

## In this Issue



### Highlights of the Issue

SABIS® Celebrates 125 Years of Education	P.1
SABIS® Takes Part in Two Key U.A.E. Conferences	P.3
SABIS® 2010 Directors' Meeting Welcomes Industry Insider	P.4
SICS Alumni Return to Alma Mater as Teachers	P.5
2011 SABIS® Educational Summer Camp Preview	P.6
ISC-Lahore Community Organizes Extensive Outreach Effort to Help Flood Victims	P.7

### Academics

LPCS Prepares Students for State Exams through Unique Event	P.8
SABIS® Students Compete in ESCAN IDEA Exhibition	P.9

### IT News

SABIS® Earns CMMI Level 3 Certification	P.10
SABIS® Launches Internship Program	P.11

### HR News

SABIS® Careers Reaches more than 13,000 Registrants	P.12
---	------

### SABIS Student Life Organization® News

IAS Participates in Nationwide Community Service Program	P.14
Highlights from the 2010 Student Life Training Camp in Egypt	P.15

### Feature School

ISR Internationale Schule am Rhein in Neuss	P.16
---	------

### Alumnus in the Spotlight

ISC-Lahore Alumnus Mohsin Shah	P.19
--------------------------------	------

## Highlights of the Issue



### SABIS® Celebrates 125 Years of Education

Around the world, SABIS® students, staff, and community members came together throughout the month of October 2010 to mark the start of the organization's 125<sup>th</sup> year of providing quality education. Currently operating 79 schools and one university that educate more than 60,000 students in 15 countries, SABIS® has come a long way since its establishment on October 15, 1886, in Choueifat, Lebanon.



ISC-Choueifat Celebrates 125<sup>th</sup> Anniversary

From tree-planting ceremonies to concerts, schools in the SABIS® School Network have organized, and are continuing to plan, festive

celebrations in honor of the organization's 125<sup>th</sup> anniversary. Some of the highlights from recent celebrations across the network include a celebration by the International Schools of Choueifat-Egypt, which gathered together more than 4,000 students, teachers, and parents from both ISC-City of 6 October and ISC-Cairo on October 15, 2010. Following a welcome address, speeches from the school directors, and a cake-cutting ceremony, an olive tree was planted, symbolizing the growth and future of the two ISC-Egypt schools.



At Linwood Public Charter School (LPCS) in Louisiana, U.S., the celebration was equally elaborate, with a "Grand Style-Red Carpet Gala Affair" held on October 15, 2010. Taking place during the school's Student Life period, students and staff joined in the 125<sup>th</sup> celebration which included speeches and festive dances. Fitting for a red carpet affair, LPCS's gymnasium was transformed into a ballroom where formally-dressed students, teachers, staff, and parents entered the event via a red carpet complete with photographers. A large painting of the trunk of the SABIS® tree hung on the wall and included students' notes and well wishes in the form of leaves affixed to the tree.

In Lebanon, all three schools—ISC-Choueifat, ISC-Koura, and SABIS® International School-Adma—held their commemorative events on October 15, 2010. Naturally, SABIS®'s mother school, ISC-Choueifat, had a rich program for the event which included speeches by SABIS® Chairperson, Mrs. Leila Saad, Lebanon's Acting Minister of Tourism, ISC Alumni Association President, and SABIS® alumnus, Mr. Fadi Abboud, and ISC-Choueifat Director, Mr. Ghassan Abdel Baki. The program also included ISC-Choueifat students who sang traditional Lebanese songs and performed folk dances.

On October 23, 2010, Kurdistan's ISC-Erbil community of teachers, staff, and students acknowledged SABIS®'s 125<sup>th</sup> anniversary with a decorated campus, complete with white balloons and flowers. Along with speeches, dancing, and singing, the ISC-Erbil students and staff commemorated the event by planting 125 olive trees on the school's campus. More than 500 guests were in attendance including dignitaries such as Kurdistan's Minister of Interior, Minister of Planning, Minister of Municipalities and Tourism, and the Iraqi Minister of National Security. The event culminated when 100 biodegradable balloons were released into the sky at the close of the celebration.

Not to be outdone by their sister school in Erbil, SABIS® Public-Private Partnership (PPP) schools in Kurdistan also got in the spirit to mark the start of SABIS®'s 125<sup>th</sup> anniversary year. On October 23, 2010, the Fakhir Mergasori International School, Sardam International School, and Sarwaran International School held celebrations at their respective schools. The events included singing of the Kurdish national anthem, warm speeches, many student performances, and cake-cutting ceremonies. Additionally, similar to celebrations occurring around the world at SABIS® schools, a tree planting ceremony took place in the schools' gardens. Notably, Sardam International School students and staff planted 125 olive trees on the future ISC campus being built in Duhok, Kurdistan. Sustaining the festive spirit of the celebrations, the events closed with a lively Kurdish dance which involved students, parents, and staff.

In the U.A.E., ISC-Abu Dhabi ushered in the 125<sup>th</sup> year of SABIS® with fanfare on October 16, 2010. Decorated with dozens of SABIS® flags, balloons, and bouquets of flowers, the school hosted an event which gathered 1,200 students, staff, and guests. Carefully planned by ISC-Abu Dhabi's SLO™, the anniversary celebration included speeches, dances, student performances, and a cake-cutting ceremony. Additionally, the event featured addresses from alumni who praised the SABIS® system and encouraged students to reach for their goals. The celebration also included outdoor activities, where 300 students participated in games and activities such as sack races and apple-eating contests.

One hundred and twenty-fifth anniversary celebrations will continue throughout the global SABIS® School Network through October 15, 2011 to honor the organization's impressive history and celebrate its ongoing achievements.

## SABIS® Takes Part in Two Key U.A.E. Conferences

In recognition of SABIS®'s successful management of schools worldwide, the Abu Dhabi Education Council (ADEC) facilitated the organization's participation in the 2010 Building Future Education MENA Exhibition and Conference in Abu Dhabi, U.A.E. in November 2010. In line with SABIS®'s commitment to improve the world through education, the conference focused on developing education in the Middle East and North Africa (MENA) region.

Pleased to contribute to the promotion of education in the region, SABIS® President, Mr. Carl Bistany, SABIS® Vice President, Mr. Victor Saad, and several other SABIS® team members, participated in panel discussions and attended workshops that focused on providing students with an education that prepares them to become part of a competitive, global workforce. The conference attracted some of the world's leading education and technology experts, including professionals from CISCO, Princeton University, and several countries' education ministries.



