International School of Seychelles
AGM
November 2022
Principal's Report

Mrs Elodie Vallantine, Principal and Head of Secondary

Contents of Principal's Report

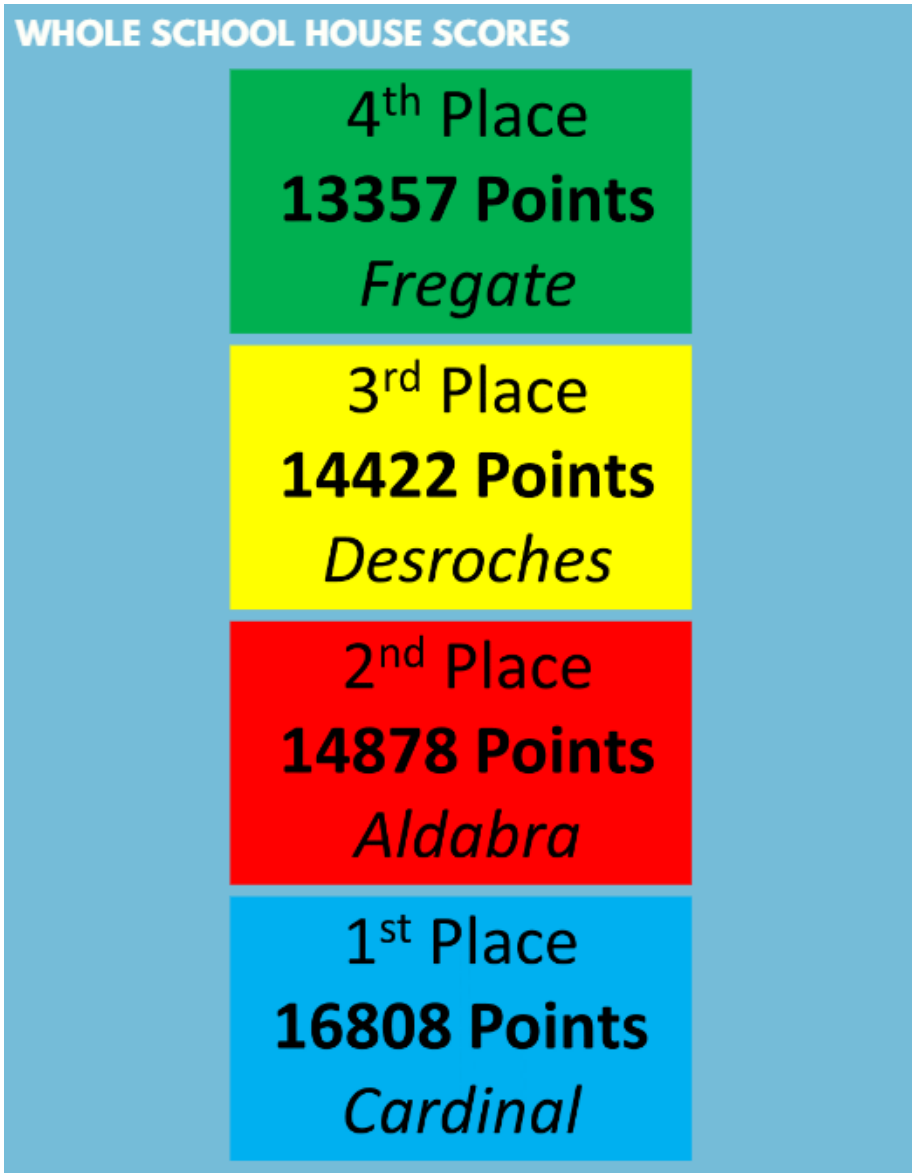
2021/2022 – full report

1. Primary
2. Secondary
3. Inclusion
4. Human Resources
5. Finance, Procurement and Operations
6. Admissions and Marketing

2022/2023 – highlights so far from Term 1

2021-2022

House Scores – 2021/2022



International School Seychelles

I. Primary

Academic and Pastoral Provisions

Academic

- Purchase of new textbooks
- Lesson observation schedule introduced
- Weekly training schedule introduced
- CAT4 testing for Y3 and Y5
- Inspirational days linked to the curriculum

Pastoral

- Student Council came up with ideas for playground games, painting done with the help of DoE students
- Return to face to face Graduation ceremonies

Extra-Curricular Provision

Clubs, Competitions and House system

- Athletics Inter House Competition Year 1 – 6.
- Term 2: Return of after school clubs and trips, including environment study with GVI– Covid-19 restrictions lifted.

Events

- Christmas concert by Year 4, 5 and 6, filmed and shared with parents because Covid-19 restrictions still in place.
- Toby's Ark – production by Year 1, 2 and 3 in April at ICCS.
- World Book day celebrated in March.
- Hat Parade by the Reception classes.
- Graduation ceremony for R2, Year 2 in school and for Year 6 at ICCS.
- Collection of cash from the students for Children's Day – donated to the School for the Exceptional Child.

Eco-Schools

- TSL Prizegiving for Primary and Secondary Essay winners August 2021 More winners in 2022 for essay and debates International and national.
- September 2021 Clean up the world – with Anse Boileau school – Primary
- 27th September Tree Planting Day – endemic trees along the wetland Primary and Secondary - ongoing
- 1st October Bird competition – entries judged by Adrian Skerrett in 2021 and 2022
- November – Eco school presentation for Eco school year – ISS did well again 3rd for this year in Primary
- World Wildlife day – International Competition in January 2022
- Protected areas day 31st January quiz
- Theme days participation for World wetland day, Water day, Earth Day, Environment day ,International Biodiversity day
- Term 2 Pets in school - weekly animal in school for the day for students to learn to care for animals
- Garden development using students from Year 6 working on the Medicinal, Wildlife and Vegetable gardens at ISS – adopt a spot an aree is cleared to use to build a Bird Hide – fundraising to happen during Night Fair
- Ocean day June 8th – clean up for Ocean day with Anse Boileau school

International School Seychelles

2. Secondary

Academic and Pastoral Provisions

Academic

- CAT4 testing in Y7, 10 and 12
- Academic monitoring with lesson observations on all teachers

Pastoral

- Random bag and locker searches
- Exclusions
  - Fixed term exclusions for a range of reasons including possession of mobile phones on school site, fighting, inappropriate behavior - all exclusions followed by re-admittance meeting and counselling
  - No permanent exclusion
- Return to face to face Graduation ceremonies

Extra-Curricular Provision

Clubs, Competitions and House system

- Clubs including Tourism, Maths Pirates, Eco-Club
- Competitions including Creative Writing, Science

