



American
International
School
Vienna



Annual Report

A School Year in Review

2022-2023



**American
International
School
Vienna**

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.

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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 **802**

NATIONALITIES **71**

LANGUAGES SPOKEN AMONG STUDENTS **48**



STUDENT LAPTOPS & IPADS
1:1



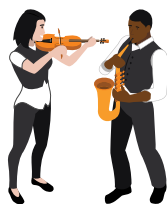
FAMILIES **520**



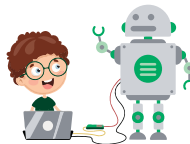
CLASS OF
2023 COLLEGE
ACCEPTANCE
RATE
100%



ATHLETIC
TEAMS
40



ARTS
EVENTS
55



CLUBS &
ACTIVITIES
75

ALUMNI NETWORK MEMBERS **13,807**

CAMPUS AREA **45,000 m²**

YEARS IN EXISTENCE **63**

EMPLOYEES **194**

*All data as of June 2023



A Letter From the Executive Board

In recent years, the world has faced dramatic changes, including the far-reaching effects of the pandemic, geopolitical shifts, and evolving global challenges. These events have heightened the sense of uncertainty, volatility, and ambiguity across various aspects of life, including the economic environment. As the AIS Vienna Executive Board Chair for the 2022-2023 academic year, I would like to express my deep appreciation for the AIS Vienna community's resilience and adaptability.

Throughout the 2022-2023 academic year, the Executive Board continued its commitment to the implementation of best practices, demonstrating remarkable dedication to enhancing the school's governance and operation. I would like to express my profound appreciation to each board member who contributed their time and supported our community. Your commitment has played a pivotal role in our continuous achievements.

During 2022-2023, AIS Vienna made significant strides in accomplishing the strategic goals identified in Year 2 of the AIS Vienna Strategic Plan 2021-2026. The AIS Vienna Executive Board's support, alongside its crucial role in ensuring a successful, safe, and healthy school year, has been instrumental in this process.

To fulfill our school mission, it's imperative for the Executive Board to stay well-informed and to cultivate a deep sense of confidence and comfort in supporting our Director and the entire school community. We achieve this not only through internal efforts but also by actively seeking guidance from external consultants, ensuring that our decisions and actions are rooted in the best possible expertise. This involves our collective dedication to expanding a sincere sense of inclusion and belonging for all within our educational environment.

Throughout the school year, the Executive Board engaged in a comprehensive review and approval process aimed at adopting and implementing best practices in governance and policies. Our commitment to this effort reflects our dedication to enhancing the overall effectiveness of our board's operations. We recognize that by continually refining and adhering to best practices, we strengthen our governance structure and set a positive example for the entire AIS Vienna community.

In the midst of this year's challenging economic landscape,

characterized by high inflation, our Board has undertaken substantial measures to strengthen our financial framework. We diligently reviewed and presented the 2023-2024 Budget, with a strong emphasis on enhancing our school's financial stability. These strategic financial decisions exemplify our unwavering commitment to provide the necessary resources for the well-being of our educational environment.

In addition to fiduciary duties and strategic responsibilities this school year, the AIS Vienna Executive Board continued generative thinking discussions, extending our focus beyond current strategic priorities. Our conversations were forward-looking and inclusive of future opportunities centered around education trends at both the macro and micro levels. Notably, a renowned consultant provided the Board with supplemental insight into these generative discussions, enriching our understanding of high-level governance and education trends. Additionally, we are fortunate to have the guidance of a dedicated board coach, further enhancing our strategic vision and collaborative efforts to steer AIS Vienna towards a brighter and more innovative future.

AIS Vienna also achieved notable advancements in relation to the Annual Fund. The support received through the Annual Fund enabled us to enhance innovative learning spaces and create enriching educational experiences across all school divisions. I am grateful to everyone

who generously contributed and supported our school at every level. Your contributions have made a meaningful impact on our educational community.

On behalf of the AIS Vienna Executive Board, I would like to convey our sincere appreciation to Director, Dr. Miner, our dedicated Senior Leadership Team, our exceptional students, our committed teachers, our hardworking staff, and our loyal alumni, all of whom contribute to fostering a warm and supportive community. Your collective efforts are deeply valued and truly meaningful.

The AIS Vienna Executive Board is committed to strengthening the school's governance structure while also ensuring its long-term financial and academic prosperity, with a strong emphasis on sustainability for future generations. Upholding our core values – Respect, Aspire, and Achieve – AIS Vienna will continue to be a student-centered school and 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.

