

# WHAT SHOULD SCHOOL BE FOR?



**ISB**

Annual Report 2018-19

# INTRODUCTION



What should school be for?

For nearly seven decades, the International School of Brussels has provided an international education to thousands of students from all around the globe. For some families, the school has literally been a home away from home. For others, it has opened new horizons to a world beyond Brussels.

Throughout this time, the school has adapted and changed, not only to new understandings about teaching and learning, but also to a changing world. For many years now, it has sought to be a place where all students are included, challenged and successful, but what it means to be “successful” in today’s world is really quite different to what that meant even ten years ago.

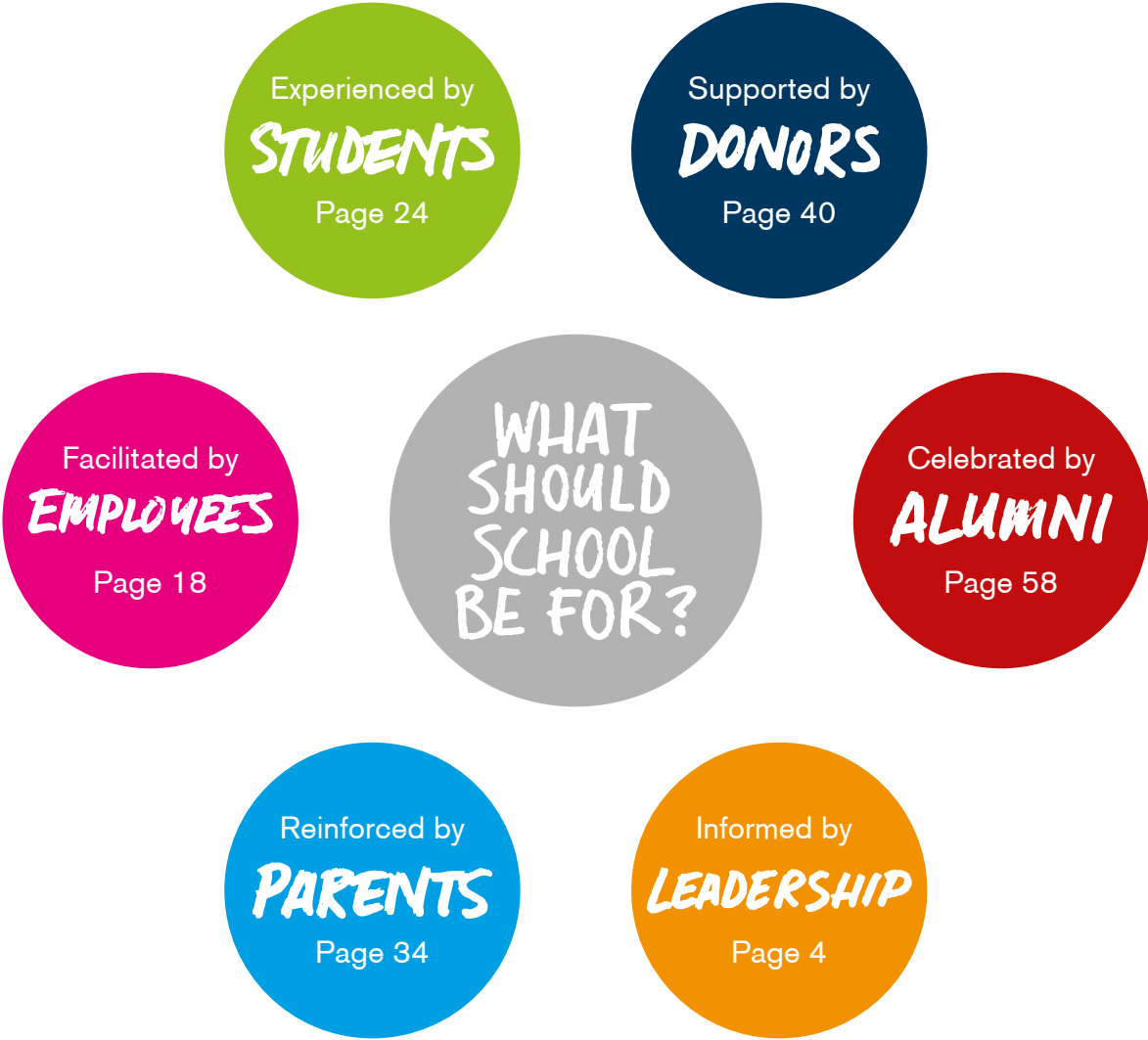
At the heart of the school’s evolution over the years has been a question about direction and purpose; a question that, this year, found expression in the phrase, “What should school be for?”

The answer to this question is not an easy one. However, in the pages that follow, we will look back upon the 2018-19 school year and discover that it was a question that found expression in so many moments around our campus; a question that both challenged and engaged students, parents, employees and members of our alumni community alike.

We are not done with the question yet. There is still work to do as we prepare each one of our students for their future beyond school. But, as we look back, I encourage us all to reflect on what we learned, what we heard, and what we saw around us. And remember those moments that captured better than others something of what school - this school - should be for.

Thank you, everyone, for making another year at ISB so special.

Lee Fertig  
ISB Director



Informed by

# LEADERSHIP

A year in which the Board of Trustees and Learning Leadership Team continued to work together to ensure that a direction was set; sufficient resources were allocated to sustain and improve the programme; and feedback was gathered on how well we were living up to our Mission from both internal and external stakeholders.

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## Our Mission and Learning Principles

Our Mission is essentially our working definition of what school is for.

It expresses our desire to develop independent learners and international citizens in an environment where all students are included, challenged, and successful.

**Everyone Included. Everyone Challenged. Everyone Successful.**

We believe that we reach our Mission by founding all teaching and learning at ISB on five interrelated, research-based principles:

*Learning is maximized when individuals own the process through personal relevance, choice, autonomy, and creation.*

*Learning involves ongoing construction of meaning through a constant cycle of inquiry, critical thinking, feedback, and reflection.*

*Learning is enhanced through connections, communication, and collaboration across diverse perspectives.*

*Learning in a rapidly changing landscape requires high levels of information fluency, media literacy, and technology integration.*

*Learning can best be transferred when it is embedded in authentic contexts and is used to address real-world issues in creative ways.*

We believe that school should be a place where all of our students are engaged, connected, innovative and empowered.

## Board of Trustees 2018-19

The Board of Trustees is a volunteer, policy-making body that works to ensure continued progress towards a shared vision for ISB's future.

Simon Baxter  
Tony Blenke  
Alex Bongrain  
Sonali Chandmal Lamot (Board Vice Chair)  
Alexander De Beir  
Arnould della Faille  
Amy Edwards Anderson  
Stuart Forster  
Miene Gillion  
Dodd Gray  
Dorte Hoeg  
Frank Koster  
Olivier Legrain  
George Nazi  
Jeneva Patterson  
Diana Perez Buck  
Sandra Rothenberger  
Bénédicte Rousseau (Board Chair)  
Tomek Szpil

Ex-Officio Members:  
Lee Fertig (ISB Director)  
Madelon van der Rest  
(Family Association President)  
Saskia van Tongeren  
(Faculty Member from the Works Council)

The Learning Leadership Team implements the mission and improvement plans and develops strategies to advance all aspects of school life at ISB.

