



American  
International  
School  
Vienna



# Annual Report

A School Year in Review

2023-2024



**American  
International  
School  
Vienna**

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## Our Mission

At the American International School Vienna, we empower each student with the skills and character strengths necessary to be positively impactful global citizens who strive for personal growth and excellence in an ever-changing world.

## Our Vision

A community of innovative learners realizing their chosen futures with courage, curiosity, and joy.

## Our Values

### **Respect**

We will be kind, considerate, inclusive, and thoughtful in our interactions with others and the environment.

### **Aspire**

We will pursue our passions, imagine possibilities, and make them real.

### **Achieve**

We will apply ourselves to the best of our ability with effort and ingenuity, and strive for personal growth.

# Strategic Plan 2021-2026

## Priority Areas

01

### Teaching & Learning

Empowering students to strive for personal growth and excellence.

02

### Character & Community

Cultivating ethical, purposeful, and balanced citizens of a diverse community.

03

### Facilities

Creating spaces to support innovative learning.

04

### Finance

Stewarding resources to support current and future students.

### Environmental Ethics & Sustainability

The AIS Vienna community is committed to developing an environmentally friendly school by raising environmental awareness, making environmentally friendly decisions, including environmental action and education in our daily routine, and supporting the environmental policies of Austria.

## Key Facts



STUDENTS **801** NATIONALITIES **79** LANGUAGES SPOKEN AMONG STUDENTS **51**



STUDENT LAPTOPS & IPADS  
**1:1**



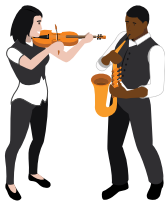
FAMILIES **518**



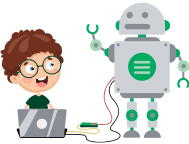
CLASS OF 2024  
COLLEGE  
ACCEPTANCE  
RATE  
**100%**



ATHLETIC  
TEAMS  
**40**



ARTS  
EVENTS  
**55**



CLUBS &  
ACTIVITIES  
**75**

ALUMNI NETWORK MEMBERS **13,915**

CAMPUS AREA **45,000 m<sup>2</sup>**

YEARS IN EXISTENCE **64**

EMPLOYEES **192**

\*All data as of June 2024





## A Letter From the Executive Board

The 2023-2024 academic year at AIS Vienna was a year of resilience and progress, despite challenges in the global landscape, such as political and economic complexities. The AIS Vienna community has demonstrated remarkable unity, strength, and commitment to our mission. It has been an honor for me to serve as Executive Board Chair, working alongside our dedicated teachers, staff, and board members to ensure that AIS Vienna remains a safe and welcoming place for everyone. I want to thank each Board member for their hard work, time, and voluntary support for our community. Their commitment and dedication have been essential to the success and strength of AIS Vienna.

In 2023-2024, our community represented

almost 80 nationalities and spoke 51 languages, creating a unique environment where everyone feels a sense of belonging. This diversity strengthens our school and helps us build an inclusive culture where everyone feels valued and connected.

The Board made significant progress this year, accomplishing important achievements. Some are highlighted here:

**Strategic Plan Oversight:** The Board actively monitored progress on our Strategic Plan (2021-2026) to ensure each initiative aligns with the school's mission. By tracking Year 3 goals, the Board reinforced its commitment to inclusivity and sustained progress toward AIS Vienna's long-term objectives.



**Data-Driven Decision-Making:** The Board established a Data Dashboard Task Force to develop measurable metrics in key areas. This dashboard will help the Board make more informed, data-driven decisions.

**Enhanced Governance:** Effective governance is crucial for AIS Vienna's success. This year, the Board strengthened its governance practices by updating policies to align with relevant laws, By-Laws, and the needs of our school community.

**Board Retreats and Training:** The Board held two retreats, facilitated by our board coach, focused on governance themes and the specific responsibilities of the Executive Board. Additionally, we conducted a workshop for board candidates, covering our Governance Framework, the Board's role, and collaboration strategies with the Director. We also explored the influence of culture in governance and how the Board's work aligns with the school's mission.

**DEIB Workshop:** The Board worked with a DEIB consultant on Diversity, Equity, Inclusion, and Belonging. This session allowed us to reflect on our goals and renew our commitment to fostering an inclusive school culture.

**Board Buddy Program:** Through the Board Buddy program, we supported new members, strengthening our teamwork and reinforcing our commitment to transparency and collaboration. These efforts

demonstrate the Board's dedication to excellence, integrity, and continuous improvement.

**CIS Self-Study and Preliminary Report:** This year was a CIS Self-Study year, and we are proud to have received several commendations in the preliminary CIS report, developed in collaboration with the Middle States Association (MSA). The report praised AIS Vienna's advancements in governance and leadership, highlighting the Board's robust governance framework and strong collaboration with the Director and Senior Leadership Team.

**Financial Oversight and Budgeting:** The Board's role includes financial oversight. We reviewed and presented the 2024-2025 budget, balancing financial stability with continuous improvement. Investments were made in resources, staffing, and facilities to enhance learning opportunities while addressing economic challenges. We remain focused on strategies to manage rising costs, prioritize financial sustainability, and maintain a high-quality educational experience.

**Capital Facilities Project Feasibility Study:** As we explored options for a Capital Facilities Project, we completed a capital campaign feasibility study with CCS, a fundraising consultancy firm. Thank you to everyone who participated in this study—your insights are invaluable as we work together to bring this project to life, creating

spaces that reflect our mission and meet our students' needs. We believe this project will have a profound influence on our school's future.

Despite challenges in the global economy, demand for AIS Vienna remains strong, reflecting our reputation as a leading international school.

On behalf of the AIS Vienna Executive Board, I would like to thank our Director Dr. Miner, our Senior Leadership Team, faculty, staff, parents, alumni, and especially our wonderful students. Your commitment makes AIS Vienna a place where everyone can grow and succeed.

As we continue to uphold our values - Respect, Aspire, and Achieve - the Executive Board remains dedicated to fostering an inclusive environment that encourages curiosity, integrity, and excellence. We are committed to helping our students become responsible global citizens who will contribute positively to a diverse and interconnected world.

We look forward to another year of student-centered growth, where our programs and resources are focused on nurturing each student's unique strengths, supporting their resilience, and building a stronger sense of belonging within our community.

**Şirin Kont**  
*Executive Board Chair*



## A Letter From the Director

The 2023-2024 school year featured the launch of Year 3 of our Five-Year Strategic Plan, with academic program initiatives, focused professional development for faculty and staff, and student-centered program and facilities enhancements.

Academic achievements were strong, with some exceptional scores in several areas reflecting the impact of strategic plan initiatives. Our 100% IB pass-rate highlights our ability to keep learning and students at our center, and Measures of Academic Progress (MAP) scores show that our student-centered, inquiry-based approach to learning is contributing to our students' deeper understanding in the core subject areas of Math, Reading, and Language Usage. University acceptances for the Class of 2024 were fantastic, as graduating seniors ultimately demonstrated their adaptability and resilience.