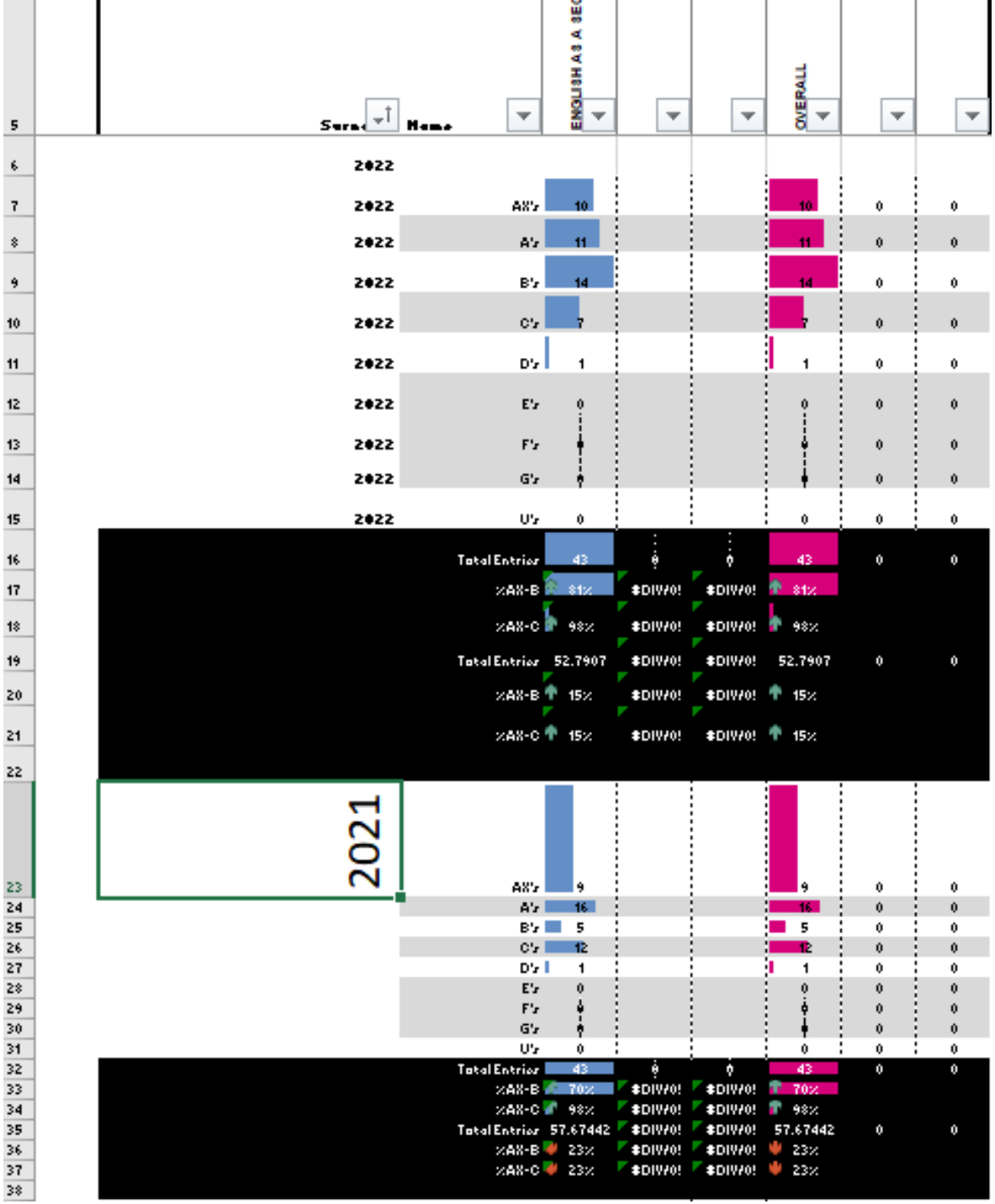
Events

- Inter House Athletics Day
- Activities Week
- Multicultural Festival

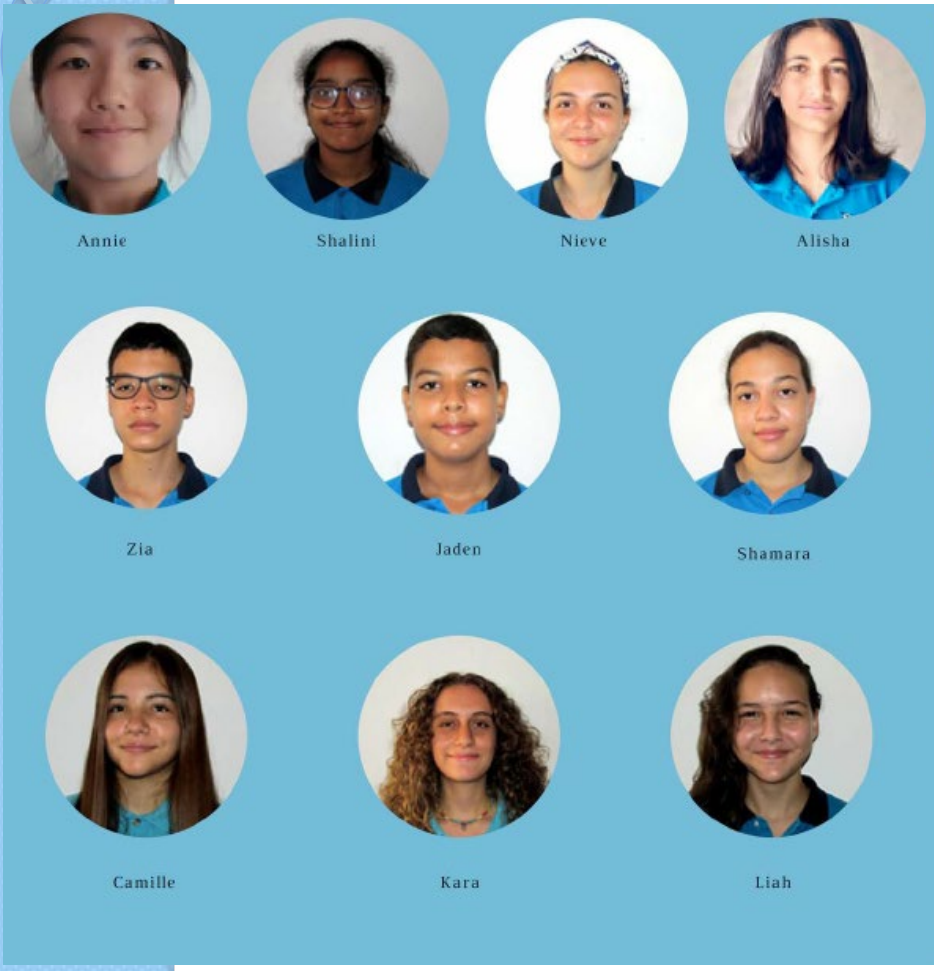
Eco-Schools Secondary

- TSL Prizegiving for Primary and Secondary Essay winners August 2021
- 27th September Tree Planting Day – endemic trees along the wetland – Primary and Secondary
- 1st October Bird competition – entries judged by Adrian Skerrett 2021 and recently 2022
- Prizewinners to Praslin for Vallee de Mai quiz Secondary
- Eco school presentation for Eco school year Secondary section 5th last year.
- Walk and clean up organized by Eco school student representative to Capucin beach
- World Wildlife day – International Competition in January 2022
- Wetland Mural Painting began in Term one completed in Term 3 by Art Department Secondary
- Protected areas day 31st January quiz plus participation in Theme days, World wetland day, World Water day, Earth Day, Environment day, International Biodiversity day
- Garden development using students from Eco school students at lunch times
- Recycling continued for Food waste to SSPCA and for vegetable and fruit waste for compost
- Plastic bottle solution – donation of chicken wire fish from Hilton Labriz
- Say NO to plastic campaign Secondary Eco clubs involved with discussions and work with Katrin Perchat
- Danny Faure video competition for Secondary students 3 winners announced in June
- Dárros competition from SIF – also 2 winners from ISS - one student visited Darros