Şirin Kont

Executive Board Chair



A Letter From the Director

The 2022-2023 school year featured the launch of Year 2 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, despite the challenges posed by the global pandemic over the previous few years. 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 2023 were very strong, as graduating seniors ultimately demonstrated their adaptability and resilience.

In my third 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 return of many of our in person events in 2022-2023, I am consistently in awe of our incredible parent volunteers who do so much for our students.

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 2022-2023, volunteers and mentors donated countless hours to student-centered programs including our UN Day and HS Career Fair. The 2022-2023 Annual Fund raised more than €53,000 from 42 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 25. On behalf of our students, thank you to everyone who gave so generously in 2022-2023!

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 the start of 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 third 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 2 of our strategic plan saw the official launch of AISV's *Philosophy of Assessment* and definition of high-quality learning, along with the student-centered *Conditions for Learning*, as identified by our faculty. Additionally, the Learning Support team spent the year finalizing our PK-12 learning support services model.

Conditions for Learning

At AIS Vienna, we believe high-quality learning results in the application of knowledge, concepts, and skills in a variety of contexts.



On-going Assessment

Utilizing the cycle of feedback and reflection, we know where we are in our process of learning, where we still need to go, and how we will get there.



Authentic Contexts

We recognize what we're learning and why we're learning it, and we seek relevant and engaging challenges throughout the process.



Personalization

We maximize our strengths, proactively take steps to improve upon our areas of challenge, and claim ownership of our learning through opportunities for personal choice.



Collaboration

We appreciate that learning is a social process, and we respect diverse perspectives and ways of knowing.



Persistence

We embrace opportunities to take risks, and we view setbacks as learning opportunities.

PK-12 Philosophy of Assessment

At AIS Vienna, we know on-going assessment and feedback is essential to the learning process and allows us to evaluate a student's ability to apply knowledge, concepts, and skills in a variety of contexts. A variety of assessment tools empower the student to demonstrate their strengths and areas of growth which enhances metacognition and facilitates individualized support.



With these essential commitments established, we shifted our focus to our *Priority 2 Character & Community* action items. Over the course of the year, two small committees made up of a variety of stakeholders collaborated to define international-mindedness in the context of AIS Vienna, as well as articulate the character traits and dispositions of the ethical and purposeful AISV citizen. These definitions will be introduced during the 2023-24 academic year.

AISV also instituted a system for analyzing student assessments to provide teachers with evidence of gaps in learning. With this information, teachers then agree on and commit to applying an instructional strategy designed to address the learner-centered problem. This system was rolled out to the English/Language Arts team in 2022-23 to guide their curriculum review and will continue to be rolled out with each subject area over the next four years.

Our whole school counseling team formed this year, creating a program philosophy that aligns with our AIS Vienna Mission and Vision to guide their future work. This team also collaborated to adopt standards for working with students in a counseling capacity, and foundational standards for a robust Social Emotional Learning program. These steps are integral pre-conditions that must be satisfied to meet our goal of *creating [an] integrated program to reinforce strategies and skills that contribute to each student's emotional, physical, and intellectual well-being.*

Within this goal, the High School added a Social Emotional Counselor to their team to support the changing needs of students. Our Grade 9 Advisory program was created and implemented with the purpose of having a space to discuss non-academic topics through empathetic conversations and community building. Some of the lessons included are personal identity, risk, stress and conflict management, resilience, empathy,

and goal-setting.

The Teaching & Learning team also conducted its first in-house teacher leader workshop. The focus was on deepening the understanding of our strategic plan, reviewing the systems and structures in place at AISV, sharing protocols for facilitating collaboration and decision-making, and discussing case studies dealing with challenging situations. A mid-year reflection identified what was going well and where teacher leaders would benefit from additional assistance. With this feedback, the T&L team is better able to offer coaching and training for leading and managing effective teams.

Overall, AISV faculty engaged in a number of professional development workshops facilitated by authors and consultants who are experts in their field, such as Trevor MacKenzie, Ted & Carolyn Temertzoglou, Homa S. Tavangar and Mahtab Mahmoodzadeh, Matt Glover, and Tom Schimmer.



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 2023 saw a number of developments to our campus.

This year we celebrate the creation of our new Early Childhood Discovery Garden and MS Learning Commons, major renovations of Kindergarten and Grade 2, and some big upgrades to our Theater.

Thanks in part to the generous support of an anonymous donor, we were able to completely renew our Early Childhood Discovery Garden over the summer. This new space was designed for Pre-Kindergarten and Kindergarten students 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.