While Director Coffees and other key meetings with parents were held once again in person, a considerable number of parents participated, sharing feedback and engaging in rich discussion. Positive responses and feedback served as confirmation that we are on the right track with our AIS Vienna Strategic Plan. These discussions confirmed what is important to parents and solidified our work in our Strategic Plan priorities (Teaching & Learning, Character & Community, Facilities, and Finance).

Implementing the AIS Vienna Strategic Plan 2021-2026, along with emphasizing our AIS Vienna Mission, Vision, and Core Values, has continued to help us remain a mission-driven school in action, where all programs are in alignment with these guiding statements. An excellent school is continuously improving and we are always looking for ways to thoughtfully pursue new ideas, new possibilities, and new ways to be the best version of ourselves.

Employee professional development and collaboration throughout the school year focused on strengthening our student-centered, standards-based approach, with a focus on assessments, achievement levels, rubrics, and instructional strategies. Our focus was on student choice, inquiry, and removing

barriers to learning. Our community also dove deeper into the concepts of diversity, equity, inclusion, and belonging (DEIB) with the support of outside consultants who helped us evaluate and reflect on the best future actions to ensure a true sense of belonging at our school. Our ongoing commitment to creating innovative learning spaces at all levels by reinvesting in facilities to renew and repurpose space, along with improving student access to technology through our Technology Hardware Plan, allowed us to enhance student learning.

In my fourth year at AIS Vienna, I continue to be impressed with the commitment and dedication of our faculty and staff, as well as the support of this wonderful, caring community. With the many amazing community events throughout the year, I am consistently in awe of our incredible parent volunteers who do so much for our students.

In 2023-2024, volunteers and mentors donated countless hours to student-centered programs including our UN Day and HS Career Fair. The 2023-2024 Annual Fund raised more than €69,000 from 44 families, which we immediately put to work for students. Read more about how we were able to support innovative learning opportunities thanks to the Annual Fund in the Advancement Report on page 29.

On behalf of our students, thank you to everyone who gave so generously in 2023-2024!

I'd like to share a heartfelt thank you to our parents and community members for their ongoing trust and support as AIS Vienna was able to have the most 'traditional' school year since before the pandemic. Our success this year was due in large part to the strength of our collective community to work together on behalf of our students.

My fourth year as Director at AIS Vienna was remarkably meaningful and fulfilling as we made significant progress toward our strategic initiatives. It's amazing how much we've been able to accomplish with the collective excitement, energy, and support from our community members. With our full schedule back on track from concerts, plays, and assemblies, to school and athletics experiences, we are so proud of the learning that has taken place this school year.

We are deeply grateful for the commitment and dedication of our faculty and staff, the support of our parents, along with our alumni and extended AIS Vienna community for always placing students at the center of all that they do.

**Kathy Miner, DEd**  
*Director*



# Teaching & Learning

Year 3 of our strategic plan focused on reflection and consolidation of AISV’s strategic plan. Coupled with the internal review of the Council of International Schools (CIS) re-accreditation self-study process and the addition of two new principals, we took a moment to pause and reflect on our progress to make informed decisions about our priorities in the final two years of our plan.

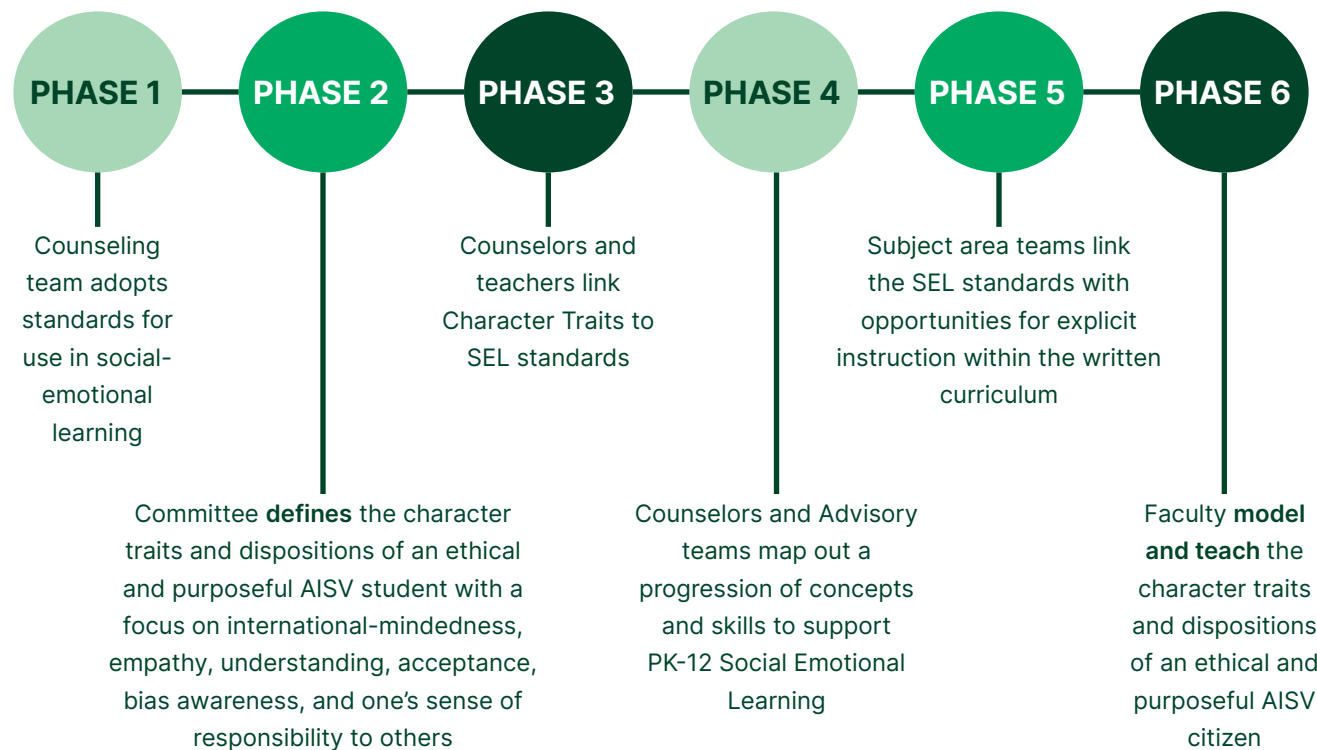
The CIS Self-Study was our top priority for this year. In addition to the Teaching & Learning components of the report, which engaged all faculty, there were over 80 participants across stakeholder groups involved in reflecting on our progress against CIS’s international standards, gathering evidence to support our self-assessment, and brainstorming future actions for AISV to take.

As part of our Priority 2 Character & Community goals, the year began with the introduction of the *Character Traits and Dispositions of the purposeful and ethical AISV citizen*, which aligns with and supports the adoption of the CASEL Framework and Benchmarks across the school. This achievement was part of a multi-year plan to address action items 1 and 2.