Exam results June Series 2022 Year 10

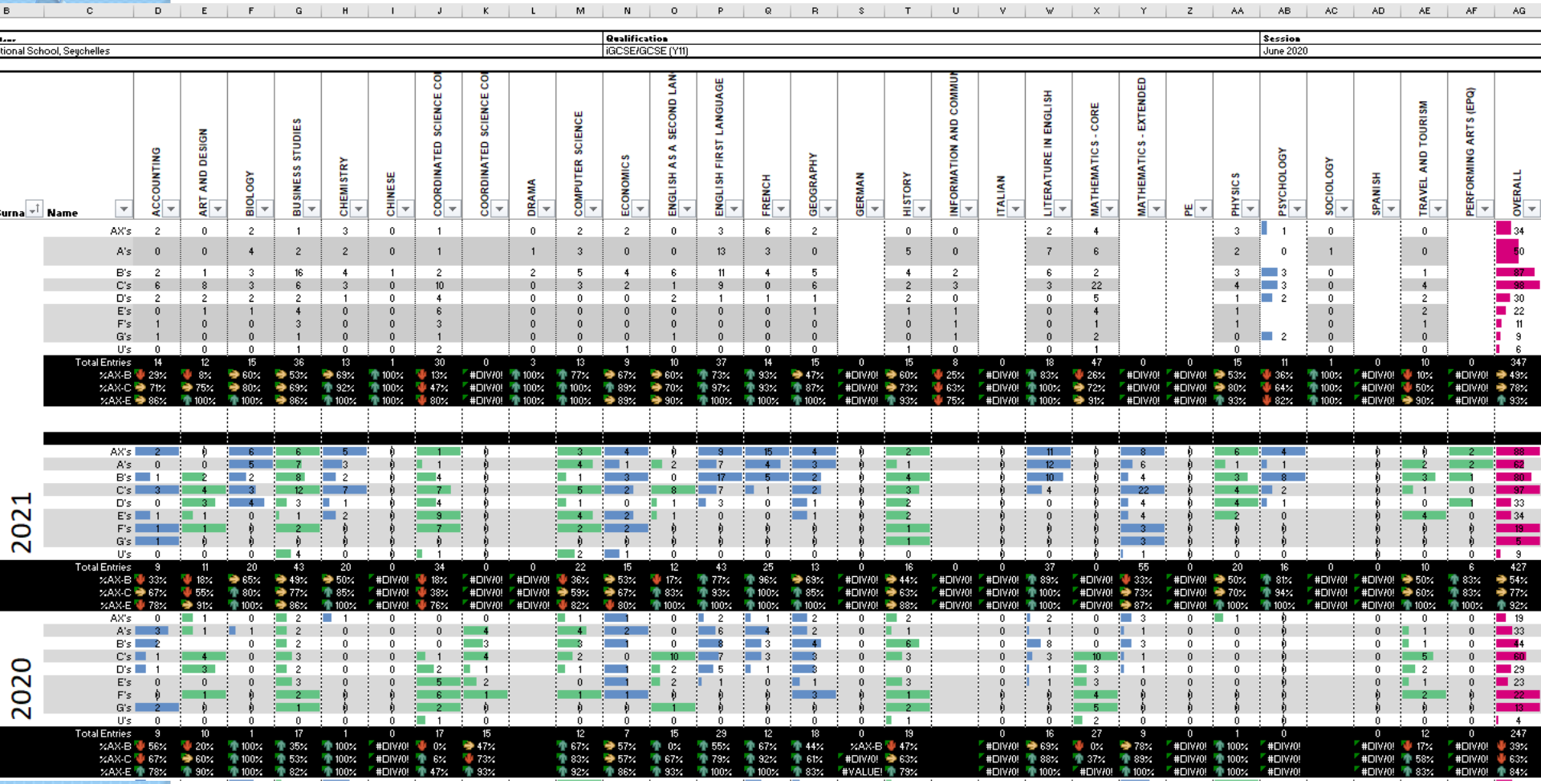


Exam results
June Series 2022
Year 10



Exam results June Series 2022 Year 11

- 93% pass rate
- 49% A*-B grades



		Qualification	Session
	tional School, Seychelles	iGCSE/GCSE (Y11)	June 2020

Cohort	Name	ACCOUNTING	ART AND DESIGN	BIOLOGY	BUSINESS STUDIES	CHEMISTRY	CHINESE	COORDINATED SCIENCE CO	COORDINATED SCIENCE CO	DRAMA	COMPUTER SCIENCE	ECONOMICS	ENGLISH AS A SECOND LAN	ENGLISH FIRST LANGUAGE	FRENCH	GEOGRAPHY	GERMAN	HISTORY	INFORMATION AND COMMUN	ITALIAN	LITERATURE IN ENGLISH	MATHEMATICS - CORE	MATHEMATICS - EXTENDED	PE	PHYSICS	PSYCHOLOGY	SOCIOLOGY	SPANISH	TRAVEL AND TOURISM	PERFORMING ARTS (EPQ)	OVERALL
	A*'s	2	0	2	1	3	0	1		0	2	2	0	3	6	2		0	0		2	4			3	1	0		0		34
	A's	0	0	4	2	2	0	1		1	3	0	0	13	3	0		5	0		7	6			2	0	1		0		50
	B's	2	1	3	16	4	1	2		2	5	4	6	11	4	5		4	2		6	2			3	3	0		1		87
	C's	6	8	3	6	3	0	10		0	3	2	1	9	0	6		2	3		3	22			4	3	0		4		98
	D's	2	2	2	2	1	0	4		0	0	0	2	1	1	1		2	0		0	5			1	2	0		2		30
	E's	0	1	1	4	0	0	6		0	0	0	0	0	0	1		1	1		0	4			1		0		2		22
	F's	1	0	0	3	0	0	3		0	0	0	0	0	0	0		0	1		0	1			1		0		1		11
	G's	1	0	0	1	0	0	1		0	0	0	1	0	0	0		0	1		0	2			0	2	0		0		9
	U's	0	0	0	1	0	0	2		0	0	0	1	0	0	0		1	0		0	1			0		0		0		6
	Total Entries	14	12	15	36	13	1	30	0	3	13	9	10	37	14	15	0	15	8	0	18	47	0	0	15	11	1	0	10	0	347
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	%AX-C	71%	75%	80%	69%	92%	100%	47%	#DIV/0!	100%	100%	89%	70%	97%	93%	87%	#DIV/0!	73%	63%	#DIV/0!	100%	72%	#DIV/0!	#DIV/0!	80%	64%	100%	#DIV/0!	50%	#DIV/0!	78%
	%AX-E	86%	100%	100%	86%	100%	100%	80%	#DIV/0!	100%	100%	89%	90%	100%	100%	100%	#DIV/0!	93%	75%	#DIV/0!	100%	91%	#DIV/0!	#DIV/0!	93%	82%	100%	#DIV/0!	90%	#DIV/0!	93%
2021	AX's	2	0	6	6	5	0	1	0		3	4	0	9	15	4	0	2		0	11	0	8	0	6	4		0	0	2	88
	A's	0	0	5	7	3	0	1	0		4	1	2	7	4	3	0	1		0	12	0	6	0	1	1		0	2	2	82
	B's	1	2	2	8	2	0	4	0		1	3	0	17	5	2	0	4		0	10	0	4	0	3	8		0	3	1	80
	C's	3	4	3	12	7	0	7	0		5	2	8	7	1	2	0	3		0	4	0	22	0	4	2		0	1	0	97
	D's	0	3	4	3	1	0	4	0		1	0	1	3	0	1	0	2		0	0	0	4	0	4	1		0	0	1	33
	E's	1	1	0	1	2	0	9	0		4	2	1	0	0	1	0	2		0	0	0	4	0	2	0		0	4	0	34
	F's	1	1	0	2	0	0	7	0		2	2	0	0	0	0	0	1		0	0	0	3	0	0	0		0	0	0	19
	G's	1	0	0	0	0	0	0	0		0	0	0	0	0	0	0	1		0	0	0	3	0	0	0		0	0	0	5
	U's	0	0	0	4	0	0	1	0		2	1	0	0	0	0	0	0		0	0	0	1	0	0	0		0	0	0	9
	Total Entries	9	11	20	43	20	0	34	0	0	22	15	12	43	25	13	0	16	0	0	37	0	55	0	20	16	0	0	10	6	427
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	%AX-C	67%	55%	80%	77%	85%	#DIV/0!	38%	#DIV/0!	#DIV/0!	59%	67%	83%	93%	100%	85%	#DIV/0!	63%	#DIV/0!	#DIV/0!	100%	#DIV/0!	73%	#DIV/0!	70%	94%	#DIV/0!	#DIV/0!	60%	83%	77%
	%AX-E	78%	91%	100%	86%	100%	#DIV/0!	76%	#DIV/0!	#DIV/0!	82%	80%	100%	100%	100%	100%	#DIV/0!	88%	#DIV/0!	#DIV/0!	100%	#DIV/0!	87%	#DIV/0!	100%	100%	#DIV/0!	#DIV/0!	100%	100%	92%
2020	AX's	0	1	0	2	1	0	0	0		1	1	0	2	1	2	0	2		0	2	0	3	0	1	0		0	0	0	19
	A's	3	1	1	2	0	0	0	4		4	2	0	6	4	2	0	1		0	1	0	1	0	0	0		0	1	0	33
	B's	2		0	2	0	0	0	3		3	1	0	8	3	4	0	6		0	3	0	3	0	0	0		0	1	0	44
	C's	1	4	0	3	0	0	1	4		2	0	10	7	3	3	0	3		0	3	10	1	0	0	0		0	5	0	60
	D's	1	3	0	2	0	0	2	1		1	1	2	5	1	3	0	1		0	1	3	1	0	0	0		0	2	0	29
	E's	0	0	0	3	0	0	5	2		0	1	2	1	0	1	0	3		0	1	3	0	0	0	0		0	1	0	23
	F's	0	1	0	2	0	0	6	1		1	1	0	0	0	3	0	1		0	0	4	0	0	0	0		0	2	0	22
	G's	2	0	0	1	0	0	2			1	0	1	0	0	0	0	2		0	0	5	0	0	0	0		0	0	0	13
	U's	0	0	0	0	0	0	1	0		0	0	0	0	0	0	0	1		0	0	2	0	0	0	0		0	0	0	4
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	%AX-C	67%	60%	100%	53%	100%	#DIV/0!	6%	73%		83%	57%	67%	79%	92%	61%	#DIV/0!	63%		#DIV/0!	88%	37%	89%	#DIV/0!	100%	#DIV/0!		#DIV/0!	58%	#DIV/0!	63%
	%AX-E	78%	90%	100%	82%	100%	#DIV/0!	47%	93%		92%	86%	93%	100%	100%	83%	#VALUE!	79%		#DIV/0!	100%	#DIV/0!	100%	#DIV/0!	100%	#DIV/0!		#DIV/0!	83%	#DIV/0!	84%