The AISV Annual Fund allowed us

to furnish the new Middle School Learning Commons, a flexible multipurpose learning space, shared by Middle School faculty, students, staff, and the wider community. It improves upon the previous configuration, increasing flexibility, usability, and aesthetics. It serves as a large group gathering space, facilitates student solo or group work, and offers breakout areas for classroom projects, among a host of other possibilities.

Our renovated Grade 2 and Kindergarten classrooms include major structural changes to create more flexible multipurpose learning



spaces, along with important updates to furniture, flooring, lighting, and temperature regulation. The Kindergarten classrooms and Early Childhood Discovery Garden were purposefully designed together to integrate the indoor and outdoor learning experience.

Thanks to support from the AIS Vienna Foundation, our students are now benefiting from a new cutting-edge LED stage lighting system in the Theater. This transformative upgrade from our previous halogen system is not just a leap in technology but a commitment to sustainability

and artistic excellence. The LED system ensures a cooler and more comfortable environment for both performers and the audience. This new modern lighting system not only reduces our electricity consumption in this area by an estimated 75%, but enables students to experiment with color theory in all of our theater and musical performances. It provides opportunities for students who may not be inclined to perform, but are interested in the technical side of the industry, to participate in the arts.

We also recently installed green roofing solutions, adding to last

school year's additions of charging stations for e-cars and e-bikes. Located in the beautiful greenery of the Vienna Woods, AIS Vienna is inherently linked with nature. We continuously prioritize sustainability in our vision for the future.

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

Our Technology Vision

American International School Vienna students are empowered responsible digital citizens who thrive in a rapidly transforming technological world. Our students think creatively and critically; construct knowledge and design solutions; communicate and collaborate effectively; and engage responsibly with technology as respectful future-minded members of the global community.

The 2022-2023 school year observed the successful manifestation of the technology hardware upgrade planned in the previous year. Drawing from our Technology Vision and Philosophy, we made significant leaps in both acquisition and integration of technology for an enhanced learning experience for students at our school.

Major Hardware Upgrades

In a significant hardware overhaul, almost 200 new iPads, outfitted with Logitech keyboard cases, were distributed to students in grades

3-5. In parallel, over 700 MacBook Airs were rolled out to students in grades 6-12, while the Elementary and Middle School faculty received their share, building on the existing stock for the High School faculty. All faculty and students now use either an iPad or a MacBook Air. Our classrooms saw a tech facelift with the installation of 62 SMART boards across Elementary, Middle School, and Villa spaces. Communication got a boost with the addition of a state-of-the-art call manager in our server farm, complemented by the installation of 110 new phones throughout the campus. Rounding

Our Technology Philosophy

We believe technology and innovative practice stimulates curiosity and creativity, inspires the joy of discovered passions, and provides students with the tools and skills to confidently meet future challenges. Technology is fundamental in providing equal access to learning for all students.

off the upgrades, we replaced our 12 large format copiers, with new machines showcasing enhanced speed, energy efficiency, and reliability.

Software & System Enhancements

To provide a seamless online learning experience, ClassLink was introduced as our Single Sign-On (SSO) portal. This new portal, seamlessly integrated with Veracross, offers students and faculty a tailored LaunchPad experience, where users are provided access to the apps that are specific to their classes and



grade level and removes the need to remember passwords all in one place. Another addition in our digital environment was the incorporation of TrilbyTV to manage content on hallway screens, simplifying content management for staff, faculty, and students.

Technology Curriculum Review

The 2022-2023 school year was a period of reflection and planning as our K-12 technology curriculum team were in year one of our review. We started by reaffirming our commitment to the school's technology vision and philosophy statements, and the ISTE standards. For our High School technology electives, we incorporated the CSTA standards. We also looked into the technology courses offered by other international schools, aiming to assess and possibly revise our own courses in future years. As part of our forward planning, we drafted a technology plan that will serve as a roadmap for the development of technology skills teaching and learning at AIS Vienna.

Engaging With Our Faculty

"The Download," our monthly teacher newsletter, made a robust return. It shares technology updates, hardware use tips specifically related to our iPads, MacBooks and SMART boards, 'QuickByte' video tutorials on the learning platforms we have in the school, and pertinent EdTech resources to enhance online learning in classrooms. Furthermore, we introduced new sections on best practices for data privacy and protection, insightful technology book reviews, and AI prompts to assist our faculty.

