



Rossllyn Academy



ANNUAL REPORT

2018-2019

Rossllyn Academy



Nairobi, Kenya

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who we are

Mission Statement

Rosslyn Academy is an international Christian school offering a North American curriculum from Preschool through 12th Grade, as well as the Advanced Placement (AP) program. The mission of Rosslyn Academy is to inspire and equip each student to develop their God-given gifts for Christ-like service in the world community.

2018-2019 Theme Verse

Do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is--his good, pleasing and perfect will. Romans 12:2

Rosslyn at a Glance

Average Class Size: 20 students

Teacher/Student Ratio: 1:9

Number of Students 2018-2019: Preschool-16 Elementary-240 MS-168 HS-244

Number of Nationalities Represented in Student Body: 51

Faculty: American 76%, Canadian 12%, Kenyan 6%, Korean 3%, Other 3%

Location: Nairobi, Kenya (within a mile of the UN complex and the US Embassy)

Fine & Applied Arts: Drama,Choir, Band, Art, Pottery, Woodworking, Photography, Web Design and more.

Athletics: Tennis, Basketball, Soccer, Rugby, Swimming, Volleyball, Cross Country and Field Hockey

Advanced Placement: One of the largest and most successful AP programs in Africa

A Snapshot of Our Community

Number of Students- 668

Number of Families- 405

Nations Represented- 51

Number of Faculty and Staff- 213



inspire



equip



serve

from the superintendent

Parents, Students, Staff, Alumni, and other friends of Rosslyn,

Like any Annual Report, the primary purpose of this 2018-2019 review is to look backward – in this case, to take stock of last year and the many ways in which God has used Rosslyn Academy to impact lives for his purposes. As you look through the pages of this report, I believe you will get a well-rounded view of the 2018-2019 school year.

But I would also like you to see this report not simply as a reflection on the year completed, but as a foundation upon which we are building this year. The 2019-2020 school year is just getting started and already there are a number of things happening that have their roots in 2018-2019.

One obvious example comes in the form of the school's ongoing building projects. For years the Rosslyn maintenance team succeeded admirably in keeping the campus running and looking nice despite maintenance facilities that were undersized and outdated. Thanks to the vision of our Operations Team, we are now getting close to the completion of a maintenance building that represents a significant leap forward in organizational capacity – something that we believe will impact you and your students daily.

After years of planning, we have now broken ground on the new MS/HS Commons building, which we expect to be ready for use early in the 2020-2021 school year. The new Commons will be home to a cafeteria for our MS and HS students and staff, a coffee shop for the community, a campus "spirit store", and a MS recreation area.

Looking further forward, Rosslyn has begun to partner with a team of architects and designers from California Baptist University to develop a facilities master plan that will take us into the third decade of the 21st Century.

Buildings can and do impact learning and school culture, but they are ultimately only as valuable as the people that inhabit them and utilize them. This year we have added to our already strong faculty a number of outstanding educators and we are excited to announce that next year we will be adding two new full-time positions that we believe will be critical to helping us achieve our mission – a Technology Integration Specialist (whose role it will

be to coach teachers on how to better utilize technology as a tool for learning in their classrooms); and an additional MS/HS chaplain (who will be part of our chaplain team, developing stronger discipleship and mentoring opportunities for our students).

In sum, as we reflect on the good year that was 2018-2019, we are also thankful that that good year represents the foundation for an even better future.

With Gratitude,
Dr. Philip Dow



"...as we reflect on the good year that was 2018-2019, we are also thankful that that good year represents the foundation for an even better future. "

elementary school

Dr. Kim Gilmer, ES Principal



The 2018-2019 year in elementary school was one of growth, learning and discovery! With full classes once again in grades K-5, we focused on improving our assessments for learning and we completed our first full year of MAP Growth testing. Teachers trained for more effective use of technology in the classroom with some ES classes piloting the use of tablets for students.

In our physical space, we added a new porch and dedicated outdoor play area for the preschool, and new windows and an additional door in the preschool classroom. Our colorful new "Intellectual Virtues Hopscotch" by the basketball court reminds us of the thinking habits we are focused on developing as learners.

