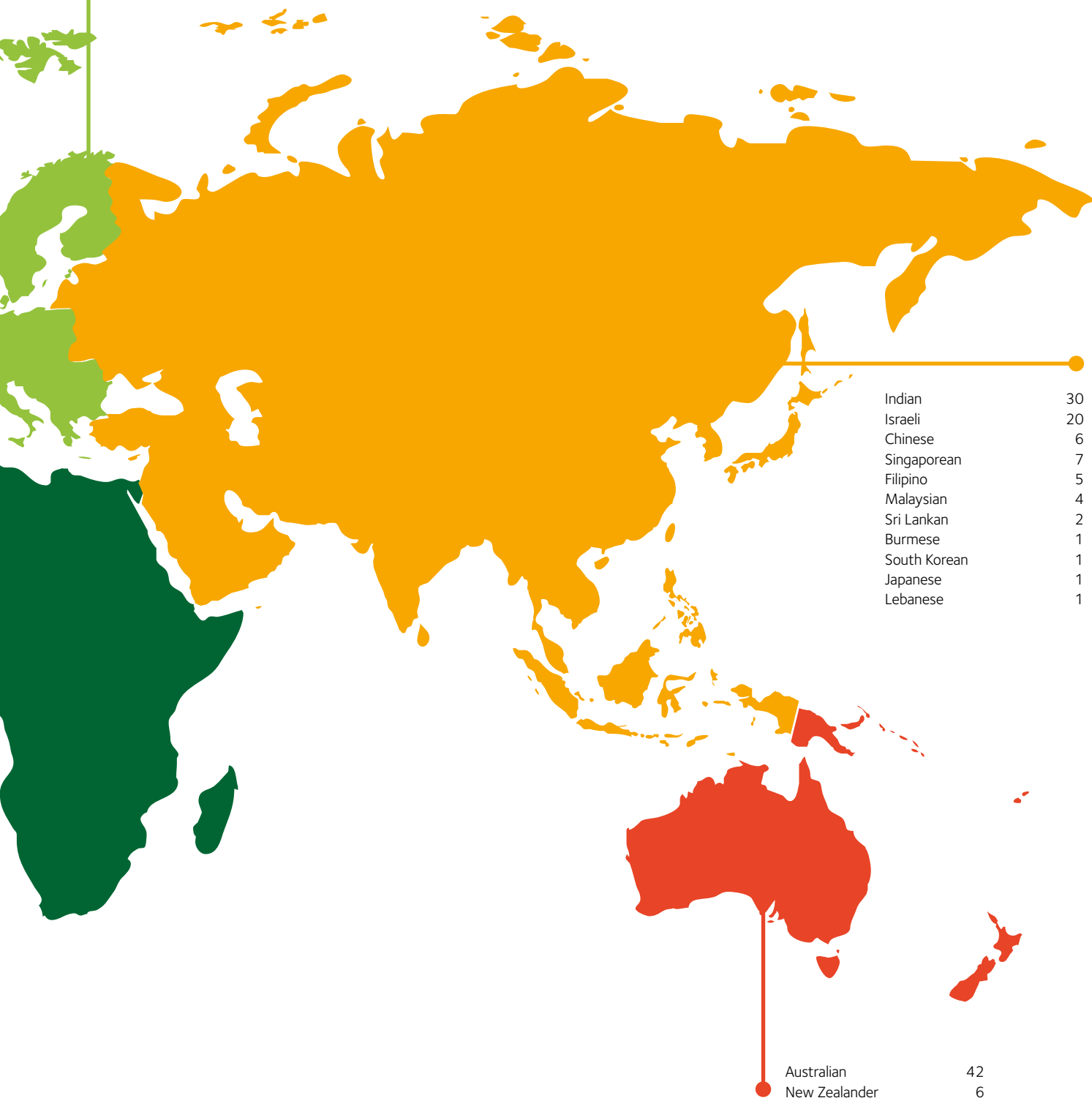
Swiss German, Polish, Chinese, Afrikaans, Turkish, Ukrainian, Norwegian, Czech, Norwegian Bokmål, Finnish, Hungarian, Vietnamese, Telugu, Croatian, Arabic, Sinhala, Romanian, Marathi, Mandarin, Filipino, Estonian, Catalan, Bengali, Urdu, Serbo-Croatian, Serbian, Latvian, Korean, Japanese, Icelandic, Gujarat, Burmese, Bulgarian, Australian languages