Data Protection & Compliance

The Data Protection Team convened quarterly, concentrating on refining our data protection procedures. We crafted a data flow chart, updated our data asset register, created, updated and reviewed a data breach incident log, and reviewed our data retention and shredding policies. Strengthening our security measures, Multi-Factor Authentication (MFA) became mandatory for all employees

accessing Google accounts and Veracross.

Feedback and Surveys

Continuing our tradition, we conducted the annual student and teacher technology surveys. The feedback from the teacher survey showed a predominantly positive inclination, with 87% of responses aligning with "Agree" or "Somewhat Agree." Our student survey reflected promising results with all 17 statements registering an increased average score as compared to the previous year.

The 2022-2023 academic year was not just about hardware and software augmentation but a testament to our commitment to delivering a top-notch educational experience. We are driven by feedback, ever-evolving, and dedicated to paving the way for futuristic and intuitive teaching-learning experiences at AIS Vienna.

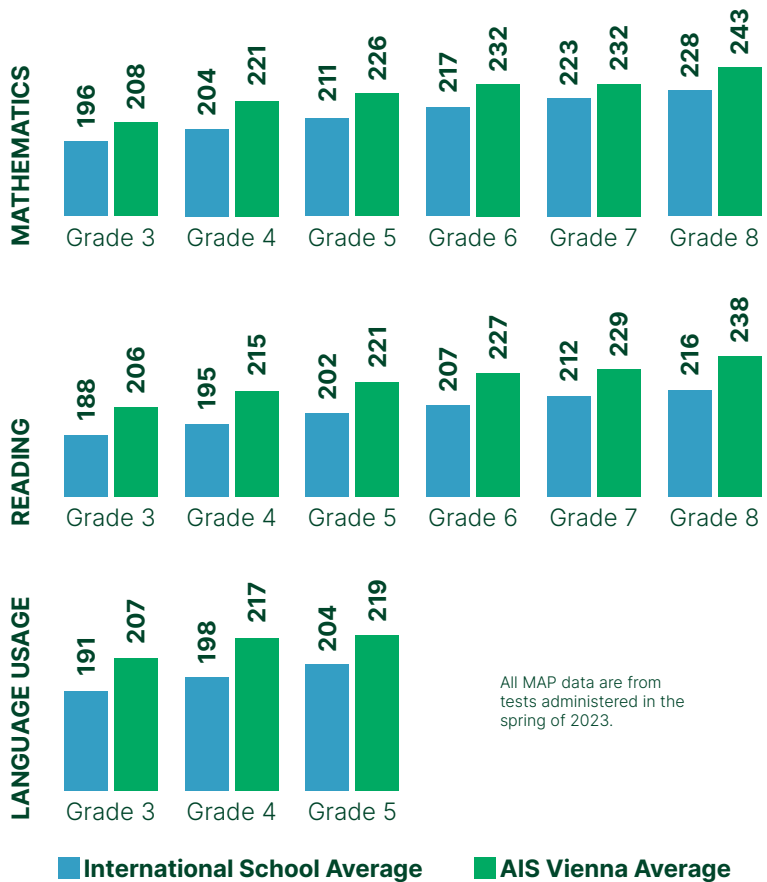


Student Achievement

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 tests. These provide detailed, actionable data about where each child is on their unique learning path. The tests show achievements in core subjects and compare them to "International School Norms"*.



All MAP data are from tests administered in the spring of 2023.

*International school averages are from the NWEA Global Partners Dashboard of international schools around the world.

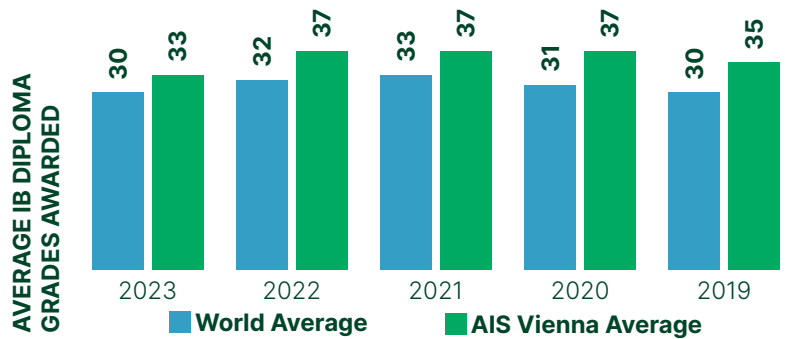
International Baccalaureate (IB)

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 score of 45.

During the 2022-2023 school year, we were thrilled to celebrate 46 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 almost 5,000 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.