Jeannie Anthony • Director of Student Support Services  
Félim Bolster • Head of High School  
Jeannie Cross • Assistant Head of High School  
Mike Crowley • Assistant Director & Head of Middle School  
Gordon Eldridge • Director of Curriculum and Professional Development  
MJ Farris • Assistant Head of Middle School and Research & Innovation Strategist  
Lee Fertig • ISB Director  
Garland Green • Director of Information Technology  
Steve Kotanen • Assistant Head of High School  
Christopher Leakey • Assistant Head of Elementary School  
Sasha Marshall • Head of Early Childhood Centre  
Lee Rosky • Director of Athletics & Activities  
Loretta Stanley • Assistant Head of Early Childhood Centre  
Francis Trappeniers • Director of Finance and Operations  
David Willows • Director of Advancement  
Anna Zeiders • Head of Elementary School  
Emma Zigan • Chief Development Officer

Learning  
Leadership  
Team  
2018-19



## The ISB Foundation

The ISB Foundation, Inc. is a not-for-profit organisation incorporated in 1964. Over the past years it has supported a range of projects and programmes benefiting ISB including the ISB Annual Fund and specific awards funds.

The ISB Foundation Board is comprised of members of the Alumni community and through their volunteerism, fundraising and strategic guidance, it supports international education, including ISB.

[www.isbfoundationusa.com](http://www.isbfoundationusa.com)

### The ISB Foundation Board Members 2018-19

Karen Joyce P'14, President  
Whitney Messenger Babash '79, Vice President  
Lori Lucas P'87, '87, '92, '99  
Jay Norton P'98, '01  
Jeff Weaver '84  
Lee Fertig P'17, '20, ISB Director (ex-officio)



# MARBLE GALLERY

At the start of the 2018-19 school year, the Marble Gallery in the Chateau was created, as a space celebrating our community's creativity, life and learning with rotating exhibitions.

Fuelled by ISB's Learning by Design conference, the February 2019 exhibition featured participation from ISB students, parents, faculty, and school administrators to answer the simple yet complex question:

## WHAT SHOULD SCHOOL BE FOR?

This theme, and our community's thought provoking responses, generated a wealth of discussion and reflection at Learning by Design and also helped to frame our community's plans for the future of our school.





# Accreditation

The Council of International School (CIS) and the Middle States Association of Colleges and Schools (MSA) school accreditations are voluntary processes that give recognition to schools that have a commitment to continuous improvement and have achieved certain standards of professional performance in international education.

This differentiated approach to accreditation features an internal assessment, an external assessment as well as continuous improvement with it's four main drivers being the school's purpose and direction, students' learning, students' well-being and global citizenship.

## Domains and Committees of Self-Study

- Purpose and Direction
- Governance, Leadership and Ownership
- Curriculum
- Teaching and Assessing for Learning
- The Students' Learning and Well-Being
- Staffing
- Premises and Physical Accomodation
- Community and Home Partnerships
- CIS Survey
- Financial Information



The CIS/MSA Self Study, highlighted the commitment and engagement of our faculty and staff in this process, raised awareness of the numerous positive school systems and procedures that are in place at ISB, and identified key outcomes for our school's strategic planning.



## Community Survey

Every two years, we ask our student, faculty and parent communities to provide feedback on life and learning across the school. This Community Survey helps us to identify where we are doing well, as well as where we need to improve and adjust.

### ISB Community Survey 2019 Response Rates (%)\*

Students (Grade 3 - 11) 88%

Families 68.8%

Faculty 72%

### Strengths identified by parents, students and faculty

The following survey statements scored highest across all stakeholders:

The school is a community that listens to and respects the opinions of others

The school is inclusive and gives all students access to learning opportunities

The school provides multiple opportunities for students to grow and develop as learners

*\*Responses were evenly distributed across all four divisions. Nationalities represented by the survey closely resembled the overall makeup of the ISB community.*

### Areas in need of further strengthening identified by parents, students and faculty

The following survey statements scored lowest across all stakeholders:

Students are prepared for the next stage of their education

Students are encouraged to take risks

All stakeholders feel valued members of the ISB community

### Next steps and looking ahead:

During the course of the school year 2019-20, the Learning Leadership Team will continue to analyse the results of this survey, developing a series of action points where necessary. Ongoing actions as a result of this feedback and analysis will be communicated to the entire ISB community.



## Financial Reports

A non-profit school since its founding in 1951, ISB's enduring success is built on a legacy of sound governance and financial management. Despite year-to-year fluctuations in income and expenditure, through careful multi-year financial planning, we continue to deliver an ISB Experience characterized by:

- An innovative educational programme that engages and empowers all learners
- High quality teaching and student support services that ensure excellence in learning
- A secure campus and related operational services that support today's learning landscape

### Income Statement

In Euro	7/31/2019	31/07/2018	31/07/2017
<b>REVENUE</b>			
Tuition fees	45,557,636	45,088,195	45,604,774
Other scholastic income	2,980,657	2,992,163	3,022,255
Other income and donations	1,672,363	1,472,330	1,328,897
<b>TOTAL REVENUE</b>	<b>50,210,656</b>	<b>49,552,688</b>	<b>49,955,926</b>
<b>EXPENSES</b>			
Personnel expenses	35,520,669	34,592,276	33,674,029
Professional development	454,687	470,854	430,150
<b>PERSONNEL EXPENSES</b>	<b>35,975,357</b>	<b>35,063,130</b>	<b>34,104,179</b>
<b>EDUCATIONAL PROGRAMME EXPENSES</b>	<b>2,758,327</b>	<b>2,502,095</b>	<b>2,594,480</b>
Rentals	1,017,258	995,772	982,246
Campus maintenance	944,257	1,078,703	1,169,456
Utilities	453,853	414,065	382,150
<b>FACILITIES</b>	<b>2,415,368</b>	<b>2,488,540</b>	<b>2,533,852</b>
General and contracted expenses	4,795,593	4,619,344	4,406,588
Depreciation and interests	4,791,097	4,574,754	4,407,973
<b>OTHER</b>	<b>9,586,690</b>	<b>9,194,098</b>	<b>8,814,562</b>
<b>TOTAL EXPENSES</b>	<b>50,735,742</b>	<b>49,247,863</b>	<b>48,047,073</b>
<b>NET RESULT*</b>	<b>-525,086</b>	<b>304,825</b>	<b>1,908,854</b>

### Balance Sheet

In Euro	7/31/2019	31/07/2018	31/07/2017
<b>ASSETS</b>			
<b>FIXED ASSETS</b>			
Intangible fixed assets	26,568	5,450	11,429
Land and buildings	34,482,134	33,497,872	33,820,100
Plant, machinery, and equipment	30,102	50,095	80,948
Furnitures	1,075,498	1,186,736	1,295,191
Other tangible assets	105,117	123,565	183,527
Assets in progress	539,488	759,489	621,980
Financial fixed assets	16,309	19,938	14,328
<b>TOTAL FIXED ASSETS</b>	<b>36,275,215</b>	<b>35,643,145</b>	<b>36,027,503</b>
<b>CURRENT ASSETS</b>			
Stock of school supplies	28,863	44,263	30,942
Fees and other receivables	15,013,445	13,535,035	14,059,704
Cash and investments	35,746,821	38,245,624	38,491,068
Deferred charges and accrued income	1,207,657	1,181,189	1,106,174
<b>TOTAL CURRENT ASSETS</b>	<b>51,996,786</b>	<b>53,006,110</b>	<b>53,687,887</b>
<b>TOTAL ASSETS</b>	<b>88,272,001</b>	<b>88,649,255</b>	<b>89,715,390</b>
<b>LIABILITIES</b>			
<b>FUNDS AND RESERVES</b>			
Permanently restricted fund	11,932,463	11,932,463	11,932,463
Funds and reserves	17,342,333	18,054,441	17,948,038
<b>TOTAL FUNDS AND RESERVES</b>	<b>29,274,796</b>	<b>29,986,905</b>	<b>29,880,501</b>
<b>PROVISIONS</b>			
Provision for risks and liabilities	1,000,000	1,000,000	1,000,000
<b>TOTAL PROVISIONS</b>	<b>1,000,000</b>	<b>1,000,000</b>	<b>1,000,000</b>
<b>LIABILITIES</b>			
Long-term liabilities	6,000,000	6,500,000	7,000,000
Short-term liabilities	6,427,043	6,341,852	6,753,812
Accruals and deferred income	45,570,162	44,820,498	45,081,077
<b>TOTAL CURRENT LIABILITIES</b>	<b>57,997,205</b>	<b>57,662,350</b>	<b>58,834,889</b>
<b>TOTAL LIABILITIES</b>	<b>88,272,001</b>	<b>88,649,255</b>	<b>89,715,390</b>



## Financial Summary

## School Enrolment

In the entirety of the 2018-19 school year ISB welcomed a total of 1,448 students. This year's total, as in the prior year, represents ISB's managed and intentional decrease in students in some grades.