Exam results
June Series 2022
Year 11

Rishy

Cambridge iGCSEs
8 A*s and 1 A

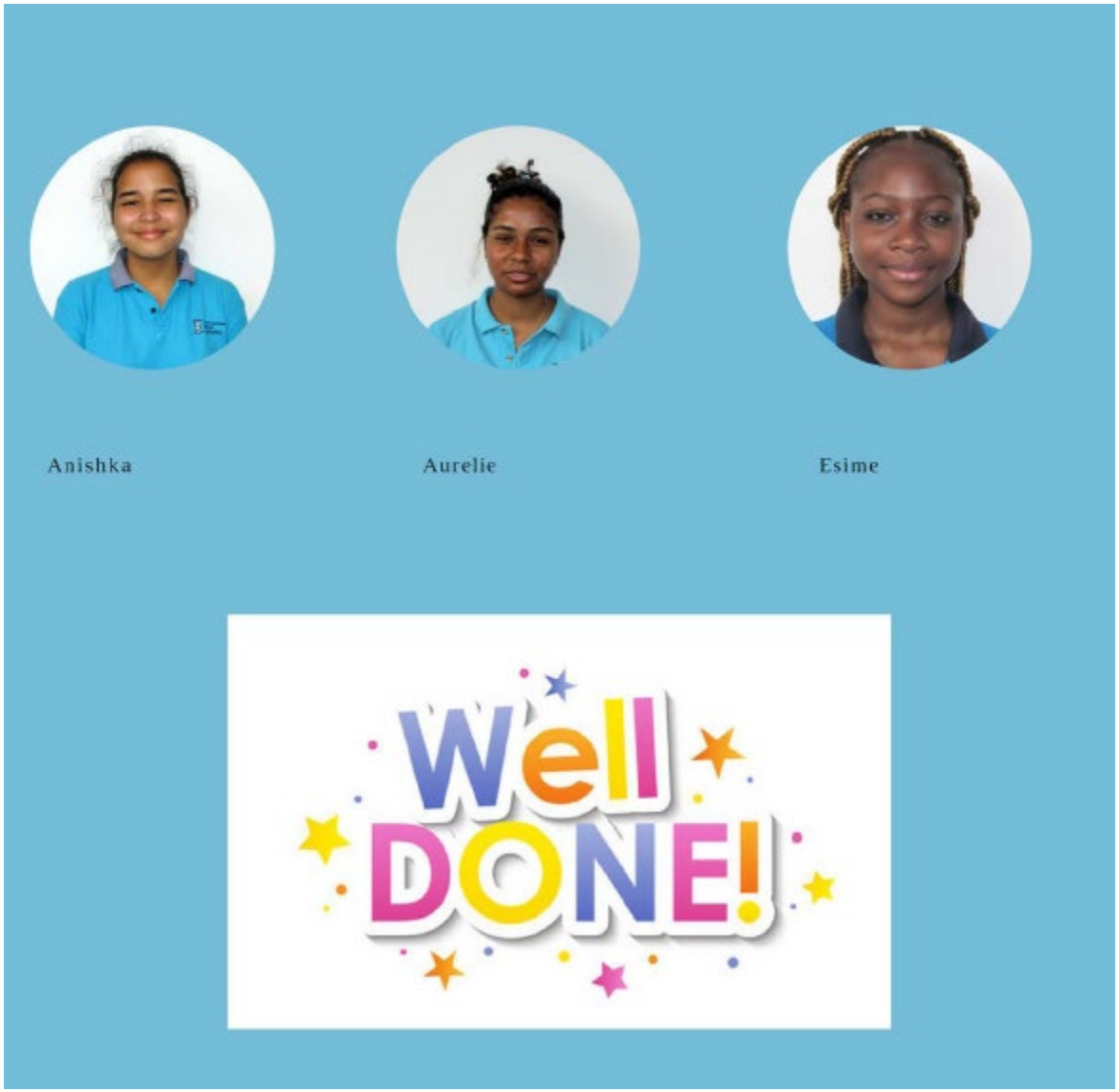
Vanshika

Cambridge iGCSEs
8 A*s and 1 A

Tejasvi

Cambridge iGCSEs
9 A*s

Exam results
June Series 2022
Year 11
ICE Award



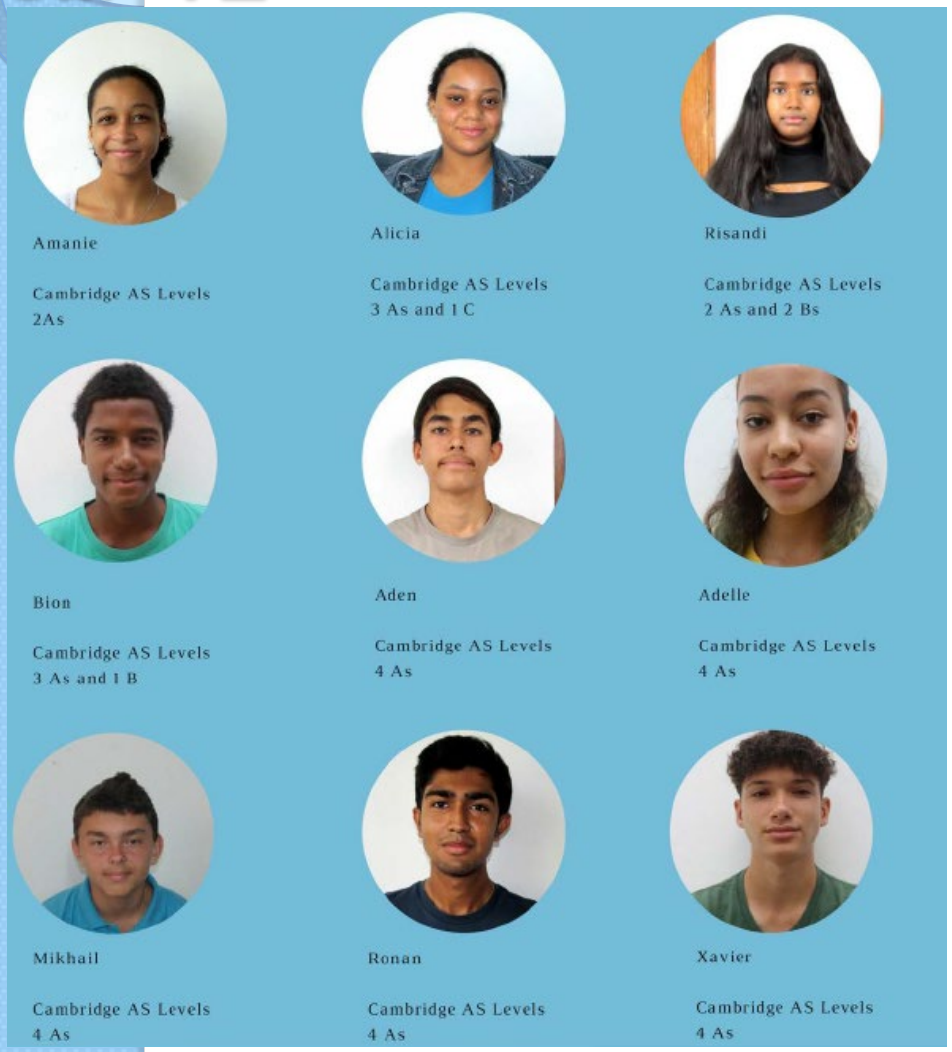
Exam results June Series 2022 Year 12

- 92% pass rate
- 49% A*-B grades

Centre Name	Qualification	Session
International School, Seychelles	AS Level (Y12)	#####

	Surname Name	ACCOUNTING	ART AND DESIGN	BIOLOGY	BUSINESS	CHEMISTRY	COMPUTER SCIENCE	ECONOMICS	ENGLISH LANGUAGE	FRENCH	FRENCH LANGUAGE	GEOGRAPHY	HISTORY	LITERATURE IN ENGLISH	MATHEMATICS	PHYSICS	PSYCHOLOGY	TRAVEL AND TOURISM	OVERALL
2022 Actual	AX's	0	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0
	A's	0	1	1	5	4	2	4	3	0		2	7	4	4	3	7	1	48
	B's	0	0	0	5	0	1	0	2	0		0	4	3	3	0	1	4	23
	C's	1	0	1	1	0	1	0	4	0		0	0	3	3	1	3	1	19
	D's	2	0	1	2	0	1	4	4	0		1	0	1	2	2	0	0	20
	E's	1	0	1	8	0	1	4	2	0		0	0	1	1	4	1	1	25
	U's	1	0	0	3	0	1	0	1	0		0	0	0	0	2	3	0	11
	Total Entries	5	1	4	24	4	7	12	16	0		3	11	12	13	12	15	7	146
	%AX-A	0%	100%	25%	21%	100%	29%	33%	19%	#####		67%	64%	33%	31%	25%	47%	14%	33%
	%AX-B	0%	100%	25%	42%	100%	43%	33%	31%	#####		67%	100%	58%	54%	25%	53%	71%	49%
	%AX-C	20%	100%	50%	46%	100%	57%	33%	56%	#####		67%	100%	83%	77%	33%	73%	86%	62%
	%AX-E	80%	100%	100%	88%	100%	86%	100%	94%	#####		100%	100%	100%	100%	83%	80%	100%	92%
2021	AX's	0	0	3	2	3	2	1	1	0		0	0	0	4	3	2	0	21
	A's	3	0	1	1	1	2	2	0	1		0	0	0	3	1	0	0	15
	B's	1	0	0	1	1	1	0	2	1		0	1	2	2	1	0	1	14
	C's	0	0	0	3	1	0	1	4	0		0	2	4	1	0	0	1	17
	D's	0	2	0	3	0	0	1	1	1		2	1	0	1	2	0	2	16
	E's	0	0	0	1	0	0	2	0	0		1	0	0	0	1	0	0	5
	U's	0	0	0	2	0	0	1	0	0		0	0	0	0	1	0	0	4
	Total Entries	4	2	4	13	6	5	8	8	3		3	4	6	11	9	2	4	92
	%AX-A	75%	0%	100%	23%	67%	80%	38%	13%	33%		0%	0%	0%	64%	44%	100%	0%	39%
	%AX-B	100%	0%	100%	31%	83%	100%	38%	38%	67%		0%	25%	33%	82%	56%	100%	25%	54%
	%AX-C	100%	0%	100%	54%	100%	100%	50%	88%	67%		0%	75%	100%	91%	56%	100%	50%	73%
	%AX-E	100%	100%	100%	85%	100%	100%	88%	100%	100%		100%	100%	100%	100%	89%	100%	100%	96%
2019	AX's	2	0	2	1	2	0	1	0	0		0	1	1	2	0	1	0	13
	A's	1	1	1	3	2	0	0	0	0		2	2	2	1	2	2	0	19
	B's	0	0	2	5	1	2	2	3	0		1	1	3	3	2	0	0	25
	C's	0	4	2	2	0	1	0	1	0		0	2	2	1	3	0	2	20
	D's	0	0	2	1	0	1	0	3	0		1	0	0	1	0	0	0	9
	E's	0	0	0	0	0	0	0	0	1		0	0	0	0	0	0	1	2
	U's	0	0	0	1	0	0	1	0	0		0	0	0	0	0	0	0	2
	Total Entries	3	5	9	13	5	4	4	7	1		4	6	8	8	7	3	3	90
	%AX-A	100%	20%	33%	31%	80%	0%	25%	0%	0%		50%	50%	38%	38%	29%	100%	0%	36%
	%AX-B	100%	20%	56%	69%	100%	50%	75%	43%	0%		75%	67%	75%	75%	57%	100%	0%	63%
	%AX-C	100%	100%	78%	85%	100%	75%	75%	57%	0%		75%	100%	100%	88%	100%	100%	67%	86%
	%AX-E	100%	100%	100%	92%	100%	100%	75%	100%	100%		100%	100%	100%	100%	100%	100%	100%	98%