2023 Summary of IB Results

IB Diploma Candidates **48**
Average IB Diploma Score **33**
Diploma Pass Rate **100%**



Higher Education Placements Awarded to the Class of 2023

Congratulations to the Class of 2023!

As of September 2023, our students had 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 **158** acceptances at **104** institutions in **13** countries/regions.

Austria

University of Salzburg
(Paris Lodron)

Belgium

Brussels School of
Governance (Vesalius
College)

Canada

Carleton University
Dalhousie University
McGill University (3)
Queen's University
Royal Military College of
Canada
Simon Fraser University
Université de
Sherbrooke
University of Toronto (3)
University of Victoria
University of Waterloo

France

ESCP Business School,
Paris (2)
ESSEC Business School,
Cergy-Pontoise
Institute of Political
Studies Paris - 'Sciences
Po'
Istituto Marangoni, Paris
Toulouse Business
School

Hong Kong

Hong Kong University of
Science and Technology
The Chinese University
of Hong Kong
The University of Hong
Kong

Iceland

Reykjavik University

Ireland

Trinity College Dublin -
The University of Dublin

Italy

Bocconi University
Istituto Marangoni,
Milano
Luiss University

Netherlands

Eindhoven University of
Technology
Hanze University of
Applied Sciences,
Groningen
Hotelschool The Hague
HZ University of Applied
Sciences
Maastricht University (2)
NHL Stenden University
of Applied Sciences
University of Amsterdam
University of Groningen
(6)
Utrecht University (3)

Spain

Escuela Superior
de Admistracion y
Direccion de Empresas
ESADE
IE University, Madrid (4)

Switzerland

EHL Swiss School of
Tourism and Hospitality
(SSTH)

United Kingdom

Aberystwyth University
Birkbeck, University of
London (2)
Brunel University (3)
City University of
London (7)
Edinburgh Napier
University
ESCP Business School,
London
King's College London
(6)
Kingston College
Kingston University
London Metropolitan
University (4)
London School of
Economics and Political
Science
Newcastle University
Queen Mary University
of London (6)
Ravensbourne University
London
Royal Holloway,
University of London (4)
The University of
Liverpool (2)
University College
London (2)
University of Greenwich
(2)
University of Leeds
University of Leicester
University of Nottingham
University of the Arts
London
University of
Westminster (3)

United States

Boston College
Boston University (3)
Brigham Young
University
Columbia College
Chicago
Emerson College
Fairfield University
Fordham University
George Washington
University (2)
Georgia Military College
Gonzaga University
Hobart and William
Smith Colleges
James Madison
University (2)
Loyola University
Chicago
Lynn University
Middlebury College
Northeastern University
(2)
Old Dominion University
Pennsylvania State
University, University
Park
Radford University
Rensselaer Polytechnic
Institute (2)
Saint Louis University
Savannah College of Art
and Design
Seattle University
Suffolk University
Syracuse University
Texas A&M University
The Catholic University
of America
The University of Texas
at Austin

United States Naval
Academy
University of California,
Berkeley
University of California,
Irvine (2)
University of California,
San Diego
University of Hawaii at
Hilo
University of Illinois at
Chicago
University of Iowa
University of Maine
University of Maine at
Augusta
University of Maine at
Farmington
University of North
Carolina at Chapel Hill
University of San
Francisco
University of Southern
Maine
University of Vermont
Villanova University
Western Washington
University (2)



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	106
Countries Represented	14
Teachers with Advanced Degrees	86%
Student-Teacher Ratio	8:1





Related Arts

Theater Arts at AIS Vienna continue to be a sensation. Our major theatrical productions in 2022-2023 included the wonderful HS musical, *Legally Blonde*, the powerful HS play *Staged4*, and the hilarious MS play *30 Reasons not to be in a Play*, along with the ES play *Trees!*, a beautiful student-driven production, aligned with many of the UN Sustainable Development Goals that our ES students learned about throughout the school year.

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 2022-2023 school year. Our MS and HS Art students had the opportunity to learn first-hand from renowned visiting Fine Artist, Ian Murphy. Our IB Theater students traveled to London for the first in-person International School Theatre Association (ISTA) trip since 2019. Our High School choirs were granted the opportunity to perform in Carnegie Hall, New York City. Middle School singers were invited to perform at US Ambassador Kennedy's Holiday Party. The first

ever ES M.A.D.D. Week (music, art, dance, and drama) celebration took place, during which students explored their creativity with special workshops on world music, visual art, digital design, drama and acting, along with dance, movement, capoeira and more. The week included special guest musical group Five Sax, as well as guest theater company Klassik Cool.