Summary of Income

Tuition Fees	91%
Scholastic Income	6%
Other Income	3%

Summary of Expenses

Personnel Expenses	71%
Educational Programme Expense	5%
Facilities Expenses	5%
Other Expenses	19%

1,432	Total enrolment 2018-2019 *
1,295	Full fee paying equivalent
69	Number of students in Assisted Places Programme (APP) +
44.6%	Average rebate offered via the APP
997,100	Total financial assistance offered via APP (in Euros)
92	Number of Faculty and Staff students

### Total Enrolment 2009-2019

2009-10:	1534
2010-11:	1577
2011-12:	1588
2012-13:	1556
2013-14:	1594
2014-15:	1563
2015-16:	1582
2016-17:	1545
2017-18:	1466
2018-19:	1432

\*Total Enrolment represents the total number of students that attended ISB over the course of the school year.

+The Assisted Places Programme provides financial subsidy to help underwrite the cost of ISB tuition fees. This programme is primarily designed to support families who experience a change in personal circumstances and financial hardship during their time at ISB.



Facilitated by

# EMPLOYEES

A year in which each one of our Faculty and Staff set professional growth goals and took time out during Learning by Design 2019 to re-imagine school - to test new ideas, share best practice, and listen to students on what they think school should be for.

Our Employees  
Learning by Design

20  
22





## Our Employees

*Our ISB employees bring passion, professionalism and our core ISB values to their work each day. They share a common commitment of seeing each of our students succeed.*

239 faculty from 21 nationalities

115 staff from 28 nationalities

96 teachers with 10+ years experience, 38 with 20+ years

Faculty average 10 years at ISB, and staff 8 years

121 employees are engaged in extracurricular student clubs, sports and activities



## WHAT SHOULD SCHOOL BE FOR?

Employee excerpts from the Marble Gallery exhibit:

*"School is a place of courage, vision, hope, kindness. If we fail to be these things, we fail our students."*

*"School is a gym - a safe place with options and tools to test your limits, get feedback and ultimately discover yourself."*

*"School should be a place where teachers aren't the most important person in the room!"*



## Learning by Design 2019

In February 2019, ISB hosted its second bi-annual Learning by Design (LbD) conference. Over 450 ISB faculty and staff, educators and international school leaders from other schools, and leading education experts came together for this extraordinary event aimed at re-imagining school.

Ten outside experts in a wide range of subjects related to education were contracted as learning facilitators. 280 ISB faculty and staff attended professional development workshops to learn from these experts in the areas of embedding social justice issues into curriculum, developing student empathy, and using storytelling to engage students, to name just a few.

"How do we find the time and space to innovate our practices?"

How do we develop a different concept of the teacher that is fit for the future?

"How do we help students design the kind of learning that they want and design the kind of future they want to have?"



Experienced by

# STUDENTS

A year in which our students not only demonstrated their commitment and resilience as learners, but discovered new passions and found success in the theatre and on the playing fields. Our oldest students once again found their paths towards the next step in their learning journey.

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## Our Students

*We are proud of the international diversity of our student body. We believe that school is a place that is enriched by difference and the opportunity to see the world from multiple perspectives.*

Total Opening Enrolment  
2018-19

1,379\*  
62\*

Student nationalities

\* Statistics available to ISB on 15 September 2018

# WHAT SHOULD SCHOOL BE FOR?

Student excerpts from  
the Marble Gallery exhibit:

*"School is for working and playing. Its for learning languages and sports, like running and jumping."*

Vedant, Grade 1

*"The place to learn about the world and yourselves."*

Tomoki, Grade 6

*"School is for learning so when you are a mum or dad, you can answer questions."*

Louise, Kindergarten







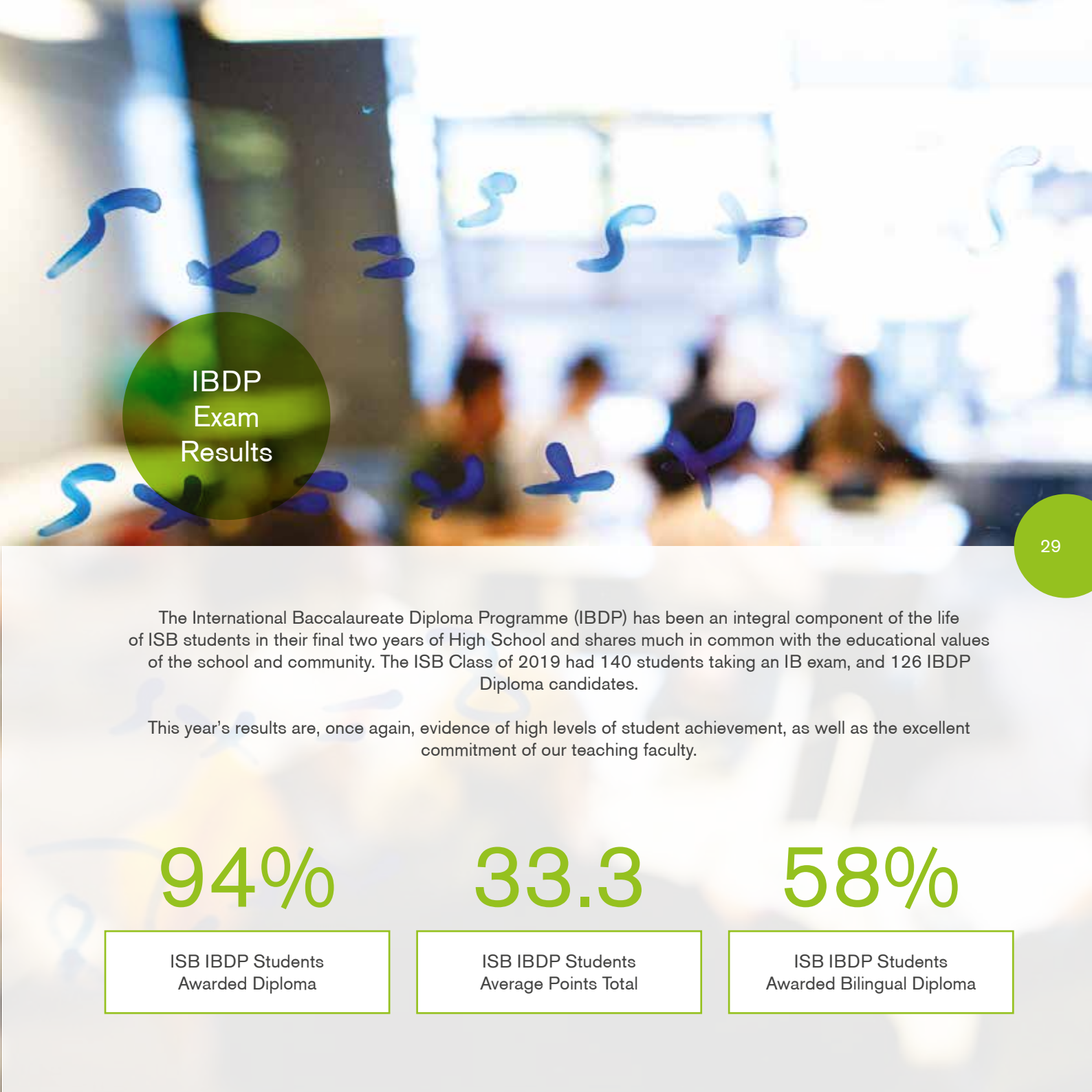
## Learning by Design Student Agency

Two months prior to the Learning by Design conference, 30 self-selected students identified real-world issues they wanted to address. This was an opportunity for them to be 'change agents' where their voices are heard and they are empowered to make a difference in their own education and the world around them. Their topics included promoting inclusion within ISB, developing awareness around food waste, addressing environmental issues, prototyping a pneumo-powered generator, and determining ways to improve government systems.

