

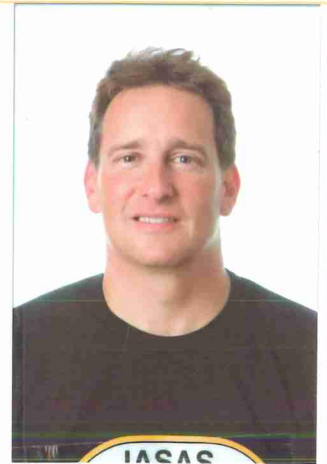
INTERNATIONAL SCHOOL ASSOCIATION

BOARD OF TRUSTEES NOMINATION FORM

Please 'Tab' to go to the next field.

Nominee: Kevin M. Sypolt
Country of Citizenship: United States

Address: 39/765 Nichada Veranda, Soi Nichada Thani
Tel: 084-388-7715



Present Occupation: None

Address: (Business)
Tel:

How long have you lived in Thailand? 6 Years

When do you expect to leave Thailand? 3-4 years

Can you commit to the Board for at least two years? Yes No

How many children do you have at ISB? 3

1. Grade 12 2. Grade 10 3. Grade 9 4. In what grade? 5. In what grade? 6. In what grade?

Do you have children in other schools? Yes No If yes,

1. In what grade? 2. In what grade? 3. In what grade? 4. In what grade? 5. In what grade? 6. In what grade?

Educational background:

Miami University (Ohio) - Bachelor of Science, major in Accounting and Finance - 1984

University of Chicago, Graduate School of Business - Masters of Business Administration - 1990

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Employment history:

Arthur Young (now Ernst & Young) - Chicago IL USA, 1984-1988, Public Accounting

UBS Investment Bank - Chicago, London, Singapore, Hong Kong, New York, 1988 - 2003

Merrill Lynch Investment Bank - New York , 2003-2007

School-related experience: (Parent Groups, Volunteer, Board etc.)

Board of Trustees, August 2009 to present, Treasurer - August 2011 to present

Parent Teacher Auxiliary - August 2008 - August 2012, Middle School Coordinator, 2nd Vice President

Senior Transition presenter "Banking and Credit Cards" - 2010 to 2012

Community activities:

Panther Swim Team - Treasurer - August 2008 - December 2012

Bangkok Baseball Softball Association (BBSA) - Treasurer - August 2008 to present

North Bangkok Basketball Association (NBBL) - Treasurer, August 2010 to present, scorekeeper coordinator - August 2011 to present

Community basketball, soccer and baseball/softball coach - 2007 to present

Colgate Kids Triathlon, co-coordinator - May 2008 to present

Chaengwattana Community Church - Deacon Board - current serving as Treasurer

Other relevant interests and experience:

Certified Public Accountant - Illinois, USA - 1985

INTERNATIONAL SCHOOL ASSOCIATION

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MEMBERS OF THE INTERNATIONAL SCHOOL ASSOCIATION NOMINATING THE CANDIDATE:

1. Angela Kohl
(PRINT NAME)


(SIGNATURE)

2. Matt Hoehn
(PRINT NAME)


(SIGNATURE)

I acknowledge this nomination and herewith indicate my willingness to be a candidate.


(SIGNATURE OF NOMINEE)

5 April 2013
Date

NOTE: Nominations must be filed in the Head of School's Office prior by **12:00 noon on Friday, April 12, 2013**

Candidate's Statement is on the next page >>

INTERNATIONAL SCHOOL ASSOCIATION

BOARD OF TRUSTEES NOMINATION FORM

CANDIDATE'S STATEMENT

Please include your responses to the following questions. *Why do you want to be a Board member? What skills and attitude would you bring to the Board? What is your vision of the Board of Trustees' role in the governance of ISB? How do you see ISB 10 years from now?*

Please include any other relevant information.

In my statement I would like to discuss what I believe are the strengths and weaknesses of both the Board of Trustees and of ISB; and what I would like to work to achieve over the next two years.