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 took place around the world. Congratulations to our young musicians for auditioning and putting the time in to prepare.

Many of the performances that took place during 2022-2023 can be found on our AIS Vienna YouTube Channel: youtube.com/aisvienna.

Athletics & Activities

Athletics

The 2022-2023 school year will be remembered forevermore as the year we returned to a full athletics program of ISST, SCIS, and DVAC competitions. Our student athletes hosted and traveled throughout the year across the breadth of Europe to represent our school.

With renewed competition came a huge learning curve with regards to what it means to be on a school team. Coaches and student athletes became more comfortable with the 'hotel stay' culture which has replaced housing (home stays). The coaches, parents, and of course our student athletes, deserve huge recognition for the parts they played in making the school year such a success.

The end of year celebrations at the MS and HS Sports Awards were a fitting way to recognize the achievements of all our teams. We are excited for the 2023-2024 school year, where we will see our MS and JV teams join our Varsity teams as AIS Vienna joins seven other top international schools in a redesigned ISST conference.

Activities

Like athletics, our activity teams were back in action traveling around Europe to compete in international school conference tournaments. Our 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.

After School Activities (ASA)

The Elementary School ASA program had its first full year since before the pandemic, offering over 20 activities ranging from Engineering and Art, to Basketball and Chess. The program also includes swimming lessons and the chance to have one on one tennis lessons. Up to 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.





Celebrating Our International Community



Students

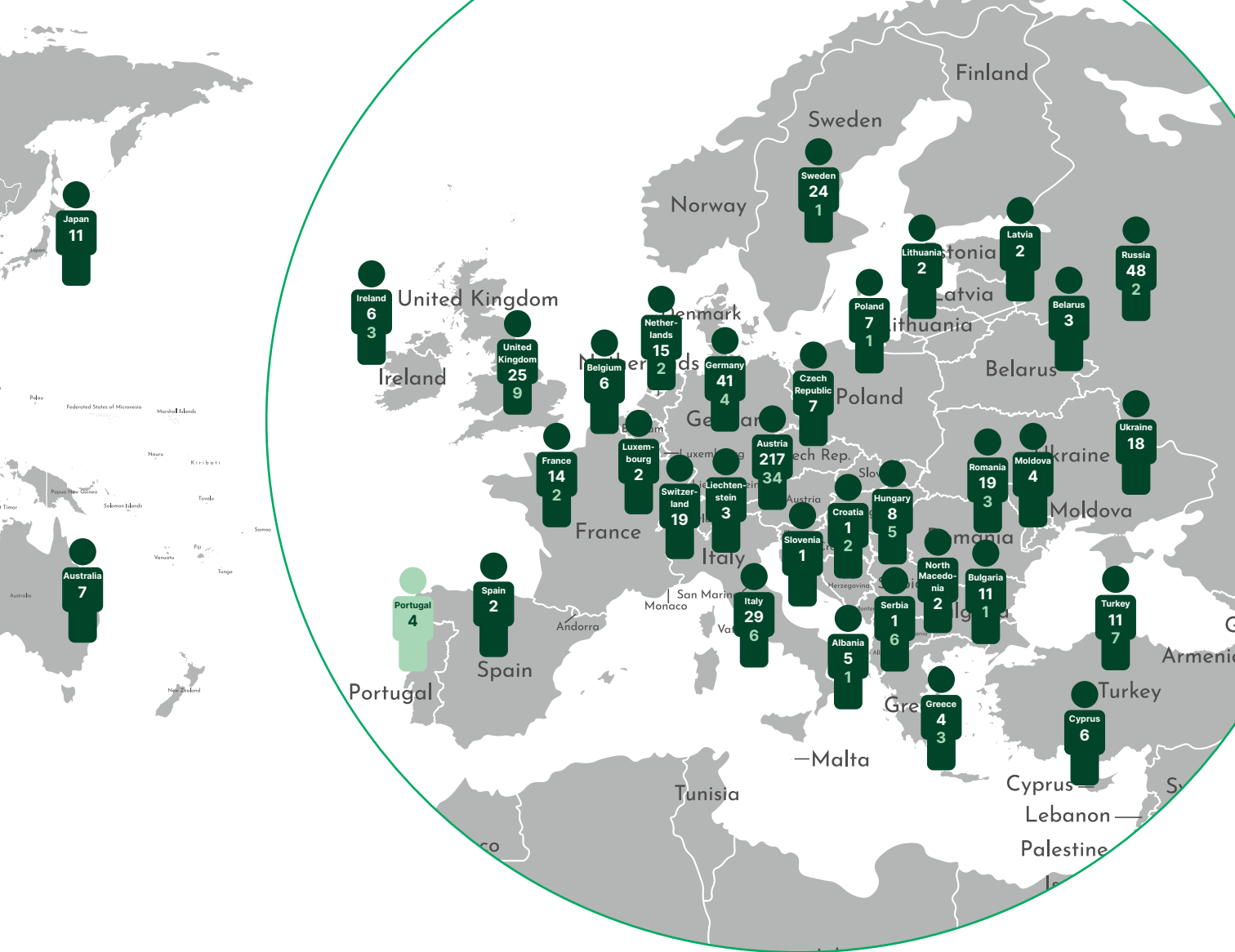
At AIS Vienna we take pride in our diverse international community, which includes students, teachers and staff of many ethnicities, languages, religions, and nationalities. We celebrate diversity and difference throughout the year at many school events, from UN Day to the International Food Festival, to concerts, art shows and more. All in all, 71 countries were included in the makeup of our 2022-2023 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: **802 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 25-65, with an average and median age of around 45. 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 2022-2023 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 its 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 2022-2023, the PTF fostered community spirit through events and activities and was able to rebuild its funds after challenging COVID-19 years. We were able to bring back the biggest AISV community event: our International Food Festival, and ensured that our AIS Vienna community members could celebrate and enjoy our many initiatives throughout the year.