Students had opportunities to gain feedback and insight on these issues from faculty mentors, and were able to present and discuss these issues with experts throughout the conference.

*"I am working on how students feel about school, how they think it could improve and what the school is doing well. We want to gain publicity and make schools change how they work and the systems they have in place. I hope that I will be able to help people and future generations with the changes that we are making."*

Ben,  
ISB LbD Student Agent



## IBDP Exam Results

The International Baccalaureate Diploma Programme (IBDP) has been an integral component of the life of ISB students in their final two years of High School and shares much in common with the educational values of the school and community. The ISB Class of 2019 had 140 students taking an IB exam, and 126 IBDP Diploma candidates.

This year's results are, once again, evidence of high levels of student achievement, as well as the excellent commitment of our teaching faculty.

# 94%

ISB IBDP Students  
Awarded Diploma

# 33.3

ISB IBDP Students  
Average Points Total

# 58%

ISB IBDP Students  
Awarded Bilingual Diploma



## University and Higher Education Placements

At ISB, we aim to prepare each student for a future that aligns with their individual talents and personal goals. We wish the graduating Class of 2019 the very best in their future endeavours beyond ISB and warmly welcome them to the ISB Alumni community!

In addition to those students pursuing higher education, 18 students are taking a gap year, two are pursuing military service, and two are pursuing work experiences, internships or vocational training.

### Europe

**Amsterdam University College**  
**Bocconi University**  
EDHEC Business School  
**Erasmus University College**  
Erasmus University Rotterdam  
**ESADE**  
Gerrit Rietveld Academie  
**Hotelschool the Hague**  
**ICHEC, Brussels**  
**IE University**  
**KTH Royal Institute of Technology**  
**KU Leuven**  
**Leiden University College**  
**Leiden University**  
**Maastricht University College**  
**Maastricht University**  
Radboud University  
**Roosevelt University College**  
Rotterdam University of Applied Sciences  
Tilburg University  
Toulouse Business School  
**Trinity College Dublin**  
**Delft University of Technology (TU Delft)**  
**ULB, Brussels**  
**University of Amsterdam**  
**University of Oslo**  
**University of Twente**  
**Utrecht University College**  
Utrecht University  
**Vrije Universiteit Amsterdam**  
**Vrije Universiteit Brussel (VUB)**  
Willem de Kooning Academy

### North America

AMDA College of the Performing Arts  
American University  
**Arizona State University**  
**Babson College**  
**Barnard College**  
Bentley University  
Bishop's University  
**Boston University**  
**Brown University**  
College of the Holy Cross  
**College of William & Mary**  
**Columbia University**  
Concordia University  
Drexel University  
Florida Gulf Coast University  
Fordham University  
George Washington University  
Hofstra University  
Loyola University, Maryland  
Marquette University  
**McGill University**  
Michigan State University  
Monmouth College  
Northeastern University  
Norwich University  
**New York University (NYU)**  
Pennsylvania State University  
Pepperdine University  
Providence College  
**Purdue University**  
Queen's University  
Quinnipiac University

Saint Louis University  
Saint Louis University, Madrid  
Sam Houston State University  
Texas A&M College Station  
Texas A&M Galveston  
**Texas Tech University**  
The New School  
The University of Houston  
University of California Berkeley  
**University of California San Diego**  
University of Delaware  
University of Kansas  
**University of Mary Washington**  
University of Massachusetts  
University of Michigan  
**University of Pennsylvania**  
University of Pittsburgh  
University of San Francisco  
**University of Toronto**  
**University of Virginia**  
**University of Wisconsin-Madison**  
University of Wyoming  
US Coast Guard Academy  
**US Naval Academy**  
**University of Southern California**  
Virginia Tech  
Western Michigan University

### United Kingdom

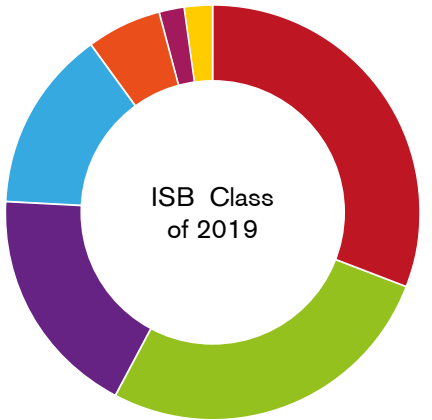
**Aberystwyth University**  
Bath University  
Birkbeck University, London

Birmingham City University  
Brunel University  
**Central Film School London**  
**City University, London**  
**Glasgow Caledonian University**  
**Hult School of Business**  
**Imperial College, London**  
Istituto Marangoni, London  
**King's College London**  
Leeds Beckett University  
London Metropolitan University  
**Loughborough University**  
**London School of Economics (LSE)**  
Manchester Metropolitan University  
**MetFilm School London**  
Middlesex University  
New College of Humanities  
Newcastle University  
Nottingham Trent University  
**Oxford Brookes University**  
**Queen Mary University of London**  
Queen's University Belfast  
**Regent's University, London**  
Richmond University, London  
**Royal Holloway, University of London**  
**Saint Mary's University, Twickenham**  
SOAS University of London  
St Andrew's University  
**Stirling University**  
**Sussex University**  
**University College London (UCL)**  
**University of Aberdeen**  
**University of Arts London**  
University of Birmingham  
University of Bradford  
**University of Bristol**  
**University of Derby**  
University of Durham  
University of East Anglia (UEA)  
**University of Edinburgh**  
University of Essex  
**University of Exeter**  
University of Glasgow  
University of Leeds  
University of Leicester  
University of Liverpool  
University of Manchester  
**University of Nottingham**  
**University of Oxford**

University of Portsmouth  
University of Reading  
University of Salford  
University of Sheffield  
University of Southampton  
**University of Surrey**  
University of West London  
**University of West of England**  
University of Winchester  
**University of York**  
**Warwick University**  
York St John University

### Rest of the World

Aichi Gakuin University  
**Aichi Shukutoku University**  
Aoyama University  
**Chinese University of Hong Kong**  
**Chuo University**  
Hokkaido University  
**IDC Herzelia**  
**International Christian University, Japan**  
**Keio University**  
Kwansei Gakuin University  
Meiji University  
Okayama University  
Shinsyu University  
Sophia University  
**Tokyo University**  
University of Canberra  
**Waseda University**



31% United Kingdom

27% Europe

18% North America

14% Gap Year

6% Other University

2% Military Service

2% Work





Through Service Learning initiatives in 2018-19, our students were able to connect with each other, as well as their local and global community - building empathy, understanding and compassion.

Through their passion and action, student volunteers have positively impacted the environment, animal welfare, and the wellbeing of disadvantaged groups such as the elderly, homeless, people with disabilities and refugees.