## Our Process (Revised August 2024)

**Priority 2: Character & Community, Action Item 1:**  
Define, model, and teach the character traits and dispositions of an ethical and purposeful AISV student with a focus on international-mindedness, empathy, understanding, acceptance, bias awareness, and one’s sense of responsibility to others.

**Priority 2: Character & Community, Action Item 2:**  
Create a community-wide philosophy and integrated program to reinforce strategies and skills that contribute to the emotional, physical, and intellectual well-being of each student.



In addition, the Middle School Social Emotional Learning team built on the counseling team's previous efforts to map out a progression of concepts and skills to support social-emotional learning (SEL), focusing on community building through a collaborative, whole-school approach. While this work will be launched in the Middle School at the start of the 2024-2025 academic year, counselors, leaders, and teachers in the Elementary and High School divisions will continue to collaborate with the Middle School team to develop and implement opportunities for age-appropriate SEL learning engagements in both divisions, articulating and implementing a PK-12 progression of learning.

AISV's work around Belonging evolved over the 2023-2024 school year following a successful visit from our two DEIB consultants, Homa S. Tavangar and Mahtab Mahmoodzadeh. Empowered by our previous learning, coupled with our desire to continue building capacity within our community, we hosted two "choice board" sessions,

facilitated by our teachers with a choice of topics for faculty and staff engagement, including *Strategies for Addressing & Preventing Identity-Based Harm*, *Promoting Healthy Masculinity*, *Equity in the Hidden Curriculum*, *Listening Towards Equity: Building Habits that Support DEIJ Progress in Schools*, and *What Are Students Saying?*. A DEIJB Statement for AISV was launched to further guide and support our future efforts in this area.

In alignment with our Technology Vision and Philosophy, the Teaching & Learning Office collaborated with the Technology team to articulate a PK-12 Digital Citizenship Scope and Sequence, launched to teachers in the Middle School for implementation during the 2024-2025 academic year. The goal was to ensure explicit instruction around key digital citizenship themes and concepts to support empowered, responsible digital citizens who engage responsibly with technology as respectful future-minded members of the global community. Training and support for our Teacher Leaders continued over the year.

Teacher Leaders engaged in a book study to support them with tools for having challenging conversations, and the leaders continued to discuss how they might use protocols and strategies to support learning-focused meetings.

AISV also continued training in a consistent system for analyzing data and student assessments to provide teachers with skills and protocols for analyzing evidence of gaps in student achievement. Our Social Studies and EAL teams engaged in sessions that resulted in evidence-based problem-solving, capacity building, and agreements around commitments for action within the subject areas across divisions.

AISV teachers engaged in professional learning to support the implementation of the Bridges Math program in the Elementary School (Jackie Amato), improve literacy instruction in the Middle School (Erin Kent Consulting), and continue to refine our PK-12 Health and Physical Education curriculum (Ted & Carolyn Temertzoglou).





## Facilities Report

One of the most important ways we support student success is by tailoring the school environment to best support learning and growth. The AIS Vienna Facilities Team makes use of the summer months to put our ambitious plans into action, and the summer of 2024 saw a number of developments to our campus.

This year we celebrate major upgrades to our Pre-Kindergarten classroom and the creation of new outdoor learning spaces, along

with upgrades to existing outdoor learning spaces.

Our significantly renovated Pre-Kindergarten classroom allows our program to nurture young learners, using their joy and innate inclination toward curiosity to enrich their academic and social-emotional development, building lifelong learners. The renovations include major structural changes to create more flexible multipurpose learning spaces, along with important updates to furniture, flooring, and

lighting. This new Pre-Kindergarten classroom, along with the renewal of our Kindergarten classrooms and Early Childhood Discovery Garden during the summer of 2023, makes our Early Childhood program one that is unrivaled in Vienna and Austria. These spaces allow our youngest learners to engage in scientific learning of physical, life, and earth sciences through direct manipulation and exploration of natural materials and phenomena such as sand, water, leaves, plants, insects, etc.; and develop fine motor





and gross motor skills through climbing, digging, art, and music activities. Learn more at: [ais.at/academics/early-childhood](https://ais.at/academics/early-childhood).

Newly completed outdoor improvements include a shaded chill zone next to the sports field bleachers where students can spend their free time, a shaded training area next to our Fun Court where students can do outdoor workouts, and a shaded amphitheater outside the Middle School building adding to our outdoor learning facilities that

can accommodate large groups of students. New benches were added to our Peace Garden and to the Main Gate entry way area, making our campus feel even more connected to our natural surroundings and the beauty of the Vienna Woods.

During 2023-2024, we wrote procedures for monitoring and adapting to rising temperatures as needed and commissioned an engineering consulting firm to review our campus for systematic heat mitigation recommendations.

Completed upgrades include a new mist shower on the Elementary School Playground, a central sun blind system across the school, UV reflective films on Middle and High School classrooms, and upgraded ventilation and cooling systems across the campus.

The hard work of our Facilities Team is part of our standing commitment to upgrading, modernizing, and improving the spaces our learners inhabit. We hope you enjoy the improvements as much as we do!

# Technology Report

During the 2023-2024 school year, the Technology Support Office implemented extensive upgrades to hardware, systems, and security to improve the school's infrastructure and enhance the overall technological experience. Key initiatives included upgrading network equipment, surveillance cameras, and staff devices, as well as transitioning device management systems, enhancing digital signage, and strengthening data protection measures. Additionally, advancements in student belonging, digital citizenship, artificial intelligence integration, professional development, and software selection reflect a commitment to fostering a secure, inclusive, and innovative learning environment.

## Hardware Upgrades

The Technology Support Office made significant strides in enhancing the school's network infrastructure and device hardware. We upgraded our core switch software, allowing us to expand and better connect various parts of the school resulting in more reliable connections for everyone. As part of our commitment to campus safety, we replaced all 26 outdoor surveillance cameras with new 4K external cameras that offer superior clarity and cover more of the school grounds. Additionally, we upgraded all laptops for the Business Office staff. To enhance the durability and security of student devices, we replaced the laptop cases for Middle School students with more robust cases.

## System Upgrades

The Technology Support Office focused on several crucial system upgrades to improve efficiency and security across the school. We upgraded the software used for digital signage within the school, simplifying the process for teachers and students to add content. Furthermore, we doubled the number of screens utilizing this software from 5 to 10, enhancing our ability to communicate important information school-wide. In an effort to streamline device management and security, we transitioned all Elementary School iPads to Mosyle, our laptop Mobile Device Management (MDM) system. This move allows for more consistent monitoring and security of the devices while also offering additional functionalities, such as individual device assignment and personalization. These system upgrades are designed to streamline operations and enhance the overall technological experience for both staff and students.

