



American  
International  
School  
Vienna



# Annual Report

A School Year in Review

2024-2025



**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.

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## 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

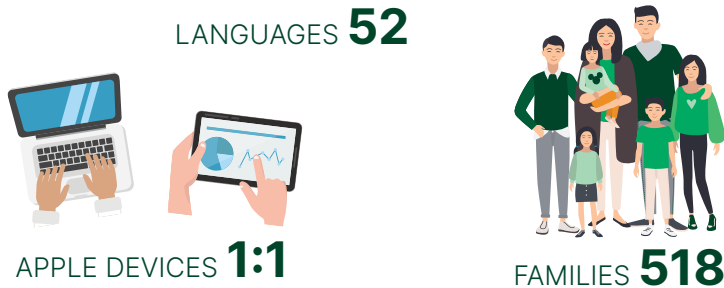
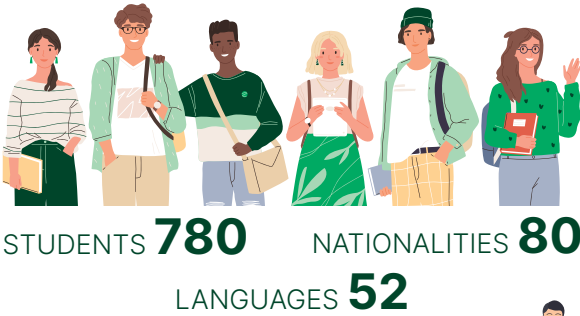
### Finance

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



\*All data as of October 2024





## A Letter From the Executive Board

As the Chair of the Executive Board, it is my honor to present the Annual Report for the 2024-2025 school year. This year has been marked by resilience, growth, and a renewed commitment to our mission of empowering each student with the skills and character strengths necessary to be positively impactful global citizens. Despite the year's challenges, our community has demonstrated remarkable unity and dedication to our shared vision of our students becoming innovative learners realizing their chosen futures with courage, curiosity, and joy.



The school year began with two once-in-a-century storms, which tested our community's resilience, as we had to cancel a major anniversary event and dealt with damage to our campus. These events underscored the importance of improving communications, engagement, and transparency at all levels. We were still able to mark the school's 65th anniversary, most notably with an alumni reunion in New York City with nearly 100 attendees. Additionally, 10 other reunion events were held this year, reaching more than 500 alumni. These celebrations highlight the enduring connections and achievements of our community.

This year, we placed a significant focus on digital citizenship. We brought in speakers and introduced new concepts into classrooms, while also engaging with parents on various aspects of this important topic. Our goal is to equip students with the skills to navigate the digital world responsibly and ethically. The Executive Board also delved into several areas of risk, including better sharing budget proposals with the community, managing non-passage scenarios, reviewing terms and conditions for future enrollments, enhancing our college access program, and beginning the conversation on Artificial Intelligence and its role in our school. These efforts reflect our commitment to transparency and strategic planning.

The passage of the budget set the stage for the launch of a major facilities project aimed at opening

up the heart of the school. This project will be the first step in the significant physical modernization of our campus, ensuring that our facilities support innovative learning and personal growth. This major step continues the diligent work of the school to ensure that our 780 students from 80 countries feel that they truly belong. In addition to a Belonging Survey, the school surveyed parents in each division, receiving targeted feedback that will help us grow and better support our community. This feedback is invaluable in our continuous efforts to create an inclusive and supportive environment.

The Executive Board also expanded opportunities for parent engagement, resulting in a significant increase in participation rates in General Sessions. This culminated in more than 60 parents attending the Spring General Assembly, reflecting our commitment to inclusivity and community involvement.

We are proud to announce that the school received an exceptionally positive re-accreditation report from the Council of International Schools (CIS) and Middle States Association of Colleges and Schools (MSA), meeting or exceeding all measured standards. This achievement is a testament to the school's dedication to excellence and continuous improvement. Our IB scores continue to be outstanding, maintaining our position as an academic leader within the community of schools we collaborate with, and is a reflection

of our commitment to achieving excellence and supporting each student's aspirations. The High School reintroduced MAP testing in the Grade 9 and Grade 10, allowing us to better track academic growth across a full school career, supporting our mission to strive for personal growth and excellence.

As we reflect on the achievements of the past year, we remain steadfast in our commitment to our core values of Respect, Aspire, and Achieve. We will continue to be kind, considerate, inclusive, and thoughtful in our interactions with others and the environment. We will pursue our passions, imagine possibilities, and make them real. We will apply ourselves to the best of our ability with effort and ingenuity, striving for personal growth.

On behalf of the Executive Board, I extend my heartfelt gratitude to our Director, Dr. Miner, our Senior Leadership Team, faculty, staff, parents, alumni, and especially our wonderful students. Your dedication and support make AIS Vienna a place where everyone can grow and succeed. 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.

**Matthew Werner**  
*Executive Board Chair*



## A Letter From the Director

The 2024–2025 school year marked Year 4 of our Five-Year Strategic Plan and reflected the theme of growth. Our collective efforts as a school community were centered on meaningful developments in teaching and learning, student well-being, and academic achievement, all grounded in the strong relationships that are the foundation of AIS Vienna.

Academic success continued to reflect our commitment to open enrollment and inclusive excellence. With an IB pass rate of 98%, a solid average score of 35, including 12 students scoring 40 or higher, we are proud of our students' accomplishments and the personalized guidance that supported them through their academic journey. Measures of Academic Progress (MAP) scores showed consistent growth, while focused intervention efforts across divisions, especially in the Middle and High School, further supported learning for all students.

This year, the school-wide theme of growth was explored through three targeted areas: data, digital citizenship, and belonging. Division-specific strategies operationalized these goals and reflected our deep commitment to inclusive, student-centered learning.