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Service Learning

*"Frankly, in my eyes, the people whom I was meant to be assisting ended up being the ones who helped me in many ways."*

Greg, HS Student  
volunteering with  
Traveleyes in Paris

*"I recognize that going to ISB and having the opportunities I do ensures that I am privileged, and so I get to pass on my privilege and help others gain the same opportunities."*

Mila, HS Student



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#GIVING TUESDAY

On 27 November our community participated in Giving Tuesday, an internationally recognized day to celebrate all kinds of giving. ISB students prepared over 800 hygiene kits for the homeless in Brussels.

ISB was proud to partner with the following organizations to provide Service Learning opportunities to our students during the 2018-19 school year:

Amnesty International • Belgian Red Cross • Brussels Sports Association • CAP48 • Chevrefeuille • Compagnons Dépanneurs • De Kerselaar • Douche FLUX • e-NABLE (Belgium/France) • Les École De Devoirs • École Maximilien • Fedasil • Food bank • Handi-Rando • Healing Horse Foundation • Hoops for Hope (South Africa) • KIVA • Kudimba Foundation (Malawi) • L'Olivier • Le Clos • Make a Wish (Belgium) • Maximilien Hall • Nativitas • Opération Thermos • Poverello • Salama Trust Schools / Charities (Kenya) • Serve the City • Solidarité Grands Froid • Sporen (De Pijl and Studio 3) • TADA • Thailand service trip • Traveleyes (Amsterdam, Paris) • UNLESS • Verts de Terre • Voedselhulp • WE.org • YWAM



Reinforced by

# PARENTS

A year in which our parent community again contributed countless hours to the success of ISB by welcoming new families, opening up their homes to visiting students, chaperoning field trips, feeding our student athletes at the Raiders Cafe and much more.

Our Parents	36
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The Family Association	39





We believe that parents are partners in the learning journey of our students.  
We also know that we cannot be the community that we are without the support of so many.

Our  
Parents

36

Number of  
Households

816

Parent Nationalities  
Represented

74

Parents who have been part of  
the ISB community for 5+ years

546

Parents who are also  
ISB employees

74

# WHAT SHOULD SCHOOL BE FOR?

Parent excerpts from  
the Marble Gallery exhibit:

*"School should be a place to learn and connect. Enhancing well being of a whole family compared to only students."*

*"School teaches you to swim, so that you can dive into your future when you're 18."*

*"Ideally for teaching life skills in order to thrive in the 'real world' after graduating."*

*"To prepare students for life - financial/budget, social/relationships."*

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## The International Festival

Orchestrated by the Family Association, this entirely volunteer run event is an annual highlight for the ISB community and an opportunity to celebrate the cultural diversity of ISB. Since 1977, the tradition of the International Festival showcases the shared values of our community.



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## The Family Association



Our parent community contributes countless hours to the success of ISB. And specifically, our ISB Family Association plays an instrumental role in coordinating and inspiring numerous ways that our parent community supports the mission of ISB each and every day.

### Family Association 2018-19 Executive Committee

Madelon van der Rest, President  
Marjo Rousseau, Treasurer  
Anne Callender, Administration  
Maren Weber, Communications  
Sandra McCarry, Community Events  
Mel Rytokoski, Sports Council  
Rachel Forster, Arts Council  
Susanne Lau, Transition Team

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Supported by

# DONORS

A year in which members of the ISB community demonstrated their ongoing support through financial gifts; helping us to pursue our vision of what school should be for and create significant programme and infrastructure improvements across campus.

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## Development Overview

ISB is a private, not-for-profit, independent school relying primarily on tuition fees to sustain our core programmes. However, in order to make improvements and implement transformative new approaches to teaching, learning and our campus, additional support is required. These strategic priorities are endorsed by the Board's Advancement Committee.

Development at ISB coordinates fundraising activities such as the ISB Annual Fund, grants, major gifts, awards, stewardship events, corporate sponsorships and in-kind donations received by the school. Development at ISB also encompasses fostering and cultivating relationships, which include work with alumni, volunteers, donors, partners and sponsors.

## Our Donors

Donors who have made financial contributions to ISB, are helping to create a bright future for our students and our school. These financial gifts are vital and allow us to pursue and achieve strategic priorities in three main areas: enhancing student learning, encouraging excellence in teaching and improving our campus and facilities.

342 Donors €426,222 raised

All Development Programmes in 2018-19

315 Donors €341,580 raised

ISB Annual Fund 2018-19



€145,778  
DONOR  
INVESTMENT

Providing students with a wide range of opportunities, including outside experts, diverse curriculum, community building projects, and tools, technologies and resources that build creativity and innovation has helped to prepare our students for their futures beyond ISB.

Enhancing  
Student  
Learning



**ECC Swimming Programme**

Kindergarten students gained critical basic swimming skills and became more comfortable in the water by participating in the launch of a new ECC swimming programme.

**Visiting Artists & Scholars Programme**

Students learned directly from and worked alongside outside experts in a broad range of subjects including film making, printmaking, theater, and young adult literature.

**IB Career-related Programme**

Students will now have the opportunity to choose an additional IB diploma programme, a unique learning path offering a complimentary blend of academic studies and real-world practical applications.

**Dutch Language Programme**

This student language programme continues to be supported thanks to a generous grant from The Foundation for Dutch Education Worldwide.



All of these project and programme enhancements to ISB were paid for in their entirety, or in part, thanks to financial support from donors to ISB.





### **First Stories Student Publications**

Grade 2-12 students celebrated their literacy skills by composing their own stories. These stories were then professionally published, and added to the library collection for all students to enjoy.

### **Visual Arts Displays**

Enhanced visibility was given to student produced artworks in both on and off campus exhibitions thanks to the purchase of new display equipment and installations.

### **Special Olympics Fan Bus**

ISB fans were provided with transportation to the Special Olympics annual games so they could support and cheer on our athletes.

### **Service Learning Projects**

Our students across all divisions developed compassion and understanding while positively impacting the environment, animal welfare, and the wellbeing of disadvantaged groups such as the elderly, homeless, and refugees with their projects.

### **Hudl Technology for Athletics**

Our athletes and coaches continue to gain greater insight into their sports through the use of this technology which allows match analysis and highlights, as well as match video exchange with opponents.

All of these project and programme enhancements to ISB were paid for in their entirety, or in part, thanks to financial support from donors to ISB.





**Digital Citizenship Curriculum**

A Digital Citizenship Taskforce comprised of faculty and staff members across all four divisions was put in place to develop curriculum that will help students think critically about online content, as well as being responsible and safe with how to connect, communicate and behave online.

**Cartoon Animations for Student Characters**

Students gained a better understanding of copyrighted material when they had their character illustrations transformed into professional digital graphics that were used as main characters in digital stories and shared as part of a global sharing community.

**Summer Sports Camp Community Outreach Awards**

As a pilot programme, local non-ISB students were given the opportunity to apply for an award to experience all the fun and skill enhancements offered at ISB summer sports camps including volleyball, American football, soccer and basketball.



All of these project and programme enhancements to ISB were paid for in their entirety, or in part, thanks to financial support from donors to ISB.



**Fostering Excellence in Teaching**

**€154,521 DONOR INVESTMENT**

Development, training and retention of world-class educators and staff has lasting benefits for ISB.

**Learning by Design and Professional Development**

280 ISB employees, as well as ISB students, parents and educators from around the world were able to re-imagine their teaching, and contributions to their schools with the guidance of education experts who facilitated ISB's three-day learning conference. Additional donor funds allowed ISB employees to attend professional development workshops and trainings throughout the school year.

**Teaching and Learning Coaching Programme**

Peer-to-peer Coaches received training, allowing them to better facilitate future coaching sessions with individuals and teams. This programme is available to all our ISB faculty as a professional development opportunity.

**Learning Support Faculty**

The US State Department of Overseas Schools grant continues to provide salary support for our highly specialised Learning Support faculty.