## Data Protection

Our data protection team was proactive in maintaining and enhancing our school's data security measures. The team met quarterly to ensure ongoing evaluation and improvement of our data protection strategies. One significant achievement was the adoption of a comprehensive data retention policy for all school data. We also conducted a tabletop exercise focused on cybersecurity, which led to the development and

implementation of a Cybersecurity Incident Response procedure. This new procedure ensures that our school is prepared to respond effectively to any cyber threats.

To further bolster our security efforts, we hired a third-party company to conduct a thorough security audit. This audit included network penetration testing and an employee email phishing campaign. The results provided excellent insights and actionable data, allowing us to strengthen our security protocols and awareness among staff.

Finally, the Technology Support Office reviewed all technology-related school policies and proposed updates and additions that were subsequently approved by the Board Governance Policy Committee.

## Student Belonging

In our ongoing commitment to fostering an inclusive and supportive environment, we made significant updates to our systems to enhance student belonging. We replaced student first names with their preferred first names. This comprehensive update was implemented across many of our more than 100 systems, ensuring that each student's identity is respected and accurately represented throughout the school's digital infrastructure. This initiative underscores our dedication to creating an environment where every student feels acknowledged and valued.

## **Middle School Learning**

### **Management System/Gradebook**

We enhanced the Middle School Learning Management System (LMS) and gradebook to better align with our Standards Based Grading philosophy. A dedicated taskforce, composed of teachers and administrators, conducted a comprehensive tender process and ultimately chose Teamie as the new LMS and gradebook for the Middle School. The implementation of Teamie is set to begin for the 2024-2025 school year. This new system promises to streamline the learning management and grading processes, making them more efficient and user-friendly for both educators and students.

### **Learning Focus**

To support effective classroom management and enhance the learning experience, we made modifications to our network. These changes enable Middle School teachers to monitor student devices during class using Apple Classroom. Comprehensive training sessions and resources were developed to ensure that teachers could effectively utilize Apple Classroom in their daily instruction. These efforts have empowered teachers to better manage their classrooms, monitor student engagement, and provide timely support and feedback.

### **Digital Citizenship**

Our technology curriculum review team developed a comprehensive PK-12 Digital Citizenship plan aimed at promoting, focusing, and aligning

digital citizenship learning across the entire school. The plan is grounded in the ISTE standards, ISTE digital citizenship competencies, and the Common Sense Media digital citizenship curriculum.

### **Artificial Intelligence**

In our efforts to integrate cutting-edge technology into our educational practices, we developed an AI guiding principles document to steer both teachers and students in their use of AI for learning. This document was crafted based on extensive research from like-minded international schools and authoritative publications from UNESCO, the EU Commission, and the US Department of Education.

To ensure a thorough understanding of these principles, multiple training sessions were conducted for teachers and a dedicated training session was organized for parents. This comprehensive approach ensures that all stakeholders are well-informed about the ethical and effective use of AI in education.

After evaluating several AI platforms, the school formally adopted MagicSchool.ai as its AI platform for learning. The adoption of MagicSchool.ai marks a significant step forward in enhancing our educational technology landscape.

### **Professional Learning**

In the spring of 2024, our Director of Technology, the Middle School and High School Technology Integrator, and three Middle School and High

School teachers participated in the Learning 2 conference at the American School of Paris. The two-day conference covered a wide range of topics such as AI, digital citizenship, robotics, and computer science. This event provided a valuable opportunity for our educators to engage with like-minded international school educators, exchange ideas, and explore innovative practices in educational technology.

### **Software**

The software review team met weekly to evaluate software requests with a focus on data protection and learning applicability. More than 10 new software platforms were adopted. The additions significantly enhance the educational tools available to both teachers and students, promoting a more effective and engaging learning environment.

### **Calendaring**

To improve organization and streamline scheduling, the Technology Support Office developed an in-house software solution that automatically pushes all classes for teachers and students into their Google Calendars. This innovation allows both teachers and students to stay organized and manage their schedules more effectively. By integrating class schedules directly into Google Calendars, this tool provides a seamless way to keep track of daily activities and enhances overall productivity.





## Environmental Report

This past year has been a transformative period for our environmental initiatives, underscoring our commitment to sustainability and collaboration. By working closely with students, faculty, and external partners, we have made meaningful progress in improving campus sustainability while fostering a deeper connection between our students and the environment—all aligned with the United Nations Sustainable Development Goals (SDGs).

One of our key accomplishments

was working with students and faculty to develop new outdoor spaces, enhancing the campus's green areas. Middle School students led efforts to plant flowers and trees, increasing biodiversity and providing future generations with more shaded, natural spaces. To ensure the continuation of these projects, we installed a new watering system for the gardening club, enabling them to maintain the gardens during the summer months. Students also constructed birdhouses and bat houses to promote local biodiversity, enriching

our ecosystem and fostering an appreciation for wildlife.

A notable addition during 2023-2024 was our green roof project, which was developed with the support of a High School student who gathered detailed data during a testing phase. The green roofing improves air quality, enhances energy efficiency, and supports our ongoing environmental goals.

We extended our sustainability efforts beyond our campus by donating 100 old laptops to the



nonprofit “PC für Alle,” which provides technology access to families in poverty in Austria and worldwide. This initiative supports education and reduces electronic waste.

In our cafeteria, we focused on sustainability by collaborating with our kitchen manager to introduce a weekly “Meatless Day,” which helped reduce our CO2 emissions. This initiative encourages students to explore plant-based alternatives and lower their environmental impact. We also partnered with ZIRP,

a company specializing in insect protein, to educate students about sustainable food sources like insect-based protein, which offers a more eco-friendly alternative to traditional animal protein.

Looking ahead, we are enthusiastic about the future of our environmental initiatives. The successes of this past year have energized our school community, and we are excited to continue building on these achievements in the year to come. From exploring more sustainable food initiatives to

expanding our green spaces and further reducing waste, we are committed to promoting a culture of sustainability and environmental stewardship across our campus.

Our students, faculty, staff, and external partners have worked tirelessly to improve our campus and contribute to a more sustainable world. We look forward to another year of growth, innovation, and environmental action.