In the area of data, the Leadership Team completed comprehensive MAP training, laying the groundwork for improved data literacy and use across the school. In the Elementary School, Math extension programs in Grade 4 and 5 were successfully launched to provide appropriate challenge and support for high-achieving students. The Middle School focused on growth in English Language Arts and Math, implementing data-driven instructional strategies to better meet student needs. In the High School, MAP testing was reintroduced in Grade 9 and 10, with targeted support developed for students in the Learning Support program.

Assessment and grading practices continued to evolve. The High School completed its internal standardization process, ensuring consistency across departments. Curriculum documentation across all divisions advanced significantly, with clear articulation of standards, scope and sequence, and differentiated learning strategies.

Our Digital Citizenship initiative, launched with consultant Patrick Green, laid a strong foundation for helping students navigate an increasingly complex online world. Middle School students engaged with digital literacy content through English Language Arts and Social Studies, while the High School focused on ethical and effective uses of AI.

Belonging remained a central theme for the entire community. A school-wide Belonging Survey helped us assess and understand student experience more deeply. A dedicated Belonging Team was formed to support growth in this area. At all levels, we continued to elevate student voices and strengthen the sense of community that defines our school.

Elementary School literacy initiatives included full implementation of the UFl phonics program in Kindergarten through Grade 2 and a new morphology scope and sequence for Grade 3 through Grade 5. Interdisciplinary learning was further supported through new resources and two pilot units in most grades. The Pre-K and Kindergarten teams finalized a concept-based

unit sequence, and a Social Studies curriculum review aligned standards with interdisciplinary goals.

In the Middle School, all core courses were documented in Teamie, our curriculum platform, with embedded interventions and extensions to guide teachers in differentiation. A successful Social Studies curriculum review established a concept-based framework to build critical thinking and understanding.

The High School completed priority standards and scope and sequence documentation for all existing courses. Teachers reviewed and revised unit plans to ensure alignment between instruction and assessment, promoting a more consistent and intentional student learning experience.

This year also marked an important milestone in our sustainability journey. In May 2025, AISV was officially awarded the internationally recognized Green Flag, signifying our successful certification as an Eco-School through the Foundation for Environmental Education.

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 constantly in awe of our incredible parent volunteers who do so much for our students. From International Day to the HS Career Fair, our volunteers enrich the learning experience and strengthen

the connections that make AIS Vienna unique.

I offer heartfelt thanks to our parents and community members for the trust and collaboration that define AIS Vienna. The foundation of our school is built on relationships and it is this nurturing and caring environment that allows our community to thrive. The strength of AIS Vienna lies in the connections we build and the collective effort we make to support every child's growth. Whether through daily engagement, meaningful feedback, volunteer involvement, or generous support of the Annual Fund, our community continues to enrich the student experience in powerful and lasting ways.

My fifth 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 from concerts, plays, and assemblies to sports and service activities, we are so proud of the rich learning that has taken place across the school. We are grateful for the commitment and dedication of our faculty and staff, the support of our parents, and the ongoing contributions of 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

The 2024-25 academic year was Year 4 of the strategic plan, which coincided with the Council of International Schools (CIS) and Middle States Association of Colleges and Schools (MSA) re-accreditation visit; the perfect opportunity to showcase what we had achieved over the past few years. With the arrival of two new principals the previous year, the Leadership Team took the opportunity to reflect on the accomplishments from the first three years of the strategic plan, and narrow down the focus for the final two years. Growth emerged as the theme, with the priorities of data, digital citizenship, and belonging as extensions on that theme.

The year began with the learning leaders engaged in training for MAP (Measures of Academic Progress) testing to help establish a common understanding of what could be done with this tool. The Middle and High School divisions saw some goal setting around improving students' growth, and identified tools that would support students in narrowing the gap between their targets and achievement. In both divisions, this proved successful, with some students even reporting growth in their confidence in Math.

AISV launched the Digital Citizenship initiative with a visit from digital wellness expert Patrick Green. Mr. Green worked with students, faculty, and parents over his three-day visit

and helped reframe responsible technology use. All teachers spent time learning how to use Artificial Intelligence tools to make their work more efficient, while Middle and High School teachers explored how to best support students in using these tools ethically in preparation for their futures.

Additionally, AISV launched a "Belonging Team" to serve the whole school community by building capacity with intent. The purpose of the team was to act as a resource for students and employees with marginalized identities, as well as support all students and employees to promote skills, procedures, and professional competencies that build capacity for belonging across the



school. The team hosted three after-school events for faculty, bringing the community together across social events and opportunities to hear student voices, providing insight into their experiences at AISV. The Leadership Team also launched a Belonging Survey and was able to identify one area per division that will be a focus for next year, with the goal of increasing students' sense of belonging overall.

Finally, AISV received International Re-Accreditation from the Council of International Schools (CIS) and the Middle States Association (MSA) following the Team Evaluation visit in January. This achievement reflected the school's commitment to continuous growth.

The accreditation framework included eight domains with specific standards for excellence in international schools, guided by four key areas: purpose/direction, learning/teaching, global citizenship, and well-being. In the 44 standards within the eight domains, AISV was found to be "meeting" 30 standards, with 14 standards exceeding expectations. Zero standards were rated as partially met. The Leadership Team was proud of the hard work, dedication, and commitment of the faculty and staff throughout that process and the years leading up to the Team Visit. Their efforts in researching, launching initiatives, and supporting students and learning have been invaluable.

In an effort to build on this excellence, this year AISV teachers also engaged in continued professional learning to support the further development of the Bridges Math program in the Elementary School (Jackie Amato), and to improve literacy instruction in the Middle School and build an interdisciplinary program in the Elementary School (Erin Kent Consulting). Teachers in all three divisions also spent time revising the written curriculum to ensure it reflected the taught and assessed curriculum.





# 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 2025 saw a number of developments to our campus.

This year, we are celebrating the creation of innovative spaces for purposeful learning, significant upgrades to our Elementary School entrance, and the implementation of enhanced heat mitigation and cooling measures, along with a new campus-wide wayfinding signage system.