Our annual events were powerful community-building experiences: Christmas Project, Sports Day, 5th-Grade Cultural Field Studies, two concerts, two art shows, an Intellectual Virtues celebration, Mount Longonot climb for 4th graders, Open House for parents in August, International Day parade of nations, Showcase of Learning for parents and guests in May, Preschool Christmas concert and end-of-year Promotion Ceremony, Fifth Grade Promotion Ceremony, Poetry Café, and a host of other events, field trips, and learning experiences.

This school year, one third-grade class organized the gathering of food and supplies for a local orphanage weekly throughout the entire year. Each ES class also had the opportunity to cheer for one of the visiting high school teams who participated in the international basketball tournament that Rosslyn Academy hosted in February. Throughout the year, we also welcomed several visiting teams of Kenyan teachers from local schools to observe in the lower ES and share ideas with our staff as part of their, and our, professional development as educators.

During Spiritual Emphasis Week in April, we followed in Jesus' footsteps, learning about the Holy Week leading up to Easter and about peace, prayer, service and new life.

Looking ahead to the 2019-2020 school year, we are excited to be adding a part-time position in ES to help better serve and challenge our highly-capable learners. We have also added a new after-school clubs program on Tuesdays, Wednesdays and Thursdays. Students will be given the opportunity to expand their horizons in cooking, STEM, mixed sports/games, gymnastics, drama, taekwondo, tennis, dance, chess, problem-solving, and more in these clubs. And we have several fantastic new teachers coming into the elementary school for the coming year, bringing fresh ideas, energy, and a passion to serve God through serving students at Rosslyn Academy. We are also excited about implementing a new report card structure with more detailed information about the learning objectives in core subjects and about students' habits of learning, which will improve communication with parents about their children's progress and growth.



The ES teachers have many anecdotes about individual growth and success among our ES students this year. Here are a few:

"The Grade 4 recorder program was an overall win for the vast majority. This cohort has been the best/most enthusiastic yet and the boys equally pushed themselves as girls. Two boys especially pushed themselves to go fast enough to be rewarded with the chance to play the alto. Besides the small innovations I make each year that keep improving things, part of it is a better willingness to work hard/ take responsibility for their learning from the students which I think is a result of all of our efforts with Intellectual Virtue."

"After working with a group of students and their parents for a while to help the students appreciate and value the growth that comes from focus and hard work in school, I loved hearing from a parent that their son said how fun it was to actually work hard and learn more about the topic we were studying in Math."

"I appreciated having a student go from finding it hard to write complete sentences to being able to write a five-paragraph essay. This student still needs guidance, but has so much more courage to try!"

"Watching students in class quickly offer to help others when help is needed is a real joy."

"I delight in seeing the students love for performing reader's theater! They were not afraid to use enthusiasm and a variety of tones to create a scene they were reading and "performing" for the class. Such courage!"

*It was quite encouraging when students asked for more research projects in Social Studies.

"It is always a treat to come to school and be greeted with smiles and excitement from students about what they will be learning that day! Daily enthusiasm. I love it. I hope the students never lose their love of learning."

"One second-grade student had challenges doing assignments. At the beginning of the year, this student read at kindergarten level and he used to cry every time he had to do an assignment that involved reading. He did not want to try reading or to ask for help but he would just break into tears. The student has grown a lot in his reading and also in his work habits. His reading is now at the second grade level, and he has improved so much on his emotions and work habits."

"One of my students gave his life to Christ a few weeks ago!"

"Students have committed 34 verses of Scripture to memory this year - what a treasure trove from which to dig throughout life, and that the Holy Spirit can bring to mind!"

"Students' understanding of how to practice intellectual virtues in real ways through the content they're learning continues to grow, grow, grow!"

"Students are excited about writing poetry!"

"We have wonderful, supportive parents in so many ways - willing to come speak to the class, to organize an event, to speak encouragement, and to invest in the lives of their children in meaningful ways at home."

middle school

Tyler Huegel, MS Principal

Middle School at Rosslyn Academy continues to evolve and move forward in new and challenging ways. Overall, we have had a very positive year in Middle School, both in our academics and the overall culture of the school. Each year is not without its challenges; however, we have made considerable progress in our efforts to align our grading and discipline practices in every classroom, which had a noticeable positive impact on student learning and behavior this year.