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## Improving Our Campus

### €72,429 DONOR INVESTMENT

Purpose-built learning spaces and facilities alongside top of the line equipment help enrich our school experience and provide students with a safe and inspiring environment to grow and learn.

#### Sensory Garden

The entire ISB community, with a special emphasis on our Intensive Learning Support students, will be able to enjoy a new therapeutic learning environment which offers tactile, auditory, and olfactory elements.

#### Fitness Room Equipment

A state-of-the-art treadmill was purchased as a start in ISB's multi-year investment in modernizing and diversifying our fitness room equipment.

#### Multimedia MHS Library

Employees and students now have access to new video, audio, lighting, and other specialized multimedia equipment as one of the final stages in the MHS Library renovation.

#### HS Laser Cutter for Design Lab

Students now have access to an additional specialized tool in our HS Design Lab, fostering new possibilities in making and creating. This was made possible with funds raised in the 2017-18 ISB Annual Fund, but was made available to students this school year.

#### ECC Faculty Room

ECC faculty now have a more comfortable and functional lounge to recharge, reflect and collaborate thanks to the addition of new furniture.

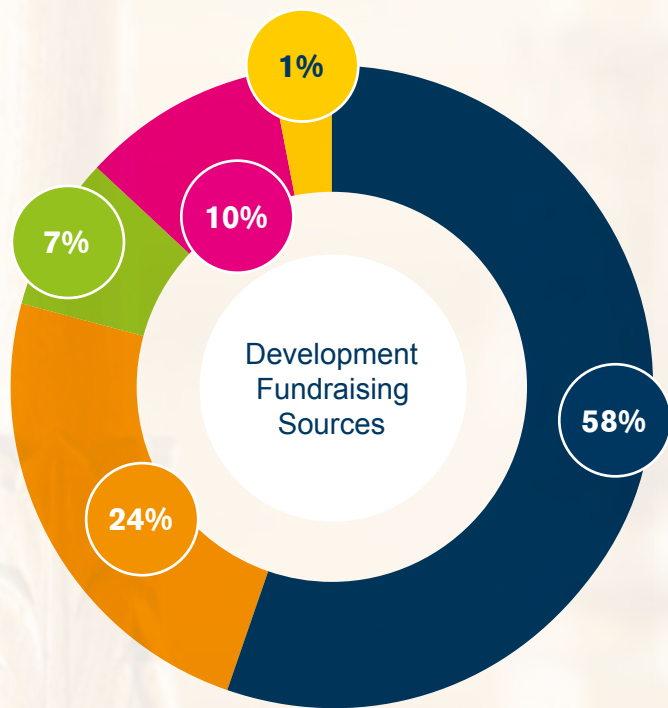
All of these project and programme enhancements to ISB were paid for in their entirety, or in part, thanks to financial support from donors to ISB.



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Fundraising: €426,222



ISB Annual Fund €243,281

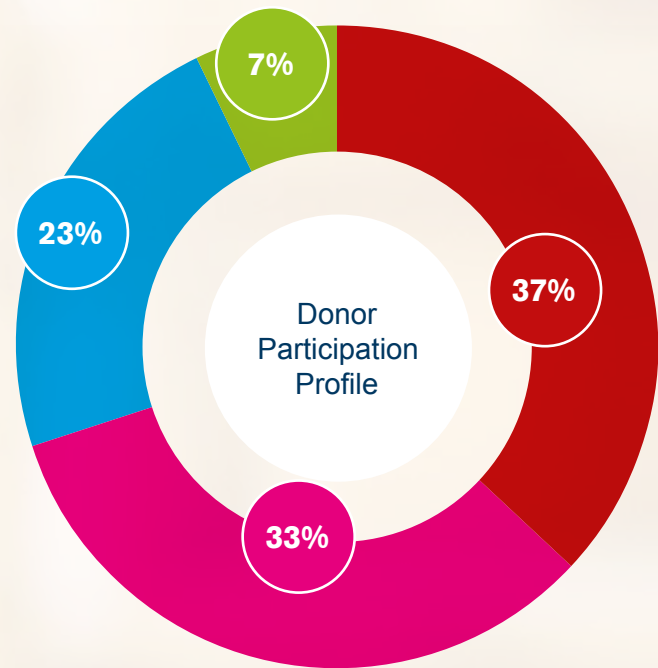
Grants in support of ISB Annual Fund projects €98,360

Sponsorship €31,087

Restricted Major Gifts (to other funds) €40,000

Restricted Gifts to Awards Funds (via ISB Foundation) €13,494

Participation: 342 donors



125 Alumni (former students, parents, employees)

114 Current Employees

78 Current Parent Households

25 Companies / Organizations





Donor Honor Roll

Current Employees

Peter Aitchison  
Afrim Ajdini  
Lidia Alonso Cabrera and Raúl Gil Pérez P'33  
Jeannie Anthony '44  
Kathleen Axel  
Darren Azëez  
Alan Bain  
Michael and Lori Ball P'27  
Robin Berting and Eun-Ju Youn P'18, '26  
Paul Binns and Karla Alvarez Gonzalez P'14, '21, '28  
Félim Bolster and Alejandra Fernandez P'22, '26  
Anne Brennan and Denis Crowley P'13 \*  
Michelle Brown and Elke D'Hanis P'21  
Helen Byrne  
Celine Campisi  
Anne and James Capon P'07, '09, '10  
Oliver Capon '07  
Marcin Ciesielski and Jacinta Moulakas  
Jennifer and Paul Cook P'12, '16  
Jennifer Crocker and Michael Vercnocke P'10, '16  
Jeannie and Alan Cross P'11, '13  
Michael Crowley and Maura O'Connell P'14, '18  
Libby Daley  
Caroline de Grignart  
Renaud de Walque and Christel Trösch P'16, '19  
Heidi and Raphaël Dechief  
Eric Delson and Ines Hempel P'21, '23  
Cornelle du Toit and Serge van Nimwegen P'30  
Marie El Fares  
Gordon Eldridge  
MJ Farris  
Violeta Fernandez  
Lee Fertig and Amy Hunt P'17, '20 \*  
Louise Franklin  
Catherine Gob  
Hillary Gotham

Garland and Imane Green P'32  
Sarah Hackman  
Matthew Hajdun  
Jose Herraëz Parraga  
Phillip and Nadine Hesse P'00, '03 \*  
Kevin Horst '06 \*  
Catherine Hos P'17, '23 \*  
Philippe and Carine Kaisin P'18  
Michaela Kmetikova  
Stephen Kotanen  
Wouter Laleman P'24, '26  
Christine LaRosa and Stéphane Ledecq P'29  
Nadège Le Dard  
Christopher Leakey  
Catherine and Jean-Marc Leclerc P'31  
Shannon Leoni  
Liliana Luburic  
Natalia Macicior and Jose Maria Subra P'22  
Kathryn Manu and Igor Ramoneda P'31  
Sasha Marshall  
Kelley McKenna '08  
Susanne Mirabello  
Courtney Moore  
Alina Mosorocianu and Alex Toader  
Tricia Mowat  
Kate Murphy  
Tibo Orens and Erin Marsh-Orens P'28, '29 \*  
Gil Paelinck and Sandra Verhaegen P'26, '28  
Suzette Parlevliet and Gino Perez '03  
Fabienne Peeters and Benoît De Becker P'15, '16, '19  
Danielle Pierce  
Julian Pirwitz  
Julie Potts  
Jenna Prothers  
Chris Redmond and Joanna Newton P'21, '24  
John Richer and Carol Roll  
Lee and Randi Rosky P'25, '27  
Adam Salem  
Karen Sanchez Moll  
Emily Schafer  
Brenden Schussler  
Kara Seynaeve  
Heather and Timothy Sheridan P'18, '22, '26  
Amanda Shorten  
Tracey Smith  
Loretta and Robert Stanley P'11, '13 \*  
Karen Stephens P'21, '22  
Sandra Stoneman  
Sara '92 and Alex Sulaimani P'21, '23  
Brian Teinert  
Alexandra Toms  
Francis Trappeniers and Hilde Mommaerts P'10 \*  
Danielle Tylke '91 and Jean-Philippe Cardoso de Campos P'22, '22