## **New Individual Learning Spaces for High School Students**

One of the most exciting updates

is the addition of individual learning spaces for High School students in the Villa adjacent to the HS Learning Support Center. The High School Student Council made a request and submitted a pre-design to the administration. The administration commissioned an architect for a final design, which the students then approved. The new setup gives students the opportunity to individually concentrate on their studies or collaborate in small groups. The cubicles create a calm environment that encourages focus, learning, and growth.

## **Remodeling and Expansion of Elementary English as an Additional Language (EAL) Spaces**

This year, we completed the remodeling and expansion of our English as an Additional Language (EAL) facilities to better support

student learning and collaboration. The redesigned spaces feature flexible, modern layouts that encourage small-group instruction and individualized support. EAL spaces in the Elementary School have been strategically located to allow easier access for students across different grade levels, improving integration with homeroom classes and enhancing communication between EAL teachers and classroom teams. These updates create a more cohesive and inclusive environment that strengthens language development and student confidence.

## **Elementary School Entrance Expansion**

The Elementary School entrance was expanded to improve both access and safety for students and





families. The redesign enhances traffic flow during arrival and dismissal times, reducing congestion and ensuring a smoother, safer experience for everyone. In addition, the primary entrance area has been beautified with updated landscaping, improved signage, and welcoming design elements that create a more inviting first impression of the school.

### **Heat Mitigation & Cooling Measures**

With our campus's mix of older and newer buildings, maintaining consistently cool and comfortable learning environments remains a key priority. Senior leaders have implemented a comprehensive set of heat mitigation and safety procedures to monitor and adapt to high temperatures, always keeping student age, safety, and health in mind.

This year, significant improvements were made to enhance comfort and energy efficiency across the school:

- New facade, windows, and shading were installed for Grade 1 and Grade 2 classrooms to reduce heat gain and improve natural light.
- Air conditioning systems were added to the Science and Innovation Lab and the Elementary School Music Room, ensuring a more comfortable environment for learning and creativity.
- Sun-protective Mylar window film was applied to Middle School windows, providing additional heat reduction and UV protection.

These upgrades represent our ongoing commitment to creating safe, sustainable, and comfortable learning spaces for all students.

### **New Wayfinding Signage System**

A new wayfinding signage system was installed across campus to ensure consistency with the school's identity and enhance navigation. Color-coded signs clearly distinguish different divisions and guide students, staff, and visitors to all key areas, creating a more intuitive and welcoming campus experience. Planned future phases will further expand navigation features and strengthen campus branding, ensuring a cohesive and user-friendly environment for all.

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

This past school year, the Technology Office significantly enhanced the student learning experience through strategic technological advancements and support. Key initiatives, like the successful implementation of Teamie as the Middle School's new Standards-Based LMS, directly streamlined learning management and grading processes for students. Positive feedback from our Technology Surveys underscored student satisfaction with school-issued devices, affirming their critical role in supporting learning. Our proactive integration of Artificial Intelligence empowered students to engage with cutting-edge tools responsibly. Complementing these efforts, the continued development of our Digital Citizenship program, including an AI track and digital wellness sessions, equipped students with essential skills for safe and ethical digital engagement. These comprehensive upgrades, alongside robust data protection measures and expanded software offerings, collectively fostered a more secure, efficient, and innovative learning environment, directly benefiting our students' academic growth and digital literacy.

## Hardware Upgrades

Investments in hardware upgrades enhanced both operational efficiency and campus security. A new mobile screenwall provided a versatile display solution for events in large venues and accommodated larger audiences. For improved safety and access control, we

upgraded the door locking system across campus. Additionally, phones were installed in all classrooms that previously lacked them, ensuring secure direct communication capabilities throughout the school.

As part of our ongoing technology replacement cycle, several administrative offices received new devices, ensuring access to modern and efficient tools. Bolstering campus surveillance, additional CCTV cameras were strategically installed. Finally, our network infrastructure received crucial upgrades, including enhancements in areas such as the Sports Field.

## System Upgrades

System upgrades were implemented to enhance our school's operational efficiency. Several updates were made to our Veracross school information system. These modifications were specifically designed to facilitate the transition of our Elementary School and Middle School from a trimester-based system to a semester-based system, effective for the 2025-2026 academic year. This adjustment ensures a seamless shift in academic reporting and scheduling, benefiting both students and faculty.

## Data Protection

Our Data Protection Team (DPT) met three times throughout the year to review and enhance our procedures and strategies. The appointment of a new Data Protection Officer, whose qualifications more closely align with the criteria set forth by the European

Union, further strengthened our compliance framework.

The Technology Office conducted internal email phishing campaigns for teachers and, for the first time, students. These campaigns served as valuable educational tools, raising awareness about the critical importance of cybersecurity practices. The DPT also updated several procedures, including guidelines for data access and retention for departing employees, as well as reviewing our CCTV and school photo protocols. These measures reinforce our commitment to robust data security and privacy across school operations.

## Technology Surveys

Our annual teacher and student technology surveys provided valuable insights into technology integration, showing an increase in average score, reflecting growing satisfaction and effectiveness. The student survey saw one area with a slight decrease, which we believe is related to the lack of AI tools provided to High School students. Feedback on our MacBook initiative was overwhelmingly positive from both students and teachers, affirming the devices' strong support for learning.

Data was gathered on a potential phone ban, revealing mixed sentiments, particularly from students in Middle and High School. After review, we will continue to monitor and work with our students to further develop our procedures.

## Middle School Learning Management System/Gradebook

After an extensive search, Teamie was fully integrated as the Middle School's new Learning Management System (LMS) and gradebook.