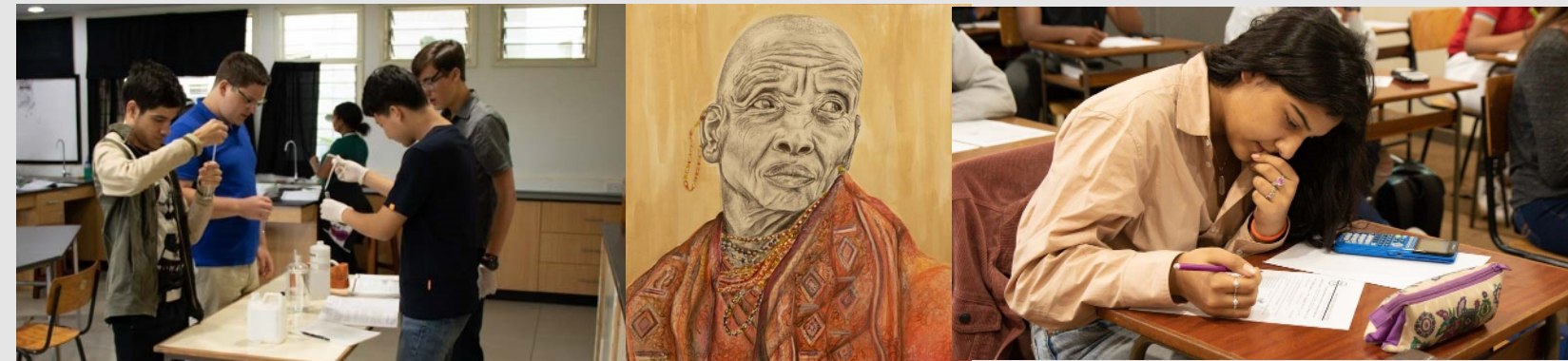
Every year we have events that continue to demonstrate Rosslyn's unique academic and spiritual culture and are a yearly highlight for students. Cultural Field Studies, Spiritual Emphasis Week, and MS Model United Nations continue to have a significant impact on our students as they are personally challenged spiritually, socially, emotionally, and academically. Our MS Play, *The Lion, The Witch, and the Wardrobe*, was incredible with so many student actors demonstrating their poise and maturity in a wonderfully produced play!

This year was a year of renewed intentionality on the development of our students' spiritual lives in Middle School. A new consistent Monday morning devotional was put out weekly by the principal to foster spiritual conversations around a central theme for all of MS students. Weekly discipleship groups lead by teachers have continued to grow this year as well as we began the implementation of a structured Intellectual Virtues program in Middle School. We believe that as these small investments take hold in our students we will see the fruit of God's Spirit in their lives grow and mature throughout their Middle School years.



high school

Don Mercer, HS Principal



The 2018-19 high school year called on our resources and abilities to be generous, supportive, collaborative, and careful. In addition to responding well to crisis, we also continued our forward-looking initiatives both academically and physically.

In February, we hosted the ICSA Basketball Tournament over a period of five days as Christian schools from Ethiopia, Tanzania, Senegal, and Uganda gathered for a fun combination of games and chapels. As a well-resourced, well-positioned school able to support this kind of event, we believe we are modeling positive engagement with the world.

The second semester also saw a series of traumatic events that tested us in many ways. On two separate occasions, parents of high school students unexpectedly and suddenly died. In one instance the father was also the husband of a teacher. Our school community rallied in every way possible to support and grieve with these families. Our counselors and pastoral leaders guided the families as well as the greater student body both prayerfully and compassionately.

The other unexpected and alarming event was the terrorist attack in Nairobi which brought back a range of memories and anxiety to those who experienced the Westgate attacks a few years ago. The January hotel attack resulted in the need to postpone and then make alternative plans for the senior trip as their original destination was not considered sufficiently safe by a number of security resources.

While we understandably pray and seek to avoid crisis and traumatic events, our careful, wise, and thoughtful responses engender confidence and further equip us for the uncertainties of life.

On the forward-looking side of things, professional development sessions throughout the school year focused on improving our use of technology for learning and our assessment practices. In January, we finally implemented our one-to-one computer use for high school students. The 2019-20 report cards will also have a new look and feel to them as a result of assessment discussions.

