

# Annual Report 2023 → 2024





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# Introduction from the Chair of the Board

Dear ISL Community,

As we reflect on the academic year 2023/2024, we are proud to share the many milestones we achieved together, driven by our collective dedication to fostering excellence, inclusion, and innovation. This report captures the essence of our journey—one that places our students at the heart of every decision while remaining true to our mission and values.

This year, our goals focused on advancing key strategic initiatives and strengthening the Board's effectiveness. These included enhancing our sustainable development practices, broadening the individualised support we offer students as part of their learning journey, creating the ISL Impact Hub, renewing institutional partnerships, and expanding the alumni network. On the governance side, we focused on evolving our legal entity structure, refining risk management, advancing emergency succession planning, and strengthening community engagement.

## Achievements to Celebrate

- **Academic Excellence:** Primary and Middle School students achieved outstanding results, consistently outperforming expectations in reading and mathematical literacy. With a graduation pass rate of 98% and our students gaining admissions to top universities worldwide, ISL continues to exceed global IB diploma benchmarks.
- **Sustainability Leadership:** ISL conducted a double materiality assessment, setting the foundation for credible, long-term sustainable development strategies. Aligned with the UN goals, we reinforced our commitment to quality education, well-being, and reducing our environmental footprint.
- **Student-Centered Growth:** We expanded student support services to be able to give more targeted support both in class and one-on-one to students with dyslexia, dyscalculia, dyspraxia and ADHD, and to those with high ability in particular areas. The launch of individual coaching for all teaching staff across the school provided professional development opportunities for our staff, further enriching the student learning experience and ensuring that every child gets the support they need to flourish. We also redesigned our long-term approach to Diversity, Equity, and Inclusion (DEI) to better reflect our commitment to inclusivity.
- **Innovation and Collaboration:** The design and funding of the ISL Impact Hub marked a significant step in fostering innovation, while strengthening partnerships with local institutions and companies

will bring invaluable resources and mentorship opportunities for students.

- **Operational Excellence:** Budgetary alignment with our 5-year plan ensured financial stability, while the approval of the legal entity restructuring project will generate additional flexibility for the future. Through advancements in cybersecurity and AI training for staff, ISL maintained its forward-looking approach to safety and technology.
- **Community Engagement:** This year's SGIS conference hosted at ISL showcased our strengths and commitment to research-driven education. Alumni events celebrated our growing network, and the school took meaningful steps to act on parent survey feedback, ensuring their voices continue to shape our school. The PTA Executive Committee elevated community engagement to new heights, uniting students, parents, teachers, staff, and friends of ISL through exceptional activities and events that strengthened our shared social and cultural connections.

These achievements are a testament to the dedication of our entire community—students, staff, parents, and partners—working together to create a school that not only thrives today but also inspires tomorrow, enabling our students to prosper and achieve their goals.

The Board extends its appreciation and thanks to Gayatri Bahadur, our first Alumni board member, and Tomoko Yokoi, our outgoing Secretary of the Board. Their contributions are numerous and leave a lasting impact.

Looking ahead, the school is preparing for a significant period of leadership transition. At the end of this academic year, I will step down as Chair of the Board, having proudly served the maximum three terms (nine years) as outlined in our statutes. Furthermore, our Director has announced his intention to step down in the summer of 2026. The Board is actively collaborating with a specialized executive search firm to identify candidates who will continue to advance our vision. These changes will be implemented in accordance with our succession planning and reflect the school's robust governance processes. We remain committed to maintaining the highest standards of academic and operational excellence, and steadfast in our dedication to the school's current five-year plan.

On behalf of the Board,  
*Silvan Hoevenaars*



# Governance



Silvan  
Hoevenaars



Nakisa Serry



Tomoko Yokoi



Matthew Hutton



Mayka van Acht



Gayatri Bahadur



Mike Burke



Paolo Levoni



Anand Narasimhan



Frederic Patitucci



March Such



Onika Williams  
Herman

## Board Committees

### Executive

Silvan Hoevenaars  
Nakisa Serry  
Tomoko Yokoi  
Matthew Hutton

### Finance

Matthew Hutton  
Gayatri Bahadur  
Paolo Levoni  
Frederic Patitucci  
Marc Such  
Stuart Armistead

### Nominating

Silvan Hoevenaars  
Mike Burke  
Nakisa Serry  
Mayka van Acht

### Governance/ Quality & Standards

Onika Williams Herman  
Anand Narasimhan  
Mayka van Acht  
Paolo Levoni  
Simon Foley

### Development

Mike Burke  
Tomoko Yokoi  
Gayatri Bahadur  
Frederic Patitucci  
Marc Such  
Alexandre Boucher

### Child protection officers

Onika Williams Herman  
Anand Narasimhan

### Diversity and inclusion task force

Onika Williams Herman  
Mayka van Acht

### Ethics officer

Nakisa Serry

## Vision

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ISL will be a world leader in international education. We will be acknowledged for our genuine care for the well-being of all members of our community, and for providing a challenging, innovative, holistic, values-based education that develops in young people the knowledge, skills and disposition to bring about positive change.



## Mission

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The International School of Lausanne is committed to excellence in education. We strive to recognise the unique potential of each student, and to equip them to play an active and responsible role in a complex, multicultural world.