Mr. Victor Saad Delivering a Speech at the Building Future Education MENA Conference

During the Building Future Education MENA keynote panel, Mr. Bistany was given the opportunity to share SABIS®'s cutting-edge approach to information technology and address the needs of the next generation of students. *"In positioning education to keep up with the rapidly evolving, technology-based economy in the future, we need to turn out students who have the academic skills and background required to handle undergraduate programs and to tackle the challenge of graduate and post-graduate studies,"* commented Mr. Bistany. *"To achieve this goal, education must focus, first and foremost, on building education capital in the fundamental mastery of the basics while maintaining academic rigor,"* Mr. Bistany added.

Taking part in the "Focus on Private School Operators" panel, Mr. Saad concentrated on explaining SABIS®'s proven philosophy and methodology despite going against popular assumptions. *"Education is awash in myths - strongly held beliefs that aren't supported by evidence,"* stated Mr. Saad. Citing myths like *"smaller classes are better than larger ones; rigorous expectations harm low income students and drive them away from school; students who are over tested will never test well,"* Mr. Saad demystified them by demonstrating SABIS®'s success over its 125 years of experience.

Fully supporting the conference's aim of using improved education to develop a globally competitive workforce in the MENA region, SABIS® was a platinum sponsor of the event, which was the highest level of organizational support available to companies. The SABIS® stand was popular among conference attendees and drew more than 1,000 people, who ranged from industry professionals and government officials to parents of SABIS® students and SABIS® alumni. SABIS® plans to participate in the upcoming Building Future Education MENA Exhibition and Conference in October 2011.

SABIS® also participated in the 2<sup>nd</sup> Annual Abu Dhabi Corporate Governance Conference entitled “Towards More Effective Boards of Directors” in October 2010. Group V.P.-Organizational Development, Mr. Joe Achkar, represented SABIS® and joined panelists in discussing topics revolving around “Corporate Governance in Practice”. The 600 conference attendees, who ranged from leading governance professionals to financial market experts, reviewed the critical issues facing corporate boards that have stemmed from the global financial crisis including board pressure to demonstrate independence, accountability, and transparency. Additionally, participants and panelists had the opportunity to share their implementation of best practices. *“Corporate governance is crucial to SABIS®’s continued success because it ensures sustainability, enables growth, and improves organizational effectiveness and operational efficiency,”* commented Mr. Achkar.



SABIS® Stand at the Building Future Education MENA Exhibition



SABIS® Team at the Building Future Education MENA Exhibition

SABIS® regularly participates in exhibitions and conferences to exhibit its dynamic educational system as well as to share its expertise in education and business-related fields. Moreover, SABIS®’s ongoing participation in events like these supports the organization’s core value of “continually seeking improvement” by enabling its personnel to gain industry knowledge and to collaborate with other educational professionals who aim to advance the field.

## SABIS® 2010 Directors’ Meeting Welcomes Industry Insider

Mr. James Tooley, professor of education policy and globally-esteemed author, delivered the guest address at the SABIS® Directors’ Meeting held in July 2010. Gathering in Warsaw, Poland, directors from SABIS® schools along with members of the SABIS® corporate team were on hand to listen to Mr. Tooley’s account of his research on low-cost private schools found in India, Ghana, and China.

In his keynote address titled “The Beautiful Tree” after his book of the same name, Mr. Tooley gave a riveting account of his experiences in locating low-cost private schools and studying their potential to provide universal education. Typically run by individuals in the private sector, these low-cost private schools are attended by a strikingly high percentage of children, in some cases far in excess of the percent attending free public schools.

Mr. Udo Schulz, SABIS® V.P. of Business Development, gave the introduction to Mr. Tooley’s address: *“James [Tooley] is someone who is very much aligned with the way SABIS® views education. Both he and SABIS® see education as a business and see the vast benefit that can be gleaned from treating it as such.”*

Response to Mr. Tooley's address was overwhelmingly positive. One director in attendance commented, *"It is inspiring to hear about the lengths that people will go to secure quality education for their children. The sacrifices that parents make in order to provide their children with access to a good education are universal and will ultimately ensure that the world is a better place."*



Mr. James Tooley Delivering Keynote Address at the SABIS® Directors' Meeting

Mr. Tooley's address was part of four days of meetings that centered on the conference theme of "Spreading the Spirit of Achievement". Presentations highlighted the network's accomplishments over the 2009-10 academic year and introduced new developments in the SABIS® Educational System.

## SICS Alumni Return to Alma Mater as Teachers

In the spirit of giving back, four graduates from the SABIS® International Charter School (SICS), located in Springfield, Massachusetts, have returned to their alma mater as teachers. The alumni-turned-SICS-teachers, all of whom graduated from SICS between 2001 and 2003, have joined the school's teaching staff to make a difference by contributing to SICS's mission of providing students with a high-quality education.

*"The idea always existed in the back of my mind to come back to SICS and give the students here as good an education as I received,"* stated Mr. Seth Roberts, a SICS Grade 11 world history and anthropology teacher and sports coach who graduated from Westfield State College.

For Ms. Mary Lynn Hunter, now an English teacher at SICS and University of Massachusetts at Dartmouth alumna, teaching at SICS was a natural step for her. *"Beginning my teaching career at SABIS® was something that made a lot of sense to me. It is a system that I was familiar with and put stock in,"* said Ms. Hunter. *"For the alumni who return to work at SICS in different capacities, it is an environment that they are comfortable with, a system that they are well-acquainted with, and a school that they respect,"* said Ms. Karen Reuter, SICS Director.



Ms. Tara Laflamme-Police with her 2<sup>nd</sup> Grade Class

*"SABIS® really prepared me for college life and for the hard work it has taken me to get to where I am now,"* stated Ms. Tara Laflamme-Police, now a SICS Grade 2 teacher who graduated from Framingham State College. *"When I moved back to the Springfield area in 2008 from Boston, I didn't want to teach anywhere else but SABIS® because I knew firsthand how great it was to be a part of the SICS community,"* Ms. Laflamme-Police added.