Teamie was specifically selected for its robust Standards-Based Gradebook functionality and its collaborative approach, allowing for a tailored experience that aligns with our unique educational philosophy. We continue refining the platform to ensure it meets the evolving needs of our community and streamlines learning and grading processes, fostering an efficient and effective educational environment.

## Digital Citizenship

Our commitment to fostering responsible technology use continued with further development of our Digital Citizenship Plan and Scope and Sequence. A significant addition was the introduction of an entirely new track dedicated to Artificial Intelligence for grades 6-12, complemented by multiple training sessions for teachers to ensure effective integration. Our technology integrators also prioritized Digital Citizenship integration during their collaborative work with educators.

To enrich our efforts, we hosted digital wellness consultant Patrick Green from September 25-27. Mr. Green conducted student, teacher, and parent sessions, enhancing our community's understanding of healthy digital habits. For the first time, AISV participated in Digital Clean Up Week from March 17-21, raising awareness about the environmental impact of technology

and promoting sustainable digital practices. These initiatives underscore our dedication to empowering students to be ethical, safe, and responsible digital citizens.

## Artificial Intelligence

In response to the evolving landscape of Artificial Intelligence in education, our school made significant advancements in integrating AI responsibly and effectively. We updated our AI Guiding Principles to reflect latest developments and best practices. To further support student use, we introduced a "Traffic Light" system and an AI Assessment Scale, to guide responsible and ethical application of AI tools in learning.

This past year marked our first full year utilizing MagicSchool.ai as our primary AI platform. Additionally, we adopted Flint AI for High School students towards the end of the academic year, expanding our AI capabilities at age appropriate levels. We conducted multiple training sessions for our teachers, ensuring they can safely and effectively integrate the use of AI to enhance student learning outcomes.

## Professional Learning

Our commitment to continuous professional growth in technology was evident through several key initiatives this past year. The Technology Office proudly hosted the annual CEESA/ECIS Technology Director meetings in Vienna, welcoming approximately 30 technology leaders from across Europe for two days in the fall. This event provided a valuable platform

for discussing best practices in technology use within K-12 international schools.

Further enhancing our expertise, our Director of Technology and School Administrative Software Coordinator attended the Data in Schools conference in Frankfurt, centered on the rapidly evolving field of Artificial Intelligence. Our Middle School/High School Technology Integrator participated in the BETT conference in London, engaging with global innovations in educational technology. We continued to foster a culture of learning through our monthly teacher technology newsletter (*The Download*) and contributed several articles on effective technology practices for parents in our "[Community Download](#)" section within our school weekly newsletter, *Scoops*. These efforts collectively ensure our staff remains at the forefront of educational technology.

## Software

Our school continued to develop its digital learning ecosystem by integrating over a dozen new learning platforms. Each new platform underwent a rigorous evaluation process, with a primary focus on ensuring full GDPR compliance and assessing its direct applicability to enhancing learning outcomes. This meticulous approach guarantees that all adopted software not only meets our high standards for data privacy and security but also effectively supports and enriches the educational experience for our students and teachers.





# Environmental Report

2024-2025 marked a defining chapter in AIS Vienna's sustainability journey, reflecting our strengthened commitment to environmental action, student leadership, and the integration of sustainability into the curriculum through the lens of the United Nations Sustainable Development Goals (SDGs). Across campus, students, faculty, and staff collaborated on initiatives that addressed pressing environmental challenges and embedded long-term, systemic changes into the way our community learns, works, and interacts with the world.

## Green Flag Certification – AIS Vienna is Internationally Recognized as an Eco-School

In March 2025, AISV submitted our application to become a certified Eco-School through the Foundation for Environmental Education (FEE). As part of this rigorous process, we welcomed Dr. Marti Hendrichs to campus for an evaluation that included in-depth discussions with

the Eco Committee, classroom visits, and conversations with faculty and students across all divisions. Following this comprehensive review, on May 21 AISV was officially awarded the Green Flag; the internationally recognized symbol of excellence in environmental education and sustainability. This honor reflects the dedication and collaborative spirit of our community and affirms our leadership in school-based environmental initiatives.

## Student Leadership & Action

Student leadership was at the heart of our environmental progress this year. Four High School students completed the year-long IIASA Climate Championship, an internationally respected program hosted by the International Institute for Applied Systems Analysis. Their work involved advanced research, interdisciplinary collaboration, and the development of innovative climate solutions in partnership with global peers and scientists.

By engaging with various AISV departments, these students demonstrated leadership, raised awareness and inspired action within our community.

## First Annual Digital Cleanup Week

For the first time, AIS Vienna participated in Digital Cleanup Week, organized in collaboration with our Technology Office. This initiative addressed the growing challenge of digital and electronic waste by educating our community on how unused files, outdated applications, and excessive cloud storage contribute to energy consumption and a larger digital carbon footprint. Students, faculty, and staff took meaningful steps to declutter devices, organize cloud data, and adopt sustainable digital habits. We also emphasized the importance of responsible e-waste recycling to prevent hazardous materials from entering the environment. To support ongoing efforts, dedicated digital waste collection bins have



been installed across campus, ensuring proper disposal of electronics throughout the year and reinforcing the school's commitment to sustainable technology practices.

### **Sustainable Infrastructure & Outdoor Learning Spaces**

In 2024-2025, AIS Vienna made significant investments in sustainable infrastructure. All classrooms are being equipped with solar-powered, eco-friendly shutters that reduce reliance on conventional energy for climate control. The Facilities Team is currently testing multiple products to identify the most efficient and durable solutions for our needs. In addition, new outdoor recreational areas are being developed to encourage students to spend more time in natural spaces, fostering a culture of outdoor learning and environmental appreciation.

This year, we also welcomed engaging and inspirational guest

speakers, including Plastic Free Boy (image above), who inspired students to consider practical ways of reducing single-use plastics in their daily lives. Community-wide action days, most notably our Earth Day awareness activities, featured workshops, interactive exhibits, and student-led campaigns, reinforcing the idea that environmental stewardship is both a personal and collective responsibility. These combined efforts illustrate AIS Vienna's holistic approach to empower students as active change-makers.