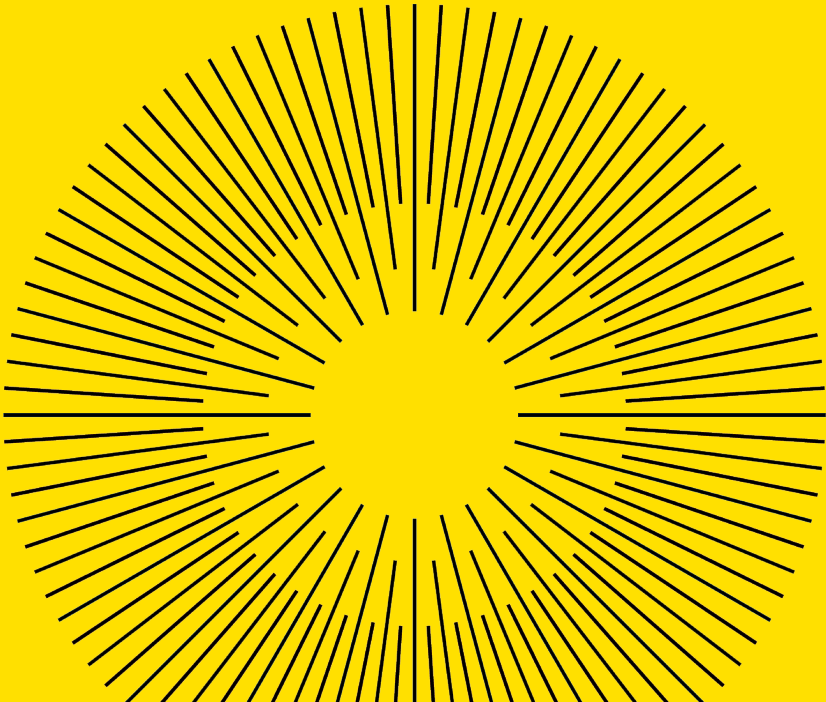
## Values

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honesty  
respect  
self-control  
equality  
care













# A word from our Director

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The 2023 - 2024 academic year has been a period of significant change and development for ISL as we focus on fostering innovation, collaboration, and excellence across all facets of our educational community.

The quality of teaching both in and out of the classroom has been shown to have the biggest effect by far on the learning and motivation of young people. We are committed to enhancing the quality of teaching and learning, and this was the impetus for a strategic professional development initiative developed in conjunction with the UK-based Ambition Institute. A bespoke programme for our senior leadership team deepened our institutional understanding of evidence-based teaching practices and professional development. By tailoring these insights to the unique needs of ISL, we were able to build the foundation for a robust, coherent approach to classroom practice improvement, ensuring long-

term benefits for our students and staff alike. An instructional coaching team was identified and trained over the course of the year, ready for the approach to be rolled out next academic year.

Strategic partnerships have continued to enrich our educational offering and community engagement. The school has strengthened ties with institutions such as HEP Lausanne, IFSE Dijon, and IFP Lille, enabling us to host aspiring teachers in our dual-language classrooms and enhance our reputation across Europe. These partnerships, alongside ongoing collaborations with industry leaders reflect our commitment to creating meaningful learning opportunities that bridge academic and professional worlds. Initiatives like our Impact Hub, which will foster innovation and entrepreneurship, further demonstrate our drive to prepare students for a dynamic and interconnected future. At the same time, our plans to invest significantly in the

expansion of student support services will ensure that every student can receive the help they need to be successful in whatever domain they choose.

Parents and students have played an active role in shaping the direction of the school through feedback and collaboration. Surveys have highlighted areas for growth, such as academic reporting and cafeteria services, leading to focused improvements that reflect the needs of our community. In our dual-language programme, a comprehensive review with input from students, parents, and staff has confirmed its success, while also setting goals to increase the use of French in instruction. These efforts underscore our commitment to listening to stakeholders and adapting our offerings to support the best possible outcomes for all.

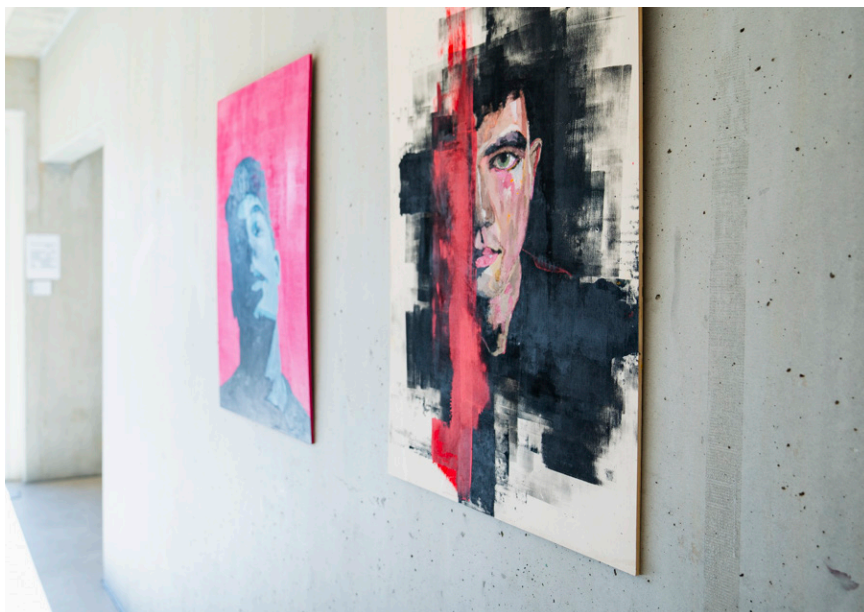
Our academic results this year have been exceptional, with ISL students outperforming benchmarks in the Measure of Academic Progress (MAP) assessments. Across reading, writing, and mathematics, we have achieved both high growth and outstanding levels of achievement, exceeding the performance of comparable schools globally. Likewise our graduating class of 2024 achieved a 98% pass rate and an average score of 35.5 points, which far exceeds the global average of 30.3 points.

Though our results affirm the effectiveness of our teaching practices and the dedication of our students and educators throughout the school, as a community we are clear that test and exam grades are an overly narrow measure of student achievement as they fail to capture the full spectrum of a student's abilities and accomplishments. Our programme is built on the idea that true achievement encompasses a broader range of activities, and

this can be seen in the range of opportunities that students have to find their passions or demonstrate their capacities and talents. Be The Change Week, for example, is designed to provide access to a wide range of social issues for our students to build long-term understanding and provide a springboard into meaningful service activities such as the student-organised Run for Hope. Our performance calendar is broad, spanning from our youngest musicians playing as part of the Rush Hour Recitals to accomplished actors performing in High School Musical. International Day and the traditional Iftar meal to break the Ramadan fast organised by the Culture and Community Club are opportunities to make the most of our multicultural community, and the primary school STEAM showcase and Potenti'ELLE en science provides an opportunity for our students - particularly our young women - to be introduced to the many facets of science. All of these add to the richness of the experience of our students.

Finally, this year has seen us host and engage with a range of exciting initiatives, including the SGIS Arts Collaborative, the annual SGIS conference, and the establishment of a working group to address the challenges and opportunities presented by Artificial Intelligence. These events and projects reflect our proactive approach to embracing new ideas and technologies, ensuring our school remains at the forefront of educational innovation. As we continue to build on these successes, ISL remains steadfast in its mission to provide a nurturing and forward-thinking environment that empowers students to excel and thrive.