After completing their college degrees, these alumni wanted to return to a place they all call home. Ms. Chelsea Rodrigues, a SICS 11<sup>th</sup> grade English teacher and Westfield State College graduate, commented, *"I had a great experience while at SABIS® and decided this is where I want to be."* She added, *"Not only that, but as a professional, I found that the staff here offers me a support system that I would not have at any other school."* Ms. Laflamme-Police stated, *"When I got the job at SICS as a first grade teacher, it truly felt like I was finally home."* Mr. Roberts commented, *"The staff and teachers have always been so welcoming here. I can walk down the hall and know that there are people who have a positive influence on my life."*

The alumni teachers are in a unique position of leading and teaching a new generation of youth, of which they were recently part of. Given their history at SICS, and subsequent zeal for the SABIS® system and its contribution to their career goals, it is clear that the teachers are ready to fulfill SABIS®'s mission of providing a first-rate education to the students it serves.

For more information about the SABIS® International Charter School, visit [www.sics-sabis.net](http://www.sics-sabis.net).

## 2011 SABIS® Educational Summer Camp Preview



Ashwicke Hall, Site of the SABIS® Educational Summer Camp

Following on the heels of the success of the 2010 SABIS® Educational Summer Camp, plans are currently underway for a repeat performance in the summer of 2011. Located on SABIS® International School U.K.'s 147 acres of sprawling grounds in Bath, England, the camp is accommodating of students' busy summer schedules and offers two sessions. Students who choose to participate in the full session will be enrolled in the camp for five weeks, from July 11<sup>th</sup> to August 12<sup>th</sup>, while students in the shorter session will be enrolled for three weeks, from July 11<sup>th</sup> to July 29<sup>th</sup>.

The 2011 SABIS® Educational Summer Camp, available to SABIS® and non-SABIS® students, will bring together 11-to-18-year-old participants from all over the world, making for a diverse, international atmosphere. Camp organizers expect the 2011 session to mirror the diversity present in 2010, which drew students from more than 15 different countries and included attendees from 16 SABIS® schools and several other schools outside the SABIS® School Network.

Like the 2010 camp, students who sign up for the upcoming one will enjoy rich academic programming in the morning, plus engaging weekday activities, such as excursions to historical sites, bowling alleys, ice-skating rinks, and cinemas. During the weekends, students will take part in longer trips and explore some of Britain's most famous cities including Cardiff, Oxford, and London. Talent shows, Friday evening barbecues, and bicycle rides are also on the agenda and have been favorites among past campers.



Students Participating in the 2010 SABIS® Educational Summer Camp

With summer quickly approaching, the preparations for the 2011 SABIS® Educational Summer Camp are in progress. For more information on the 2011 SABIS® Educational Summer Camp or to view an informational video, visit [www.sisuk-sabis.net/summer-camp](http://www.sisuk-sabis.net/summer-camp) or <http://tiny.cc/y27mk>, respectively. To register for the camp, refer to your respective SABIS® school administration office.

## ISC-Lahore Community Organizes Extensive Outreach Effort to Help Flood Victims

Several months after heavy monsoon rains and subsequent floods devastated the country, the people of Pakistan are still struggling. The late summer floods that at one point caused one-fifth of the country's total land area to be submerged caused an estimated 2,000 deaths and affected 20 million people who have lost homes, businesses, and farms.

From the onset of the floods, the International School of Choueifat-Lahore reacted through a series of outreach measures. Given the school was on summer holiday and not in session, outreach efforts originated with staff members and alumni who immediately teamed up to devise initiatives to help flood victims. *"Our community is small, but we were one of the first educational institutions to respond to this tragedy,"* commented ISC-Lahore Director, Ms. Margo Abdel Aziz.



ISC-Lahore Director, Students, and Staff Presenting Flood Relief Campaign Funds to Pakistani Charity, Edhi Foundation

Kicking off their outreach efforts, donations were collected during evening meals among staff. Within a few days, nearly \$700 was raised and given to a Pakistani charity organization that was the first to reach flood victims in the Punjab area. Continuing their outreach efforts, ISC-Lahore staff and teachers kept up their donations in order to buy supplies for the flood victims. They raised more than \$2,000 to buy 60 tents, which were delivered by two ISC-Lahore teachers who trekked to the flooded area of Mithan Kot.

Part of ISC-Lahore's strong community is the ISC-Lahore Alumni Association, which plays an active role in school events and community service. *"Our alumni members are regularly involved with ISC and the greater community, and it was no different this time. They immediately thought of a way to raise considerable money quickly—a fund-raising dinner that raised just over \$1,500,"* said Ms. Abdel Aziz. A portion of the money was donated to a flood relief camp, while the remaining funds were used to buy and send basic food items including, water, ghee, and sugar to the Rajanpur district in Punjab—one of the worst affected areas. *"It is very encouraging to know that our alumni have stood firm in this hour of need and have helped out our fellow citizens who were in dire need of support in this period of sheer misery and helplessness,"* stated ISC-Lahore Alumni Association President, Mr. Mohsin Shah.

*"A month or so later, the students returned to ISC-Lahore for the new academic year, and as expected they were ready to contribute to their community,"* said an ISC-Lahore alumna. Once back at school, students started the Flood Relief Campaign which encompassed various fund-raising efforts. Through the school's Student Life Organization, which coordinates student outreach efforts, students sold chocolate during their breaks and raised just over \$2,000 in only three days. SLO™ also organized the school's first activity of the academic year—a movie night—and did not forget about their campaign. All proceeds from the event were added to their funds for the flood victims.

The last half of the students' two-week Flood Relief Campaign involved a popular bake sale and a donation and supplies drive. "What is most staggering... is the generosity of our students and faculty. Over the course of two weeks, a mere 10 days of school, we raised \$3,500," said ISC-Lahore 11<sup>th</sup> grader, Rahma Sohail. "Our school has amazed us. It has surpassed all expectations," she added.

A testament to ISC-Lahore's strong spirit of giving back, 150 alumni, 125 staff members, and hundreds of students took part in these outreach efforts to help flood victims. The school has plans to provide ongoing support to those still in need. Plans include a campaign to collect blankets and sacks of seeds for farmers so they can revive their farms.

These outreach efforts, which are only a fraction of the school's ongoing involvement in service projects, had a far-reaching impact on the nation and have allowed SABIS® students to gain meaningful life experiences and perspective while in service to others. For more information about ISC-Lahore and the ISC-Lahore Alumni Association, visit [www.isclahore-sabis.net](http://www.isclahore-sabis.net) or [www.isclahore-sabis.net/alumni](http://www.isclahore-sabis.net/alumni), respectively.

