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## Highlights of the Issue

### SABIS® to Run a Public School in Erbil

December 2007 saw the signature of a new public-private-partnership contract in the SABIS® School Network. In a contract signed by Mr. C. Bistany, SABIS® President, and the Ministry of Education in Erbil, Kurdistan, Iraq, the first SABIS®-PPP school in Kurdistan, *Halgourd Primary School*, was established.

Drawing on SABIS® experience in managing schools, including *the International School of Choueifat - Erbil*, the Kurdistan Regional Government selected SABIS® to implement a three-year educational project focused on developing schools in the area. Under SABIS® management, staff and teachers in the public school will be trained so that they can satisfy local educational and professional criteria and apply SABIS®'s time-tested standards. This will serve as a model for improving education in Iraq at both the primary and secondary levels.

*Halgourd Primary School* will open for students in Kindergarten through Grade 4 in the 2008-09 academic year and is set to welcome an

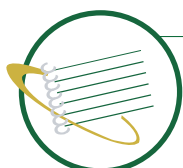
enrollment of approximately 280 students. Plans are also underway for a second SABIS®-PPP school in Duhok.

In preparation for the opening in September 2008, seasoned teachers from SABIS® schools will offer training programs to assist local staff and teachers in the implementation of the core SABIS® curriculum and management of the school's operations. The training will include not only instruction in implementation of the SABIS® Educational System but also observation and mentoring.

Through their application of the SABIS® Educational System, SABIS®-PPP schools join the growing network of schools which is committed to providing a high-quality, college-preparatory education to all students.

For further information on SABIS®, please visit [www.sabis.net](http://www.sabis.net).

Now available online



For more information on employment or alumni news within the SABIS® School Network, access our websites: <http://www.sabis.net>, <http://www.sabiscareers.com>, <http://www.iscalumni.com>



The *International Academy of Flint (IAF)* in Flint, Michigan was recently recognized as a bronze medal school in the ranking of America's Best High Schools as published in *US News and World Report*. *IAF* earned the ranking in a study conducted by *School Evaluation Services*, a K-12 data research and analysis business run by Standard & Poor's.

High schools in 40 US states were involved in the study which assessed three areas: 1) how each school's students performed on state tests, adjusting for student circumstances, 2) how well each school's disadvantaged students did, and 3) whether the school was successful in providing college-level coursework. Overall, 18,790 high schools were studied. The 100 schools that did the best in this analysis earned gold medals. The next 405 schools were awarded silver medals, and an additional 1,086 schools earned bronze. *IAF* was one of only two high schools in Genesee County, Michigan, to receive this designation, and one of 752 public high schools to receive the award in the state of Michigan.

Since it opened in the fall of 1999, *the International Academy of Flint* has been striving to provide its students with a top-quality, international education and piling up academic accomplishments along the way. In 2006-07, *IAF*'s state MEAP test results earned the school recognition as a high-achieving school in the top 20 among 229 Michigan charter schools statewide. Moreover, for four consecutive years, *IAF* has had 100% of its graduates accepted for admission into public and private colleges and universities. These accomplishments were coupled with a significant increase in student enrollment, which currently stands at 925 students in kindergarten through grade 12. With this new ranking among the top US high schools, *IAF* students further demonstrate that they are attaining excellence and overall academic success through the SABIS® Educational System.

For more information on *IAF*, please visit [www.iaf-sabis.net](http://www.iaf-sabis.net).

## SABIS® Hiring Teachers Worldwide



As a global school network comprised of 50 schools educating over 40,000 students, SABIS® currently employs more than 3500 employees, the vast majority of which are teachers. Recruiting the right teachers for each of its schools is a time-consuming and demanding task, one that has grown more challenging over the past half-decade due to the worldwide teacher shortage. Through its vast global network of recruitment personnel and resources, SABIS® has proven effective in addressing recruitment challenges.