Exam results
June Series 2022
Year 12



Exam results June Series 2022 Year 13

- 93% pass rate
- 46% A*-B grades
- Upwards trend – best results in the last 5 years

Centre Name																				
International School, Seychelles																				
Qualification																				
A Level (Y13)																				
Session																				
June 2022																				
Surname	Name	ACCOUNTING	ART AND DESIGN	BIOLOGY	BUSINESS	CHEMISTRY	COMPUTER SCIENCE	ECONOMICS	ENGLISH LANGUAGE	FRENCH	FRENCH LANGUAGE	GEOGRAPHY	HISTORY	LITERATURE IN ENGLISH	MATHEMATICS	PHYSICS	PSYCHOLOGY	TRAVEL AND TOURISM	OVERALL	
2022 Actual	A's	0	0	0	0	0	1	2	1		0	1	1	3	2	0	0	0	11	
	B's	1	0	0	3	0	0	4	2		0	0	4	4	1	1	1	1	22	
	C's	2	3	1	3	0	0	1	3		0	2	2	2	0	0	0	1	20	
	D's	1	0	0	1	0	0	1	2		0	1	2	0	0	0	2	0	10	
	E's	0	0	0	1	1	0	0	0		0	1	0	0	0	0	1	0	4	
	U's	0	0	1	1	0	0	0	0		0	1	0	0	0	0	2	0	5	
	Total Entries	4		2	9	1	1	8	8		0	6	9	9	3	1	6	2	72	
	%AX-A	0%		0%	0%	0%	100%	25%	13%		####	17%	11%	33%	67%	0%	0%	0%	15%	
	%AX-B	25%		0%	33%	0%	100%	75%	38%		####	17%	56%	78%	100%	100%	17%	50%	46%	
	%AX-C	75%		50%	67%	0%	100%	88%	75%		####	50%	78%	100%	100%	100%	17%	100%	74%	
	%AX-E	100%		50%	89%	100%	100%	100%	100%		####	83%	100%	100%	100%	100%	67%	100%	93%	
2021	A's	0	0	0	4	0	1	3	5		0	1	4	3	2	0	0	1	24	
	B's	3	0	0	3	0	0	2	3		1	1	1	5	0	1	1	1	22	
	C's	0	0	0	1	0	1	3	2		0	3	4	1	0	0	2	1	18	
	D's	3	0	2	1	0	0	3	1		0	1	1	1	2	0	3	1	19	
	E's	0	0	0	1	0	0	1	1		0	1	0	1	0	0	2	0	7	
	U's	2	0	1	4	1	1	1	0		1	3	1	0	0	3	5	0	23	
	Total Entries	8		3	14	1	3	13	12		2	10	11	11	4	4	13	4	113	
	%AX-A	0%		0%	29%	0%	33%	23%	42%		0%	10%	36%	27%	50%	0%	0%	25%	21%	
	%AX-B	38%		0%	50%	0%	33%	38%	67%		50%	20%	45%	73%	50%	25%	8%	50%	41%	
	%AX-C	38%		0%	57%	0%	67%	62%	83%		50%	50%	82%	82%	50%	25%	23%	75%	57%	
	%AX-E	75%		67%	71%	0%	67%	92%	100%		50%	70%	91%	100%	100%	25%	62%	100%	80%	
2019	A's	0		2	2	2	2	0	1			0	0	0	0	1	2	0	12	
	B's	1		2	2	1	0	2	1			1	2	1	3	2	1	0	19	
	C's	0		0	3	0	0	2	0			0	0	1	3	1	1	0	11	
	D's	1		3	3	1	3	2	1			2	0	2	0	0	2	2	22	
	E's	1		0	2	0	1	1	2			1	0	0	0	0	1	0	9	
	U's	1		0	2	0	0	3	0			1	0	0	0	1	2	0	10	
	Total Entries	4		7	14	4	6	10	5			5	2	4	6	5	9	2	83	
	%AX-A	0%		29%	14%	50%	33%	0%	20%			0%	0%	0%	0%	20%	22%	0%	14%	
	%AX-B	25%		57%	29%	75%	33%	20%	40%			20%	100%	25%	50%	60%	33%	0%	37%	
	%AX-C	25%		57%	50%	75%	33%	40%	40%			20%	100%	50%	100%	80%	44%	0%	51%	
	%AX-E	75%		100%	86%	100%	100%	70%	100%			80%	100%	100%	100%	80%	78%	100%	88%	

Exam results
June Series 2022
Year 13

Ella

Cambridge A Levels
2 As and 1 B

Estelle

Cambridge A Levels
2 As and 1 B

Andrea

Cambridge A Levels
2 A*s and 2 Bs

Soumesh

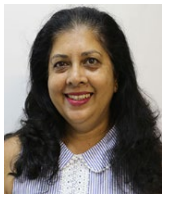
Cambridge A Levels
3 As and 1 B

Lusaula

Cambridge A Levels
1 A* and 2 As

3. Inclusion

Inclusion



1. Support

- Support was provided remotely by Dr Andy Hogg, from The Support School in the UK, and in person when he visited the school in November 2021.

2. **Registers**

- As of July 2022:
  - 22 – Blue Star (Cause for Concern)
  - 4 – Yellow Star (Medium)
  - 14 – Red Star (Severe)

3. Specialist Assessments

- During the academic year of 2022, students identified as SEN were assessed by a variety of external professionals, including:
  - Educational Psychologists.
  - Occupational Therapists.
  - Psychologists.

4. Interventions

- Primary interventions by the inclusion team were affected by cover needs in primary classes.
- Primary interventions were in KS1 and KS2 only.

5. Access Arrangements

- All applications for Access Arrangements in iGCSE and A-Level were successful.
- All students were able to sit their exams and resits with this support in place.

Counselling

Primary	**Number of students carried over from the last academic year: 34** **New Students Referred this academic year: 5** **Closed this academic year: 0** **Current Active Caseload: 39** **Pending: Students Can access if needed: 3** **Additionally: (Not included in Active Caseload) 12 Students are being monitored as a concern has been raised.**
Secondary	**Caseload carried over from last academic year: 71** **New referrals: 9** **Closed: 26 (out of the 26 cases -8 no longer attending ISS and 18 having no further issues for the time being. However, the case can be reactivated if further issues arise or if the students wants to access for additional support)** **Current Active Caseload: 54**

Child Protection

Provision:

- Child Protection Officer for Primary: Ms. Kate Benoiton and Deputy: Ms. Merna Mondon.
- Child Protection officer for Secondary: Ms. Merna Mondon and Deputy: Ms. Kate Benoiton.

- Annual review of policy, procedures and training.
- Staff training – section specific – Termly.