## Academics



### LPCS Prepares Students for State Exams through Unique Event

With the aim of preparing its students for their upcoming state exams and raising awareness of the importance of academics, the Linwood Public Charter School (LPCS) recently held a "MATH Family Fun Night". Through its interactive and rich program, the "MATH Family Fun Night" successfully engaged students and parents while reinforcing their understanding of the material on the Louisiana Educational Assessment Program (LEAP) and iLEAP tests.



"MATH Family Fun Night" Participants Solve a Math Problem

LPCS's "MATH Family Fun Night" was organized so that families competed to solve math problems which were positioned across the school's gym at 10 different stations. Upon solving the math problem, families received a stamp on individual cards and moved on to the next station. After solving the ten math problems and filling their cards with stamps, the families received a prize. Following the competition, the families and LPCS staff—which included the Board of Directors—dined in the school's cafeteria.

"We are here to make sure the focus of our students is on the upcoming LEAP and iLEAP test. This event was a great way to get the entire family involved with helping their children reinforce preparation for the LEAP," stated LPCS School Director, Ms. Vickie Carroll. With a national and statewide focus on improving education, and especially students' math skills, LPCS is actively implementing the SABIS® Educational System and working toward helping students reach high levels of competency in math, among other subjects. "We want to provide our students with every opportunity possible to help them achieve their full academic potential, and subsequently pass state exams like these," added Ms. Carroll.



LPCS's "MATH Family Fun Night"

Unique academic awareness events like "MATH Family Fun Night" are in line with LPCS's mission of providing a first-rate education to its students which prepares them to both excel in school and on state exams. Like all schools in the SABIS® School Network, LPCS is ensuring its students benefit from a solid foundation in math and other core subjects through classroom and extracurricular activities.

For more information about Linwood Public Charter School, visit [www.linwood-sabis.net](http://www.linwood-sabis.net).

## SABIS® Students Compete in ESCAN IDEA Exhibition

More than 150 SABIS® students from across the U.A.E. gathered at the International School of Choueifat-Abu Dhabi for the ESCAN IDEA Annual Students Educational Exhibition in November 2010. The two-day event was sponsored by the U.A.E. Minister of Higher Education and Scientific Research and attracted more than 800 students in grades 7-12. Attendees from 38 schools throughout the U.A.E. showcased their creativity, talent, and innovation in science, technology, and engineering, among other related fields.

From projects on green building and nuclear technology to oil spills and global warming, SABIS® students, who attend ISC-Abu Dhabi, ISC-Al Ain, ISC-Dubai, and ISC-Sharjah, presented innovative ideas to address the world's most challenging issues. *"The students used the knowledge and skills that they acquired from school when putting together their projects,"* said Mr. John Kassis, ISC-Abu Dhabi Director. *"All the students' projects showed the effort and time the students devoted to their projects. Every project was presented by two or three students. They chose the project, prepared for it, and presented it to the judges. It was truly a team effort,"* Mr. Kassis added.



ISC-Abu Dhabi Students with their "HoverCraft" Project

SABIS® students' ingenuity and passion to improve the world through science impressed the judges, and they were recognized in all three award categories—Best Innovative Theme, Best Informative Exhibition, and Best Presentation. A team of three ISC-Al Ain students won the 1<sup>st</sup> place award in the Best Innovative Theme category for their "Future City-Solar Village" project. *"In our future city we use a safe, renewable, environmental friendly source of energy which is solar energy. Light from the sun is absorbed by objects on earth and released as heat,"* said a student from the winning team. Also in this prize category, an ISC-Sharjah student earned the 5<sup>th</sup> place award for his "Solar Car" project.

In the Best Informative Exhibition category, two ISC-Abu Dhabi students were awarded 2<sup>nd</sup> place for their "Hovercraft" project. *"This hovercraft is built to travel on any terrain whether sand, snow, or water. It is powered by a 2,400-watt blower and another 1,000-watt blower*

to give it an upthrust. It can be operated by remote control and a wireless camera is installed which can receive sound waves. This hovercraft is built to help fire-fighting and reduce the risk of fire fighters losing their lives," said a student from the team. Three students from ISC-Abu Dhabi were also awarded a Nanju Memorial Jury Award in this category for their "Cubic Forms" project, which involved finding a method that would enable them to identify cube roots of 15-digit numbers.



ISC-AI Ain Student with her "Environmental Friendly House" Project

Rounding out the awards, three ISC-Abu Dhabi students were awarded the 5<sup>th</sup> place prize in the Best Presentation category for their "Oil Spills and its Effect on Aquatic Organisms" project. Additionally, the International Schools of Choueifat/SABIS<sup>®</sup> received the 2<sup>nd</sup> place award for having the second largest number of students attend the exhibition.

*"The SABIS<sup>®</sup> students who participated in this exhibition gained a lot of experience. They presented their projects to highly qualified judges, and impressed them,"* stated Mr. Kassis. *"Moreover, they came with only one idea and left with 300 because they visited other projects and listened to other students,"* Mr. Kassis added. Commenting on the students' performance at the event, an ISC-Abu Dhabi teacher said, *"The SABIS<sup>®</sup> curriculum, SLO™ participation, and experiences contributed to the success of the students' projects."*

Through the comprehensive SABIS<sup>®</sup> Educational System, which fosters student participation in SLO™ activities and external academic activities like the ESCAN IDEA Exhibition, SABIS<sup>®</sup> students acquire a broad range of skills and experiences so they can become effective and valuable team players and strong candidates at top universities around the world.

For more information about SABIS<sup>®</sup> schools in the U.A.E., visit [www.iscuae-sabis.net](http://www.iscuae-sabis.net).

## Testimonials

“ I've lived on 2 continents, in 3 countries, 37 different places, and attended many different schools in my 17 years. ISC-Lahore finally helped me belong somewhere because they welcomed me with open arms. The friends I made here are the first friends I can say I will have for life. The teachers all know me; they all take a special interest in the lives of their students. I found a very supportive and loving environment at ISC. ”

**Khushbakht Sohail**  
**ISC-Lahore 12<sup>th</sup> Grader**

## IT News

### SABIS<sup>®</sup> Earns CMMI Level 3 Certification

Keeping up with international standards and best practices, SABIS<sup>®</sup> was recently awarded CMMI (Capability Maturity Model<sup>®</sup> Integration) Level 3 certification. This prestigious certification signifies that the organization's IT development methodologies can be characterized as meeting internationally-recognized standards. In fact, SABIS<sup>®</sup> joins only 2,100 organizations worldwide ranging from Airbus and Boeing to IBM and Booz Allen Hamilton that have reached a CMMI Maturity Level 3 rating.