Finally, one other piece of forward-looking news is that a huge MS/HS Commons (cafeteria +) was approved and the construction area was fenced off. This has been a sorely needed facility for several years and we are eagerly anticipating its completion in the upcoming school year.

class of 2019



- | | | | |
|-------------------|--------------------|---------------------|-----------------|
| Dereje Abebe | Caroline Gilmer | Austin McMichael | Morris Tsuma |
| Erin Bailey | Grace Gitau | Jorge Miranda | Saafin Walji |
| Hannah Beyer | Timothy Gitau | Kevin Musembi | Debbie Wanyoike |
| Adhya Bhandari | Tyler Hacking | Benjamin Mwangi | Nicole Wasike |
| Caleb Bledsoe | Mahoussi Houeninvo | Makena Mwenda | Yaning Wu |
| Nicholas Bradley | Lillie Josephson | Seounghun Nam | Zidan Zhang |
| Raelyn Burr | Emma Kenny | Andrew Ng'ang'a | |
| Jonathan Bussey | Bada Kim | Daniel Pardo | |
| Yi Chen | Laura Kiplagat | Annie Ra | |
| Yera Chun | Isaac Kong | Jeremy Ragan | |
| Yohannes De Blois | Samuel Kubata | Mahery Randrianaina | |
| Rainey Dinkins | Areesa Lalani | Kendall Rowe | |
| Anokhi Dodhia | In Lee | Jungsub Ryoo | |
| Neha Dukkipati | Yejun Lee | Elias Sherman | |
| Gabriel Ekesi | Yeseul Lee | Carson Slaughter | |
| Isaiah Enns | Luke Lout | Abby Then | |
| Karisa Erickson | Kavin Malarkannan | Cirro Thuo | |

Over 95% of
Rosslyn
graduates
pursue
post-secondary
education.

offers & acceptances

- | | | |
|----------------------------------|----------------------------------|------------------------------------|
| Abilene Christian U | Minnesota State U, Mankota | U of Delaware |
| Acadia U | Monash U, Australia | U of Exeter, UK |
| Arizona State U | Mount St. Vincent U, Canada | U of Georgia |
| Boyce College | Nazareth U | U of Guelph, Canada |
| Brock U, Canada | North Park U | U of Illinois Chicago |
| Bridgeport U | Oral Roberts U | U of Illinois Urbana Champaign |
| Brigham Young U | Ouachita Baptist | U of Iowa |
| Cairn U | Ozarks U | U of Kent, Canterbury, UK |
| California State U Fresno | Pennsylvania State U | U of Manitoba, Canada |
| Canadian Mennonite U, Canada | Purdue U | U of Minnesota, Twin Cities |
| Capilano U | Queen's U | U of New Brunswick, Canada |
| Carleton U, Canada | Quinnipac U | U of North Carolina at Chapel Hill |
| Cedarville U | RMIT U, Australia | U of North Texas |
| Clemson U | Rutgers U | U of Notre Dame |
| Colorado State U | St. Mary's U, Canada | U of Ottawa, Canada |
| Concordia U, Canada | St. Olaf | U of Prince Edward Island, Canada |
| Dalhousie U | St. Thomas | U of Sheffield, UK |
| Dallas Baptist U | Savannah College of Art & Design | U of South Carolina |
| Embry Riddle Aeronautical U, FL | Semmelweis U, Hungary | U of Sussex, UK (conditional) |
| Evangel U | Southeastern U | U of Sydney, Australia |
| George Mason U | Stetson U | U of Tampa |
| Grand Canyon U | Southern Utah U | U of Texas at Austin |
| Gustavus Adolphus | Suffolk U | U of Toronto, Canada |
| Hope C | Szeged U, Hungary | U of Utah |
| Houghton C | Taylor U | U of Vancouver Island, Canada |
| Hult Int. Business School, SF | Trinity Western U, Canada | U of Virginia |
| Illinois Institute of Technology | Universite de Tours | U of Waterloo, Canada |
| Indiana U, Bloomington | University College London | Utah State U |
| Jinan University | UC Los Angeles | Utah Valley U |
| Kenyon C | UC San Diego | Vanguard U of Southern California |
| King's College, UK | U of Alabama Huntsville | Washington and Jefferson U |
| Lehigh U | U of Alabama, Tuscaloosa | Western U, Canada |
| LeTourneau U | U of Birmingham, UK | Wheaton C |
| Liberty U | U of British Columbia, Canada | Xavier U |
| Loyola | U of Calgary, Canada | York U, Canada |
| Lynn U | U of Cardiff, UK | |
| McMaster U | U of Central Lancashire, UK | |
| Messiah College | U of Cincinnati | |