## STUDENT DEMOGRAPHICS



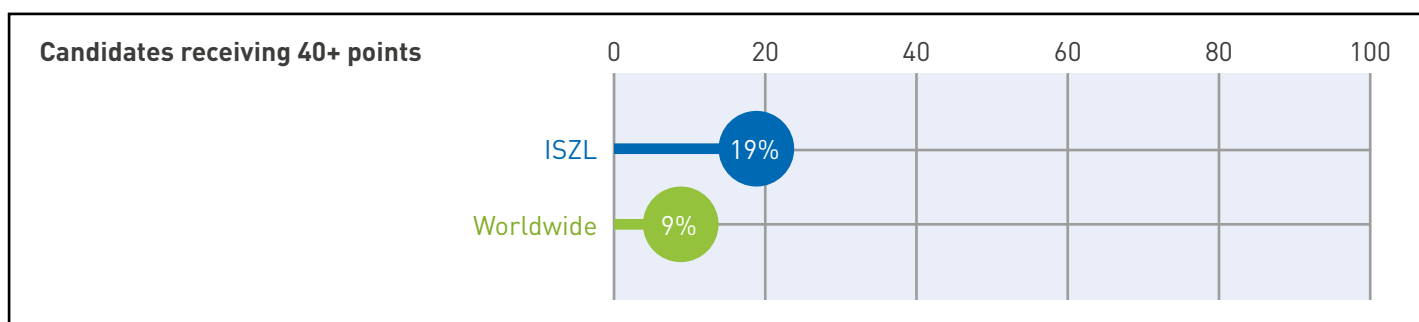
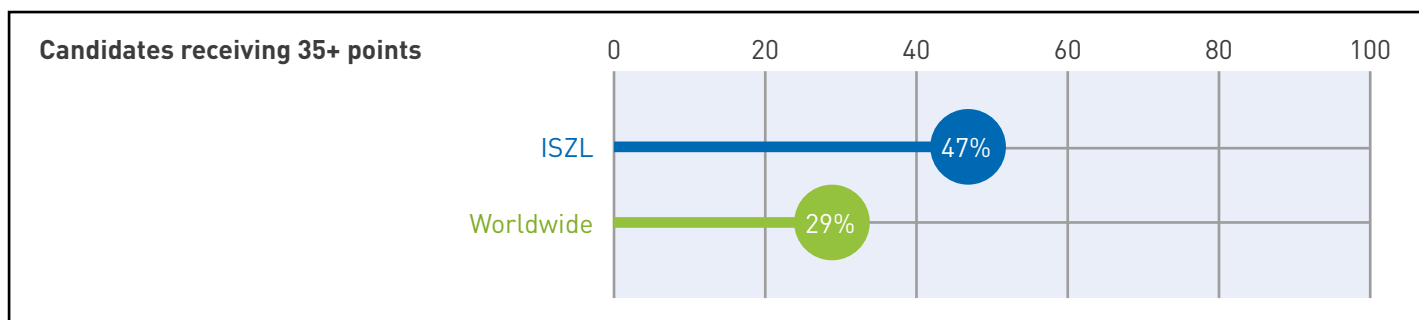
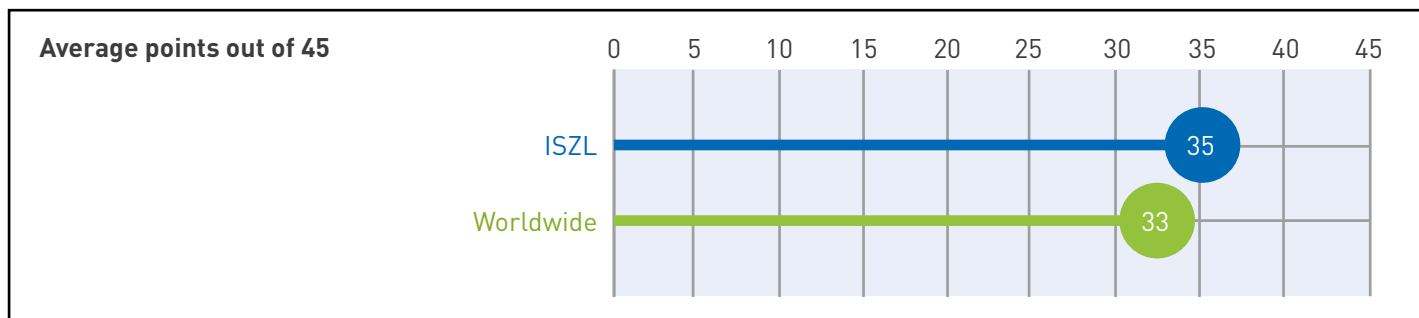
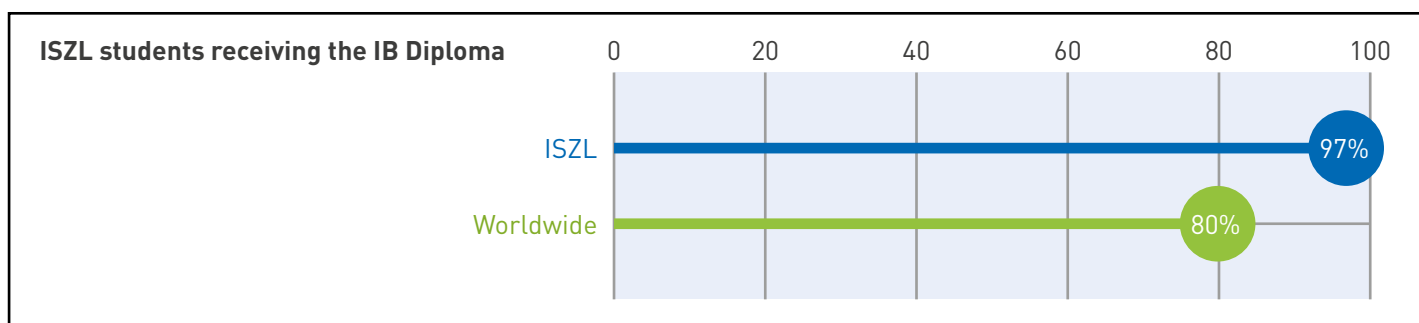
British	209	Norwegian	14	Czech	5
German	95	Greek	12	Hungarian	3
Swiss	78	Irish	12	Latvian	2
Dutch	58	Polish	11	Romanian	2
French	49	Austrian	9	Maltese	2
Italian	45	Turkish	9	Estonian	2
Danish	43	Ukrainian	8	Slovak	1
Swedish	41	Finnish	7	Albanian	1
Spanish	37	Portuguese	6	Icelander	1
Belgian	32	Croatian	5		
Russian	30	Cypriot	5		