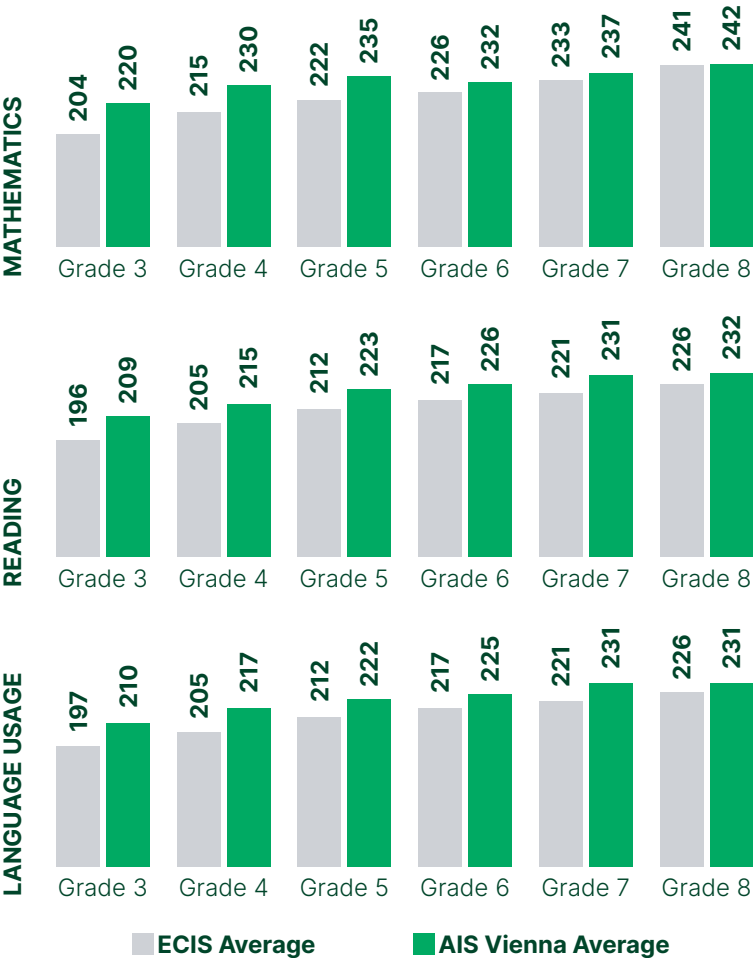


# Student Achievement

At AIS Vienna, we believe that a guaranteed and viable curriculum sets the basis for effective and enjoyable education, as well as life-long learning. Our program is specifically designed to achieve these curriculum goals. We provide educational excellence through effective and collaborative teaching and learning, appropriate facilities, stable and effective governance, active communication, sustainable finances, and a culture that promotes optimal performance and empowers all stakeholders in the community. We place current and future students at the center of our decision-making.

## Measures of Academic Progress (MAP) Assessment Results

Twice a year, students in Grades 3 through 8 take the Northwest Evaluation Association (NWEA) MAP assessment. This assessment provides detailed, actionable data about where each child is on their unique learning path. The MAP also shows achievements in core subjects and compares them to ECIS (the Educational Collaborative for International Schools) norms. These scores are from the Spring of 2024.



\*ECIS averages are from the NWEA Global Partners Dashboard of international schools around the world.



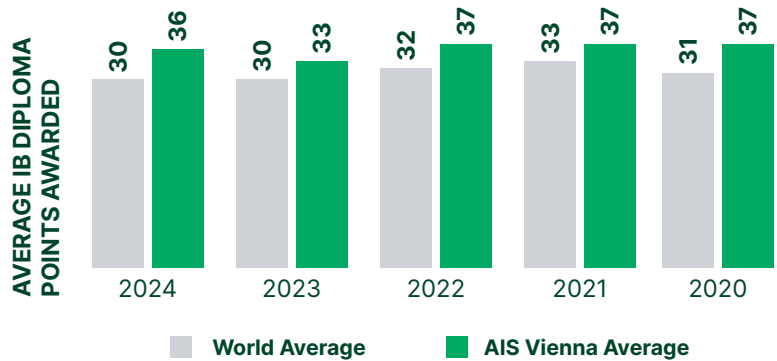
### International Baccalaureate (IB)

The majority of our High School students follow the International Baccalaureate (IB) Diploma Programme, a demanding course of study that offers pupils a diploma recognized by the vast majority of universities throughout the world, and which prepares them for the rigors of higher-level education. Individual subject examinations are graded on a scale from 7 to 1 (7 being the highest and 1 the lowest), with a maximum possible cumulative diploma points of 45.

During the 2023-2024 school year, we were thrilled to celebrate 47 years of being an IB World School. AIS Vienna has been an IB World School since 1977, just nine years after the IB Diploma Program began. We were the 72nd IB school to be authorized, now out of over 5,800 schools worldwide. We are one of the most experienced IB schools in our region (Africa, Europe, and the Middle East) and the single most experienced IB school in Austria.

# 2024 Summary of IB Results

IB Diploma Candidates **54**  
Average IB Diploma Points **36**  
Diploma Pass Rate **100%**



# Higher Education Placements Awarded to the Class of 2024

## Congratulations to the Class of 2024!

As of September 2024, our students have been accepted to the following universities. The number following the university indicates the number of students accepted (if greater than one).

The students from the Class of 2023 received **184** acceptances at **119** institutions in **13** countries/regions.

### Austria

FH Campus Wien  
IU Internationale Hochschule  
Lauder Business School  
Modul University Vienna  
University of Applied Arts - Vienna  
Webster Vienna Private University (2)  
Wirtschaftsuniversität WU Vienna University of Economics and Business (2)

### Canada

Bishop's University  
Concordia University  
Dalhousie University  
McGill University  
Queen's University (2)  
St. Francis Xavier University  
University of British Columbia (2)  
University of Calgary (2)  
University of Ottawa (2)  
University of Toronto (4)  
University Victoria (2)  
University of Waterloo  
Western University  
York University

### Denmark

Copenhagen Business School

### France

EDHEC Business School  
ESCP Business School

### Germany

EBS University of Business and Law (2)  
TU Berlin

### Ireland

Trinity College Dublin - The University of Dublin (2)

### Israel

Reichman University

### Italy

Bocconi University (2)  
Luiss University (2)

### Netherlands

DELFT University of Technology  
HZ University of Applied Sciences  
Leiden University  
Maastricht University (2)  
Tilburg University  
University College Utrecht  
University of Amsterdam (2)  
University of Groningen  
Vrije Universiteit Amsterdam

### Norway

BI Norwegian Business School

### Spain

Escuela Superior de Administracion y Direccion de Empresas ESADE (4)

IE University (3)

IE Business School, Segovia  
Instituto de Empresa Business School

### United Kingdom

Courtauld Institute of Art, University of London  
Imperial College London (2)  
King's College London (4)  
Kingston University  
Queen Mary University of London (3)  
Royal Holloway, University of London  
University College London (UCL) (4)  
University of Bath (2)  
University of Cambridge  
University of Edinburgh (6)  
University of Glasgow (2)  
University of Manchester (2)  
University of St. Andrews (3)  
University of Sheffield  
University of the Arts London  
University of Warwick (7)

### United States

Babson College  
Binghamton University  
Boston University  
Carnegie Mellon University  
Central Washington University

College of William and Mary

Colorado State University (2)  
Eastern Washington University

Embry-Riddle Aeronautical University (ERAU)  
Emerson College  
Florida Tech  
Fordham University (2)

George Mason University (2)  
George Washington University

Gonzaga University  
Harvard University

Hofstra University  
Hult International Business School in Boston

James Madison University (4)

Johns Hopkins University

Lafayette College

Montana State University

Northeastern University

PACE University

Penn State University (3)

Rensselaer Polytechnic Institute (RPI)

Rutgers University

SUNY - Stony Brook University

Syracuse University

UNC Chapel Hill

University of California, Berkeley

University of California, Davis

University of California, Irvine (2)

University of California, Los Angeles (2)

University of California, San Diego (2)

University of Colorado, Boulder (3)

University of Colorado, Colorado Springs

University of Colorado, Denver

University of Florida (2)

University of Illinois at Urbana Champaign (2)

University of Maryland

University of Miami

University of Montana

University of North Carolina at Chapel Hill

University of Pittsburgh

University of Puget Sound

University of San Diego

University of San Francisco

University of Utah (3)

University of Vermont

University of Virginia

University of Washington

University of Wisconsin, Madison

Vanderbilt University

Virginia Polytechnic Institute and State University (3)

Western Washington University

Williams College





## Teacher Facts & Figures

We pride ourselves on the quality of our teaching and we celebrate every one of our internationally diverse teachers. They are fully committed to upholding our Core Values - Respect, Aspire, and Achieve - which are directly linked to student learning at AIS Vienna.