SABIS® IT Team

*"We are pleased that our efforts to improve quality have been rewarded with a CMMI Level 3 rating," commented Mr. Serge Bakhos, SABIS® Group V.P.-Information Technology, Creative Designs and Books Publishing. "This extensive evaluation establishes that SABIS®'s IT Department meets the exceptional standards set by CMMI and demonstrates our commitment to continually develop quality products and solutions," he added.*

The well-reputed CMMI approach has become the standard model worldwide for improving development processes, thereby

enhancing an organization's performance and quality of its products. Developed by the Software Engineering Institute (SEI) at Carnegie Mellon University, CMMI is internationally considered to be one of the most esteemed certifications in the software engineering sector.

*"This is a major milestone in SABIS®'s path toward excellence. We are very eager to maintain this distinguished position and will strive to continuously achieve higher levels of recognition and certification," said SABIS® President, Mr. Carl Bistany.*

SABIS® places a high value on being a leader in the field of educational technology and strives to provide first-rate, innovative software and services to its global network of schools and students. Its cutting-edge approach and proficiency in IT ensures that the organization achieves its objectives of using technology to optimize learning, improve academic results, enhance teacher efficiency, and reinforce communication.

## **SABIS® Launches Internship Program**

Several college students had the unique opportunity to apply their knowledge at the corporate level and gain hands-on experience through an IT internship program held this past summer at SABIS®'s headquarters in Adma, Lebanon. With an aim of locating talented students, the SABIS® HR Department visited Lebanon's most competitive universities and attracted dozens of candidates who were interviewed and assessed.



SABIS® Internship Program Participants

The seven most qualified students were selected to participate in the two-month internship, which was held in July and August 2010. From orientation and lectures to projects and mentoring, the internship was meticulously organized by SABIS® personnel, including those in both the HR and IT departments.

*"I liked how the staff took their time to teach us new things. They shared their experience with us and treated us like colleagues. We were equipped with all the materials needed—like supplies, office space, a manual, and an internship schedule," said former intern, Ms. Dalia El Hajj. In order to ensure the students would benefit from the internship, it was carefully*

planned. *"Before the internship began there was a lot of planning and organizing—everything from hardware to software had to be in place,"* commented Mr. Chadi Kallab, SABIS® Software Architect.

As an organization that places a high value on information technology, the SABIS IT® internship allowed students to gain comprehensive knowledge about IT, and how SABIS® implements it. *"The internship gave me a lot. In fact, I learned new developer languages, database management, and new technologies that will be used in the future,"* said former intern, Mr. Rodrigue Saade.



SABIS® Interns with Mr. Chadi Kallab, Mr. Serge Bakhos, and Mr. Elie Dagher

Following the lectures, interns were given a practice project to complete. *"The practice project was as faithful as possible to the real environment in the SABIS® IT Department. And to guide the students, some of SABIS®'s IT experts were on hand and dedicated a lot of their time to following up on the interns' progress,"* stated Mr. Kallab.

*"We worked on a project that took one month to finish. It involved what we already knew and also what he had just learned through the internship lectures, such as coding standards, SABIS® products, framework development, and more,"* said Ms. El Hajj.

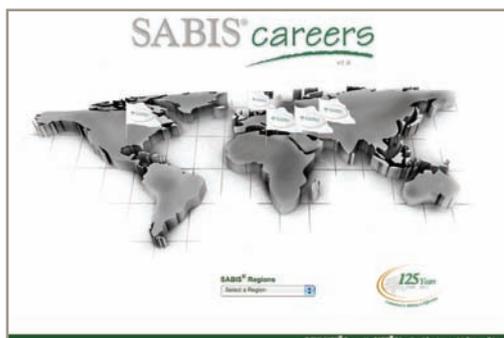
After successfully completing their project and the overall internship program, students were given certificates for their effort and dedication during their two months with SABIS®. Commenting on the experience he gained from the internship, Mr. Saade said, *"The internship strengthened my CV. It's an internship and a training program. The knowledge I learned was not offered at my university, so it is very valuable. Not only that, but I can now say that I'm a developer who is well-prepared to start working directly after I finish my bachelor's degree."* Ms. El Hajj added, *"I gained experience. I now have an idea of the real world and work. I learned to respect the schedule and work on time. More importantly, I have a deeper knowledge of programming, and I learned a new developer language."*

This is the first internship program to be offered at SABIS®. The program is slated to resume next summer and will be offered to students in a variety of majors.

## HR News



### SABIS® Careers Reaches more than 13,000 Registrants



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

From two visionaries in 1886 to 4,500+ employees today, SABIS®'s personnel has grown into a team of dedicated employees who keep the organization at the forefront of education through their commitment to the pursuit of ambitious goals. SABIS® ensures the continued development of its team by regularly recruiting talented staff for its global network through the online portal SABIS® Careers ([www.sabiscareers.com](http://www.sabiscareers.com)).

The recruitment website has been active for only one year and recently reached an impressive 13,209 registrants. *"I believe the high number of registrants is a reflection of the vast interest people have in working in a well-reputed, global organization like SABIS®,"* commented Mr. Ralph C. Bistany, SABIS® HR Officer. *"It is also reflective of the site's look, design, and ease of use."*

In addition to being able to submit one application for several different vacant positions, SABIS® Careers offers registrants a list of global vacancies, comprehensive summaries on career opportunities, and testimonials from current staff, parents, and students. To help prospective applicants get acquainted with the organization, the online recruitment portal includes sections that highlight its history, core purpose and values, approach to education, and school life.

*"SABIS® Careers was very helpful in recruiting for our newest school in the U.S., Peachtree Hope Charter School, in which most, if not all the positions were secured by people who applied through the recruitment portal. From school director to administrative staff, SABIS® Careers was key in acquiring top-notch candidates to fill the positions at Peachtree Hope,"* stated SABIS® HR Director, Mr. Bechara Khachan.

Commenting on her experience using the recruitment portal, Peachtree Hope Charter School Director, Ms. Kendra Shipmon said, *"I utilized SABIS® Careers as both an applicant and a Director, and in both cases I found the portal to be easy to use and navigate. As an applicant, I appreciated that it generated an immediate response. I also found it very useful that I could search for various jobs within the company and throughout the world. Being able to see all of the available jobs showed me the strength and size of the company, which increased my interest. As a Director, it is an amazing application that allows me to review all of the resumes quickly and efficiently."*

SABIS® places a high value on its human capital, which plays a major role in the organization's ongoing success. As such, the HR Department is driven to keep SABIS® Careers on a continuous path of improvement. System modifications are regularly implemented in order to improve performance on all levels of the recruitment portal, which applies to the registrant, employer, and administrator sites.