Frazer Cairns  
Director











# Bringing Our Vision to Life: Empowering Students for a Multicultural World

At ISL, our mission and vision guide every initiative, shaping a community where students thrive academically, socially, and emotionally. As a world leader in international education, we remain dedicated to fostering a challenging, innovative, and values-driven environment that equips young people with the knowledge and skills to create positive change. Three cornerstone programmes—the Impact Hub, the Student Support Services, and the Dual Language Programme—exemplify our commitment to academic excellence, holistic development, and multicultural integration. Together, these initiatives demonstrate how we bring our mission to life, inspiring students to unlock their unique potential and embrace their role as global citizens.

## A year of growth in Student Support Services

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### The Impact Hub: Innovation and Entrepreneurship at ISL

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### The Dual Language Programme: A Growing Success at ISL

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# A year of growth in Student Support Services

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*In the past year, the International School of Lausanne (ISL) has made substantial strides in expanding and enhancing our Student Support Services, thanks in part to the generous contributions of our sponsor companies. At our school, we believe that every learner deserves the support and guidance to thrive academically, socially, and emotionally. With the aid of our sponsors, we have been able to provide comprehensive, individualised support that meets the diverse needs of our students.*

## **Building a Foundation for Holistic Development**

A strong support system is essential to nurturing well-rounded, confident learners who feel connected and valued. ISL's Student Support

Services are grounded in the belief that academic success is closely tied to emotional well-being and social growth. Our expanded **Student Support Services Programme** offers tailored resources and individualised strategies that address the unique needs of each child, ensuring that all students are empowered to succeed and reach their potential. This comprehensive approach helps develop resilience, self-confidence, and a lifelong love for learning among our students.

In practice, this means that each student has access to a dedicated support team that collaborates with teachers and parents to identify areas where additional help is needed. Whether it is providing extra support in specific subjects, English or French

as an additional language, addressing social challenges, or developing individualised learning plans, our team ensures that each child has the resources and encouragement to flourish.

### Expanding Student Support Services

Our enhanced Student Support Services include a range of initiatives, from individualised tutoring to group sessions that foster collaboration and skill-building. Across our Early Childhood, Primary, and Secondary schools, we have introduced new resources and specialised staff to deliver targeted support in a way that is both flexible and responsive to each student's needs.

One example is our expanded availability of one-on-one sessions, where students can work with dedicated staff to address academic, emotional, or social challenges. Group sessions, designed to build collaboration and communication skills, have also been introduced, further enriching students' learning experiences. These services are available to all ISL students, ensuring that they feel supported, understood, and valued throughout their educational journey.

### Strengthening Community and Belonging through Reading Programmes

ISL's commitment to student well-being and emotional health goes beyond academic support. This year, we launched an innovative **Reading Programme** aimed at fostering social and emotional learning in our young learners. This programme combines reading activities with guided discussions that encourage students to explore themes of empathy, self-awareness, and relationships.

In each session, students engage in stories that highlight emotional and social challenges, followed by discussions that allow them to express their thoughts and reflect on the experiences of others. This approach helps students develop a sense of belonging within the ISL community, build self-awareness, and learn how to navigate social situations with empathy and understanding. This initiative has already been a meaningful addition to our curriculum, helping to create a compassionate, connected learning environment.







# The Impact Hub: Innovation and Entrepreneurship at ISL

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*At the International School of Lausanne (ISL), we believe that equipping students with the skills and mindsets needed to innovate, problem-solve, and adapt is essential in today's rapidly evolving world. The Impact Hub was developed as a dynamic space for students to grow as creative thinkers, resilient problem-solvers, and responsible leaders. Led by Marco Bruce, who brings extensive experience in fostering creativity and innovation, the Impact Hub has become a launchpad for ideas that can shape the future.*

## **Inspiring a Growth-Oriented Mindset**

A core focus of the Impact Hub is to help students develop a growth-oriented and innovative mindset through **Mindset Sessions**. These sessions encourage resilience, critical thinking, and adaptability—key skills for any future leader. The

sessions also cover topics such as emotional resilience, calculated risk-taking, and learning from mistakes. Students are taught to see setbacks as valuable opportunities for growth, building a foundation of confidence that prepares them for real-world challenges.

The Impact Hub also enriches our curriculum by offering **Skills Workshops** that connect students with industry leaders and mentors. Workshops in design thinking, creative problem-solving, time management, and data analysis give students practical tools to turn ideas into action. For example, a recent workshop introduced students to AI as a tool for ideation, while another focused on storytelling and presentation skills—essential for communicating ideas effectively.



In addition to workshops, ISL collaborates with institutions like the **École Polytechnique Fédérale de Lausanne (EPFL)**, giving students hands-on experience with robotics in partnership with EPFL postgraduates. This collaboration provides students with invaluable exposure to cutting-edge technology and fosters a collaborative spirit that is integral to successful project work.

#### **Unique Learning Experiences and Global Competitions**

One of the highlights of the Impact Hub's programming is its emphasis on unique, high-impact experiences that go beyond the classroom. ISL students have the opportunity to participate in global competitions like **The Earth Prize**, where they tackle real-world challenges by developing sustainable solutions. Through interdisciplinary collaboration and mentorship sessions, students work on projects addressing pressing issues such as climate change, waste reduction, and resource conservation. This year, students took part in project development phases, including defining problems, creating innovative ideas, and receiving feedback from mentors, ultimately submitting their "Fresh Ideas" for the competition.

#### **Guest Speakers: Learning from Global Leaders**

The Impact Hub welcomed several distinguished guest speakers who shared their expertise

and experiences with our students. Notably, a representative from the **European Space Agency** inspired Year 5 students with insights into space exploration and the importance of STEM fields. Additionally, **Robert Swan**, the first person to walk to both the North and South Poles, captivated students with stories of resilience, leadership, and environmental responsibility. These speakers provided students with firsthand accounts of extraordinary achievements, motivating them to pursue their own goals with courage and commitment.