### Facts & Figures About the People Who Help Make AIS Vienna Special

Faculty Members **107**  
Countries Represented **14**  
Teachers with Advanced Degrees **82%**  
Student-Teacher Ratio **8:1**







## Related Arts

Participation in the arts contributes to the total success of the student. Although a quality product is often inherent in artistic endeavours, it is the process itself that is the primary focus. We believe that it is through direct and personal participation in the process of creating art that lasting involvement and appreciation emerge.

Our major theatrical productions in 2023-2024 included two HS plays, *Radium Girls* and *94' to 94': A Century in Stills*, the MS

play *Haphazardly Ever After*, and the ES play *Courage!*, a beautiful student-driven production about determination to gain a new skill and getting back up after we've been knocked down.

AIS Vienna Art of Movement dancers put on an astounding show highlighting multiple dance styles, from classical to modern.

In addition to showcasing student art all over the AIS Vienna campus throughout the school year, we also

held several art exhibits, including our IBDP Visual Art Exhibition.

AIS Vienna musicians dazzled audiences with a series of instrumental and choral concerts, including grade level concerts for our Elementary School students, seasonal instrumental concerts in Middle and High School, and Middle and High School Choir performances.

Some especially noteworthy events took place during the 2023-2024



school year. Our MS and HS Art students had the opportunity to learn first-hand from contemporary artist, Martha Ossowska Persson. Our IB Theater students traveled to London for the International School Theatre Association (ISTA) workshops. High School strings students performed at the 67th annual IAEA (International Atomic Energy Agency) Banquet at the Palais Ferstel. Our MS Advanced and HS Concert Band students took part in the annual *China Meets Austria* concert series held in

Vienna's Musikverein. The second annual ES M.A.D.D. Week (Music. Art. Dance. Drama.) celebration took place in our Elementary School, during which students explored their creativity with special workshops, performances, and visits from guest artists. The week included a performance from the theater company *Klassik Cool*, an interactive performance by *Bakabu*, and an extra special musical performance by *Federspiel* sponsored by the PTF Special Projects Fund and the AISV Annual Fund.

A number of our students also had the privilege of being accepted to perform at Association for Music in International Schools (AMIS) festivals for Honor Musicians, which were held at locations around the world. Congratulations to our talented young musicians for their dedication in auditioning and putting in the extra effort to prepare!

Many of the performances that took place during 2023-2024 can be found on our AIS Vienna YouTube Channel: [youtube.com/aisvienna](https://www.youtube.com/aisvienna).





## Athletics & Activities

### Athletics

The 2023-2024 school year saw a major shift in the athletics program. The ISST (International School Sports Tournament) organization moved to an eight school conference for Varsity, Junior Varsity, and Middle School competitions. Now, in all ISST competitions we are visiting and hosting schools with similar standards for safeguarding, risk assessment, and quality of competition and event management. AIS Vienna no longer competes in the SCIS (Sports Council of

International Schools) conference, but we continue to participate in DVAC (Danube Valley Athletic Conference) competitions. Our student athletes hosted and traveled throughout the year across Europe to represent our school.

We continue to be proud of our coaching staff who continually provide wonderful learning opportunities. In 2020-21 AIS Vienna became the first international school in the world to be on the NFHS Honor Roll by having over 90% of

their coaches take 4 mandatory courses. The courses are primarily about student safety but also include fundamentals of coaching. Since then we have upheld our Honor Roll status and remain a leader in the international community.

The end-of-year celebrations at the MS and HS Sports Awards were a fitting way to recognize the achievements of all our teams and we are always thankful for the wonderful support our athletics program receives from our Boosters





Club. Boosters help provide food and drinks at the events we host and from these sales raise funds to support athletics.

### Activities

In 2023-2024 HS Knowledge Bowl, MS Speech & Debate, and MS Model United Nations teams all took part in competitions organized by the Central & Eastern European Schools Association (CEESA). Our HS Speech & Debate team took part in two New European Speech, Debate, and Acting (NESDA) tournaments, while

our two HS Math teams competed in International Schools Mathematics Teacher Foundation (ISMTF) tournaments.

Having moved athletics completely into the ISST conference for the end-of-season tournaments, we also have the exciting opportunity to develop activities competitions among the eight ISST schools. This well thought out process has already begun and we look forward to what the future holds.

### After School Activities (ASA)

The Elementary School ASA program continues to provide students with a variety of activities ranging from Engineering, Art, and Basketball to Chess, Capoeira, and Mini Chef. Approximately 300 ES students regularly participate in the ASA program which is divided into two semesters.

For more information on our athletics, activities, and ASA programs please visit: [ais.at/student-life](https://ais.at/student-life).