For more information about SABIS® Careers or to view current vacancies around the network, visit [www.sabiscareers.com](http://www.sabiscareers.com).

## Testimonials

“ I have been so pleased with the caliber of faculty and staff that lead my children daily in their quest for knowledge. There is no doubt in my mind that my children are getting a first-class education at Linwood Public Charter School. I am particularly gratified by the commitment to excellence by each staff member and their willingness to nurture each child as a special and important individual. ”

**Ms. Beverly Lee**  
**Linwood Public Charter School Parent**



## IAS Participates in Nationwide Community Service Program



IAS Students with Coin Donations

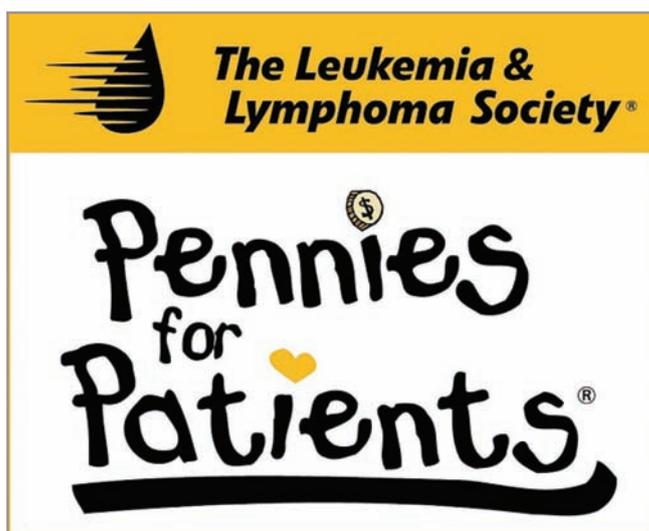
The SABIS Student Life Organization® at the International Academy of Saginaw (IAS), in Michigan, U.S., recently joined more than 25,000 schools around the U.S. in the Leukemia & Lymphoma Society’s “Pennies for Patients” campaign to support young people who are sick with blood cancers such as leukemia.

For the entire month of January 2010, determined IAS students and staff collected pennies, nickels, dimes and quarters, which will be used to support the program’s research and patient services. The students gathered donations through both individual and classroom donation boxes and, by the end of the month, impressively collected a total of

\$1,265 in coins, greatly exceeding the school’s goal of \$300.

The students took pride in their contribution to the nationwide cause and were especially touched that they were helping other children through their efforts. *“The students took this community outreach event seriously and collected a considerable amount of change... The class with the most donations was awarded with a pizza party, but all students’ true reward was learning that they can make a huge difference in someone’s life even by donating some extra change,”* said an IAS staff member. *“It is through programs like these that students realize their potential to change the world by helping others,”* added the IAS staff member.

Through IAS’s participation in the “Pennies for Patients” program, and other outreach efforts organized by the school’s SLO™, students have the opportunity to give back to their community, and in doing so gain an understanding of social responsibility. IAS, like all SABIS® schools, is developing responsible, world-class citizens who have a well-balanced foundation of knowledge and experiences and a remarkable sense of compassion and consideration for others.



“Pennies for Patients”

For more information about the International Academy of Saginaw, visit [www.ias-sabis.net](http://www.ias-sabis.net).

## Highlights from the 2010 Student Life Training Camp in Egypt

The Student Life Training Camp held in Cairo, Egypt, this past summer brought together 118 student leaders and Student Life Coordinators (SLC) from across the SABIS® School Network for an incredible nine-day personal and educational journey. Here is what a few participants had to say:



SABIS® Student Life Training Camp-Egypt 2010

*"This camp changed my life. The nine days I spent there were the most revealing of my life.*

*Throughout the camp, we were given presentations and lectures from SLO™ leaders from all over the world. It is there that I learned that we are who we choose to become. Nothing and no one can define us as a person until and unless we choose to let them. Life doesn't always go your way. But we have the power to choose our attitudes."* –Khushbakht Sohail, ISC-Lahore 12<sup>th</sup> Grader

*"The Student Life Training Camp is much more than a camp; it is a life-changing experience. You wish everyone you know could go through this camp and feel the magic of the personal transformation. It gives you different perspectives on your life and the life of others that are priceless."* –Mr. Jeff Londrville, SICS SLC



2010 SLTC Participants Wearing Traditional Galabeyas

*"The 2010 SLTC not only exceeded my expectation, but went beyond that. The camp transcended all the students' expectations in the learning part as well as the fun part. SABIS® has always provided us with the best of education in order to change the world and the SLTC provided us with the skills to become the future leaders of the world. SABIS® says that we can change the world, and we will!"* –Rami Mehio, ISC-Chouefat 12<sup>th</sup> Grader

*"The training camp was the perfect mix of both education and fun and has taught me many values that have developed my character. It taught me many leadership skills and also the importance of teamwork. Throughout the camp, we participated in many team-building activities which gave me the chance to learn the importance of delegation and trusting your teammates. The most important aspect of the camp for me was that I made lifelong friends from all over the globe—all of whom come from different lifestyles and cultural backgrounds. We were able to share our life experiences and opinions which brought us all very close to one another."* –Divya Sethi, ISC-Dubai 12<sup>th</sup> Grader

*"For me, the multi-talented SLC presenters who taught the prefects many life skills in order to improve their Student Life Organizations and schools overall were the highlight of the 2010 SLTC."* –Mr. Roger Soweid, SABIS® Student Life and Student Management Consultant

*"Through the Student Life Training Camp, students learned many skills like, teamwork, leadership, overcoming fears, the power of positive thinking, the power of belief, and a lot more. Personally, the SLTC was one of the best things that ever happened to me—it made me realize the importance of what we do in SLO™ in order to make the world a better place."*  
–Ms. Cindy Al Faisal, ISC-Homs SLC

The 2010 Student Life Training Camp proved to be an unforgettable experience for the students who participated, and it built upon the skills and knowledge they have acquired through their respective school's SLO™. SABIS® students entering grades 9-12 who are interested in taking part in the 2011 Student Life Training Camp can check their school's SLO™ for an application in the coming months.

For more information about SLO™, visit [www.sabis.net](http://www.sabis.net).