### SABIS® Recruitment Resources



New Recruitment Brochure

Over the years, SABIS® has developed a comprehensive worldwide network of resources for sourcing, assessing, and recruiting teachers and staff. These resources include some standard ones that are used throughout the industry such as recruitment fairs, contacts with university careers' offices, and advertisements in newspapers and trade publications. Most recently, SABIS® released a new recruitment brochure designed to spark curiosity in the SABIS® Educational System and encourage teachers to apply.

The economies of scale that are afforded through the SABIS® School Network, however, provide SABIS® with additional valuable resources for the recruitment of highly sought-after teachers. These sources make use of some traditional as well as non-traditional avenues for recruitment.

SABISCareers is SABIS®'s online recruitment website designed to provide prospective teaching candidates with round-the-clock and round-the-world access to openings in any SABIS® school. By logging in to [www.sabiscareers.com](http://www.sabiscareers.com), interested teaching candidates have a world of teaching opportunities open to them. Candidates can search for open positions by region or area of interest such as administration or teaching and can submit an online application year-round.

The scope of the SABIS® School Network provides a further recruitment advantage. With schools located in 15 different countries, SABIS® openly encourages effective teachers to broaden their own personal and professional horizons by moving within the network. Through a newly introduced, web-based talent management system,

SABISTalent, teachers are able, among other things, to store their professional data as well as identify professional development goals. Through regular reference to SABISTalent and the valuable information stored on it for each teacher, school directors and recruitment specialists in SABIS® will be able to identify, develop, and retain internal talent within the growing company.

## Experience in the UAE

Due to the rapid growth of the network in the United Arab Emirates, SABIS®'s staffing needs in the region have recently outpaced needs in other regions. In figures reported by Mr. S. Cooney, SABIS® Recruitment Director in the UAE, through his efforts and those of key network recruitment personnel, he has received and reviewed over 15,000 teacher resumes in the past eleven months. During the same period, Mr. Cooney conducted just over 1,500 interviews resulting in the hiring of 350+ teachers for the private SABIS® schools and the public-private partnership schools in the region.

Mr. Cooney, who is a 10-year veteran with SABIS®, says that the UAE schools draw interesting applicants from around the globe. Using open and closed questions integrated into the application form, he scans each resume to see if applicants satisfy SABIS® core values including honesty, integrity, and commitment, as well as local educational and professional criteria. *"Candidates should embody the universal qualities of a teacher – responsibility, motivation, organization, respect, drive, and enthusiasm,"* states Mr. Cooney. *"The individual should work toward helping all students achieve their full potential."*

Following a review of each candidate's application, each candidate's data is input into an intricate applicant tracking system to ensure efficient handling and follow-up. Interviews are then arranged either in person, over the phone, or via video conferencing. Once Mr. Cooney is satisfied that the candidate is a fit for SABIS®, hiring can be done.

*"In the past five years at least, recruiters who are looking for teachers, especially in math and the sciences, have become limited by the usual means to find and attract people,"* commented Mr. Cooney. *"The tools and resources that are available through the SABIS® School Network make an extremely challenging task much more manageable."*

Meeting the challenges of teacher recruitment in the face of the global shortage is one that schools will continue to encounter worldwide. For many institutions, the tools and resources available to meet this challenge will remain limited and so too the outcome. Through its commitment to exploring and implementing new, innovative, and increasingly efficient ways to recruit and retain teachers, SABIS® will continue to build a dynamic team of professionals dedicated to providing education for a changing world.

For further information about careers in the SABIS® School Network, please visit [www.sabiscareers.com](http://www.sabiscareers.com).

## SABIS® US Directors' Meeting Highlights a Host of Issues



How are we preparing our students for a successful future? This was the central question that the 8<sup>th</sup> Annual SABIS® US Directors' meeting addressed. Taking place from November 29 to December 1, 2007, the meeting brought together school directors and administrators from all SABIS® US schools.