map growth testing

MAP Growth is a computer-based testing system which delivers immediate results within 24 hours. Teachers are able to see results in a timely manner which then helps to inform their understanding of the educational needs of each student and inform their teaching both for the classroom and for the individual. In this way teachers are able to:

- personalize instruction for individuals and groups,
- plan instruction that meets students at their level,
- engage students and parents in goal setting, and
- monitor progress for struggling and advanced students.



The MAP test can be used multiple times a school year. Rosslyn facilitates an administration of MAP once near the beginning and once near the end of each school year. The first administration is very informative to teachers in planning the academic needs for their students and classroom in that school year. The end-of-the-year administration informs the growth and progress of each student during that school year. As the MAP test is carried from year to year with each student, it shows growth and progress over the entire time at Rosslyn. Further, the student MAP profile can be transferred to any school which uses MAP in the US or internationally. Schools which do not use MAP can still use the student data to inform their admissions and placement in the case of a student transitioning to another school.

MAP Growth will also allow teachers and administrators to recognize and differentiate students' needs which may require more intervention and individualized plans.

2018-2019 Testing

- In the majority of categories, RA students exceeded the projected rate of growth.
- On average RA students, over all grades and categories, exceeded the projected growth rates by a modest but still positive 0.8 points.



advanced placement program

AP Pass Rate 2018: 81% (vs 61% Globally)
AP Pass Rate 2019: 84% (vs 60% Globally)

The Advanced Placement curriculum is a rigorous and globally-recognized program aimed at high-achieving college-bound students who want to prepare themselves for entrance to strong universities. The highly-regarded program is similar to the International Baccalaureate program, but is used much more widely in North America. It has also been invaluable for our students seeking entrance to top UK and European universities.

Rosslyn Academy is proud of our reputation as one of largest and most successful AP programs in Africa. Once again, we are pleased with how well our students performed on their AP exams this past May. As you can see from the statistics above, our pass rate average for the past two years was above eighty percent, which is a full twenty percentage points above the global average. These quite remarkable numbers are a tribute to the excellent teaching and learning going on at Rosslyn, but also to the tremendously gifted and hard-working students that God has given us the opportunity to work with.

annual parent survey

At the end of each year Rosslyn sends out a Parent Survey. Below are a snapshot of the results.

Question	% Agree or Strongly Agree
My Family Feels Welcome	95
RA has a professional and orderly appearance	94
RA provides a safe/healthy environment for students	97
Staff are strong role models	91
Parents and Teachers see each other as partners in their students education	90
Overall quality of teachers	89
Quality of Teacher-Student Relations	91
Quality of the AP Program	87
Overall Academic Excellence	87
I would recommend Rosslyn to others	96

accreditation mid-term report

The 2018-2019 school year was the mid-term year of Rosslyn's seven-year accreditation cycle. A report was sent to the Middle States Commissions on Elementary and Secondary schools, our accrediting body, reporting on the goals set forth during our last accreditation visit. The report was received and the following statement was issued:

"This is to confirm that the Middle States Commissions on Elementary and Secondary Schools has received, reviewed and accepted the Mid-Term Report completed for Rosslyn Academy. The report was found to be complete, and shows evidence of faithful implementation of the strategic plan for growth and improvement."

The report continued with several positive statements regarding the progress the school has made in the last three years. The statements were as follows:

"...your team are to be commended for the many achievements realized since your accreditation... In particular, you are to be commended for updating your assessments and the student performance measures in science and mathematics, as the scores reported indicate progress over time and a strategy for... using data to inform...instruction and student achievement. Excellent work!"