#### **Looking Forward: A Commitment to Empowering Future Innovators**

With its unique blend of mindset development, skill-building, mentorship, and inspiring guest speakers, the Impact Hub represents ISL's commitment to preparing students for a complex, interconnected world. As we look to the future, we aim to expand these offerings, bringing in more diverse speakers, exploring new partnerships, and enhancing the support available for each student's journey from idea to implementation. We thank our sponsor companies and mentors, whose support has been instrumental in making the Impact Hub's initiatives possible, and we look forward to another year of inspiring young minds.







# The Dual Language Programme: A Growing Success at ISL



*Since its launch in the 2022-2023 school year, the Dual Language Programme at the International School of Lausanne (ISL) has seen tremendous success. With consistently full classes and positive feedback from students and families, the programme has grown to an average of 185 students in Year 3 to Year 6. Designed to immerse students in both English and French, the programme has enriched the academic experience, allowing students to gain valuable bilingual skills and cultural awareness.*

In April 2024, ISL expanded the Dual Language Programme further to include a **French Language Acquisition Stream**. This addition allows students who are new to French or still developing foundational skills to join the Dual Language Programme, providing a tailored approach that met each learner at their level.

At the heart of the programme's success are dedicated teachers whose commitment and expertise fosters

an engaging and inclusive environment. By combining structured language instruction with interactive activities, they created immersive classrooms where students practised English and French daily. Students engaged in a variety of activities, from language games to collaborative projects, building both their linguistic skills and their confidence in a multicultural setting.

The Dual Language Programme not only enriches students' language skills but also fosters a deep appreciation for cultural diversity and collaboration. In bilingual classes, students develop a broader worldview, learning to navigate multiple languages and perspectives with ease. The programme empowers students to become confident, culturally aware communicators prepared for a globalised world.





# ISL Holiday Camps: A Four-Year Journey of Growth and Enrichment

Over the past four years, our ISL Holiday Camps have become a vibrant and essential part of our community, providing enriching experiences for children while supporting families with engaging, high-quality activities during the school breaks. These camps reflect our core values of curiosity, collaboration, and growth, offering a diverse range of programmes designed to spark creativity, nurture skills, and promote well-being.

Since we launched the camps in 2021, we have seen them grow significantly, expanding our offerings to cater to the interests and needs of our community. From sports to arts, our camps are designed to provide something for everyone, ensuring an inclusive and memorable experience for all participants.

In addition to our popular offerings in arts and multi-sports, we have introduced exciting new camps in Football, Gymnastics, Tennis, and Robotics over the past two years. These additions were thoughtfully created to reflect the passions of our growing group of participants, and they have been met with overwhelming enthusiasm. Gymnastics camps have provided opportunities for children to build strength and flexibility while gaining confidence and discipline. Tennis camps have offered a mix of skill-building and fun, guided by experienced coaches. Meanwhile, Robotics camps have inspired innovation and problem-solving, encouraging children to explore the fascinating intersection of technology and creativity.

This expansion has not only enhanced the variety of our programmes but also contributed to significant growth in participation. In 2021, families booked a total of 363 weeks across all our camps. By 2024, that number had more than doubled, with an impressive 715 weeks reserved. This growth reflects the trust and enthusiasm of families who value the quality and variety of the experiences we offer. A key part of this success is our commitment to improvement and our responsiveness to feedback from families and participants. Each year, we reflect on what we offer, ensuring it aligns with the changing interests of our community.

Beyond the numbers, the real impact of our camps can be seen in the joy and pride of our participants. Whether it is the sense of achievement that

comes from mastering a new skill, the friendships formed on the football court, or the excitement of programming a robot for the first time, ISL Holiday Camps create lasting memories that stay with children long after the holidays are over.



As we look to the future, we remain committed to building on this momentum. We will continue to explore new opportunities to innovate and inspire, ensuring that ISL Holiday Camps remain a cornerstone of our community. These camps embody the values that make ISL a leader in international education, and we are excited to keep creating meaningful experiences for our students and families.









# An Inspiring Journey: ISL Alumna Anusha Mittal Shares Her Path to Medicine at UNIL

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*At the International School of Lausanne (ISL), students are equipped not only with academic knowledge but also with essential life skills that prepare them for their future endeavours. We had the pleasure of connecting with Anusha Mittal, an alumna from the Class of 2023 currently in her first year of studying medicine at the University of Lausanne (UNIL), and Ms Katrina Edmunds, ISL's Academic Counsellor, in an online interview to discuss Anusha's journey and how the IB programme prepared her for medical studies.*

## **Anusha's Journey to Medicine**

Katrina Edmunds: Anusha, could you start by telling us a bit about yourself and where you are currently

studying?

Anusha Mittal: My name is Anusha, and I'm in my first year of medicine at the University of Lausanne. Initially, I felt unprepared due to the language change and having to relearn basic medical terminology from scratch. However, I quickly realised that the IB programme, especially my group 4 subjects like chemistry and biology, had given me a solid foundation. The IB also taught me how to manage a large workload.

## **Navigating Language and Medical Terminology**

Katrina: You studied French at the BSL level. How did you feel about transitioning to studying medicine in French?

Anusha: I've been in Switzerland for a long time, so my French was already at a decent level. While the medical terminology was new to everyone, I found that much of it remained consistent across languages. However, understanding professors when they explain concepts in more casual language was challenging, as I hadn't learned those specific terms in my French classes. In hindsight, I realise I didn't need to worry as much as I initially did.

### Choosing to Study in Switzerland

Katrina: You considered several universities around the world before choosing UNIL. Can you share what influenced your decision?

Anusha: Ultimately, it came down to my passion for medicine and the balance of work and life that Switzerland offers. I also appreciated that if I didn't find medicine to be the right fit for me, I could always explore other options. I did consider studying in the UK and Canada, but I felt more aligned with pursuing medicine here. The experiences of my peers made me realise that the NHS in the UK can be a stressful environment, with an additional level of intensity

due to the challenging working conditions for junior doctors, especially for international students like myself.

### Networking and Support

Katrina: You took the initiative to set up a medic group at ISL to understand more about the medical profession. How did that experience shape your decision?

Anusha: Organising the group and talking to various doctors gave me valuable insights into different career paths within medicine. Hearing firsthand experiences helped me understand what life in different healthcare systems looks like and solidified my choice to study in Switzerland.