1. Through our PTF Special Projects Fund (SPF), we were able to provide €4,000 to support the AIS Vienna community. The funds raised were used for the following six projects submitted by students, teachers, and staff members: 1) Biosphere Service Learning (to buy extra equipment and gardening tools for students); 2) Our Colorful Hallways (to support the creation of a mural in the 7th grade hallway); 3) Our Colorful School (to place decal stickers of pictures of AISV spirit images in the MS/HS hallways); 4) GAME ON! (to build a collection of board and card games for the 7th grade); 5) M.A.D.D. Week - Guest Artist 2024 (to fund a special guest artist for next school year's ES M.A.D.D. Week); 6) Congratulations Seniors! (to provide financial support for the Senior Graduation Garden Party). 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 five "PTF Coffee Among Friends Gatherings" took place in the Faculty Lounge and were well-attended. These casual community meetings were open to the whole AISV community and we shared updates about PTF events and activities, as well as information from guest speakers.

3. With the first ever AISV Family Oktoberfest, which was co-hosted by the AISV Administration and the PTF, we creatively modified the traditional All-School BBQ. We also hosted our Halloween Trunk o' Treat, Lantern Walk, FIFA World Cup Soccer Viewing Party, Winter Wonderland, Family Bingo Night, Thanksgiving Turkey sale, Seasonal Crafting, Teacher & Staff Appreciation Day, and PTF Flea Market. We were proud to bring back the beloved International Food Festival which was a great success and the biggest community event of the school year. We also published our "Family Favorites Cookbook" with a collection of recipes from our



beautifully diverse AISV community. Our events and activities generated around €33,700, leaving about €12,400 after expenses. A portion of these funds will be made available for our Special Projects Fund and event expenses for 2023-2024.

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. Additionally, our newcomers were invited to a Mall Visit & Lunch with long-time residents of Vienna who shared insider tips on life in Austria. We also supported new families through our 'Country Coordinators,' who connect families from the same country or region, creating that feeling of home away from home.

5. We organized seven "PTF Out & About" cultural excursions. In addition to the regular day-time events, the Out & About team offered one evening event to facilitate connections between parents, faculty, and staff. This

year included the following tours: 1) Imperial & Royal Court Suppliers Walking Tour; 2) Ugly Vienna Walking Tour; 3) Dorotheum Visit; 4) Grafenegg Advent Market Visit; 5) Werkstätte Hagenauer Tour; 6) Jewish Vienna Walking Tour; 7) Central Cemetery Tour.

6. We promoted social interest groups for parents to connect with others who share hobbies and perspectives (e.g. Walkie Talkie, Book Club, Wellbeing Parents Association, Tennis, Golf, German Language, Thai Boxing).

7. We coordinated and supported our Grade/Room Level Parents (GRLPs) and provided helpful resources and tools to facilitate parent-to-parent interaction and parent-to-teacher 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 Hunts.

8. PTF UN Day Coordinators supported UN and

Sustainable Development Goals learning in the Elementary School.

9. Our PTF Fine Arts Boosters Team provided snacks and beverages to our talented students at several live performances and concerts.

10. 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 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!

