



Quarterly Newsletter



Board Of Governors



In this newsletter you can expect:

Committee Updates

Vision Project Updates (New Building)

Junior Sports Day Updates

Academic Updates

Community Engagement Initiatives

Save the Dates! CIS has a Power-Packed Season Ahead



17th December, 2025
EYP: Where ideas meet action.

03rd January, 2026
Alumni Meet: Reuniting the CIS family.

16th January, 2026
Open House: Discover, engage, experience CIS.

30th January, 2026
Senior School Sports Day: The thrill of athletic excellence.

Be there. Celebrate with us. Let's make these moments unforgettable.



BOG

Strengthening What Matters at CIS

When families choose Calcutta International School, they place their trust not only in academics, but in fairness, safety, and long-term integrity. Over the past few months, the Board of Governors has been quietly focused on **strengthening** exactly these foundations.

Clear Governance, Calm Execution

One of the first priorities of the newly elected Board was alignment - ensuring that roles, responsibilities, and decision rights were unmistakably clear. Committee structures were **streamlined** so the Board focuses on oversight and direction, while school leadership remains empowered to lead **day-to-day operations**.

Academic Credibility You Can Rely On

Academic integrity is not something the Board treats casually. During this period:

- A **Predicted Grade Audit** was initiated to reinforce confidence in student outcomes.
- A **Senior School Academic Audit** by external experts was conducted to provide an independent, constructive view of academic processes.
- **Admissions policies and processes** were refined and approved to ensure fairness, transparency, and consistency for every family.

Policies That Protect People

Many Board discussions focused on making systems clearer, safer, and more predictable:

- Improved **communication** protocols
- Strengthened safety and emergency **SOPs**
- Smarter **financial and operational** controls

A core principle was reaffirmed throughout: policies must be applied **evenly**, without pressure or personality-driven exceptions. Fairness protects everyone.

Supporting the Adults Who Support Children

The Board is initiating an **HR audit** to strengthen people systems, role clarity, and professional development. The goal is to allow teachers to focus on teaching and leaders to focus on learning outcomes.

Values Over Optics

In a defining moment, the Board unanimously declined a substantial conditional donation that would have compromised governance independence. The message was simple: **Integrity comes before funding**.

Looking Ahead

The next 3 months will see the **annexe building** coming up, which will add significant space to our existing infrastructure. Keep an eye out for this during your school visits!



Campus Visit



In early December, we had the pleasure of welcoming members of the Senior Management Team and Trustees from Bangalore International School (BIS) to our campus. Their visit was not a formal inspection or a ceremonial stopover, but a genuine opportunity for dialogue, observation, and learning.

During their time with us, the visiting team immersed themselves in the everyday life of the school. They spent time sitting in on classes, observing teaching and learning in action, and engaging with students and teachers in real classroom settings. They also met with members of our leadership team, where conversations went beyond structure and systems to include philosophy, decision-making, and the realities of leading a complex school community.

A particularly meaningful part of the visit was the in-depth discussions held with members of our Board of Governors. As BIS operates with a governance model similar to ours—a parent-run school—there was a strong sense of shared context. Conversations naturally flowed toward governance challenges, accountability, long-term vision, and the balance between strategic oversight and operational trust.

We believe strongly that schools grow stronger when they learn from one another. Visits like these reinforce the value of openness, humility, and collaboration—especially among institutions that share common values and governance structures. We welcome such exchanges wholeheartedly and see them as an important part of building thoughtful, future-ready school communities.

We thank the BIS team for their time, their curiosity, and their willingness to engage deeply. It was a pleasure hosting them, and we look forward to continuing this exchange of ideas and experiences in the spirit of partnership and mutual learning.





INFRASTRUCTURE HIGHLIGHTS

Substructure Progress

- All 22 pile caps have been successfully casted, marking the completion of this major foundational activity.
- Additionally, the tie beam work is progressing steadily. Out of the total planned scope, 50% of the tie beam construction has been completed to date.
- The remaining work is ongoing and is being executed as per the approved quality standards.



Superstructure Progress

- Construction of all 16 columns is actively underway, with work advancing as per the scheduled programme.
- The two lift wells are also under progress, where 1st lift work of column has been achieved 72% completion & 2nd lift work of column has been achieved 44% completion.
- For the upcoming slab casting activity, about 80% of the required shuttering and scaffolding materials have already been delivered to the site, enabling timely preparation for the next stage of construction.