Attendees were given an update on a host of issues including academics, IT, HR and SABISTalent, finance, business development, Student Life, and special education. *"The US Directors' Meeting is always a great opportunity to regroup mid-year,"* stated Christi Seiple-Cole, Director of the newest SABIS® charter school in Saginaw, Michigan. *"The presentations and workshops help us all to remain focused on our number one goal: helping all our students achieve their full potential."*

The meeting culminated with a day dedicated to a training workshop led by *Development Dimensions International (DDI®)*. The "Retaining Talent" workshop revealed significant facts about employee recruitment and retention and focused directors' attention on how to positively influence the main retention factors.

The meeting provided a productive platform for attendees to share ideas and information about ways to build on SABIS®'s achievements on all fronts in order to better prepare SABIS® students for success in college and beyond.



The SABIS® School Network hosted a very successful CITA Five Star Conference at *the International School of Choueifat - Dubai* on February 9, 2008. The nearly 300 conference attendees were accommodated in *ISC-Dubai's* facilities including four classrooms, the Video Conference room, and the library in addition to the former Exam Hall. Thirty-nine schools from the greater Gulf region and the Kingdom of Saudi Arabia attended the conference in show of their ongoing commitment to education.

*The Commission on International and Trans-Regional Accreditation (CITA)*, based in Arizona, USA, is the world's largest school accrediting body, with over 32,000 schools accredited in approximately 100 countries worldwide. All SABIS® schools in the Gulf region are either *CITA*-accredited or undergoing the accreditation process. Sharing the SABIS® philosophy, *CITA* is dedicated to advancing the quality of education worldwide.

Directors, principals, administrative staff, and teachers all joined in the conference under the direction of Dr. R. Sinisi, Executive Director of *CITA*, to learn about a wide range of perennial and contemporary educational issues. *CITA* arranged for eight international speakers from the United States to share some valuable information on teaching strategies and ways to motivate students and enrich learning.

Mr. R. Germanos, Regional Director of SABIS® schools in the Gulf, welcomed everyone on behalf of SABIS®. *"In the educational arena, we are all committed role players. SABIS®, together with the various schools represented here today, have accepted co-responsibility with CITA to ensure that academic expertise and initiatives remain in step with a changing world,"* emphasized Mr. Germanos. *"By sharing in a commitment to the pursuit of excellence, with an emphasis on high standards and quality education, we create an environment in which students not only realize, but also maximize their potential. I encourage you to use this unique opportunity to reach out to your fellow educators as we all share one common goal: to offer only the very best in education to the children of all nations,"* he concluded.

The conference turned out to be a rewarding event thanks to the hard work and dedication of all those involved including School Director, Mr. R. Niblock and Deputy Director, Mr. R. Malak, *the ISC-Dubai* staff, and the school's Student Life team.

For further information about *ISC-Dubai*, please visit [www.iscdxb-sabis.net](http://www.iscdxb-sabis.net).

## Parents Track Their Children's Progress with WEBPARENT



### WEB PARENT

Once students decide to join the SABIS® School Network, they, along with their parents, become part of a close-knit school community that promotes communication and engages them in positive experiences in and outside of the classroom. This is achieved through a policy of easy access to administrators, annual parent-teacher conferences, and most recently, through WEBPARENT.

WEBPARENT is a flexible and user-friendly website that was created to keep SABIS® parents abreast of their child's educational experience. Parents can log in to the password-protected site to access extensive details about fundamental aspects of their child's everyday school life. From school announcements to academic records, parents can view it all on WEBPARENT with the utmost security and at their own convenience.

One of the most popular features of WEBPARENT is the academic performance data. Updated regularly, this data reflects a student's performance from one week to the next through easy-to-read charts and reports. Charts also show academic trends over longer periods of time so that parents can see the bigger picture of their child's development.

Another popular WEBPARENT feature is the Weekly Summary, which presents everything parents need to know about their child at a glance, including academics, discipline, attendance, and Student Life. Through the Weekly Summary, parents can monitor their child's periodic and SABIS AMS® scores, absences, infractions, and SLO™ points earned during the week.

With this well-rounded overview of their child's education, parents are able to engage their child in valuable and targeted discussions about their school day.