"Also, the Organizational Capacity Objective for updates in facilities has resulted in admirable accomplishments with your anticipated common areas construction completion this school year; expansion of solar energy; Water Treatment Project; 4 new science labs; and security enhancements. Wonderful!"

new logo and symbolism



Africa - Our location, our commitment

Eagle - Mascot and School Verse (Is. 40:31)

Eagle's Wings - The Holy Spirit (our reliance on God's presence and work)

Laurel Leaves - Reward to those who persevere in the race of faith (I Timothy)

Inspire-Equip-Serve - Reference to our mission statement

Crosses - The faith that gives meaning to the mission statement.



HIGH SCHOOL FALL PRODUCTION

Nooses Off

HIGH SCHOOL SPRING MUSICAL

Imaginary

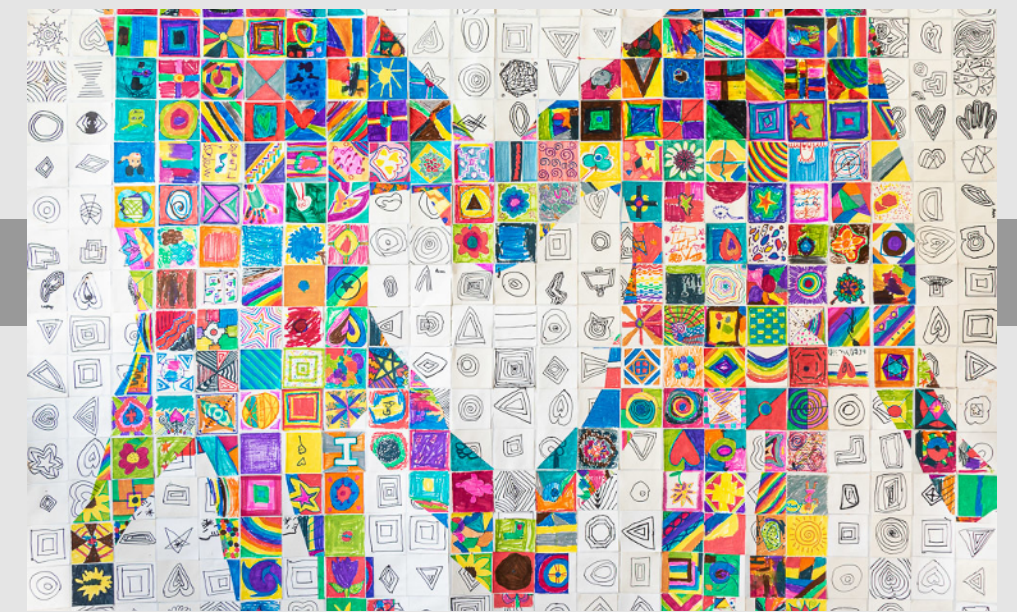
fine arts highlights

MIDDLE SCHOOL DRAMA PRODUCTION

The Lion, the Witch and the Wardrobe

ROSCARS

Minimalism with an emphasis on primary colors:
red, yellow and blue





athletics highlights

This year Rosslyn had the unique privilege of hosting the ICSA (Interantional Chrisitan Schools of Africa) Basketball Tournament on campus. We had visiting teams from Dakar, Senegal, Addis Ababa, Ethiopia, Kampala, Uganda and Dar es Salaam, Tanzania. Our boys and girls varsity basketball teams played extremely well and were both crowned tournmanet champions.

We are so proud of all of our student athletes and the way they pour their gifts and abilities into the sports they play. We are equally as proud of the character and good sportsmanship they play their respective sports with.



financial information

Rosslyn believes that strong financial stewardship is a Christian obligation and is directly related to our ability to achieve our Christian educational mission with excellence. We also recognize that for many of our families, a Rosslyn education is a sacrifice. For this reason, we feel it is important to state clearly that as a mission-founded non-profit school, there are no shareholders who benefit financially from the school and no dividends that are shared between investors. All revenue generated from school fees goes into the costs of providing students with an outstanding international Christian education. Any surplus from a given year's budget is simply re-invested in the school.