Saskia van Tongeren \*  
Laetitia Vincke  
Nikki and Will Vreugdenhil P'32  
David and Cristina Willows P'14, '23, '23, '27 †  
Anna Zeiders †  
Emma and Thomas Zigan P'20  
Anonymous \*  
Anonymous (4)

Current Parents

Ramzy Al Duhami and Sara Baban P'31  
Mohamed Al Suwaidi and Moza Al Falasi P'20, '25, '28  
Laurent Alexandre and Anne Daney de Marçillac P'19, '20, '24  
David Anderson and Amy Edwards Anderson P'15, '17, '21  
Nicholas and Anthea Antoniou P'30, '32  
Frank and Shantel Asante-Kissi P'24, '29  
Mohamed Barrak and Houda Raquiq P'23, '25, '30  
Simon Baxter and Marjan Mondt P'23, '26  
Bernhard Berger and Claudia Heppner P'19  
John and Stacey Bernards P'24, '26, '30  
Anthony and Basema Blenke P'20, '23, '30  
Sorin Buzuriu and Catrinel Galateanu P'27  
Alain De Pauw and Ashraf Amari P'29  
Grégoire and Tatiana de Spoelberch P'15, '16, '21  
Arnould and Sophie della Faille P'12, '15, '19  
Jacques Emsens and Nathalie Verbeeck P'20 \*  
Gianluca Esposito and Gisella Gori P'19  
Stuart and Rachel Forster P'19, '23, '27  
Philippe and Miene Gillion P'19, '21  
Heitor Goncalves and Bie Teerlinck P'31  
Christopher and Tracy Goodridge P'20, '25  
Dodd and Abigail Gray P'06, '19  
Bryan Greey and Muriel Van de Voorde P'20  
Gerhard and Lynn Guenther P'19, '21  
Grégory Hédou and Cécile Dickburt P'20, '24, '28 \*  
Lionel and Astrid Jadot P'23  
Michal Karasinski and Aleksandra Karasinska P'34  
Ileung Kim P'20, '26  
Frank Koster and Dewi Achwarizmi P'21, '22, '24, '26  
Stephane Laime and Roxane de Bilderling P'19  
Alexandre Lamot and Sonali Chandmal Lamot P'19, '21 \*  
Olivier Lazar and Kareen Hechter-Lazar P'20  
Olivier Legrain and Natacha Mottart P'19, '22  
Eric Leire and Jeneva Patterson P'21, '22  
Laurent Levaux and Sandrine Heregots P'18, '18, '19, '26  
Mikael and Cecilia Lindvall P'21  
Maurits Lugard and Pamela Meisel P'19, '21  
Yves-Loic Martin and Fabienne Richard P'21, '25  
Roger Metta and Vanessa Rosen P'17, '21  
Barry Moss and Eva Fagerman P'28  
George Nazi and Becca Nasrallah P'19, '22, '25

Hisao and Miyako Nishimori P'22  
Fergal O'Reilly and Judith Gelbman P'22  
Jan and Leslie Oversteyns P'20  
Markus Probst P'23, '26  
Amir and Nirit Reichman P'27, '29  
Alexis Roca and Emmanuelle Pic P'23  
Olivier and Bénédicte Rousseau P'17, '20 \*  
Didier Ryelandt and Delphine Remy P'17, '20  
Marie Saverys P'19  
Caroline Schoen P'28, '30  
Fabrizio Spalvieri and Julie Fazio Vanderborcht P'29, '31  
Tomek and Joanna Szpil P'07, '19 †  
David and Talia Terry P'24, '28  
Jean-Paul and Madelon van der Rest P'22, '24 \*  
Charl van Zyl and Caroline Rolf-Van Zyl P'23, '26  
Magomed Vechedov and Muminat Vechedova P'24, '28 \*  
Nathalie Vercauteren and Mathieu Plantey P'22  
Sven Völcker and Diana Perez-Buck P'21, '24  
Axel vom Scheidt and Maria Rosaria Pezone P'31  
Poul Weihrauch and Dorte Hoeg P'19, '22, '23  
Benoit Willaert and Leen Vanhalewyn P'21  
Niti and Nuntrika Wityatem P'22, '23  
Marc and Charlotte Zafrany P'22, '23  
Anonymous †  
Anonymous (11)

\* 5+ years of consecutive giving to the ISB Annual Fund  
† 10+ years of consecutive giving to the ISB Annual Fund



Graduates and Former Students

**1960's**  
Harvey Dorney '62  
Sallie Vollerin '62 \*  
Laurence Tanner '64  
Nancy Harwood '65 \*  
Betty Hemmeter '65  
Scott Nichols '66 \*  
Jeremy Nicholson '66 \*  
Frederick Pennekamp '66 \*  
Joel Phillips '66 \*  
Eleanor Wood Ramage '66  
Greg Friedman '67  
Gary Vance '67 †  
Kenneth Davis '69  
Joseph Spillman '69 \*

**1970's**  
Melanie Melia '70  
Mark Beatty '71 \*  
David Jenkins '71 \*  
Richard Pennell '71  
Kristin Allen '72 \*  
Linda Carmona - Sanchez '72  
Scott Moeller '72  
David Foushee '73 \*  
Steve Keh '73  
Jeannie Anthony '74  
Susan Becks '75  
Tom Hartnett '75  
Anne Thompson '75  
Lisa Henderson '76 \*  
Lynn Hepner '76  
Paul Herzfeld '76  
Norajill Winstead '76 \*  
Betsy Cotton '77 \*  
Tracey Alsobrook '78  
Robert McClernon '78  
Sally Young Yacka '78  
Whitney Babash '79 \*  
Jim Hennahane '79

**1980's**  
Craig Smith '80 \*  
Joel Stead '80  
Leigh Grady '81  
Joshua Weingast '81 \*  
Marc Nacar '82  
Juliette Reynolds '82  
James Turner '82  
Christopher von Gries '82 \*  
Alyssa Wallen '82 \*

Don Tuttle '83  
Jeffrey Weaver '84 \*  
Hope Finn '85  
Brian Kelly '87 \*  
Kirk Strong '87  
Nikki Lind '88  
Gerhard Schwartz '88  
Peder af Jochnick '89  
Jessica Lindsey '89  
Heather Micati '89

**1990's**  
Jeffrey Darby '90  
Alexander De Beir '90  
Jess Boone '91  
Danielle Tylke '91  
Helene Stenmo '92 \*  
Sara Sulaimani '92  
Kenneth Van Looy '92  
Mauro Rossi '96  
Katsuyuki Wakabayashi '96

**2000's**  
Yuki Tsunogai '00  
Valerie Charles '01  
Michael Barrett '03  
Gino Perez '03  
Matthew Gelfand '04  
Kevin Horst '06 \*  
Oliver Capon '07  
Kelley McKenna '08

**2010's**  
Monica Rangel Calderas '12  
Nicolas Marie '14

Former Employees

Robert Ater P'88, '89 \*  
Kevin Bartlett and Marta Rivera-Bartlett P'04, '04, '05, '11 †  
Dorothy and Alan Blake P'03, '05  
Glen and Suzanne Bottoms P'93, '97  
Irene Chapman P'91, '93  
Mary Ellen Cochran P'06, '08  
Renée Frankard P'91  
Deborah Gibbs-Brooks  
Richard and Carol Hall \*  
Lawrence and Carol Kelly P'87, '88  
Nancy Kohlheyser P'76, '78  
Joe Lillis and Kathy Deuel \*  
Angela Purcell  
Seija Rantanen \*