Through WEBPARENT, they can identify issues on both the academic and disciplinary fronts as well as work collaboratively with their child and the school to seek solutions and celebrate success.

For further information about SABIS® WEBPARENT, please visit [www.sabis.net](http://www.sabis.net).

## Testimonial

“ It was a great visit. I hope you are terribly proud of that school. We saw the SABIS® Educational System working on all cylinders...In the rooms we visited, across the grades, we saw consistently strong instruction delivered by able teachers who are deeply committed to the SABIS® methods, to the school, and to each other. We also saw perfect behavior throughout the day. We were amazed by the longevity of teachers there - several we met had been there nearly since the school opened - unheard of in charter schools, and persuasive evidence of the unique sustainability and scalability of the model. ”

**Steven Wilson, Founder and CEO of the non-profit charter school management organization, Ascend learning, Inc., following a visit to SICS, Springfield in January 2008**

## SABIS SLO® News



### Mini-Student Life Training Camp: a first at ISC-Amman

“Challenging” and “inspiring” would be just a couple words used to describe the unique learning experience of prefects at *ISC-Amman*. The mini-camp brought together students from the SABIS Student Life Organization® for an exciting weekend with SABIS® Student Life Consultant, Mr. R. Soweid.

The sessions covered at the camp taught students about leadership, event planning, and the FISH! Philosophy®. Another highlight of the camp was to teach students the importance of teamwork. In this regard, a team-building treasure hunt was organized involving both students and teachers. It tested the participants' skills at working together in groups to solve different riddles, answer questions, and perform various team activities. While providing an opportunity for social growth, the mini-camp helped *ISC-Amman* students to develop their life skills.

The training motivated students to implement all of the principles learnt during the camp to reap academic results and continue to be positive role models for others in their school and community.



Teaming up for academic success

For further information about *ISC-Amman*, please visit [www.iscamman-sabis.net](http://www.iscamman-sabis.net)

### An Entertaining Cultural Mix at SABIS® International School's International Day



Over 600 visitors took a journey through nine different countries at the 7<sup>th</sup> Annual International Festival at *SIS-Phoenix*. Students, families, and friends participated in an evening filled with food, song, and dance, and explored an abundance of landmarks from each country.

Mayan temples, huge volcanoes, tropical rain forests, the Great Wall of China, and gondolas were but a few of the creations that transformed the classrooms into a representation of different countries. A local radio broadcast with traditional music from each country added to the event. The DJ shared live experiences with the community and provided souvenirs to the families in the school as well as offered direction to first-time visitors.

Travelers were greeted with carolers singing in German and other languages in the gymnasium. The highlight of the evening, however, was the performance of K-4 students as they wore costumes from each country and sang native songs to children. Egyptian and Indian students also graced the audience with a medley of traditional dances from various regions, while a school counselor demonstrated her prowess during a Karate demonstration. Stamping the night with success was an interactive African drummer who had the crowd chanting and drumming to a joyous beat.

To complement the evening's entertainment, families indulged in treats from around the world supplied by the *SIS* Parent Connection.

For further information about *SIS*, please visit [www.sis-sabis.net](http://www.sis-sabis.net).



ISC-Muscat

*The International School of Choueifat – Muscat* opened its doors in September 2001 with ninety-eight students. Hailing from thirty-four countries, the current student population stands at more than 970, all of whom enjoy a diverse cultural environment to complement the high-quality education offered.

Like other SABIS® schools, *the International School of Choueifat - Muscat* is a KG-Grade 13 international, non-selective, co-educational, independent, English-medium day school serving both the local and international communities and catering for students from the age of 3 + years to 18 +.

After six years in provisional facilities, in September 2007 the school moved to purpose-built premises set on a spacious campus conveniently located close to Al Seeb International Airport in Muscat. The state-of-the-art campus has all the facilities needed to complement the high-quality education typical of a SABIS® school: science and computer laboratories, music and art rooms, library, cafeteria, a sports hall, classrooms, multi-purpose rooms, a KG area, and playgrounds.