Acad Com

The Academic Committee has been working with the Senior School team this year to strengthen teaching, learning, and student support in line with the CIS mission and vision. We are focusing on clearer academic processes, better coordination across grades, and consistent classroom practices that help every child thrive.

We have also revamped our predicted grade process to make it more accurate, transparent, and aligned with international expectations. Alongside this, a few academic policies are being updated to ensure smooth and supportive experiences for students, teachers, and families.

These improvements reflect our commitment to continuous growth and a future-ready school.



TechCom

This term has seen several important technology upgrades aimed at improving communication, convenience, and safety across the CIS community.



A major enhancement has been the rollout of a **centralized school phone system with intelligent call-routing**, allowing parent calls to reach the right departments faster and reducing peak-hour congestion. The new **WhatsApp Bot**, now fully integrated with Edunext, gives parents immediate access to essential school information through a simple, familiar interface.

To make accessing school services easier and more secure, **Edunext has been upgraded to OTP-based login**, eliminating the need for passwords while strengthening data protection.

CIS has also launched its **brand-new school website**, built on a modern platform with improved navigation, cleaner design, and faster loading speeds. The website now aligns more closely with CIS's brand identity and offers a smoother experience for both current and prospective parents.

In parallel, the committee continues to drive improvements across the school's digital backbone, including **enhancements to network infrastructure, better Wi-Fi reliability, and expanded security camera coverage with extended storage capacity**, ensuring safer and more resilient monitoring throughout the campus.

Together, these upgrades reflect the Technology Committee's ongoing focus on accessibility, parent experience, and operational safety as CIS continues its digital transformation journey.

CCAM Committee Updates:

The **CCAM committee covers Extra-Curriculars, Marketing, Alumni relations and Fundraising**. We once again experienced a vibrant term, marked by a series of exciting initiatives and notable achievements. Some highlights include:

Inspire@CIS:

We launched our **flagship talk series Inspire@CIS**, bringing distinguished achievers to our campus to share their powerful journeys. Our first session with acclaimed wildlife photographers Nayan Khanolkar and Sandeep Mall captivated students, parents, and educators alike.

Let'sTalk@CIS:

Our Let'sTalk@CIS initiative has quickly gained tremendous momentum. These sessions **bring together parents and board members for a morning of dialogue and community engagement**. Board members provide insights on our infrastructure project and other key developments, while parents ask meaningful questions and provide feedback. Five sessions have been held across various grade levels, with future sessions planned over the next few months.

ECA Activities:

The Committee continues to work on streamlining and enhancing the school's ECA offerings, while encouraging active participation in activities such as the Dream Dash and national sporting events. It is also actively focused on **strengthening partnerships with national and international sports and activities organizations**, with CIS now proud to be a member of the International Schools Sports Organization.

Marketing Activities:

We remain focussed on **strengthening our marketing capabilities across multiple areas, including annual events, admissions, and wider community outreach**. The addition of a new photographer and videographer has helped portray a variety of our school activities with renewed depth and vigor. With elevated visual content for social media the school is now both enhancing engagement and building reach.

Fundraising Activities:

Our Taskforce is working diligently to **engage corporates, parents and alumni in its fundraising efforts**. Our goal is to build a sustainable culture of fundraising that strengthens our infrastructure and the process of continuous learning. We warmly welcome your support. To donate or learn more, please reach out to cisvision@calcuttais.edu.in.



Pictures
taken by our
photographer
for Sports
Day.







Facilities Com

A Campus Growing with Purpose

Over the past few months, the Facility Committee has continued to guide the campus with a clear focus on safety, identity, sustainability, and student experience. Each meeting reinforced the school's aim of creating learning spaces that are warm, functional, and reflective of the CIS spirit.

A significant part of this quarter involved visible improvements across academic areas. The Junior School received a **complete furniture upgrade**, replacing ageing desks and chairs with brighter, ergonomic options that have refreshed classroom ambience. The Senior School underwent similar enhancements, coupled with a shift from traditional TVs to **smart boards**, supporting a more interactive and technology-driven teaching approach. Shared facilities such as the **AVR Room** also saw upgrades, with new seating improving comfort during presentations and workshops.