Iliana Chandler
PTF Board Chair

Charlene Adams
PTF Board Vice Chair



Financial Review

In the fiscal year 2022-2023, AIS Vienna continued to implement its finance strategy and make improvements in several areas of operations and capital expenditure.

According to audited figures, the total actual revenue of € 18.689.088,- was slightly above the forecast figure of € 18.101.245. Expenditures were € 152k lower than planned, mainly due to multiple efficiency measures in IT purchasing, and maintenance efficiency.

Due to the significant investment in the IT Infrastructure AISV had a planned deficit of € 1.554.160. However, due to efficient purchasing structures AIS Vienna was able to close its books for 2022-2023 with a cash deficit of only € 816.535. Furthermore, our cash position at period end was € 9.2 million plus a restricted reserve of € 3.5 million.

These results are in alignment with the twin objectives of maintaining a disciplined budget, while supporting and strengthening our academic and extracurricular program and safeguarding the long-term financial stability of the school.

The major capital improvement in

2022-2023 was the implementation of the IT strategy, which included the technical upgrade of nearly 70 classrooms. At the same time we also started with the implementation of eco-friendly measures such as e-charging stations for cars and bikes. In the summer of 2023, we continued with the renovation of several Grades and created additional break out areas such as the Middle School Learning Commons. This past summer we also had a special emphasis on early childhood and we created new innovative indoor and outdoor teaching spaces for the Kindergarten.

The AIS Vienna Executive Board has developed a five-year Facilities Master Plan, which includes improvement projects and upgrades to our campus, some of which may be very capital intensive. We are therefore pleased with having significantly grown our reserves over the last number of years and will aim to structure future budgets in a manner conducive to further reserve growth, which will make the realization of the school's plans and ambitions possible.

Of special importance is the full redevelopment and integration

of our sports facilities in a single purpose built location, currently in advanced planning stages. Its execution will open up inspiring possibilities across campus for the enlargement and development of our teaching programs. The organic securing of funding for ambitious projects like this is a paramount consideration in our long term financial planning, especially given the adverse changes in the interest rate environment and our natural and prudent preference for own capital, rather than external funding. The purposeful reserve accumulation over the last years has consistently targeted the realization of this project and the enabling of future improvement in our facilities.

We would like to thank all our teaching, non-teaching, and administrative staff members for their patience and hard work during the school year. Finally, we extend our thanks to our students, parents, and alumni for their continued commitment to our school.

Hristo Mitchkovski

Executive Board Treasurer

Benjamin Kuscher

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 2022-2023, community members gave more than €53,000 to the Annual Fund. These unrestricted gifts enabled us to fund a green roof on part of our campus, cutting edge microscopes in the Middle School, a campus beautification project led by the High School Gardening Club, and an on-campus performance and workshops from the band Five Sax.

We were also able to partner with the PTF Special Projects Fund to purchase live stream equipment for our Theater.

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, 2022 through June 30, 2023

Director's Trust

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

Community Council

Warren Adams
Fridman Family
Gabor Family
König Family
Wichlas Family
Anonymous (2)

Round Table

Mustafin Family

Villa Club

Davitashvili Family
Landesmann Family
Reed Family

Friends of AIS Vienna

Alon Family
Ayers Family
Burak Family
The Carmine Family '87, '89, '24, '28
Chatterjee Family
Dahlstrom Family
Kaneko Family
Kitahara Ting Family

Kont Family
Kranz Family
Polak-Auerbach Family
Siegl Family
Stowasser Family
Williams Family
Zhurylo Family
Anonymous (5)



Alumni Report

We had many get-togethers around the world throughout the 2022-2023 school year with alumni, faculty, and staff, including classes of the '60s through '10s, as well as the 50th Anniversary of the Class of '73. Due to the lifting of pandemic related restrictions around the globe, 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 on our AIS Vienna Alumni Portal.



Retiring Faculty & Staff

The end of the school year is always bittersweet. In June 2023, we said farewell to two beloved faculty members:



Lucinda Edmunds
HS English Teacher
10 years at AIS Vienna



Chrys Pappas
HS Science Teacher
27 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 Channels & 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
	www.facebook.com/AISVienna	www.facebook.com/AISViennaAlumni
	www.instagram.com/ais_vienna	www.instagram.com/ais_vienna_alumni/
	www.twitter.com/aisvienna	www.twitter.com/AISViennaAlumni
	www.youtube.com/aisvienna	www.youtube.com/aisvienna
	www.linkedin.com/school/aisvienna/	www.linkedin.com/groups/1137727/profile

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



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