STUDENTS  
1200





# IB RESULTS



Highest points obtained by an ISZL student

44

Bilingual Diplomas

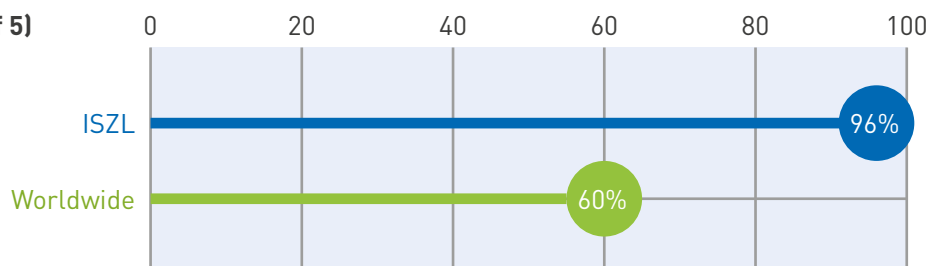
18%

Number of Grade 12 IB Students

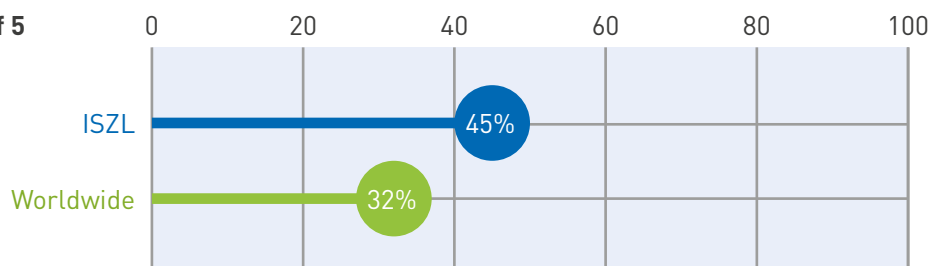
63

## AP RESULTS

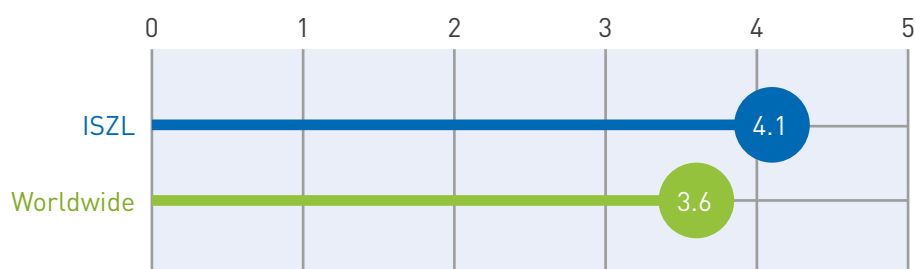
Students scoring 3 or higher (out of 5)



AP exams with a maximum score of 5



Average Score (out of 5)



Number of AP Scholars

20

AP Scholars with Honours

14

AP Scholars with Distinction

35

AP International Diploma Recipients

10

## BTEC Diploma in Creative Media Production

Pass Rate

100%

BTEC Scholars with Distinction

85%

# ATIONAL SCHOOL AND LUZERN

motivate | achieve



# UNIVERSITY ACCEPTANCES AND MATRICULATION

## AUSTRALIA

**University of Technology, Sydney**  
**University of Melbourne**  
 University of Queensland  
 RMIT

## BELGIUM

Ghent University  
**KU Leuven**

## CANADA

Concordia University  
 Emily Carr University of Art and Design  
 McGill University\*  
 McMaster University  
 Trent University  
 University of Alberta  
 University of British Columbia\*  
 University of Guelph  
 University of Toronto\*  
 University of Waterloo  
**Queen's University**  
 Western University\*  
 York University