INCOME SUMMARY 2018-2019

Net Income	\$813,683
Change in Working Capital	\$248,575
Cash from Operations	\$166,732
Capital Expenditure	(\$838,501)
Cash from Financing	\$404,937
Net Increase in Cash	\$795,426
Beginning Cash	\$1,951,051
Ending Cash	\$2,746,477

OPERATING EXPENSE ALLOCATION

Administration	9%
Personnel	64%
Academic	10%
Operations/Physical Plant	13%
Transportation	2%

facility upgrades

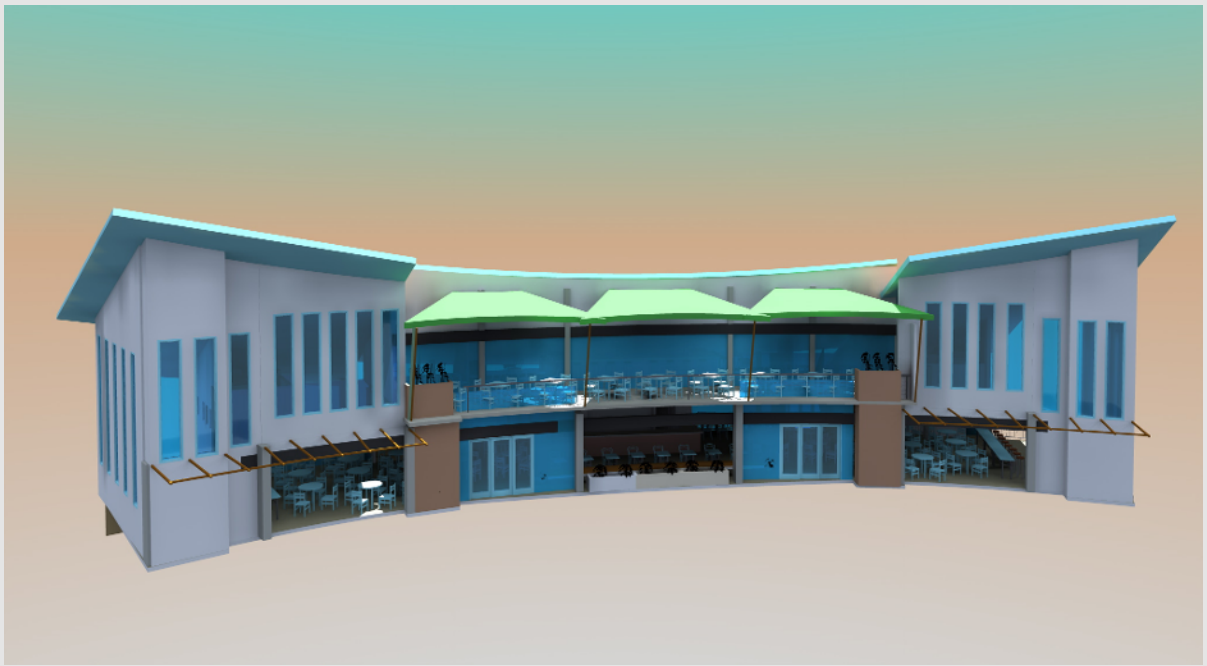
Water Treatment Facility

We now have a fully functioning Water Treatment Plant with 95% of our drains in the academic and residential parts of campus being collected and treated. All MS and HS bathrooms, as well as maintenance building toilet facilities, are using recycled water. Thus far we have cut our reliance on city water by 25-30%, with that percentage to grow as we add more areas to the processed water connections.



MS/HS Commons Area: Coming 2020-2021

Construction on the new MS/HS Commons area is underway. The projected completion date for this project is early in the 2020-2021 school year.



new staff



Jon Bryant
HS Social Studies



Cary Davidson
Kindergarten Teacher



Pam Korir-Kuria
Director of Human Resources



Chris & Kimberly Harmon
HS Social Studies/Athletic Director
3rd Grade Teacher



Susan Munz
HS Chemistry (Part-Time)



Jon & Sue
Hravatic
4th Grade Teachers



Jason & Kimberly
Milton
HS Social Studies and ELL



Zawadi
Njunguna
5th Grade Teacher



Kanyali
Ilako
Head of Aquatics



Antony & Rachel
Ritton
5th Grade Teacher
ES School Counselor

ES Teacher Assistants



Miriam
Mahinda



Kate
Apondi



Janet
Muhoro



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