Katrina: That is fantastic! Networking can be so beneficial. Is that something you continue to do now at university?

Anusha: Yes, absolutely! The university encourages networking, and I've been lucky to have a "uni dad" who has guided me through my first year. Connecting with ISL alumni and current students



has also provided me with a realistic perspective of university life, which I find much more beneficial than just relying on the university's promotional material.

### Social Experiences and Building Connections

Katrina: You mentioned the competitive nature of the first year. What has been your social experience?

Anusha: Socially, it's been challenging. Many students come from local gymnasiums and have known each other for years, which makes forming new friendships a bit harder. However, I've found that students from other backgrounds, like those from Swiss-Italian schools, are more open to making new friends. I joined badminton and the Model United Nations club, which helped me connect with others outside my course.

### Reflections on the University Experience

Katrina: What myths about university life did you have to confront after your experiences at UNIL?

Anusha: I used to romanticise the idea of university life, especially in the UK or US, thinking it would be all fun with little work. However, I've learned that every place has its challenges and benefits. Adjusting to the culture can be tough, and I realise now that staying in Switzerland was the right choice for me.

### Advice for Future ISL Students

Katrina: If you could give advice to your former self, what would it be?

Anusha: I would tell myself to take it easier and not be so hard on myself. Just because one thing doesn't go my way doesn't mean it's the end of the world. Whether it's a university decision or a test, there's always a way to move forward. I was quite set on going abroad but things turn out for the best.

Staying at home for the first year of university is "normal" in Switzerland and I have really appreciated my family's support while I get through this challenging first year. It has made for a more manageable transition.

### The Importance of Work Ethic

Katrina: What key takeaway do you have from your ISL education?

Anusha: My work ethic! It's crucial in university since professors don't support you like they do in ISL. In medicine at UNIL, especially, you need to

stay on top of your studies since everything builds toward final exams at the end of year one and only about 30% of students make the cut.

As Anusha's journey illustrates, success in university extends beyond academics—it is about building a supportive network and developing a strong and independent work ethic. Her experiences showcase how ISL prepares students not just for their studies but for the broader challenges of life.

We would like to extend a heartfelt thank you to Anusha for sharing her insights and experiences and we wish her all the best as she continues her path in medicine.

Throwback to Anusha's memories at ISL







# A Pathway into Business: ISL Alumnus Nolan Ducarroz Shares His Route to IE University and a Career in Finance

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*At the International School of Lausanne (ISL), our goal is to cultivate lifelong learners who pursue their ambitions with purpose and drive. Recently, one of our Academic Counsellor Ms Edmunds had the pleasure of reconnecting with ISL alumnus Nolan Ducarroz (Class of 2022), who shared his path into business and finance, his choice to study at IE University, and his insights into a field as challenging as it is rewarding.*

## **Pursuing Business at IE University**

Nolan is currently pursuing a Bachelor of Business Administration at IE University, a top-ranked private university in Madrid known for its international and innovative approach to business education. As part of IE's programme, Nolan has chosen to specialise

in finance and investments, a focus that emerged from his interest in economics and quantitative subjects. «I realised I loved understanding how numbers shape our perceptions of businesses and the economy,» he shared. This interest, combined with Nolan's drive to explore the mechanisms of financial markets, confirmed his passion for finance as a career path.

## **IE's Preparation for the World of Business**

When asked how prepared he felt upon entering university, Nolan expressed appreciation for his experience with the International Baccalaureate (IB) at ISL. «Our first semester included a course on research and academic writing, which felt like a continuation of the work we did in IB English

and through projects like the Extended Essay,» he said. For Nolan, this background provided a clear advantage, particularly in business courses where structured, well-researched reports are key.

He also highlighted how ISL's academic rigour set him apart from peers, particularly in economics. "Taking IB Economics at a higher level gave me a significant head start in my university economics courses. Concepts that were new to others felt familiar, and I could build on that foundation to understand more advanced material quickly."

### Challenges and New Experiences

Transitioning to life in Madrid presented both exciting opportunities and some unexpected challenges. Though Spanish was not a subject he pursued in depth at ISL, IE offers Spanish courses, which Nolan found invaluable in adapting to his new environment. He has even reached a B2 proficiency level. Socially, the experience of living in a bustling city like Madrid opened doors for Nolan to meet people from diverse backgrounds and forge a tight-knit group of friends. IE's global environment has proven to be a perfect fit for someone eager to immerse himself in a variety of cultures.

One particular challenge Nolan discussed was group work. "At IE, about 30% of our grades are based on group projects," he noted. With group sizes as large as nine or ten students, managing dynamics can be tough, especially when motivation levels vary. However, Nolan emphasised that this process has mirrored real-world work environments, helping him to develop valuable skills in collaboration and project management.

### Refining Career Aspirations in Finance

Nolan's decision to focus on finance stemmed from his love of numbers and a deep interest in financial markets. Over time, this interest evolved into a keen desire to understand and participate in capital markets and investment banking. "What draws me to finance is its complexity and the level of commitment it demands," he explained. He has already gained experience through internships and dedicated time to study, with a clear goal of breaking into the competitive world of finance. Through IE, Nolan also participates in finance societies and clubs, including an investment club and an initiative to create a student-led hedge fund—experiences that provide hands-on learning and networking opportunities.

### The Importance of Networking

For anyone considering a career in finance, Nolan has one critical piece of advice: prioritise

networking. He emphasises that networking isn't just about meeting people; it's about building relationships that can provide opportunities and guidance. At IE, Nolan has joined finance societies and engaged with alumni, often attending events hosted by top firms like Goldman Sachs and JP Morgan. "Connecting with professionals in the industry has been invaluable," he said. "A small referral or an introduction can be the difference between advancing in the selection process and being overlooked."

Nolan's Macquarie spring internship



### Reflecting on ISL's Role in His Success

Looking back, Nolan is grateful for the work ethic and resilience he developed at ISL. The rigorous academic environment prepared him for the challenges he now faces. «ISL taught me to keep going, even when things don't go as planned. You have to learn to deal with setbacks, and that's something I draw on constantly,» he reflected. For Nolan, this perseverance is a key factor in navigating the competitive nature of finance, where rejection is common, but so are the rewards for those who remain committed.