## CHINA

Fudan University

## FRANCE

**American University in Paris\***  
**EDHEC Business School**  
**ESCP-Europe - Paris\***  
 Paris College of Art  
**Collège Universitaire de Sciences Po**

## GERMANY

Bard College Berlin  
 Bonn-Rhein-Sieg University of Applied Sciences  
**Ludwig Maximilian University of Munich**  
**Mittweida University of Applied Sciences**  
 MSH Medical School Hamburg

## GREECE

**University of Crete**  
**The American College of Greece**

## HONG KONG

Hong Kong University of Science and Technology  
**University of Hong Kong**

## HUNGARY

**Semmelweis University of Medical Sciences**

## IRELAND

**Trinity College Dublin**  
 University College Dublin

## ITALY

**Accademia Italiana**  
 Istituto Marangoni  
**Università Bocconi\***  
**Humanitas University**

## NETHERLANDS

Amsterdam University College  
 Breda University of Applied Sciences  
 Eindhoven University of Technology  
 Erasmus University College\*  
 Erasmus University Rotterdam\*  
 Fontys University of Applied Sciences  
 HAN University of Applied Sciences  
 Hanze University of Applied Sciences  
 Leiden University\*  
 Leiden University College The Hague  
 Maastricht University\*  
 Rotterdam Business School  
 Rotterdam University of Applied Sciences  
 Technical University of Delft\*  
 The Hague University of Applied Sciences  
 Tilburg University\*  
**University College Roosevelt\***  
 University College Venlo  
 University College Tilburg  
 University of Amsterdam\*  
 University of Groningen\*  
 University of Twente\*  
 Utrecht University\*  
 Vrije Universiteit Amsterdam  
 Windesheim University of Applied Sciences

## LATVIA

**Riga Stradins University (Medicine)**

## SPAIN

**Abat Oliba CEU University**  
**EAE Business School**  
 ESADE Business School\*  
**European University of Madrid\***  
**CEU Cardenal Herrera University**  
 IE University\*  
 University of Navarra\*  
**Universidad Alfonso X El Sabio**

## SWEDEN

Luleå University of Technology  
**Lund University**  
**Royal Institute of Technology (KTH)**  
**University of Gävle**

## SWITZERLAND

École Hôtelière de Lausanne\*  
 ETH Zurich\*  
 EU Business School - Geneva  
 Franklin University Switzerland\*  
 Glion Institute  
 Lucerne University of Applied Sciences  
 University of Lausanne  
 University of St. Gallen\*  
**University of Zurich\***  
 Webster University Geneva

## UNITED KINGDOM

**Abertay University\***  
**Arts University Bournemouth**  
 Aston University  
 Birkbeck, University of London  
 Birmingham City University  
**Bristol University**  
 Brunel University London  
 Buckinghamshire New University

## Cardiff Metropolitan University

**Cardiff University\***  
**City University of London**  
**Coventry University**  
**Durham University\***  
 Edinburgh Napier University  
 Fairfield University  
**Goldsmiths, University of London**  
 Hartpury University  
 Heriot-Watt University  
**Imperial College London\***  
**Istituto Marangoni London**  
**Keele University**  
**King's College London\***  
 Kingston University  
 Lancaster University  
 Leeds Arts University  
 Leeds Beckett University  
 Leeds Trinity University  
**Liverpool Hope University**  
 London School of Economics and Political Science  
 Loughborough University\*  
 Manchester Metropolitan University  
 Middlesex University  
**Newcastle University**  
**Norwich University of the Arts**  
**Nottingham Trent University**  
 Queen Mary University of London  
 Ravensbourne University London  
 Regent's University\*  
**Robert Gordon University**  
**Royal Holloway, University of London**  
 Royal Veterinary College, University of London  
 Sheffield Hallam University  
 Solent University  
 Staffordshire University  
 St. George's, University of London  
 Swansea University  
 University of Aberdeen  
 University of Bedfordshire  
 University of Central Lancashire  
**University College London\***  
**University for the Creative Arts\***  
**University of the Arts London\***  
**University of Bath\***  
**University of Birmingham\***  
 University of Brighton  
**University of Bristol\***  
**University of Cambridge\***  
**University of Dundee**  
 University of East Anglia\*  
 University of East London  
**University of Edinburgh\***  
**University of Essex**  
**University of Exeter\***  
**University of Glasgow\***  
**University of Leeds\***  
 University of Leicester  
 University of Lincoln  
 University of Liverpool  
 University of Manchester\*  
 University of Nottingham\*  
 University of Plymouth  
**University of Salford**  
**University of Sheffield\***  
 University of Southampton\*  
 University of St. Andrews\*  
 University of Stirling

## University of Strathclyde

**University of Surrey**  
**University of Sussex**  
**University of Warwick\***  
 University of Westminster, London  
 University of West London  
 University of York\*