1) In my four years on the BOT, I now understand that the most important factor in determining if learning is occurring is the quality of the teacher and how often the teacher interacts with the students in the classroom. The physical buildings, the computers in the classroom, the athletic fields, etc, etc are all great - but what our students need is great teachers and those teachers need to be actively involved in teaching our kids. Therefore, the most important role of the BOT is to support the ISB Leadership Team (LT) to ensure the above is happening. The BOT needs to ensure ISB has the financial resources to hire and retain the best teachers. As a general rule, ISB does not lose teachers for financial reasons. Teachers may leave for personal reasons or professional opportunities. That can never be completely avoided in an international school environment. Secondly, the BOT needs to ensure the LT has a rigorous teacher evaluation process in place. The members of the BOT should not have access to individual teacher evaluations but the BOT should review the process that the LT follows. I believe that teacher compensation should be, in part, tied to teacher evaluations, but that is not currently the model in place at ISB. I would like explore alternative teacher compensation models in my next term. I am gratified to now see that the LT reports to the board with statistics on teacher absences from the classroom. There are many good reasons why teachers need to be away from their class: sickness, family emergencies, professional development, IASAS trips, etc. But the school needs to always balance these needs against the loss of learning that occurs when that teacher is not working with his or her students.

2) Over the last 4 years the BOT has made tremendous strides in its board governance standards and the amount of share information shared with ISB parents. The board meetings are more open to parents and the board now has regular presentations and dialogue with both the PTA and the HS Student Council. The work of the board is more transparent. But there is still work to be done here. I believe that all business of the board with the exception of discussions of compensation or personnel should be conducted in the open session of the monthly board meetings. The closed (Executive) sessions should only be used for sensitive matters that could damage the school if they were made public. The board should be willing to share all information and presentations with the ISB parents unless the publishing of the information could hurt the school's competitive position. Certainly if information could be useful to other local private schools, then it should remain confidential. I tend to err on the side of making more, not less, information available to parents. I was deeply disappointed in the board's conduct last year when it chose to increase the Thai enrollment from 20% to 25% of total students without allowing ISB parents to be aware of the issue or comment at a public board meeting. If I am re-elected, I will work hard to ensure substantial issues are made public

before the Board decides to vote.

3) One of the most important roles of the BOT is to be a sounding platform for the Head of School and the rest of the Leadership Team. It is vital that the board is able to provide sound advice to the LT on new initiatives such as the recent change in the Middle School grading system and the MS schedule changes. But the board needs to allow the professional educators the freedom to run the school the way they wish, leveraging their professional training and experience. The Board members are not educators and must trust in the professional judgement of the LT. The Board should not override decisions made by the LT. All decisions from the LT should be fully supported by the BOT. The Board's only recourse is (and should only be) the removal of the Head of School if the Board feels a change of direction is needed. This is consistent with the governance model of a corporation. No CEO would tolerate a board involving itself in decisions regarding the day to day management of the company.

4) I have served on the Business Committee of the Board for the last 4 years. The reason I chose this committee is that I feel one of the most important responsibilities of Board members is to be good stewards of the school resources and assets. ISB is a financially sound school and this is a tribute to the strong financial management the school has had. In order for the school to continue to serve the needs of the international community, it must remain fiscally strong. The Board must always be aware of the responsibility it owes to the ISB parents to protect the assets of the school. I also believe ISB is more than a school. It is the center of the community in Nichada. The school is a focal point in most of our lives with community activities for the both students and adults. The community activities on offer to all is a tremendous competitive advantage to the school and is one of the major reasons families choose to enroll their children at ISB rather than other international schools. It is in the school's long term interest to continue to support these community activities, both financially and through access to school facilities. School needs must always come first when making decisions on how to use resources, but the LT and the Board should always consider the impact on the community when deciding on resource allocation.

Next step:

Please save file and send via email to joy.davy@yahoo.com as an attached file.
(Use your name as the name of this file)

Last step:

Please print this form, add signatures and your photo and submit to Khun Oor at Andrew Davies's office.

Thank you.