### Advice for Future ISL Students

When asked what advice he would give to current ISL students, Nolan recommended focusing



## IE Blue Torch High Academic Achievement Award

on subjects that align with their future goals, like economics or higher-level maths for those interested in business. He also encouraged students to get involved in finance societies or clubs if they aim to pursue a similar path. “If finance is your passion, start building your skills early. Get familiar with the industry, stay informed, and take every opportunity to gain experience,” he advised.

Nolan’s story exemplifies the impact of dedication and resilience, traits ISL strives to instil in every student. His path is a testament to how a strong foundation, a willingness to network, and a clear focus on goals can guide ISL alumni to exciting and rewarding careers. We wish Nolan continued success and look forward to seeing where his ambition and hard work take him next.







# Student numbers

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The school started the year with 855 students and ended with 863. This represented an overall decrease in the student population of 52 compared to the finishing roll in 2022-2023. One hundred and sixteen new students joined at the start of the school year with a further 27 students joining during the 2023-2024 academic year.





# Students

## Numbers

863

ISL  
Students

44

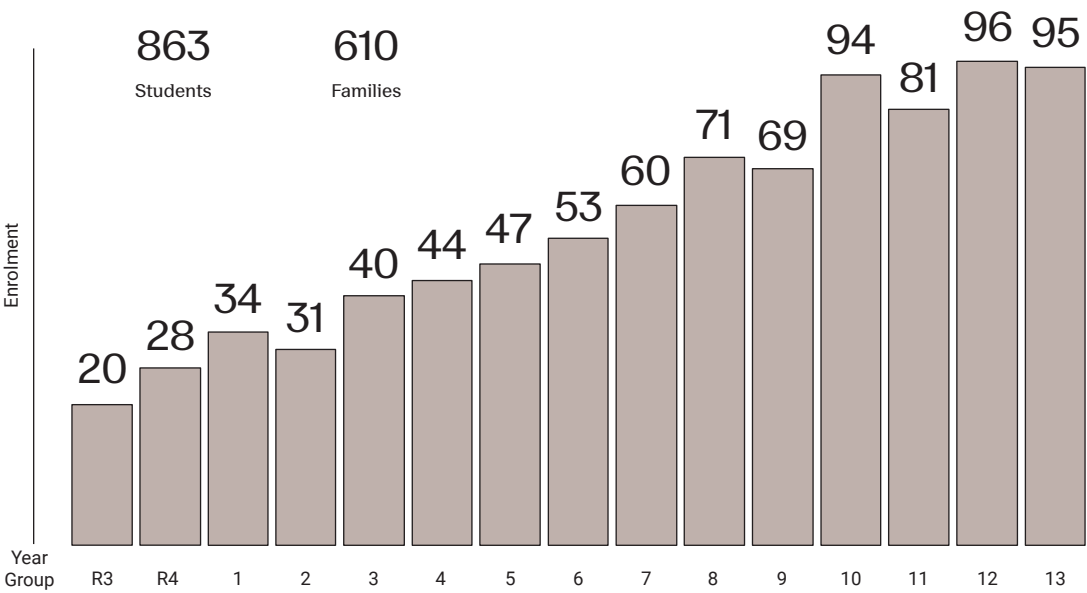
Languages  
spoken

64

Nationalities



## Enrolment 2023-2024





# IB Diploma Programme results 2024

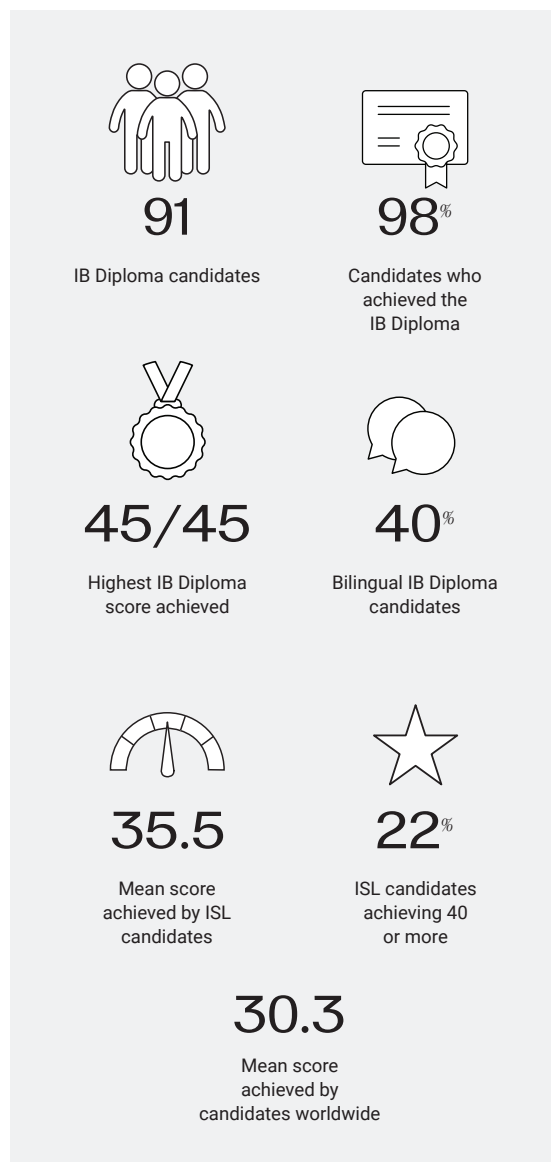
The International School of Lausanne once again achieved outstanding outcomes in the May 2024 IB Diploma session, affirming our commitment to academic excellence and holistic education. These results underscore both the collective and individual accomplishments of our students, teachers, and the wider school community.

## School-Wide Performance

- **Mean Diploma Score:** ISL students achieved a mean score of **35.5**, significantly surpassing the global mean of **30.3**. This reflects an **advantage of 5.2 points** over global performance, a trend consistent with prior years.
- **Pass Rate:** An impressive **98%** of ISL candidates attained the IB Diploma, greatly surpassing the global pass rate of **80%**.
- **Bilingual Diplomas:** **40%** of the cohort earned bilingual diplomas, aligning with recent trends at ISL and significantly exceeding the global average of **30%**.
- **Individual Subject Performance:** Across the **43 subjects offered**, ISL students achieved an average grade of **5.5**, well above the global average of **4.7**.