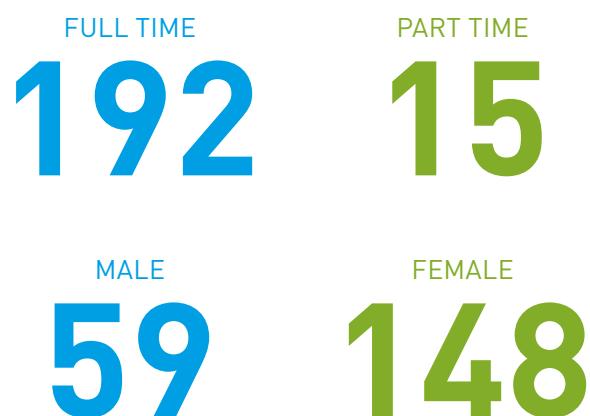
## UNITED STATES OF AMERICA

**Arizona State University**  
**Babson College**  
**Barnard College**  
**Bentley University**  
 Boston College  
**Boston University**  
 Brown University  
 California College of the Arts  
 Carnegie Mellon University  
 Case Western Reserve University  
 College of William and Mary  
 Cornell University  
 Detroit Institute of Music Education  
 Drexel University  
 Emerson College  
 Emory University  
 Florida Institute of Technology  
**Fordham University**  
 Georgia Institute of Technology  
 George Washington University  
**Harvard University**  
 Indiana University at Bloomington  
 Ithaca College  
 Los Angeles College of Music  
**New Jersey Institute of Technology**  
 New York University\*  
**Northeastern University\***  
**Parsons School of Design**  
 Pennsylvania State University  
 Purdue University  
 Rhode Island School of Design  
 Ringling College of Art and Design  
 Rochester Institute of Technology  
 Rollins College\*  
 Sarah Lawrence College  
 Savannah College of Art and Design  
**Stanford University**  
**Syracuse University**  
 University of California, Davis  
**University of California, San Diego**  
**University of Colorado Boulder**  
 University of Denver  
 University of Massachusetts Amherst  
 University of Miami  
 University of Michigan Ann Arbor\*  
 University of North Carolina at Chapel Hill  
 University of Illinois Urbana-Champaign  
 University of Pennsylvania  
 University of Pittsburgh  
 University of Puget Sound  
 University of San Diego  
 University of San Francisco  
 University of Vermont  
 University of Virginia  
 University of Washington  
 University of Wisconsin-Madison  
 Virginia Tech  
**Wake Forest University**  
 Worcester Polytechnic Institute

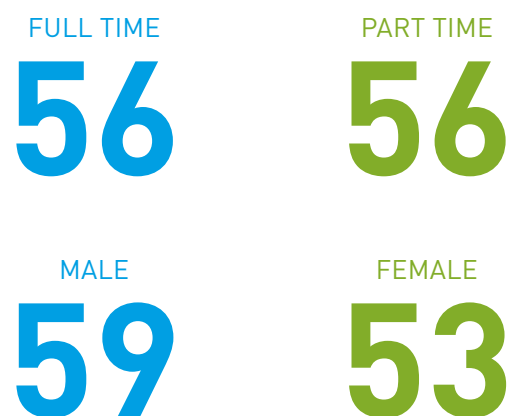
Bold indicates matriculation. \* indicates more than one student attending.

# FACULTY AND STAFF

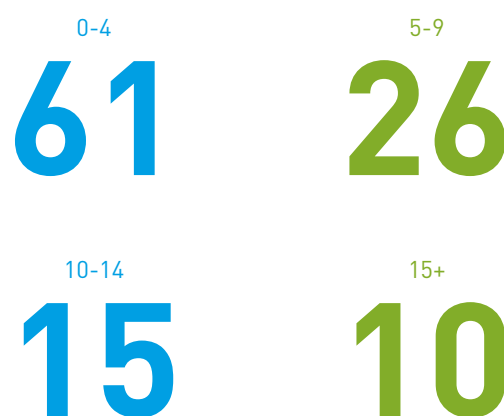
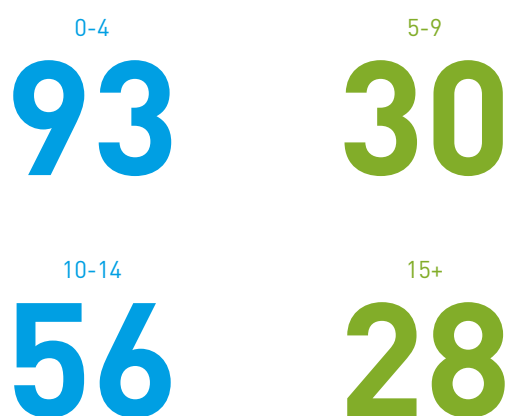
## TEACHING STAFF



## NON-TEACHING STAFF



## YEARS AT ISZL



## BY NATIONALITY

Australia  
Brasil  
Germany  
France  
Greece  
Great Britain  
India  
Ireland  
Israel  
Italy  
Japan  
Canada  
Kazakhstan