## Feature School



### ISR Internationale Schule am Rhein in Neuss

Located in North Rhine-Westphalia, ISR Internationale Schule am Rhein in Neuss opened in the fall of 2003 with an enrollment of 65 students in kindergarten through Grade 5. Each year since then, the school has expanded by offering an additional grade level and, in doing so, has now reached an enrollment of 550+ students in grades K-12. The school's current student body encompasses great



ISR Campus

cultural diversity, with students representing 41 different countries, including China, Germany, the U.K., Japan, the Netherlands, Russia, South Korea, Taiwan, Turkey, and the U.S.

### Academics

Like all schools in the SABIS® School Network, ISR provides students with a high-quality education that is founded on comprehensive curriculum and innovative educational technology. This curriculum and dynamic approach in the use of IT are part of the SABIS® Educational System, which has been developed and refined over a span of 125 years. By following the SABIS® system, ISR graduates students with the knowledge, resources, and experiences necessary to excel in college and beyond.

ISR's curriculum is carefully tailored to accommodate students' plans for university by preparing students to fulfill their full potential. ISR students have a range of leaving certificates available to them including the high school diploma and external exams (IGCSE, AP, and IB).

Given its distinguished and varied academic offerings, ISR has become an important institution in the Neuss–Düsseldorf region. *"I don't mind driving my children to school everyday from another town because they are always telling me how happy they are at ISR,"*

said ISR parent, Mr. Carsten Ramelow. *"As a family which has moved between countries frequently in recent years, we were immediately attracted to ISR's combination of international outlook and strong local roots. Joining the school in Grade 8, our son, has been strongly supported by the staff...and we are now confident that he is equipped to go on to university entrance from here,"* commented another ISR parent.

Commending the SABIS® Educational System and its emphasis on English and world languages—two of the SABIS® core subjects, an ISR parent said, *"When joining ISR's kindergarten, our boys did not speak a word of English or German. Thanks to the friendly and supportive environment at ISR, they quickly picked up both languages and now, two years later, we are amazed every day how much they are learning in school. Best of all, they are inspired to learn more."*

In line with its mission to provide students with a high-quality education, ISR has gained accreditation and membership to a variety of associations and councils. Specifically, ISR is an accredited member of the North Central Association Commission on Accreditation and School Improvement (NCA-CASI) and is a regular member of the Council of International Schools (CIS) and the European Council of International Schools (ECIS). Additionally, ISR is a Cambridge International Examination Center and an International Baccalaureate (IB) World School.

## Achievements

As a result of the SABIS® Educational System and its rich curriculum, ISR students continually excel on external exams. One highlight in recent years is an ISR Grade 10 student who received the highest score among all test-takers in Germany on a Cambridge IGCSE math exam. *"It is very encouraging to see our students receive such recognition. The students' strong AP and IGCSE scores demonstrate that ISR and SABIS® are providing students with quality education!"* said ISR Director, Ms. Eileen Lyons.



ISR's First Graduating Class

A solid academic foundation coupled with strong external exam scores has positioned ISR's first class of graduates to pursue their studies at competitive universities. In June 2010, ISR's initial graduating class received their SABIS® High School Diploma. Of those nine students, seven opted to stay at ISR for another year in order to complete the International Baccalaureate diploma—required for admission to German universities—while the other two students took Advanced Placement exams and went on to university. *"Impressively, the*



ISR 1<sup>st</sup> Graders

*two students achieved a 77 percent pass rate with 31 percent of tests taken having the highest possible score of 5,"* said Ms. Krista Terhune, ISR Head of Marketing and Admissions. Moreover, *"Among just two students, there was a total of 11 university offers from top universities like Boston University, University of Leeds, University of Warwick, and University of York,"* added Ms. Terhune.

University offers are currently coming in for the ISR Class of 2011 and the list is just as impressive including

seven offers from universities in the prestigious Russell Group in the U.K., as well as an offer from the University of Cambridge.

## SLO™



ISR SLO™ Prefects

All ISR students are encouraged to join the Student Life Organization (SLO™) and to play an active role in their education. Students can manage departments by becoming prefects, or they can participate in clubs, events, and extracurricular activities. By working in cooperation with, and complementing the efforts of, the administration and academic staff, prefects and SLO™ participants add even more value to themselves.

*"What is really great about SLO™ at ISR is that I am learning about leadership and how to get organized and all this while having fun!"* exclaimed ISR 10<sup>th</sup> grader,

Felix Ehrlich, who is the Deputy Head Prefect of the Activities Department. Similar to Felix's leadership role on campus, there are more than 60 students who hold an administrative position as junior, senior, or deputy head prefects. Additionally, many more students hold roles such as discipline prefects, playground assistants, and teacher and office helpers.

Through ISR's SLO™, students are provided the resources and outlet to take up new interests and develop their individual talents. Moreover, ISR's wide range of SLO™ activities—from local sports tournaments and ballet lessons to community service and choir—give ISR students the opportunity to develop life skills that empower them to make a substantial commitment, not only to their own personal development, but also their community. *"Students at ISR are showing more and more interest in becoming prefects and making a difference in their school community,"* said ISR Student Life Coordinator, Mr. Stéphan Michaud.



ISR Student Engaged in a SLO™ Activity

Given the school's positive impact in its community and impressive progress since it first opened in 2003, ISR will continue its efforts to provide first-rate education to the students it serves.

To learn more about ISR Internationale Schule am Rhein in Neuss, visit [www.isr-sabis.net](http://www.isr-sabis.net). Additionally, to follow ISR on Twitter or Facebook, visit [www.twitter.com/ISR\\_Neuss](http://www.twitter.com/ISR_Neuss) or <http://tiny.cc/n83sv>, respectively.



### International School of Choueifat-Lahore Alumnus Mohsin Shah



ISC-Lahore Alumnus,  
Mohsin Shah

With a relentless determination to improve the world by helping others, Mohsin Shah has come a long way since his time at the International School of Choueifat-Lahore in Pakistan. While it has been only four years since he graduated from there, Mohsin's mission to become a distinguished doctor has taken him to a top medical university, conferences around the world, and internships at renowned hospitals.