# Celebrating Our International Community



## Students

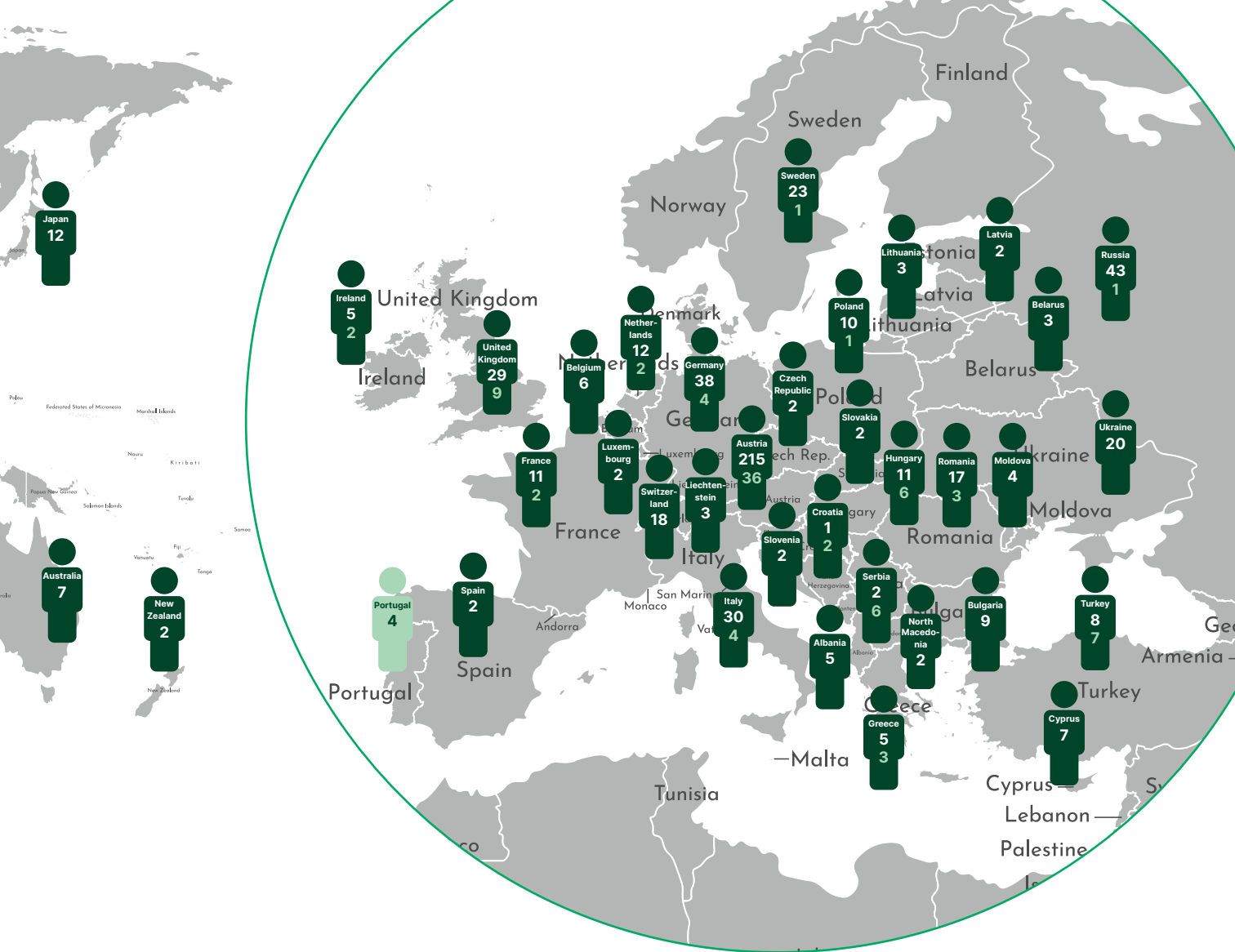
At AIS Vienna we take pride in our diverse international community, which includes students, teachers and staff of many ethnicities, languages, religions, and nationalities. We celebrate diversity and difference throughout the year at many school events, from UN Day to the International Food Festival, to concerts, art shows and more. All in all, 79 countries/regions were included in the makeup of our 2023-2024 student body.



## Faculty & Staff

The core of excellence at AIS Vienna is our talented faculty and administration. Each of the three academic divisions (Elementary, Middle and High School) is headed by an experienced principal with a record of excellence. In addition, our Senior Leadership Team includes the School Director, the Director of Teaching & Learning, the Director of Events, the Director of Technology, the Director of Admissions, the Human Resources

Total student body: **801 students**



Manager, and the Business Manager. There are also trained and experienced counselors in each of the three divisions, resource staff, and librarians for the Elementary School, and the Middle and High School. A full-time nurse practitioner oversees the school's health unit.

The AIS Vienna Faculty numbers over 100 individual teachers. More than 80% hold advanced degrees, with several having earned

doctorates. A substantial majority are U.S. citizens, though the rest hail from around the globe. All AIS Vienna teachers are dedicated professionals who are committed to each student, providing them with extraordinary and personalized care. Each faculty member devotes time to their individual, ongoing development, attending regional and international conferences, IB training, and subject-specific workshops.

AIS Vienna employees range in age from 26-66, with an average and median age of around 47. The average stay of a staff member at AISV is about 10 years, which greatly enhances the school's stability and continuity.

**Twenty-five countries are included in the makeup of our 2023-2024 faculty and staff.**

*Please note: As with many international schools, AIS Vienna has a significant number of students and staff with more than one nationality. Our community members' origins are clearly more complex than our data can capture.*





## Parent-Teacher Forum

The mission of the Parent Teacher Forum (PTF) is to positively impact the lives of all AIS Vienna students, families, teachers, administrators, and staff. We also look to extend the warm embrace of the AIS Vienna community every year to newcomers. Our wonderful AIS Vienna family stretches across the globe, and along with our unique community, is held in the highest regard by thousands of alumni and their families. All AISV parents, guardians, and employees are automatically members of the PTF.

In 2023-2024, the PTF fostered community spirit through numerous events and ensured that the AIS Vienna community members could celebrate and enjoy many initiatives

and activities throughout the year.

**1.** Through our PTF Special Projects Fund (SPF), we were able to provide €4,400 to support the AIS Vienna community. The funds were approved for the following six projects, submitted by students, teachers, and staff members: 1) Bird Buddy (smart bird feeder with solar roof); 2) Venue for Choir Concert; 3) Pollinator Garden; 4) First Aid Mannequins to practice CPR & AED skills; 5) Family Math Night; 6) Student Microwave. All submitted projects were voted on by the AIS Vienna community and these six projects passed with over 50% majority. We prioritize sustainable projects that benefit the greatest number of students.

**2.** Our three “PTF Coffee Among Friends Gatherings” took place in the Faculty Lounge and were well-attended. These casual community meetings, in which we shared updates about PTF events and activities, were open to the whole AISV community.

**3.** Once again, we co-hosted a wonderful AISV Family Oktoberfest together with the AISV Administration. We also hosted our traditional Halloween Trunk o’ Treat, the ES Lantern Walk, our Winter Wonderland and Seasonal Crafting, a fun Family Bingo Night, our Teacher & Staff Appreciation Day, and the PTF Flea Market. Our beloved International Food Festival



was again the biggest community event of the school year. Our events and activities generated around €28,400 in revenue, and expenses amounted to around €30,800.

**4.** We hosted events for newcomers to help incoming families get better acquainted with our school and city. Our Newcomers Coffee provided them with the opportunity to gather information and network. We also supported new families through our Country Coordinators, who connect families from the same country or region, creating a feeling of home away from home.

**5.** We organized five “PTF Out & About” cultural excursions:

1) Historical Hidden Courtyards Walking Tour; 2) Josephinum Medical History Museum; 3) Bus trip to Grafenegg Advent Market; 4) Austrian Parliament Building Tour; 5) Visit of the Austrian Federal Chancellery at the Ballhausplatz.

**6.** We coordinated and supported our Grade/Room Level Parents (GRLPs) and provided helpful resources and tools to facilitate parent-to-parent connections, as well as assistance for grade level celebrations. We encouraged supply-sharing and offered support for divisional GRLP events like the ES and MS Spring Egg Hunt Events.