Luxembourg  
Malaysia  
Netherlands  
Poland  
Romania  
Sweden  
Switzerland  
Spain  
Czech Republic  
Turkey  
Hungary  
USA

Australia  
Bulgaria  
China  
Germany  
Finland  
France  
Greece  
Great Britain  
India  
Italy  
Canada  
North Macedonia  
Norway

Austria  
Poland  
Portugal  
Kosovo  
Switzerland  
Serbia  
Spain  
Sri Lanka  
South Africa  
Hungary  
USA







# The Heartbeat of Our School: The Role of the Parents' Association

Written by: Lorna Graham, Community Engagement Manager

In every school community, there exists a network of individuals who work behind the scenes, adding to the heartbeat of the institution. For us, that network is our Parent's Association (PA). Their dedication, energy, and unwavering support have made a remarkable impact on our school, creating a stronger sense of belonging for students, staff, and families alike.

For an international school, a Parent's Association (PA) is essential in fostering a sense of unity among a diverse community. With families coming from different cultures, languages, and backgrounds, the PA plays a critical role in bridging gaps, building connections, and creating a welcoming environment for everyone. The PA helps new families settle into a new country and school system, offering support and resources to ease their transition. By organising events, activities, and support networks, the PA encourages cultural exchange and understanding, which are at the heart of any international school's ethos.

## Building a Sense of Community

At the core of the Parents Association's mission is the goal to foster a sense of community where everyone feels welcomed and involved. They play a pivotal role in welcoming new families into our international school community. Understanding that joining a new school—especially in a foreign country—can be both exciting and overwhelming, the PA strives to ensure that new families feel supported during their transition.

They organise orientation events, welcome gatherings, and try to connect new families with current ones, offering support, friendship, and guidance. Parents are invited to join Community groups, neighbourhood network groups, parent led groups like cycling, running, hiking and also class and grade groups. The PA's efforts provide some much needed practical assistance to families.



## Engaging Families and Encouraging Involvement

One of the greatest achievements of the Parent's Association is their success in encouraging volunteer involvement in school life. Throughout the year more than three hundred community members share their time and energy by supporting the library, musicals, sporting events and helping host apéros. The core Executive Committee, also made up of volunteers, divides their time and resources across all three divisions. On our Zug campus, students experience the joy of the Festive Shop ( a charity event), a visit from Samichlaus, movie nights, Trunk and Treat and spooky Halloween discos. High School students are not left behind and get seasonal treats, participate in scavenger hunts, pumpkin carving and have grade level lunches and bbqs catered by their amazing PA grade representatives.

Not to be left out, parents are also invited to exciting adult only events like the Oktoberfest and a year-end party with food trucks and dancing into the early hours of the morning.

The flagship event of the year is of course International Day. Run by a dedicated committee this event takes months of planning and is a serious exercise in logistics. In May 2024 during set-up, an unexpected storm destroyed all the tents. Determined to continue, volunteers worked into the night to restock and the next day the event continued as if nothing had happened. This truly shows the engagement and commitment towards providing our community with the best possible experience.



## Engaging outside the ISZL community

The day after International Day in May, the PA and Community Engagement Team at the school hosted over 400 refugees for a day filled with fun, food, and friendship. This event grew from a desire to better utilise the infrastructure and setup from International Day. We offered bouncy castles, face painting, bubble blowing, trike rides, and more. Our volunteers served delicious food, ensuring everyone had a great time. It was wonderful to see guests meet others from their home countries, creating connections and forging new friendships. It was an event we can truly be proud of.

We are excited to be exploring opportunities with the Canton of Zug to collaborate on activities that support local refugees. Our students are currently helping with German, maths lessons, homework, and other support where needed. This event was a true reflection of the ISZL spirit and dedication to making a difference.





## SPORTS RESULTS



### KEY

EISSR	European International Schools Ski Race
ESC	European Sports Conference
JV	Junior Varsity
HHC	Heinrich Harrer Championships
HS	High School
ISST	International School Sports Tournament
MS	Middle School
PS	Primary School
SCIS	Sports Council of International Schools
SGIS	Swiss Group of International Schools
V	Varsity