### Academics

Students enrolled in *ISC-Muscat* enjoy the advantages of a world-class education that provides them with a solid foundation of knowledge and thus paves the way for a successful future. This foundation is built through the SABIS® Educational System, a dynamic and efficient system focusing primarily on the core subjects of English, mathematics, sciences, and world languages. To optimize performance, the system is backed by effective teaching methods and comprehensive follow-up. Regular assessment of students' academic progress is conducted through the SABIS Academic Monitoring System®, whereby learning gaps are identified and quickly addressed. This system ensures high standards of efficiency and accountability and helps students achieve their full potential.



Academic Follow-up

### SABIS Student Life Organization®

The SABIS® Educational System focuses on striking a balance between academic and personal development. In this respect, the SABIS Student Life Organization® plays an important role in developing students' academic, managerial, organizational, and leadership skills in a variety of academic and non-academic activities.

Some of the academic activities students can engage in within the *SABIS Student Life Organization®* include contributing to the education of others by tutoring students and complementing the efforts of the administration and academic staff in the management of the school. In fact, students can earn Student Life Merit Points reflecting the quality and extent of their contributions to a better life in school.



Swimming Event

Another example of how *ISC-Muscat* students are actively involved in academics comes through the SABIS® Shadow Teaching program. Through the program, SABIS® students learn to become effective classroom leaders, reinforce their own understanding through teaching their fellow students, and develop confident presentation skills.

On a non-academic level, the SABIS Student Life Organization® encourages students to get involved in a variety of student-led extracurricular activities. While providing ways to socialize, relax, have fun, and become refreshed. Extracurricular activities keep students physically fit, increase their energy and stamina, develop their interests, and promote mental agility.

*ISC-Muscat* students participate in a wide range of activities including swimming, table tennis, volleyball, football, basketball, gymnastics, ballet, painting, and music. They are also members of several student-formed clubs, such as chess, computer, and art.

As part of their involvement in the SABIS Student Life Organization®, students also organize community service projects. In this respect, the protection of the environment has become an increasingly important issue for *ISC-Muscat* in recent years. Students and staff identified the need to promote a 'green attitude' in the school community. As a result, a pilot recycling project was successfully launched within the school. Separate bins were put in place within the administrative offices for use when discarding recyclable paper. Prefects within SLO™ will also be giving lunchtime talks and presentations on ways to protect the environment of the school and the world.



Football Field Artist Impression due to be completed by the end of the 2007-08 academic year



Basketball Field

To celebrate its international student body, *ISC-Muscat* holds Culture Day, an annual event that brings together parents, teachers, and students in cultural festivities. These range from learning the steps of the Lebanese Dabke or the Irish Jig to sampling the finest delicacies from various international cuisines.



Culture Day

Whether actively in the classrooms or in communities both near and far, students of *ISC-Muscat* are making a significant contribution to transform the quality of their education and promote high social, ethical, and moral values to improve their own lives and the lives of others.

For further information on *ISC-Muscat*, please visit [www.iscoman-sabis.net](http://www.iscoman-sabis.net).



L. Zhang

*"The multicultural environment at ISF International School Frankfurt Rhein-Main (ISF) strengthened my understanding of other cultures and evoked an interest in international affairs and economic situations around the world." This is how Linda Zhang, a graduate of the International School Frankfurt Rhein-Main, defines one of the key factors that prompted her acceptance at the London School of Economics (LSE).*

Of Chinese heritage, Linda Zhang was born and raised bilingually in Germany. She came to the ISF in Grade 9 and graduated with honors in 2006. She studied English and Spanish starting in primary school and achieved scores of 5 on her AP English Literature, AP Spanish, and AP German in her senior year at *ISF*. In the summer of 2005, she had the opportunity to use her language skills when teaching English and German to Chinese students in Shanghai.

In addition to her talent in languages, Zhang has always been drawn to the field of Economics. She likes delving into new areas of research to investigate human action and its consequences. Her Grade 12 *ISF* research paper dealt with the paradox of German trade unions and how their actions tend in the long

run to destroy the jobs of their very members.