Bernard Sergeant †  
John Stemler \*  
Eliane Van Stichel  
Michele Wren  
Nina Zole-Symeonidis and Symeon Symeonidis P'02

Former Parents

Scott Alcott and Bernice Chen Alcott P'16, '18 †  
Egmond and Sarah Brenninkmeijer P'14, '16, '18, '20 †  
John and Kristy Buck P'98, '00  
Donald Carter and Virginia Murray P'18, '25  
Eric and Mara Davenport P'04  
Sean and Anna de Cleene P'19, '21 †  
Jon and Debbie English P'12, '15  
Douglas Gingerella P'09, '11, '15  
Thomas and Liz Halsey P'96, '97, '02  
Karen Joyce and Daniel Marie P'14  
Roger and Becky Kearns P'16, '18  
Ronald and Kimberly Kemper P'17, '19, '22  
Sheila Manley P'80, '81, '85  
Mary Jo and Grady McCarthy P'07  
Karen Messenger P'79, '81  
Marc '82 and Muriel Nacar P'09, '15  
Claire and Philip Newman P'18, '19 \*  
Jay Norton Jr. P'98, '01  
Eric and Evelyn Osterweil P'90  
Sacha Otten P'01, '04  
Srinivas and Sandhya Rentala P'19  
James and Anne Rostick P'02, '04  
Richard and Dabney Schmitt P'99 \*  
Hans and Véronique Skeppner P'14, '15, '18 †  
Helene '92 and Fredrik Stenmo P'18, '20, '21, '24 \*  
Lisa Stockwell Ornstein P'09, '12  
Machiko and Takashi Takeuchi P'18  
Chuck and Brenda Thurlow P'94, '96  
William Timmons P'74  
Lyle and Carol Tuthill P'01, '03, '08  
Setsuo and Yoko Wakabayashi P'96  
David Wilson P'90

Companies and Organizations

9ine Consulting  
A.T.L. Location  
Bright Expats  
Consilience Consultancy  
Distrinox  
Eneco  
EOS  
Faria Education Group

Flansburgh  
Guy Melviez Architect  
i3-Technologies  
ING  
ISB Family Association †  
ISB Foundation †  
Kognity  
Lenovo  
Mobelsa  
P.A.S. Print  
Play AV  
Jane Goodall's Roots & Shoots  
Scolarest - Compass Group  
Seris  
Stichting NOB - Foundation for Dutch Education Abroad †  
Style Coffee  
Switch  
U.S. Department of State Office of Overseas Schools †

Restricted Gifts to Awards Funds

Steve and Ruth Barrett P'98, '00, '03, '04  
Tobias Hunziker '96  
Joel Dean Foundation  
Lori Lucas P'87, '87, '92, '99  
Jay Norton Jr. P'98, '01  
Michelle Spicer P'98, '01

Restricted Gifts to Other Funds

Egmond and Sarah Brenninkmeijer P'14, '16, '18, '20 †  
Anonymous

Gifts in Kind

Bell Tours  
Philip and Anne Eickhoff P'15, '18  
Frame the Message, Ink.  
Sandy Holderbach  
Mobelsa  
Scolarest - Compass Group  
Yang-Seok and Linda Yoo P'12

\* 5+ years of consecutive giving to the ISB Annual Fund  
† 10+ years of consecutive giving to the ISB Annual Fund



Celebrated by

# ALUMNI

A year in which our worldwide alumni community of former students, graduates, former parents and former employees of ISB continued to demonstrate engagement and commitment to the school; a year in which hundreds of Alumni returned to ISB and reminded us what the school meant to them and how it prepared them for the next step in their own learning journey.

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We believe that school is a place that you should return to. Each year, we connect with thousands of people around the world, all of whom are still very much a part our global community.

Our Alumni

ISB campus visits by Alumni

104

Number of Countries where ISB Alumni currently reside

119

Number of Alumni who donated

104

Alumni attended an ISB event

464



*"The Former Faculty and Staff Group has offered me a positive way to stay in touch with all things ISB. It offers a variety of activities as well as a chance to contribute both to the life of the school and to the life of ISB retirees."*

Maggie Inglis,  
Former ISB Director of External Relations and FFSG Member

*"The ISB experience enriched my life in ways I am still discovering. It made all the difference in the world."*

Mary Wood Cornog '64,  
Graduate

*"The global ISB network is, and will continue to be, one of the biggest assets that our students take away from their ISB experience. I see it with my own family. As they travel to different countries they are almost always able to make an ISB connection in each location."*

Hans Skeppner,  
Former Parent and  
Former ISB Board Chair







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## Connecting

Our Alumni community continues to demonstrate commitment to ISB's long term success and legacy. For the past 68 years, ISB has welcomed new members into our Alumni community, and each year this community is enriched by their knowledge, global experiences and memories of their time at ISB.

The AlumniISB online network ([www.alumnisib.be](http://www.alumnisib.be)), available to ISB Alumni and current community, provides a wide range of resources including class lists, class representatives, Alumni digital archive (yearbooks, newsletters, photos, and videos), Alumni event information, scheduling a campus visit, mentorship opportunities and more!



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## Sharing Knowledge

One of the most effective ways in which we reinforce student learning, is when our community shares their expertise and experiences across different professional fields and geographies. This sharing of knowledge helps prepare our students for the 21st century and provides them with practical opportunities to narrow the gap between the world in school and their professional futures.

Our Alumni partnered alongside current ISB students and faculty this year, supporting learning in a number of ways including participation at "World of Work" career event, facilitating workshops at our Learning by Design conference, volunteering on the Board of Trustees and ISB Foundation Board as well as the Former Faculty and Staff Group, and being part of our Visiting Artists and Scholars Programme by sharing their talents and expertise. Additionally, Alumni volunteered for Service Learning projects, in our Libraries and many other ways to support daily campus life at ISB.



## Visiting Campus

Over 104 Alumni came back to tour the campus and re-ignite their memories this school year. ISB Alumni, no matter how long it has been since they have last set foot here, have a standing invitation to return and see their former teachers and friends, see all the changes around campus, and also see how the ISB experience and spirit has remained the same through the years.



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Our Alumni community remains generous with their time and resources, and also their financial gifts to ISB. In 2018-19, 119 former students, former parents and former employees made donations to ISB, either directly, or through the US-based ISB Foundation.

## Alumni Giving

## Participating in Events



Alumni gatherings offer the chance to reminisce on a shared experience, and on their time together at ISB.

### Alumni Participation in Brussels:

October 2018  
Homecoming Celebration

November 2018  
Former Faculty and Staff Fall Luncheon  
International Festival

December 2018  
Holiday Reception

March 2019  
World of Work Career Event

May 2019  
Former Faculty and Staff Spring Cocktail Reception  
Class of 2014 5 Year Reunion

June 2019  
Class of 2009 10 Year Reunion

### Alumni Participation Abroad:

September 2018  
San Antonio, USA: Classes of 60's \*

October 2018  
Los Angeles, USA: Alumni Reception  
San Francisco, USA: Alumni Reception  
Maryland, USA: Classes of Early 70's Reunion \*  
Boston, USA: Classes of Late 70's Reunion \*

November 2018  
Bolton, MA, USA: Class of Early 80's Reunion \*

July 2019  
Seattle, USA: Alumni Pub Meet-up

\* Alumni self-organised

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Kattenberg 19, B-1170, Brussels, Belgium  
(+32) 2 661 4211 • [www.isb.be](http://www.isb.be)