<b>Rugby</b>	U16	Invitational,SGIS	INV – Champions/ SGIS – No Ranking
	U18	Invitational,SGIS	INV – Champions/ SGIS – No Ranking
<b>Football</b>	MS Boys A	ISSL,SGIS,ESC	ISSL – Champions, Sportsmanship Award / SGIS – 2nd Place / ESC – Champions
	MS Boys B	ISSL,SGIS	ISSL – 2nd Place / SGIS – 8th Place ,Spirit Award
	MS Girls A	ISSL,SGIS,ESC	ISSL – 2nd Place / SGIS – 5th Place / ESC – Champions
	MS Girls B	ISSL,SGIS	ISSL – 4th Place
	JV Boys	ISSL,SGIS,ESC	ISSL – 2nd Place / SGIS – 2nd Place / ESC – 2nd Place
	JV Girls	ISSL,SGIS,ESC	ISSL – 3th Place / SGIS – 3th Place / ESC – 2nd Place
	Varisty Boys	ISSL,SGIS,ESC	ISSL – 2nd Place / SGIS – 7th Place / ESC – 5th Place
	Varisty Girls	ISSL,SGIS,ESC	ISSL – 3th Place / SGIS – 5th Place / ESC – Champions
<b>Cross Country</b>	PS	ISSL	ISSL – 1st Place
	MS	ISSL,SGIS,ESC	ISSL – 2nd Place / SGIS & ESC – No ranking
	HS	SGIS	SGIS – No ranking
<b>Basketball</b>	PS	ISSL Festival , SGIS	ISSL – No ranking / SGIS – Champions
	MS Boys A	ISSL,SGIS,ESC	ISSL – 4th Place / SGIS – 2nd Place / ESC – Champions
	MS Boys B	ISSL,SGIS	ISSL – 3th Place / SGIS – 6th Place
	MS Girls A	ISSL,SGIS,ESC	ISSL – 4th Place / SGIS – 5th Place / ESC – 2nd Place
	MS Girls B	ISSL,SGIS	ISSL – 2nd Place / SGIS – Cancelled
	JV Boys	ISSL,SGIS,ESC	ISSL – 3th Place / SGIS – No ranking / ESC – 5th Place
	JV Girls	ISSL,SGIS,ESC	ISSL – 3th Place / SGIS – No ranking / ESC – 4th Place
	Varisty Boys	ISSL,SGIS,ESC	ISSL – 4th Place / SGIS – 4th Place / ESC – 4th Place
	Varisty Girls	ISSL,SGIS,ESC	ISSL – 3th Place / SGIS – 5th Place / ESC – 6th Place
<b>Swimming</b>	PS	INV,ISSL	No Ranking
	MS	ISSL,SGIS	ISSL – 3th Place / SGIS – 3th Place
	HS	ISSL,SGIS,ESC	ISSL – 3th Place / SGIS – 3th Place / ESC – 5th Place
<b>Skiing</b>	PS	ISSL,Volkl Cup	ISSL – Champions / Volkl Cup – Champions
	MS	EISSR,Volkl Cup, HHC	EISSR – 2nd Place / Volkl Cup – 3th Place / HHC – 2nd Place
	HS	EISSR,Volkl Cup, HHC	EISSR – 5th Place / Volkl Cup – No Rank / HHC – 3th Place
<b>Badminton</b>	PS	SGIS	SGIS – No Ranking
	MS	SGIS	SGIS – No Ranking
	HS	ISSL,SGIS,ESC	ISSL – Champions / SGIS – No rank / ESC – 3th Place
<b>Softball</b>			
	HS	ISSL	ISSL – 2nd Place
<b>Volleyball</b>	PS	ISSL	ISSL – Champions
	MS Boys	ISSL,INVITATIONAL	ISSL – 3th Place / INV – 2nd Place
	MS Girls A	ISSL,INVITATIONAL,SGIS	ISSI – 5th Place / INV – 4th Place / SGIS – 4th Place
	MS Girls B	ISSL,INVITATIONAL	ISSL – 4th Place / INV – 4th Place
	JV Girls	ISSL,SGIS,ESC	ISSL – 2nd Place / SGIS – Champions / ESC – 7th Place
	Varisty Boys	ISSL,SGIS,ESC	ISSL – 2nd Place / SGIS – Champions / ESC – Champions
	Varsity Girls	ISSL,SGIS,ESC	ISSL – 4th Place / SGIS – 4th Place / ESC – 4th Place
<b>Track &amp; Field</b>			
	PS	ISSL,SGIS	ISSL – 2nd Place / SGIS – 2nd Place
	MS	ISSL,SGIS	ISSL – Cancelled / SGIS – Champions
	HS	ISSL,SGIS,ESC	ISSL – No rank / SGIS – 4th Place / ESC – No rank
<b>Golf</b>			
	MS+HS	ISSL,SGIS,ESC	ISSL – No rank, SGIS – 4th Place , ESC – 2nd Place
<b>Tennis</b>			
	MS	ISSL,SGIS	ISSI – 2nd Place / SGIS – 2nd Place
	HS	ISSL,SGIS,ESC	ISSL – 2nd Place / SGIS – No rank / ESC – 3th Place

# FUND FOR EXCELLENCE



During the 2023/24 school year, the Fund for Excellence (FFE) raised :

## CHF 159,952

The Fund for Excellence (FFE) provides important resources beyond our operational budget, allowing us to enhance student learning and reach higher levels of educational excellence. Each year, the FFE is responsible for funding several notable projects that enhance the curriculum, drive innovation, and support holistic development of students.

The impact of these FFE projects is far-reaching, helping to inspire creativity, critical thinking, and collaboration among students. By continuously improving the learning experience, the FFE plays a crucial role in ensuring that ISZL remains at the forefront of international education.