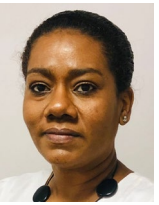
Safeguarding and Child Protection Cases Received:

- Primary
  - Number of referrals made to Social Services: 1
- Secondary
  - Number of referrals made to Social Services: 2

Nursing

- Covid-19 vaccinations for students aged 12-17
- Covid-19 testing for staff and students

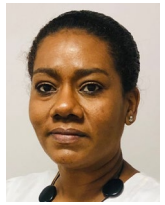
- Regular vaccinations:
  - MMR (Measles, mumps, rubella) – Year 1
  - HPV (Human papillomavirus vaccine) – Year 6
  - DT (diphtheria & tetanus) – Years 7 & 9



International School Seychelles

4. Human Resources

Statistics, Starters and Leavers



		2020-2021	2021-2022	Increase by	INCREASE	DECREASE
Number of Staff	Male	38	29	Male		-9
	Female	116	111	Female		-5
	Total	154	140	Total		-14
Number of Local Teachers	Male	5	2	Male		-3
	Female	32	28	Female		-4
	Total	37	30	Total		-7
Number of Expat Teachers	Male	23	18	Male		-5
	Female	18	22	Female	4	0
	Total	41	40	Total		-1
Number of Local Expat Teachers	Male	0	0	Male		0
	Female	7	5	Female		-2
	Total	7	5	Total		-2
Number of Local TAs	Male	0	0	Male		0
	Female	39	37	Female		-2
	Total	39	37	Total		-2
Number of Local Expat TAs	Male	0	0	Male	0	0
	Female	4	0	Female	0	-4
	Total	4	0	Total	0	-4
Number of Local non-teaching	Male	6	6	Male	0	0
	Female	15	19	Female	4	0
	Total	21	25	Total	4	0
Number of Expat non-teaching	Male	3	3	Male	0	0
	Female	0	1	Female	1	0
	Total	3	4	Total	1	0
Number of Local Expat non-teaching	Male	1	0	Male		-1
	Female	1	2	Female	1	
	Total	2	2	Total	0	0

BROWN	Helen
CEJKA	Kristian
DESAI	Raeesah
DOURAS	Jennie
FINCH	Doyle
FURNEAU	Lilian
HOOK	Harriet
HOWAT	Edward
HUGHES-PRATT	Jessica
KAISER	Hannah
MONDON	Merna
MUTHAMI	Gift
SONGORO	Millicent
WARD	Joshua
ZHOU	Tapiwa
FIGARO	Janet
KALEBI	Neville
SITOKI	Dalmas
LARUE	Anielle
ONSARE	Lydiah
BADENHORST	Alicia
BALETTE	Conchita
MWAURA	Nathalie
NAVARATNE	Madusanka
GERTRUDE	Simone
RATH	Anielle
OCHIENG	Thomas
PAPADAKIS	Nonna
PAYNE	Gregory
ESPARON	Falayne
PAYNE	Sarah
JASPER	Page
BENOIT	Marie-Nella

BETTS	Rachele
JEAN-LOUIS	Angelique
PHILOE	Gina
NOEL	Steve
THOMAS	Sonya
VALENTIN	Ruby
OJAL	John
ACCOUCHE	Bennet
DESIR	Charlynn
BAILEY	David
DUFRENE	Sandra
FRANCOISE	Terence
LESTE	Mary-Anne
SIMARA	Helena
PAPADAKIS	Nonna
TALMA	Hafiza
CEJKA	Kristian
KIRIWENDALA	Subhani
ARNEPHY	Sharon
BROWN	Philip
DOURAS	Jennie
FIDERIA	Michel
FINCH	Nina
FINCH	Doyle
HARDY	Sarah
HOBBS	Charlotte
HOLLANDA	Merenda
HOOK	Harriet
KATSANDE	Gatsemane
KUMARI	Rashmi
O'REILLY	Helen
WARD	Joshua
WILSON	Thomas
YAKOU	Chihiro

International School Seychelles

5. Finance, Procurement and Operations

Finance

- Annual audit of finances
- Reduction of expenditure based on staffing restructuring as well as best value for money
- Expected end of year surplus higher than projection

Procurement

- Return to working with UK supplier
- Changes made to current contracts

Site / Health and Safety / Transport / Security / Admin

- First Aid courses done for ISS staff members and students (plus students registered with DoE)
- Fumigation of school every holidays or if there are any reason to do so.
- Met all criteria for Health and safety inspections by Ministry of Education, Ministry of Education and Fire Department
- Regular maintenance on both ISS vehicles for roadworthiness
- Maintaining of private security - day and night
- Installation of additional cameras
- Repainted majority of the areas of the school to ensure that we meet the standards of our operation.
- Introducing a zebra crossing and a speed bump at the car park to ensure the safety of the students and the staff while in the car park.
- Installation of additional computers

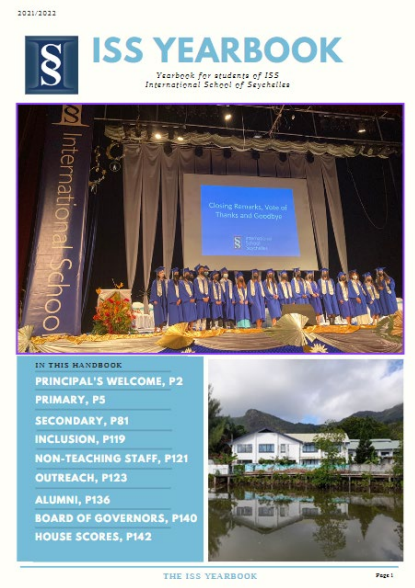
International School Seychelles

6. Admissions and Marketing

Admissions and Marketing

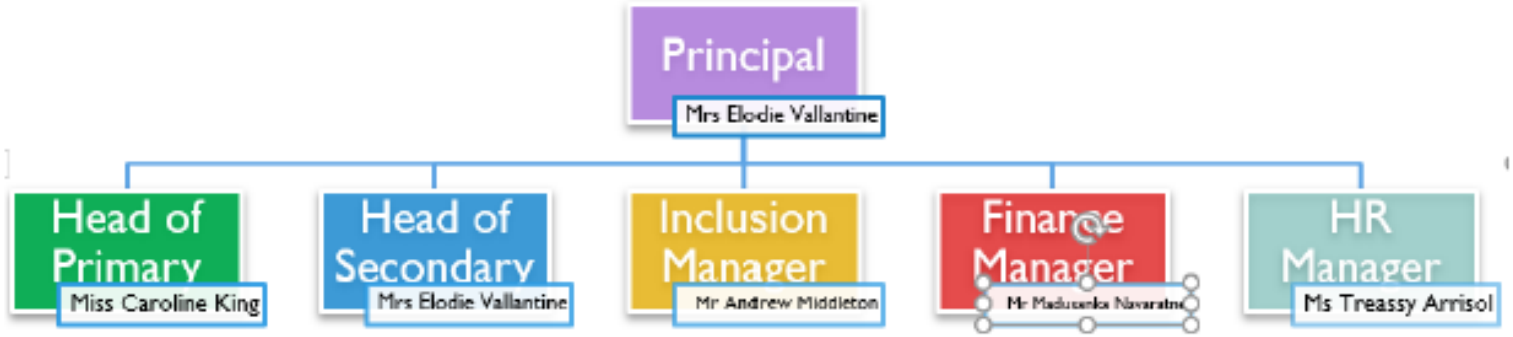
- Admissions
  - Revised admissions procedure
  - Increase in pupil numbers
- Parent / Student satisfaction survey in July to inform our planning for the new academic year
- Focus on communication
  - iSAMS
  - D6
  - Up to date website
  - Primary / Secondary Handbooks
  - Meet the Teacher / Head of … / Principal
  - Weekly Primary / Secondary newsletters
  - Half-termly curriculum newsletters
  - Half-termly Principal's Review
  - Yearbook
  - Press coverage (newspapers and TV)
  - Facebook page launched (nearing 1000 followers)

		2018-2019	2019-2020	2020-2021	2021-2022	Since previous year, increase by	
Number of Students	Boys	358	460	480	522	Boys	42
	Girls	382	456	512	537	Girls	25
	Total	740	916	992	1059	Total	67
Number of Students -Primary	Boys	199	316	318	322	Boys	4
	Girls	207	294	344	339	Girls	-5
	Total	406	610	664	661	Total	-3
Number of Students -Secondary	Boys	159	144	162	200	Boys	38
	Girls	175	162	168	198	Girls	30
	Total	334	306	330	398	Total	68