## Success Beyond the Numbers

While these results highlight ISL's exceptional overall performance, success cannot be fully captured by numbers alone. Each student's journey is unique, and their achievements must be viewed in the context of their individual aspirations,



challenges, and growth. The results above reflect the resilience, dedication, and individual successes of a truly diverse community of learners.

## Looking Ahead

Our students' achievements are the result of their hard work, guided by the expertise of our teachers and the unwavering support from families. The excellent outcomes reflect the resilience, determination, and curiosity of ISL students, as well as the strength of the school community. As our graduates embark on university studies across the globe or pursue meaningful gap year experiences, they carry with them the values, skills, and knowledge honed at ISL. We are proud of their accomplishments and confident in their future contributions to the world.

Michael Humphrey  
IB Diploma Programme Coordinator



# ISL university acceptances 2020-2024

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## Europe

- American University Paris, France
- Bocconi University, Italy
- DELFT University of Technology, Netherlands
- École cantonale d'art de Lausanne ECAL, Switzerland
- École Hôtelière de Lausanne, Switzerland
- École Polytechnique Fédérale de Lausanne, Switzerland
- EDHEC, France
- EICAR, Paris
- Eindhoven University of Technology, Netherlands
- Erasmus University, Netherlands
- ESCP, Paris, France
- ESADE, Barcelona, Spain
- Frankfurt Business School, Germany
- Franklin University, Switzerland
- HEC, Université de Lausanne, Switzerland
- HZ University of Applied Sciences, Netherlands
- IE University, Madrid, Spain
- Institut Polytechnique de Paris, France
- Instituto Marangoni, Milan, Italy
- KU Leuven, Belgium
- Leiden University, Netherlands
- Maastricht University, Netherlands
- Parsons Paris, The New School, France
- Poznan University of Medical Sciences, Poland
- Technical University of Munich, Germany
- The Hague University of Applied Sciences, Netherlands
- Tilburg University, Netherlands
- University College Utrecht, Netherlands
- Université de Genève, Switzerland
- Université de Lausanne, Switzerland
- University of Lancaster, Leipzig, Germany
- University of Amsterdam, Netherlands
- University of Groningen, Netherlands
- University of St. Gallen, Switzerland
- University of The Hague, Netherlands
- University of Twente, Netherlands
- USI Università della Svizzera italiana, Switzerland
- Virje University Amsterdam, Netherlands
- Webster University, Switzerland
- YuVerta Community College, Netherlands

## United Kingdom

- Bangor University
- Birmingham Conservatory
- City University
- Durham University
- Hull York Medical School
- Imperial College London
- Istituto Marangoni, London
- King's College London
- Lancaster University
- London School of Economics and Political Sciences
- Loughborough University
- Newcastle University
- Northwestern University London
- Oxford Brookes University
- Queen Mary, University of London
- Royal Holloway, University of London
- Royal Veterinary College
- SOAS, University of London
- The MGA Academy of Performing Arts
- University College London
- University of Bath
- University of Birmingham
- University of Brighton
- University of Bristol
- University of Cambridge
- University of Edinburgh
- University of Exeter
- University of Glasgow
- University of Kent
- University of Leeds
- University of Lincoln
- University of Liverpool
- University of Manchester
- University of Nottingham
- University of Oxford
- University of Sheffield
- University of St. Andrews
- University of Surrey
- University of Sussex
- University of the Arts, London
- University of the West of England
- University of Warwick
- University of Westminster
- University of York

## United States of America

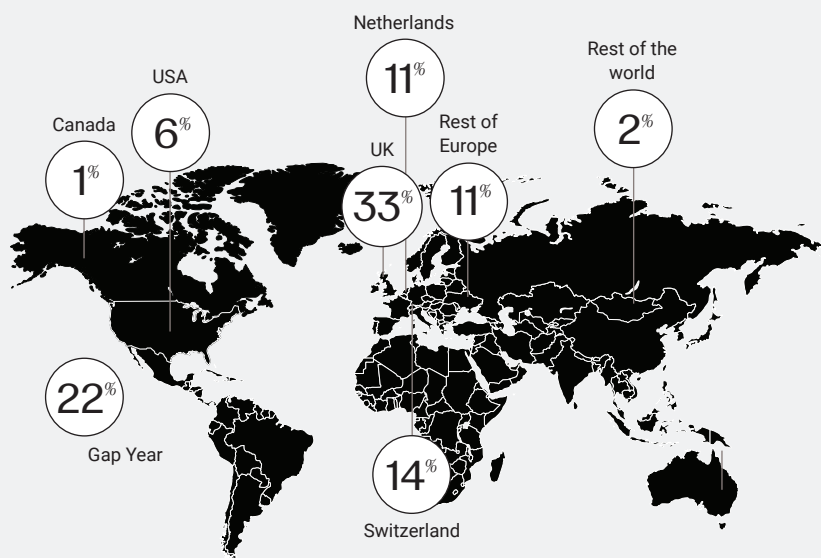
- Amherst College
- Barnard College
- Bentley University
- Boston College
- Boston University
- Bowdoin College
- Brandeis University
- Brown University
- Colorado School of Mines
- Cornell University
- Fordham University, USA
- George Washington University
- Georgetown University
- Johns Hopkins University
- Lehigh University
- Marist College
- New School, Parsons, New York
- New York University
- Northeastern University
- Northwestern University
- Purdue University
- Rensselaer Polytechnic Institute
- Skidmore College
- Stanford University
- Syracuse University
- Tulane University
- Tufts University
- University of California, Berkeley
- University of California, Irvine
- University of California, Los Angeles
- University of Chicago
- University of Colorado at Boulder
- University of Michigan
- University of Notre Dame
- University of Pennsylvania
- University of Texas, Austin
- University of Virginia
- Virginia Tech University
- Washington University in St. Louis
- Worcester Polytechnic Institute
- Yale University

## Canada

- McGill University
- Queen's University
- St Francis Xavier University
- University of British Columbia
- University of Toronto
- Western University
- York University

## Rest of the world

- Academy of Music Education and Performance, Israel
- American University of Beirut, Lebanon
- Australian National University, Australia
- Kansai University, Japan
- Melbourne University, Australia
- Nanyang Technical University, Singapore
- National University, Singapore
- New York University, Abu Dhabi





# ISL Alumni & Friends

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ISL Alumni Class Reunion | 15 June 2024 - Classes of 2004, 2014 and 2019

## Celebrating growth, connection, and community

Over the past four years, the ISL Alumni & Friends community has become a thriving hub for fostering enduring connections among former students, parents, and staff. This vibrant network is a testament to the lasting impact of the ISL experience and our commitment to keeping the ISL spirit alive beyond campus life.