### **Looking Ahead**

Building on the momentum of our Green Flag recognition, AIS Vienna will continue to embed the SDGs across all grade levels and subject areas. Teachers and students will work together to explore sustainability connections in Science, Social Studies, Design, and the Arts, helping learners see the links between local action and global

impact. This all-school approach fosters knowledge along with the values and skills needed to address environmental issues with creativity, empathy, and resilience.

The Green Flag is just the beginning of our journey and a reaffirmation of our ambitious commitment to sustainability. As we move into next school year, the Eco Committee will expand initiatives to include more student-led projects, stronger community partnerships, and deeper integration of sustainability into everyday school life.

We extend our gratitude to every student, faculty member, staff member, and parent who contributed to this year's achievements. Together, we are shaping AIS Vienna into a greener, more responsible, and future-focused learning environment; one that empowers the next generation to lead with vision and care for the planet we all share.



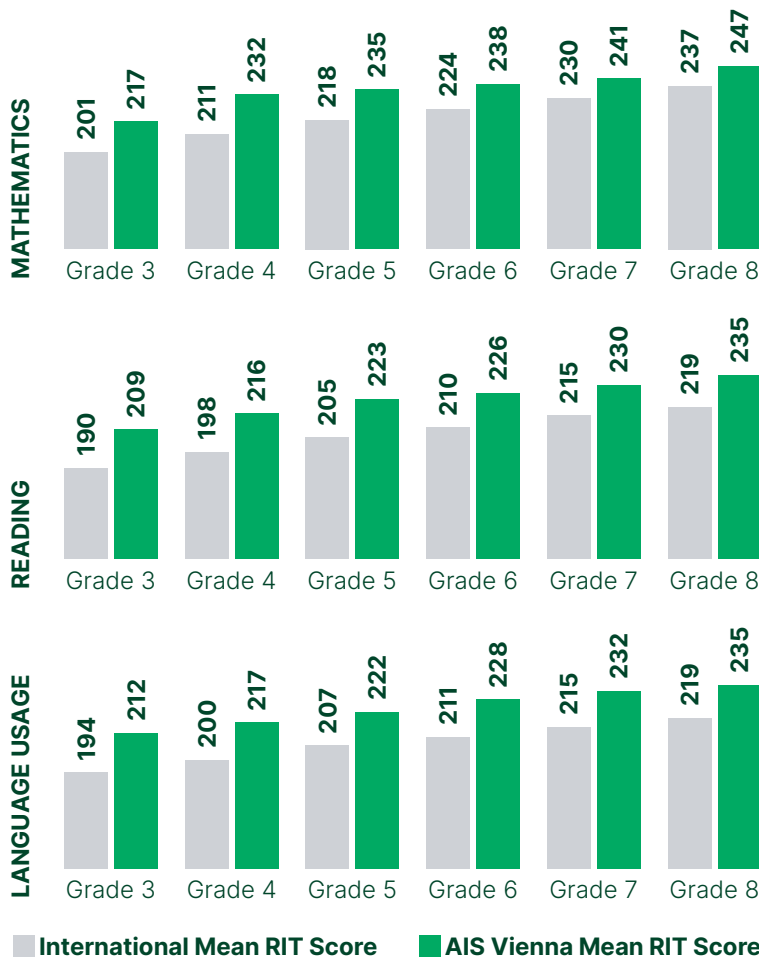


# Student Achievement

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 international school norms. These scores are from the Spring of 2025.



\*International Mean RIT Scores are from the NWEA Global Partners Dashboard of international schools around the world.



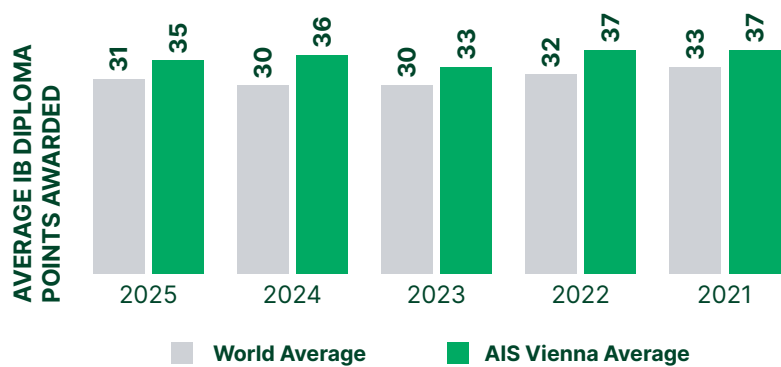
International Baccalaureate (IB)

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 2024-2025 school year, we were thrilled to celebrate 48 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.

2025 Summary of IB Results

IB Diploma Candidates 53  
Average IB Diploma Points 35  
Diploma Pass Rate 98%



# Higher Education Placements Awarded to the Class of 2025

## Congratulations to the Class of 2025!

As of September 2025, 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 2025 received **239** acceptances at **135** institutions in **19** countries/regions.