2022-2023

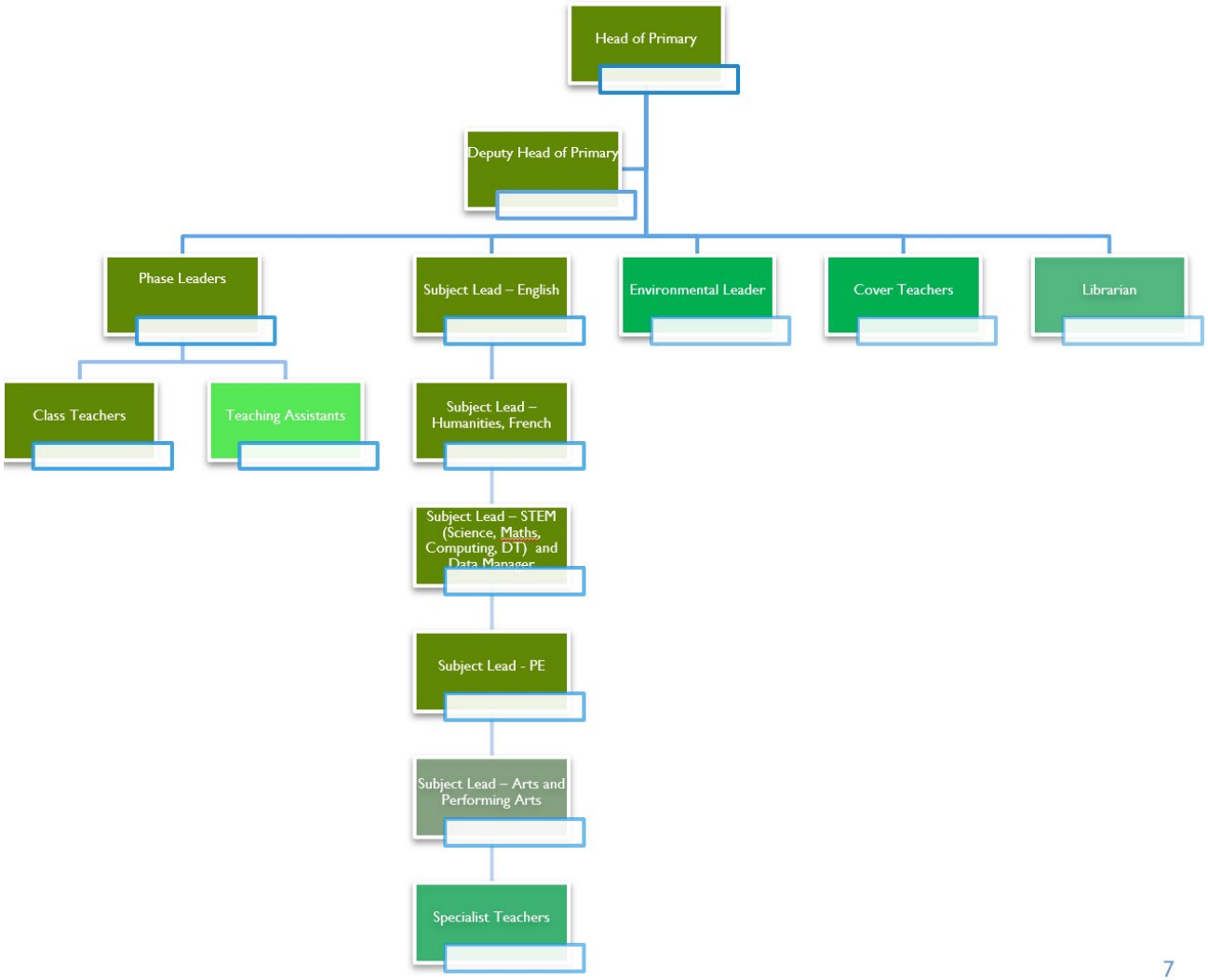
SLT Organigram



International School Seychelles

I. Primary

Organigrams



Term 1 Achievements

- HoP worked remotely with Principal and DHoP to ensure deeper understanding of the day to day running of the school was gained
- HoP met with subject leads and phase leads remotely to establish relationships and begin setting the short and medium priorities into action
- HoP working to short and medium term recommendations from the audit as the focus
- Maths curriculum and input prioritised with INSET with a colleague from the UK who has used White Rose maths scheme and further enhanced it to meet the needs of pupils
- Remote support given to subject lead to develop skills and action plan for Maths
- Reading pedagogy review undertaken with subject and phase leaders to enable us to choose an appropriate approach to reading

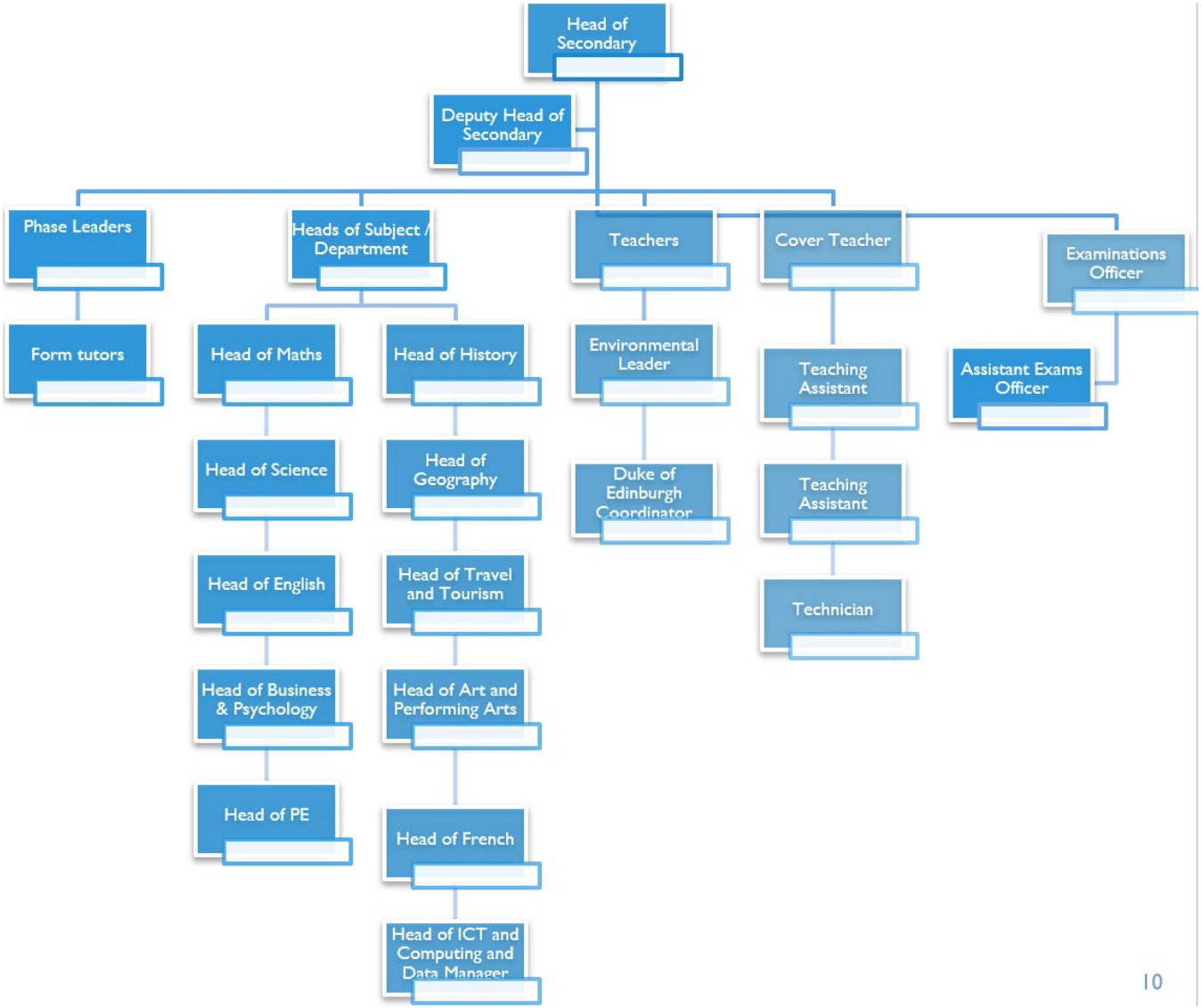
- 1:1s undertaken with all teaching staff to establish working relationships and targets for improving practice. All work unpinned by audit and principles of good T&L
- Skills and interests audit circulated to all support staff to enable effective CPD planning for the team in January
- Structured teacher planning time established 2:30-3:30 every day where phase leaders meet with teams, inclusion team deliver training and HoP delivers training
- Monitoring of books and learning walks taking place to coach and mentor colleagues into more successful teaching approaches
- curriculum work underway to establish a more cohesive approach to the curriculum and ensure progression is done more effectively

- Out of class learning including Year 6 Environment Education with GVI, Year 5 Silhouette visit, Year 1 Sanctuary visit-Nature Seychelles, Year 4 Police Bay visit, Reception 2 Post Office visit, Swimming lessons for Year 1 to Year 6