### Grade 2 Maker Space

Fostering hands-on learning and creativity, these spaces support students in developing ideas, practicing fine motor skills, and extending their learning in an inclusive environment. Teachers tailored the spaces to meet Grade 2 needs, with students actively contributing to their design through collaboration.

### Classroom Composting

The FFE provided Bokashi composting systems for our younger students, who began composting snack waste. They added bran to aid decomposition and prevent odours, then placed the compost in the garden and wormeries. This project teaches the composting cycle and its impact on plant growth. Students shared their learning through documentation and presentations.



### Middle School VEX Robotics

Thanks to our extracurricular activities coordinator, the FFE provided VEX Robotics kits and e-sports computers to support new clubs. Middle and High School students can now design and program robots for Swiss competitions and participate in e-sports, developing skills and competing in a supportive environment.

### Raku oven for High School

With FFE funding, our art students now have a Raku kiln, allowing them to explore the ancient Japanese ceramic glazing and firing process. This hands-on experience heats pottery to 1,000°C, producing glowing ceramics, which are then ignited in combustible materials. We look forward to seeing students bring their artistic visions to life through Raku ceramics.



## Additional completed FFE-funded projects this year:

- Visiting author Neal Shusterman
- A visit to the Luzerner theatre
- E-Sports club
- Spark fun in the middle school
- Silent disco headphones

Scan here to  
learn more  
about the FFE  
and to donate





# AUDITED FINANCIAL REPORT\*

## Balance Sheet as of 31.07.2024

<b>Assets</b>	<b>CHF</b>
Current assets	15,601,446
Non-current assets	42,466,494
<b>Total assets</b>	<b>58,067,940</b>

## Liabilities and capital

Current liabilities	13,586,848
Non-current liabilities	10,820,000
Total organisation capital	33,661,092
<b>Total liabilities and capital</b>	<b>58,067,940</b>

## Statement of Operations 2023/24

Revenue	46,435,533
Donations received	707,667
Contributions from public authorities	1,259,360

## Operating revenue 48,402,560

Personnel expenses	-35,157,853
Operating expenses	-10,189,483
Depreciation	-1,638,153

## Operating expenses -46,985,489

## Operating result 1,417,072

Financial income and expenses	161,277
Financial expenses	-253,682
Extraordinary income and expenses	6,728
Taxes	-3,716

## Annual result 1,327,679

\*The Audited Financial Statement of the ISZL. The financial statements were audited by the statutory auditors, BDO Limited Switzerland, and approved by the ISZL Board of Trustees in November 2024. The information presented above reflects the financial position as of 31 July 2024.

## A WORLD CLASS LEARNING COMMUNITY

The International School of Zug and Luzern (ISZL) is an independent co-educational, non-profit day school serving the international community of Central Switzerland by providing a comprehensive education from Early Years to university preparation, from ages 3 to 18.

As an International Baccalaureate (IB) World School, ISZL is authorised by the IB Organisation to offer the Primary Years, Middle Years, IB Diploma and Career-related Pathway Programmes. In addition, students in Grades 11 and 12 have the option of taking Advanced Placement (AP) courses and exams, which are audited by the College Board.

ISZL has been accredited by the prestigious and highly respected Council of International Schools (CIS) and the New England Association of Schools and Colleges (NEASC). ISZL is a member of the Swiss Group of International Schools (SGIS) and the Educational Consortium of International Schools (ECIS).

ISZL is supervised by the Educational Authorities of the Canton of Zug and operates with their approval.

## A NON-PROFIT FOUNDATION

ISZL is registered as a non-profit foundation (Stiftung) in Switzerland.

## EINE LERNGEMEINSCHAFT DER WELTKLASSE

Die International School of Zug and Luzern (ISZL) ist eine unabhängige, gemeinnützige Tagesschule die der internationalen Gemeinschaft der Zentralschweiz eine umfassende Ausbildung vom Vorschulalter bis hin zur Universitätsvorbereitung für 3 – 18 Jährige anbietet.

ISZL ist als International Baccalaureate (IB) World School durch die IB Organisation autorisiert die Primary Years, Middle Years, IB Diploma und Career-related Pathway anzubieten. Ausserdem haben Schüler der 11. und 12. Klasse die Möglichkeit, Advanced Placement (AP) Kurse zu belegen und Examen abzulegen. Alle AP Kurse werden vom College Board überprüft.

ISZL ist akkreditiert vom renommierten und hochangesehenen Council of International Schools (CIS) und der New England Association of Schools and Colleges (NEASC). Die Schule zeigt damit, dass ihre akademischen Programme von höchster Qualität sind.

ISZL wird von der Bildungsbehörde des Kantons Zug beaufsichtigt, und wird mit deren Genehmigung geführt.

## EINE GEMEINNÜTZIGE STIFTUNG

ISZL ist nach schweizerischem Recht als gemeinnützige Stiftung organisiert.