### Austria

FH Campus Wien  
Sigmund Freud University  
University of Applied  
Sciences Wiener Neustadt

### Canada

McGill University(3)  
The University of British  
Columbia, Vancouver (4)  
University of Alberta (3)  
University of Toronto (5)  
University of Waterloo (2)

### Cyprus

European University Cyprus  
(2)  
University of Nicosia (2)

### France

EDHEC Business School  
ESCP Business School,  
Paris (3)  
Paris College of Art

### Germany

Julius Maximilian University  
of Würzburg  
Universität Regensburg  
University of Erlangen-  
Nuremberg

### Greece

Aristotle University School  
of Medicine  
National and Kapodistrian  
University of Athens  
University of Crete - School  
of Medicine

### Ireland

Atlantic Technological  
University Sligo  
Munster Technological  
University (MTU)

Technological University  
Dublin, Bolton Street  
Trinity College Dublin - The  
University of Dublin  
University College Dublin

### Italy

Bocconi University (4)  
Luiss University

### Japan

Sophia University

### Netherlands

Maastricht University (2)  
University College  
Maastricht  
University of Amsterdam (2)  
Vrije Universiteit,  
Amsterdam

### Romania

University of Medicine,  
Pharmacy, Science and  
Technology of Targu Mures

### Singapore

Singapore Management  
University

### Spain

Escuela Superior de  
Adminstracion y Direccion  
de Empresas ESADE (2)  
IE University (8)

### Sweden

Karolinska Institutet

### Thailand

Chulalongkorn University

### Turkey

Bogazici University

### United Kingdom

Abertay University Dundee  
Arts University  
Bournemouth  
City University of London  
(5)  
Coventry University  
Edinburgh Napier University  
Falmouth University  
Goldsmiths, University of  
London  
Hult International Business  
School  
King's College London (13)  
Kingston University  
Lancaster University  
London School of  
Economics and Political  
Science  
Northeastern University,  
London  
Queen Mary University of  
London (6)  
Regent's University London  
Robert Gordon University  
University College London  
(11)  
University of Bath (4)  
University of Birmingham  
University of Bristol (4)  
University of Chester  
University of Edinburgh (8)  
University of Hertfordshire  
University of Leeds  
University of Manchester (4)  
University of Portsmouth  
University of Reading  
University of Southampton  
University of St Andrews (7)  
University of Sussex  
University of Sunderland  
University of Warwick (6)  
University of Westminster  
University of York

### United States

American University  
Baylor University  
Boston College  
Brigham Young University  
Hawaii Campus  
California State University,  
Chico  
Clemson University  
College of William & Mary  
Duquesne University  
Eckerd College  
Elon University  
Embry-Riddle Aeronautical  
University-Daytona Beach  
Emerson College  
Fordham University (2)  
George Mason University  
(2)  
George Washington  
University (2)  
Georgia Institute of  
Technology (2)  
James Madison  
University(4)  
Louisiana State University  
(3)  
Loyola University Chicago  
Macalester College  
Mississippi State University  
(2)  
Montana State University  
(2)  
New York University  
Northeastern University  
Old Dominion University  
Pennsylvania State  
University, University Park  
Radford University (2)  
Rhodes College  
Roosevelt University -  
Chicago Campus  
Sam Houston State  
University  
Savannah College of Art and  
Design

Spring Hill College  
Syracuse University  
Texas A&M University (2)  
Texas State University  
The University of Texas at  
Austin  
Tufts University  
University of Alabama (2)  
University of Arizona  
University of Colorado at  
Colorado Springs  
University of Colorado  
Boulder (3)  
University of Denver  
University of Florida (2)  
University of Hawaii at  
Manoa  
University of Houston  
University of Illinois at  
Chicago  
University of Illinois at  
Urbana Champaign  
University of Iowa  
University of Mary  
Washington  
University of Michigan Ann  
Arbor (2)  
University of Mississippi  
University of New Haven  
University of North Florida  
University of San Diego  
University of South Alabama  
University of South Florida  
University of Southern  
California  
University of Washington-  
Tacoma Campus  
University of West Florida  
Virginia Tech  
Washington State  
University, Pullman  
Wesleyan University  
Williams College

Please note: this acceptance list is based on information provided by students and their families as of September 2025.





## 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	<b>105</b>
Countries Represented	<b>15</b>
Teachers with Advanced Degrees	<b>88%</b>
Student-Teacher Ratio	<b>7:1</b>





## Related Arts

Participation in the Arts contributes to the total success of the student. Although a quality product is often inherent in artistic endeavors, 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 2024-2025 included the HS play, *Almost, Maine*, the MS play *Romeo and Winifred*, and the ES

play *Fractured!*, a beautiful student-driven production of five one-act plays that put a funny spin on five classic fairy tales and nursery rhymes.

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 2024-2025 school year. Our MS and HS Art





students had the opportunity to learn first-hand from graffiti artist and member of the artist collective Sector Seventeen, Collin Pfeifer. Our High School Choir united with a total of 250 singers from around the world to perform Handel's Messiah in Carnegie Hall, New York City. Our MS choirs had the honor of performing in Vienna's Rathaus for the annual Adventsingen. Our MS Advanced and HS Concert Band students performed in Vienna's Musikverein and our MS Advanced and HS Strings performed in

Vienna's House of Strauss as part of the annual China Meets Austria concert series. The 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 an extra special featured guest performance by artists from Vienna's English Theatre sponsored by 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 2024-2025 can be found on our AIS Vienna YouTube Channel: [youtube.com/aisvienna](https://youtube.com/aisvienna).



## Athletics & Activities

### Athletics

#### Quality Program Assessment Award Winner

The main athletic highlight of the 2024-2025 school year was that AISV received the National Interscholastic Athletic Administrators Association (NIAAA) Quality Program Assessment (QPA) award. We are one of the first two international schools in the world, and the first in Europe, to receive the prestigious QPA award. The award winners are announced each December, with only 67 total recipients up to 2023. 2024 was the first time that any international schools were amongst the winners.

The QPA process is a demanding deep dive into an athletic program that has no parallel anywhere else in the world. International schools need to be continually accredited by various external agencies; however, nowhere in those school wide assessments is athletics covered to the extent that it is in the QPA.

To receive the award a school has to have an athletic administrator that is a current member of the NIAAA and receive over 80% in each of the 10 assessment categories, including Philosophy, Educational Compatibility, Mentoring Staff & Student Leaders, Program Safety & Risk Management, Communication,

Budget, Personnel, Sports Medicine, Innovation & Creative Leadership Strategies.