**7.** We made use of our communication channels to the parent community via Country Coordinators, Grade/Room Level Parents, our “Parents of AIS Vienna” Facebook Group, as well as through the PTF section of *Scoops*, the AISV weekly newsletter.

The success of the PTF is due to the great relationships we have with our AIS Vienna students, families, faculty, administration, and alumni. Thank you all for your support.

We are looking forward to another great year!

**Charlene Adams**  
PTF Country Coordinators  
Coordinator & ES GRLP Coordinator



# Financial Review

In the fiscal year 2023-2024, AIS Vienna continued to advance its financial strategy, making key improvements in various operational areas and capital expenditures.

Based on cash flow figures, total revenue reached €20,400,751 which exceeded the forecast of €19,944,504. Expenditures came in €77,373 lower than originally planned, primarily due to efficiency measures in summer works and maintenance processes.

Therefore, the planned surplus increased from €124,350 to €657,970. Despite the high inflation over the last two years the school maintained its strong financial position, closing the period with €8.9 million in cash plus €3.7 million in financial investments. The school has restricted reserves of €4 million and €4.9 million in unrestricted reserves.

These results align with our goals of maintaining a positive budget while enhancing our academic and extracurricular programs and ensuring the long-term financial health of the school.

One of the major capital improvements during the summer

of 2023 was the enhancement of the Early Childhood Program. With the support of generous donor contributions, AIS Vienna developed an Early Childhood Discovery Garden and renovated the entire Kindergarten.

During the summer of 2024, we continued with numerous measurements for heat mitigation including a central shading system, sun reflecting films and six additional rooms with AC units. We also finalized the renovation cycle of the entire school with upgrades to the Villa classrooms.

Looking ahead, the AIS Vienna Executive Board updated the five-year Facilities Master Plan, outlining future campus improvements and upgrades, some of which will require very substantial capital investment. A key focus within the Facilities Master Plan is to significantly improve our aging sports facilities and create areas for additional STEM spaces and classrooms in the future. The planned capital investment project will unlock new opportunities for expanding and enhancing most of our academic programs.

While we are pleased with the growth in our cash and reserves

over recent years, the scale of our campus improvement ambitions and related costs mean that we will aim to structure future budgets with higher surplus amounts, thereby minimizing financial risk and enabling the school to achieve our long-term plans. Securing funding for such ambitious projects is a top priority in our long-term financial strategy. The consistent growth of our reserves in recent years has been aimed at realizing these ambitions and supporting future campus improvements. Nonetheless, in order to achieve our goals, the school will likely have to make use of a combination of capital sources, including bank financing.

We extend our heartfelt thanks to all our teaching, non-teaching, and administrative staff for their dedication and hard work throughout the year. We also want to express our gratitude to our students, parents, and alumni for their ongoing support and commitment to our school.

**Hristo Mitchkovski**

*Executive Board Treasurer*

**Benjamin Kuschner**

*Business Manager*



# Advancement Report

Gifts to AIS Vienna help ensure the future of our school as a place of academic exploration and personal excellence. Through gifts of time, talent and treasure, the AIS Vienna family fosters a spirit of philanthropy; a spirit that supports us in nurturing global citizens who recognize how far these gifts go in creating a better world.

In 2023-2024, community members gave more than €69,000 to the Annual Fund. These unrestricted gifts enabled us to fund renovations to our Garden of Peace & Reflection, campus visits from author Ying Chang Compestine and a National Geographic Explorer, a custom stage for the HS Play, furniture for our new MS Learning Commons,

an on-campus performance and workshops from the band Federspiel, and more.

We are grateful to all of our donors for their generous gifts and for their continued support of the AIS Vienna Mission, Vision and Values.



## Gifts from July 1, 2023 through June 30, 2024

### Director's Trust

Fridman Family  
Kislyi Family ('26, '27 & '31)  
Anonymous

### 1959 Society

Anonymous

### Community Council

Popov Family  
Wichlas Family ('23, '24 & '24)  
Anonymous (2)

### Round Table

Gabor Family ('30 & '30)  
Holla-Wartko Family  
Kleymentov Family ('25)  
Anonymous (4)

### Villa Club

Banerjee Family  
Chatterjee Family  
Collins Family  
Kont Family  
Leder Family  
Voznesenskii Family ('17 & '26)

### Friends of AIS Vienna

Alon Family  
The Carmine Family '87, '89, '24, '28  
Gonzales Family (Faculty and Class of '30 & '33)  
Hong Family ('31 & '33)  
Kim Family  
Kushnir Family  
Santorinaios Family  
Toshio Kaneko  
Whiteheart / Virgil Family  
Wu Family  
Anonymous (9)



# Alumni Report

We had many get-togethers around the world throughout the 2023-2024 school year with alumni, faculty, and staff. There were also a number of anniversary celebrations, including classes from the '60s through '10s. Almost all gatherings took place in person,

which added an extra touch of excitement to each event. Messages, pictures, anecdotes, and fun stories sent in by AIS Vienna alumni attending these events were posted on the AIS Vienna Alumni social platforms, as well as in our AIS Vienna Alumni Portal.



## Retiring Faculty & Staff

The end of the school year is always bittersweet. In June 2024, we said farewell to four beloved faculty and staff members.



**Susan Seekirchner**  
MS/HS Instrumental Music  
32 years at AIS Vienna



**Peter Forsgren**  
MS Physical Education & Coach  
20 years at AIS Vienna



**Zübeyde Bozkurt**  
Cleaning Staff Supervisor  
25 years at AIS Vienna



**Karin Hackl**  
Events Coordinator &  
Assistant to the Events Office  
16 years at AIS Vienna

We wish them the very best in their future endeavors and look forward to seeing them often: once a Knight, always a Knight!





# AIS Vienna Networks

To keep up with the latest happenings at AIS Vienna, follow us on the channels below. (We post great stuff, trust us!)

	For Everyone	For Alumni
	<a href="https://www.facebook.com/AISVienna">www.facebook.com/AISVienna</a>	<a href="https://www.facebook.com/AISViennaAlumni">www.facebook.com/AISViennaAlumni</a>
	<a href="https://www.instagram.com/ais_vienna">www.instagram.com/ais_vienna</a>	<a href="https://www.instagram.com/ais_vienna_alumni/">www.instagram.com/ais_vienna_alumni/</a>
	<a href="https://www.youtube.com/aisvienna">www.youtube.com/aisvienna</a>	<a href="https://www.youtube.com/aisvienna">www.youtube.com/aisvienna</a>
	<a href="https://www.linkedin.com/school/aisvienna/">www.linkedin.com/school/aisvienna/</a>	<a href="https://www.linkedin.com/groups/1137727/profile">www.linkedin.com/groups/1137727/profile</a>

The print issue of our Annual Report features a number of website links.  
Please visit the AIS Vienna website ([www.ais.at/annual-report](http://www.ais.at/annual-report)) to access this online content.





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