Zhang also reaped non-academic benefits at *ISF* when she assumed the position of Deputy Head Prefect for Outreach and Deputy Head Prefect for Academics over four years. She states that this strengthened her leadership skills and ability to work under pressure. *"My involvement in SLO™ helped me with those social skills that are nowadays as important as a good university degree,"* she says. Playing on the girls' basketball team as a team member and coach for two years added to her development of "teamwork skills," which, according to her, helped her as a prefect.

Today, Zhang attributes the edge she is gaining in university to her education at *ISF*, *"What has helped me the most during my university studies is the high level of math I gained during my senior years. Although high school math material seems basic compared to university level math, the approach is somehow similar."*

Zhang's writing skills were also honed during her school years as she explains, *"Also those Friday 9<sup>th</sup> period English Literature classes taught me to write concise, yet interesting essays, which is very helpful for all the papers I have to submit nowadays. And somehow, being introduced to a variety of English authors and playwrights now provides me with an unceasing interest in literature, even after high school."*

With her sharp analytical talent, her strong drive, and outstanding academic abilities, Zhang is headed for a successful completion of her study of Economics at one of the top universities in the world, *the London School of Economics.*

SABIS® is an educational organization that manages K-12 coeducational schools worldwide. Today, the network comprises fifty schools spanning across four continents. Since the first school was founded in 1886, thousands of graduates have joined top cities in North America, Europe, Australia & the Middle East.

## MEMBERS AND ASSOCIATE MEMBERS OF THE SABIS® SCHOOL NETWORK

The International School of Choueifat - **Choueifat, Lebanon** | The International School of Choueifat - **Sharjah, UAE** | The International School of Choueifat - **Abu Dhabi, UAE** | The International School of Choueifat - **Al Ain, UAE** | The International School of Minnesota - **Minneapolis, USA** | The International School of Choueifat - **Ras Al Khaimah, UAE** | The International School of Choueifat - **Lahore, Pakistan** | The International School of Choueifat - **Dubai, UAE** | The International School of Choueifat - **Umm Al Quwain, UAE** | The SABIS® International Charter School - **Springfield, Massachusetts, USA** | ISF Internationale Schule Frankfurt - **Rhein-Main, Germany** | The International School of Choueifat - **Cairo, Egypt** | The International School of Choueifat - **Koura, Lebanon** | The International School of Choueifat - **Amman, Jordan** | International Academy of Flint - **Michigan, USA** | King Abdul Aziz International School - **Riyadh, Saudi Arabia (Associate Member)** | The International School of Choueifat - **Doha, Qatar** | The International School of Choueifat - **Damascus, Syria** | The SABIS® International School - **South Phoenix, Arizona, USA** | The International School of Choueifat - **Muscat, Oman** | Ruwais Private School - **Ruwais, Abu Dhabi, UAE** | Milestone SABIS® Academy of New Orleans - **New Orleans, Louisiana, USA** | Internationale Schule am Rhein - **Neuss, Germany** | The International School of Choueifat - **Dreamland - City of 6 October Branch, Egypt** | The International College Preparatory Academy - **Ohio, USA** | The Holyoke Community Charter School - **Holyoke, Massachusetts, USA** | The International School of Choueifat - **Homs, Syria** | SABIS® International School - **Adma, Lebanon** | Military High School - **Al Ain, UAE** | The International School of Choueifat - **Manama, Kingdom of Bahrain** | The International School of Choueifat - **Abu Dhabi Khalifa City "A", UAE** | The International School of Choueifat - **Erbil, Kurdistan, Iraq** | SABIS® International School - **Bath, England** | 6 Schools - **Al Ghayathi, Western Region, Abu Dhabi, UAE** | 5 Schools - **Al Maqam, Al Ain Region, Abu Dhabi, UAE** | 4 Schools - **Al Khazna, Al Ain Region, Abu Dhabi, UAE** | International Academy of Saginaw - **Michigan, USA** | Cambridge School of Bucharest, **Bucharest, Romania (Associate Member)**

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