International School Seychelles

2. Secondary

Organigrams



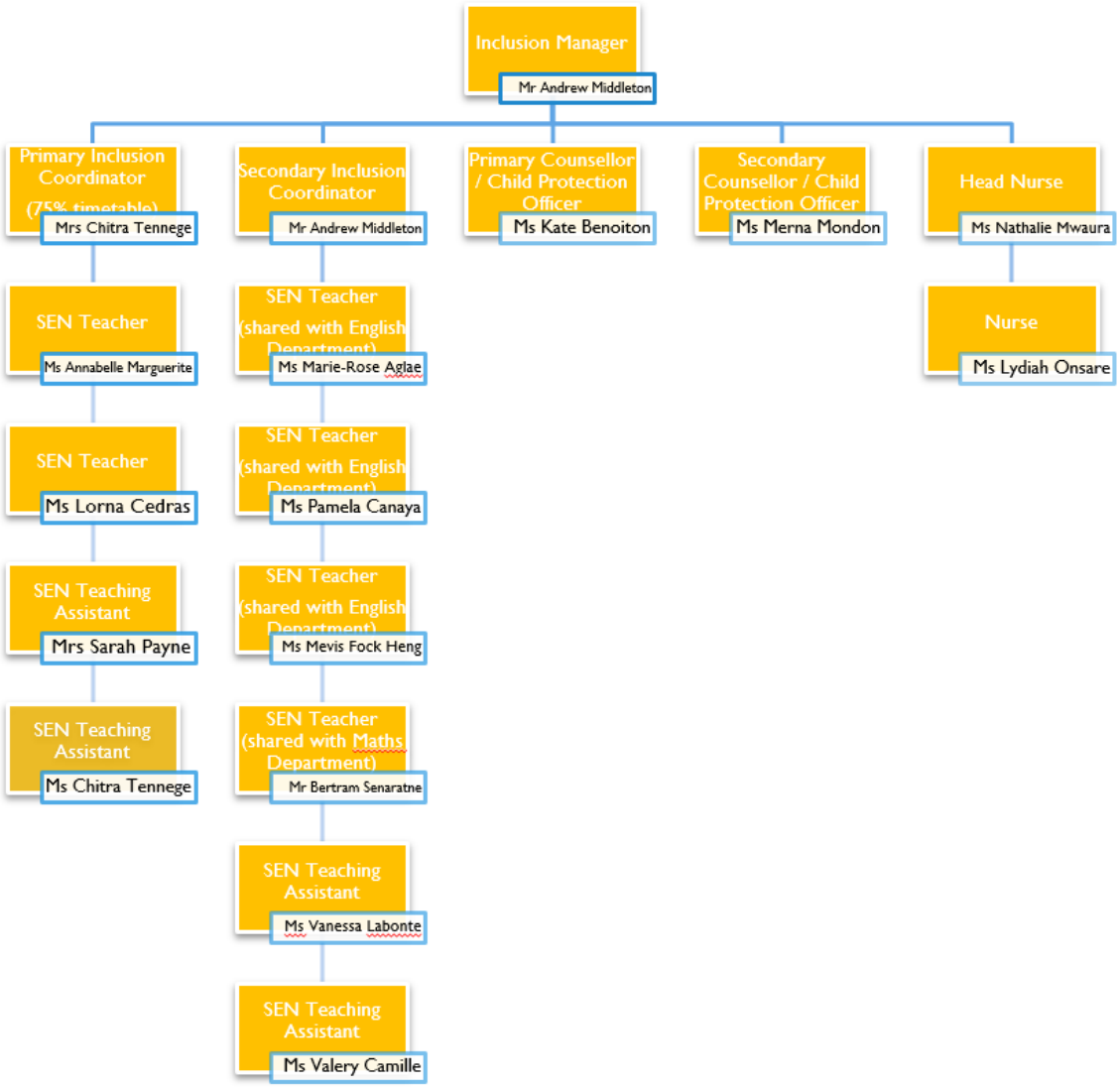
Term 1 Achievements

- Excellent ISS exam results for June 2022 series
- Successful November 2022 exam series
- 2 Secondary Teaching Assistants and 1 Cover Teacher doing duties, enabling teachers to focus on planning and marking
- Applications for Oxbridge submitted

International School Seychelles

3. Inclusion

Organigrams



Term 1 Achievements

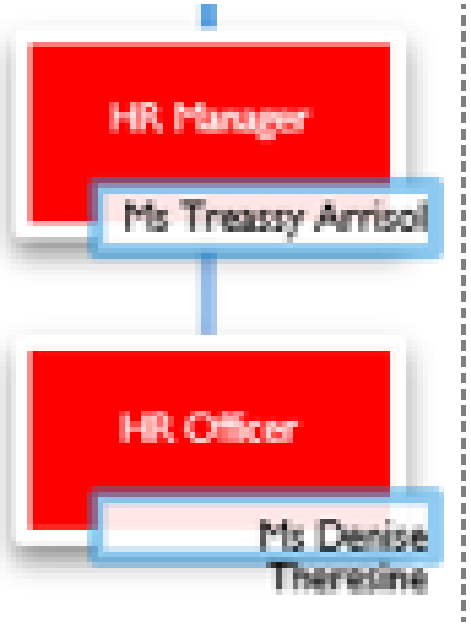
- The SEN Register was changed to the 'Inclusion Register'. The new figures are:
  - 6 students with identified **Medical Needs**
  - 24 students were on for **SEND** (special educational needs and disability)
  - 18 students were on for **ALN** (additional learning needs).
  - 10 students were on for **EAL** (English as an additional language).
- Assessments and interventions put into place:
  - **WellComm** (reintroduced for EYs, new for primary)
  - **Oxford English Placement Test** for EAL students (new)
  - **Pearson Dyslexia Screening Test** (new)
  - **Sensory Processing Checklist** (new)

- Inclusion Team now supporting in Early Years.
- UK Educational Psychologist conducted 5 assessments in school over a week in October.
- Weekly CPD for all primary teachers on different themes around inclusion.
- IEPs now being written for all identified students.

International School Seychelles

4. Human Resources

Organigrams



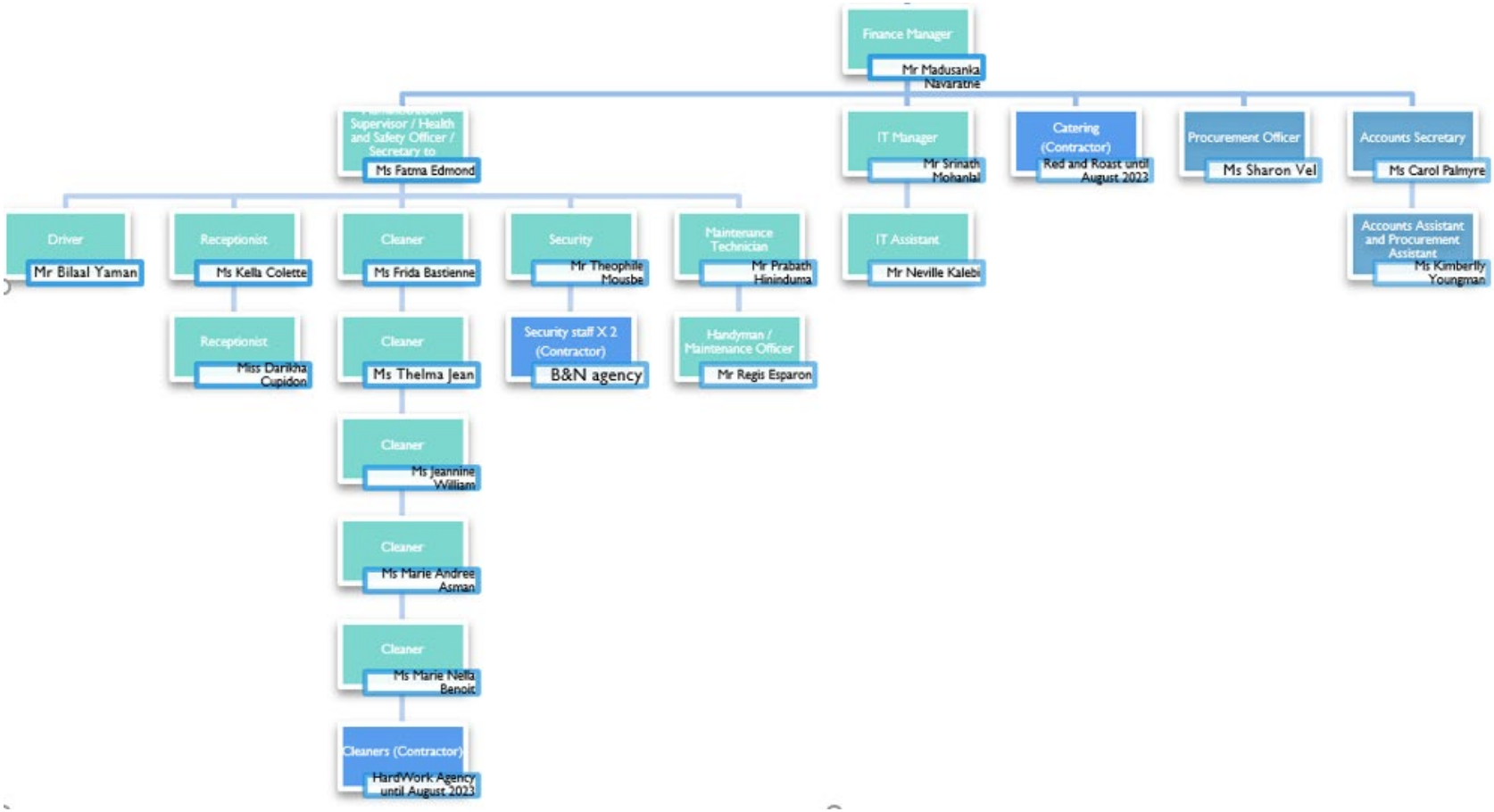
Term 1 Achievements

- Staff engagement
  - Online training package renewed for all staff
  - School contributing to higher level qualification for 2 members of staff (application process)
  - Fortnightly Employee Council meetings
  - Team building activities (including inter house competitions)
  - Staff birthdays
  - Teachers' Day celebrations
  - Social Committee
  - Parties

International School Seychelles

5. Finance, Procurement and Operations

Organigrams



Term I Achievements

- Fire drill conducted
- Improved signage in school
- Start of installation of improved fire alarm system in Secondary
- Financial audit completed

International School Seychelles

6. Admissions and Marketing

Community engagement

- Blood Drive
- Donation of textbooks to Mont Fleuri Secondary School
- Red Cross food donation
- Live Presidential Dialogue on Universal Children's Day
- Sessions with the School for the Hearing Impaired

Thank You
For Your
Support