[Learn more about the award and the NIAAA.](#)

### Sustainable Trophies & Medals

Recently, we have shifted our focus to more sustainable options for everything we do. We already have recycled plastic uniforms and wooden medals, however this year we have added handmade wooden trophies for all of our athletic events. For our ISST, tournaments we award beautiful oak trophies and for our DVAC tournaments, pine trophies.





### Athletic Webshop

In 2024-2025 we also launched an athletic webshop, partnering with a local, alumni owned, business. The shop is open to the entire AISV community with items that appeal most to our student athletes. The [AISV Athletic Webshop](#) is open and purchases can be made with no minimum order. We look forward to adding more items during the 2025-2026 school year.

### Activities

Co-curricular programs continue to thrive at AISV. The ISST organization again offered several opportunities in which AISV actively participated. These included HS Cyber Chess,

where students from five ISST schools competed, and HS Student Leadership, where AISV students joined an in-depth online planning think tank with three other schools in preparation for an in-person conference. AISV students also took part in a submission-based photography competition for all grade levels. In addition, ISST hosted several online Student Council meetings, giving AISV students the chance to discuss a range of topics with peers from other ISST schools.

In addition, AISV took part in CEESA, ISTA and NESDA events with some wonderful results and an array of

experiences. Particularly successful were our HS Robotics and our HS Speech & Debate teams.

### After School Activities

The Elementary School After School Activities (ASA) program continues to provide students with a variety of activities ranging from Engineering, Art, and Basketball to Chess, Capoeira, and Mini Chef. Around 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**

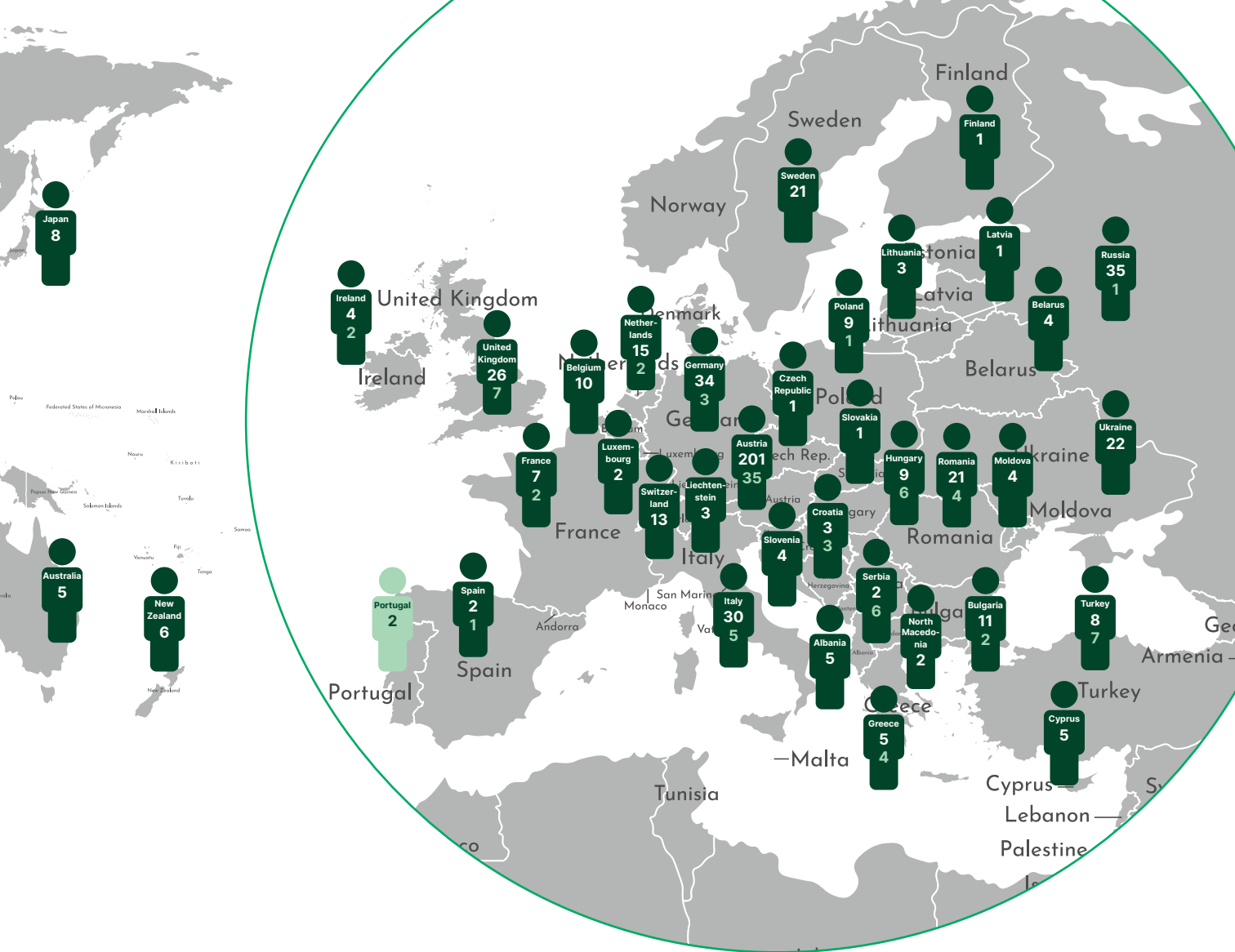
At AIS Vienna we take pride in our diverse international community, which includes students, teachers and staff of many ethnicities, languages, religions, and nationalities. We celebrate diversity and difference throughout the year at many school events, from International Day to the International Food Festival, to concerts, art shows and more. All in all, 80 countries are included in the makeup of our 2024-2025 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 Human Resources Manager, and the

Total student body: **780 students**



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 26-67, with an average and median age of around 47. The average stay of a staff member at AISV is over 10 years, which greatly enhances the school's stability and continuity.