The **Atrium** emerged as one of the most visibly transformed spaces—revitalized into a welcoming area for gatherings and school events. Another milestone was the setup of the **new SEN Department**, thoughtfully designed to support personalized learning in a calm and resource-rich environment.

Safety and sustainability continued to remain at the forefront. The committee sustained its emphasis on **fire readiness and system reliability** while simultaneously promoting greener practices and mindful resource use.

Forward planning has been an essential part of this period, with groundwork underway for **upcoming renovations, future construction, and reimagined learning spaces**. Efforts to strengthen communication and introduce smarter digital coordination tools further supported smooth operations.

Together, these initiatives showcase a campus growing with intention—prioritizing **safety, sustainability, and student-centred development** at every step.

Junior Section New Furniture

Old Furniture



New Furniture



Senior Section New Furniture

Old Furniture



New Furniture



Senior Section New Furniture

Old TV



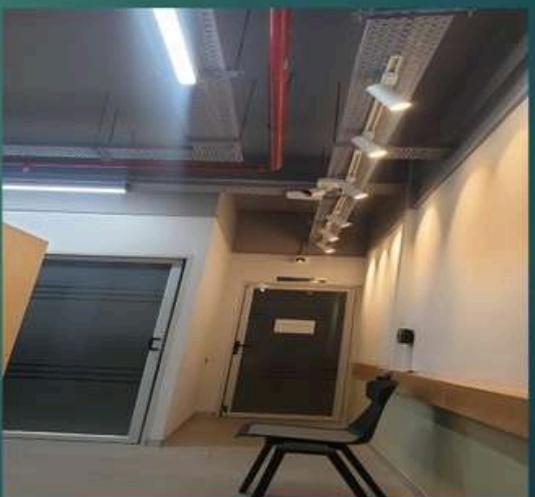
New Smart Board and TV



New Atrium



New SEN Department





FinCom

The Financial Committee is continuing their work in the following key areas:

- A **comprehensive monthly financial review** of the school's Operating, Infrastructure and Donations accounts, reconciliation of cash records, real time tracking of actual vs budgeted expenses, and monitoring of late submission of vendor bills as per the Finance policy.
- Reappointment of the **Internal Auditor and Statutory Auditor** for the current year.
- Reviewing and resolving of **old TDS demands** pending in the TRACES Portal.
- Renewing the contract for **off-site storage** of the school's financial documents.
- A more proactive handling of Treasury by redeeming Flexi Bonds and **booking FDs** at higher rates.

HRCCom

The HR Committee continues to strengthen recruitment, onboarding, compensation, and performance systems to better support employee well-being and smooth operations at CIS.

This year, we launched an **automated Performance Management System (PMS)**, completing our first end-of-year cycle on the new platform. While there were a few learning curves, staff feedback has been largely positive, noting a more streamlined and less time-consuming process. As we move into mid-year reviews, we're refining the software and finalizing a detailed SOP.

Improving fairness and transparency in compensation has also been a priority. CIS has begun increasing basic pay, in line with statutory requirements, with a commitment to ensuring full compliance with applicable labour laws in the coming years. The HR Handbook has been updated to include a **Sabbatical Leave policy**, and revisions to the **social media and Whistle-blower policies** are underway.

Teacher's Day was a wonderful celebration of our long-serving staff, including two Junior School Section Heads and the Junior Principal, each with over twenty years of service.

The Committee is also leading recruitment for key roles, including a **Marketing Manager and Front Desk Officer**. In the new year, we will host our annual **Open House** for teaching and administrative staff. Finally, a comprehensive HR audit will be undertaken to identify gaps and strengthen departmental processes.





Thank You

&

Happy Holidays!

From

Newly elected Board of Governors (2025-26)



Mr. Atul Almal

Mr. Deven Patodia

Mr. Abhi Chakrabarti

Mr. Adhiraj Thirani

Mr. Anirudh Agarwal

Dr. Dibyendu Ray

Mr. Karan Samtani

Mr. Jai Vardhan Kejriwal

Mrs. Joyita Majumdar

Mrs. Mitakshara Kumari

Mrs. Neha Mansukhani

Dr. Tanya Kumar