Joining ISC-Lahore as a Grade 2 student, Mohsin gained the tools, knowledge, and resources needed to reach his full potential. Through the SABIS® Educational System, he excelled in classes and external exams, and later on was able to achieve personal success. Commenting on the SABIS® system, Mohsin said, *"It made me want to explore on my own and helped me realize my potential. It widened my horizons and made me set and achieve higher goals."* He added, *"I think the learning environment at ISC-Lahore was truly conducive and the career advising definitely helped me choose medicine as my major."*

In addition to excelling in academics, Mohsin played a key role in the SABIS Student Life Organization®. He was appointed class prefect, academic prefect, and senior prefect, and ultimately selected as Head of the Academics Department. He also spearheaded and became editor of the school magazine, *Constellation*.

Mohsin's impressive contribution to campus was recognized by the ISC-Lahore community, where he was looked up to by his peers. *"With all the support and help here, he developed into a model high school student and a leader of the school community,"* said ISC-Lahore School Director, Ms. Margo Abdel Aziz. Even as an alumnus, Mohsin maintains strong ties with the school and has played a key role in the establishment of the recently formed ISC-Lahore Alumni Association.

The experiences he gained through SLO™, combined with a solid academic foundation, helped prepare Mohsin for the Combined Military Hospital Medical College in Lahore, where he is pursuing a bachelor of medicine and bachelor of surgery (MBBS). As a fourth-year student in the program, he has already received many accolades in the field of research—an honor usually reserved for more experienced researchers. Most notably, his articles have been published in books and well-reputed international journals, such as the *Journal of Pakistan Medical Association (JPMA)* and the *10/90* online student journal. *"The self-learning and self-exploring which SABIS® has inculcated in me has turned me into a research oriented person,"* commented Mohsin.

His interest in research secured him a spot at the esteemed 2010 International Student Congress of Medical Sciences (ISCOMS) Conference, held in the Netherlands this past summer, where he was selected to present two research papers. At the conference, Mohsin won the Best Research Poster Presentation award, was granted an ISCOMS fellowship, and appointed ISCOMS Pakistan ambassador for next year's conference. His other recent achievements include completing a research elective in oncology at the renowned Paul O. Gorman Leukemia Research Center in Glasgow, Scotland; receiving a scholarship from the British Society for Hematology; and having his research paper selected for the upcoming 21<sup>st</sup> European Students' Conference in Berlin, Germany.

Commenting on the highlight of his academic achievements since ISC-Lahore, Mohsin said, *"I think being awarded the British Society for Hematology's ASM Scholarship was truly an achievement since I am the only undergraduate medical student in the world to be awarded this prestigious scholarship! It is only for practicing professionals who are British citizens and I am neither!"*

Mohsin has high hopes for his career and intends to use his knowledge for the good of others. *"In ten years, I see myself as a top-notch practicing physician in a top-notch university in the United States!"* His plans involve completing medical school, passing the United States Medical Licensing Examination (USMLE), and becoming a physician with a specialization in internal medicine. Based on the path he has taken so far, it is clear that Mohsin is well on his way to fulfilling his dreams.



SABIS® is a global education management organization that manages Pre-K and K-12 schools worldwide. The network is comprised of schools spanning four continents. Since the first school was founded in 1886, SABIS® has graduated thousands of students who have joined top universities around the world.

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

**MIDDLE EAST REGION:** The International School of Choueifat - Choueifat, Lebanon | The International School of Choueifat - Sharjah, U.A.E. | The International School of Choueifat - Abu Dhabi, U.A.E. | The International School of Choueifat - Al Ain, U.A.E. | The International School of Choueifat - Ras Al Khaimah, U.A.E. | The International School of Choueifat - Dubai, U.A.E. | The International School of Choueifat - Umm Al Quwain, U.A.E. | The International School of Choueifat - Koura, Lebanon | The International School of Choueifat - Amman, Jordan | King Abdul Aziz International School - Riyadh, Saudi Arabia | The International School of Choueifat - Doha, Qatar | The International School of Choueifat - Damascus, Syria | The International School of Choueifat - Ruwais, Abu Dhabi, U.A.E. | The International School of Choueifat - Muscat, Oman | The International School of Choueifat - Homs, Syria | SABIS® International School - Adma, Lebanon | The International School of Choueifat - Manama, Bahrain | The International School of Choueifat - Erbil, Kurdistan, Iraq | The International School of Choueifat - Abu Dhabi Khalifa City "A", U.A.E. | The International School of Choueifat - Suleimaniah, Kurdistan, Iraq **PPP Schools:** Military High School - Abu Dhabi, U.A.E. | 3 Schools - Erbil, Kurdistan, Iraq | 16 Schools in Western Region (Al Ghayathi, Al Silaa, Beda'a Al Motawa'ah, Ruwais) - Abu Dhabi, U.A.E. | 17 in Eastern Region (Al Maqam, Al Khazna, Al Khatm, Al Ain) - Abu Dhabi, U.A.E. **EGYPT:** The International School of Choueifat - Cairo, Egypt | The International School of Choueifat - City of 6 October, Egypt **PAKISTAN:** The International School of Choueifat - Lahore, Pakistan **NORTH AMERICA:** The International School of Minnesota - Minneapolis, Minnesota, U.S.A. | SABIS® International Charter School - Springfield, Massachusetts, U.S.A. | International Academy of Flint - Flint, Michigan, U.S.A. | SABIS® International School - Phoenix, Arizona, U.S.A. | Milestone SABIS® Academy of New Orleans - New Orleans, Louisiana, U.S.A. | Holyoke Community Charter School - Holyoke, Massachusetts, U.S.A. | International Academy of Saginaw - Saginaw, Michigan, U.S.A. | Mt. Auburn International Academy - Cincinnati, Ohio, U.S.A. | Linwood Public Charter School - Shreveport, Louisiana, U.S.A. | Peachtree Hope Charter School - Atlanta, Georgia, U.S.A. | Brooklyn Ascend Charter School - Brooklyn, New York, U.S.A. (Licensed Member School) | Brownsville Ascend Charter School - Brooklyn, New York, U.S.A. (Licensed Member School) | Bushwick Ascend Charter School - Brooklyn, New York, U.S.A. (Licensed Member School) **UNITED KINGDOM:** SABIS® International School U.K. - Bath, England **GERMANY:** ISF Internationale Schule Frankfurt-Rhein-Main - Frankfurt, Germany | ISR Internationale Schule am Rhein in Neuss - Neuss, Germany **ROMANIA:** Cambridge School of Bucharest - Bucharest, Romania

Disclaimer: As SABIS® is a global organization operating in several countries, English usage in the SABIS® newsletter may vary depending on the style used (U.S./ U.K.) in the region represented.