Twenty-six countries are included in the makeup of our 2024-2025 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 2024-2025, 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 €6,000 to support the AIS Vienna community. The funds were approved for the following six projects, submitted by students, teachers, and staff members: 1) Health Kits for Middle School; 2) Redesigning the Middle School Entrance/Staircase; 3) Pedal Power; 4) Heart Rate Monitors for Student Wellness; 5) Ready to Launch Drones in the Classroom; 6) ES Playground Spider Swing (co-sponsored with the Annual Fund). 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 two “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.** This year, we were sadly not able to co-host the 65th Anniversary All-Family BBQ with the school, due to heavy rain and flooding. We did, however, host our traditional Halloween Trunk O’ Treat, the ES Lantern Walk, our very first AISV Viennese Ball, 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 €19,000 in revenue, and expenses amounted to around €13,000, leaving us € 6,000 for the 2025-2026 PTF Special Projects Fund.

**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 two “PTF Out & About” cultural excursions: 1) “Rags to Riches” City Walk introducing the Habsburger and 2) Grafenegg for the Winter/Christmas Market.

**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.

**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!

**Daniela Fuchs**  
*PTF Board Chair*



## Financial Review

In fiscal year 2024–2025, AIS Vienna advanced its financial strategy, achieving strong results across operations and capital projects.

Total cash revenue reached €22.6 million, closely aligned with the budgeted €22.5 million. Expenditures were €177,050 below budget, largely due to improved efficiency in summer works and maintenance. As a result, the planned surplus increased from €736,571 to €1,083,374.

Despite ongoing inflation, the school maintained a solid financial position, closing the year with €10 million in cash and €3.7 million in financial investments. Reserves include €4 million in restricted funds, reflecting strong fiscal discipline and sound financial management.

These results reaffirm our commitment to maintaining a balanced budget while investing in academic excellence, extracurricular growth, and long-term financial sustainability.

Major capital improvements in summer 2024 focused on heat mitigation measures, including a central shading system, sun-reflective films, and new AC units in six classrooms. The Villa classroom upgrades marked the completion of the school's multi-year renovation cycle.

In summer 2025, we continued with the Elementary School heat-resistance renovation. Grades 1 and 2 received state-of-the-art insulation, modern shading systems, and UV light-filtering windows. The renovation of the ES entrance also enhanced this important gateway

for the youngest members of our community.

Looking ahead, the Executive Board evaluated several concepts for the future development of our campus. These efforts culminated in a contract with our General Planner to develop detailed architectural plans, including authority approvals, by 2026.

While reserves have grown steadily, future budgets will target higher surpluses to reduce financial risk and support the school's ambitious facilities plans. Funding will likely combine internal resources with bank financing to ensure long-term sustainability.

We extend our sincere thanks to our faculty, staff, students, parents, and alumni for their continued dedication and support throughout the year.

# Advancement Report

The learning experience at AIS Vienna goes beyond the classroom, shaped by opportunities that spark curiosity and encourage creativity. Gifts to the Annual Fund make these experiences possible, helping our school be a place where students grow, explore, and thrive.

In 2024–2025, the Annual Fund raised nearly €25,000 in flexible support. These contributions brought new ideas and energy into our learning spaces, supported creativity, and strengthened our sense of community. We welcomed inspiring guests like authors

Dan Santat and Monika Helfer, environmental advocate Plastic Free Boy, and digital wellness expert Patrick Green. Students gained hands-on artistic experience with visiting music professors and our High School Choir presented a memorable performance of Handel's Messiah.

We also expanded our resources with a new Camera Library and a Multilingual Library, offering more tools and diverse materials. Our commitment to science and technology was evident with the introduction of LEGO Spike robotics

kits. Students engaged in enriching events like M.A.D.D. Week, Math Morning, and received a visit from a professional sports photographer. Additionally, students enjoyed new Spider Swings on the playground, thanks to a partnership with the PTF Special Projects Fund.

We're grateful to everyone who gave to the Annual Fund this year. Your support brought meaningful experiences to life for students throughout the AIS Vienna community.



## Gifts from July 1, 2024 through June 30, 2025

### Director's Trust

Fridman Family

### Community Council

David Davenport (Class of '66)  
Januszewski Family  
Wichlas Family  
Anonymous (3)

### Round Table

Binner Family  
Collins Family  
Gabor Family  
Gorodetsky Family  
Holla-Wartko Family  
Ivanova Family  
Scheriau / Stebe Family  
Anonymous

### Villa Club

Kont Family  
Family Kotrnec

### Friends of AIS Vienna

The Carmine Family '87, '89, '24, '28  
Kaneko Family  
Liu Family  
Medvedskaia / Ibrisebegovic Family  
Pchenushay Family  
Pukas Family  
Santorinaios Family  
Siegl Family  
Shvets Family  
Siegl Family  
Wu Family  
Anonymous (4)





# Alumni Report

As AIS Vienna celebrated its 65th Anniversary, we had many reunion events around the world throughout the 2024-2025 school year with alumni, faculty, and staff; the highlight being the New York Winter Reunion in December, following our present students performing at Carnegie Hall.

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 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.



**Kathy Heedles**  
MS/HS Choir and Fine Arts  
38 years at AIS Vienna



**Cindy Harrison**  
HS Mathematics  
29 years at AIS Vienna



**Susanne Püls**  
Chief Accountant  
17 years at AIS Vienna



**Radinka Nikolic**  
Cleaning Staff  
11 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!)



[www.facebook.com/AISVienna](https://www.facebook.com/AISVienna)



[www.instagram.com/ais\\_vienna](https://www.instagram.com/ais_vienna)



[www.linkedin.com/school/aisvienna/](https://www.linkedin.com/school/aisvienna/)



[www.youtube.com/aisvienna](https://www.youtube.com/aisvienna)



[www.ais.at/social-media-landing](https://www.ais.at/social-media-landing)

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



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