At the end of the 2022-2023 academic year, we introduced the 5-10-20 Year Class Reunion, which was an incredible success. These reunions create meaningful opportunities for alumni to reconnect and celebrate key milestones, strengthening our community bonds. This year has been filled with exciting developments and memorable moments. Our «Get Together» event has warmly welcomed former parents, staff, and students back to ISL, showcasing the strength of our community.

In the Spring, we will host our first-ever Alumni event in Edinburgh, expanding our global reach and engaging more members worldwide. Inspired by the principle “the more, the merrier,” we will also transform our traditional reunions into the 5-10-15-20 Year Class Reunion, creating even more opportunities for our

community to come together and celebrate shared memories.

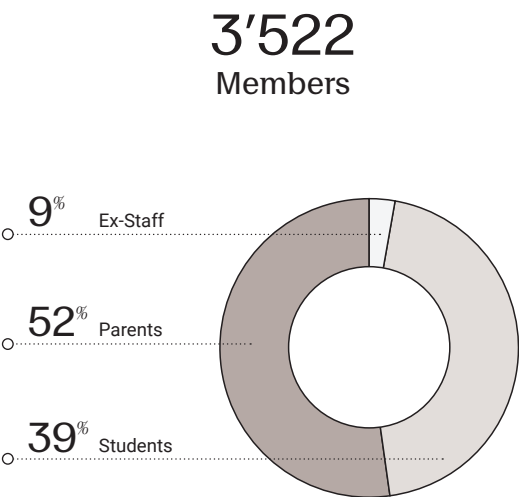
A significant highlight has been the launch of the ISL Alumni & Friends Directory. It is inspiring to see members actively using this platform to reconnect, stay in touch with peers, and create meaningful, valuable connections. This tool has truly enhanced networking opportunities and strengthened the bonds within our community.

Looking ahead, we are eager to explore new horizons, including potential collaborations with the ISL Impact Hub. These partnerships promise exciting projects that will bring even more value to our Alumni & Friends network.

As we continue to grow and evolve, we remain committed to reaching out to new members, engaging our current community, and fostering connections that last a lifetime. Here is to more adventures, connections, and the unstoppable ISL spirit!

**Mélody Spoerri**  
Head of Alumni

# Alumni & Friends data 2023-2024



## Alumni & Friends Services

- NEW Alumni & Friends directory
- Abroad and local events
- Dedicated portal
- Website page
- Facebook Group
- LinkedIn Group



Enhancing your Leadership Presence Workshop | 11 November 2023



# Treasurer's report 2023-2024

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The financial results for the 2023/24 academic year are a testament to ISL's solid planning processes and financial governance. As mentioned in this report last year, enrolments started the 2023/24 year lower than planned, but we were still able to deliver an underlying financial result only slightly below plan and with positive cashflow despite the end of sponsor company donations and higher interest rates and inflation.

Enrolment during the last term of school ended with 863 students vs 915 the previous school year. For the first time since before COVID, we saw more volatility in enrolments and departures. Our international community was on the move again. Although the enrolment was lower than planned, we had anticipated some of the change and reduced school capacity to align the teaching staff with the expected distribution of students. This saw the reduction of one class in Year 4 and one class in year 9. Consequently, capacity reduced from 1'002 students to 956 and capacity utilization remained healthy. The Early Childhood and Primary School was 83% full (vs 84% the year prior) while the Secondary School was at 92% of capacity with full classes in Year 11 and Year 13. The ratio of staff costs to fee income stayed flat at 75% of fee income despite the impact of inflation on the salary base.

Annual review of class and staff mix demonstrates our determination to keep costs down while delivering the highest standards of quality, holistic education and student care. The school's reserves and balance sheet also allow time to react should financial headwinds arrive. The school is committed to limiting fee increases to expected wage inflation where possible, while striving for cost efficiency delivering continual improvement in the educational offering.

For the 2023/24 academic year, ISL generated a deficit of CHF 0.3 million compared with a surplus of CHF 0.2 million last year and CHF 0.4 million in 2021/22. Whereas previous years enjoyed the benefit of sponsor company donations, 2023/24 was the first full year without such support in the P&L. Although corporate donations no longer appear in the P&L, the students of ISL continue to benefit

from the generosity of corporate supporters through their direct under-writing of the cost of investments like increased student support services and the Impact Hub. As a consequence, we have been able to improve the educational offering without the full cost flowing directly to fee increases. After this year's small deficit, we expect the next couple of years to continue to produce small net deficits. This is fully in line with our 5-year plan which maintains a strong balance sheet with healthy reserves and returns to net zero operating results before the end of the 5 year plan time horizon.

Mortgage loans (short term and long term) were CHF 22.3 million at year end versus CHF 24.6 million last year. The reduction in debt was due to the annual repayment commitment of CHF 1.5 million and a decision to hold lower levels of cash. Overall cashflow was a positive CHF 1 million which was a significant CHF 5 million improvement over the previous year when we repaid CHF 3 million of debt above our annual repayment commitment. The remainder of the better cash result compared to last year is due to timing of receipts. The mortgage loans are structured in multiple tranches of up to 5 years duration with staggered expiry dates to limit the risk of a large debt needing to be replaced during a period of high interest rates. The blended interest rate of 2.68% is in line with last year.

The financial information provided above and in the financial statements for the fiscal year ended July 31, 2024, demonstrate the overall financial health of the school and existence of appropriate controls and planning processes. ISL's financial statements and annual report have been audited by Mazars SA who have concluded that the financial statements are free from material misstatement and comply with Swiss Law.

I would like to take this opportunity to warmly thank the school's Head of Finance, Stephanie Piguet and the finance team for their excellent work and support of the Director and Board.

Matthew Hutton  
ISL Board Treasurer





## Accreditations



## Impressum

### Photography

Mélody Spoerri

Feezy

### Graphic Design

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Mélody Spoerri

