



AUSTRALIAN INTERNATIONAL SCHOOL HONG KONG

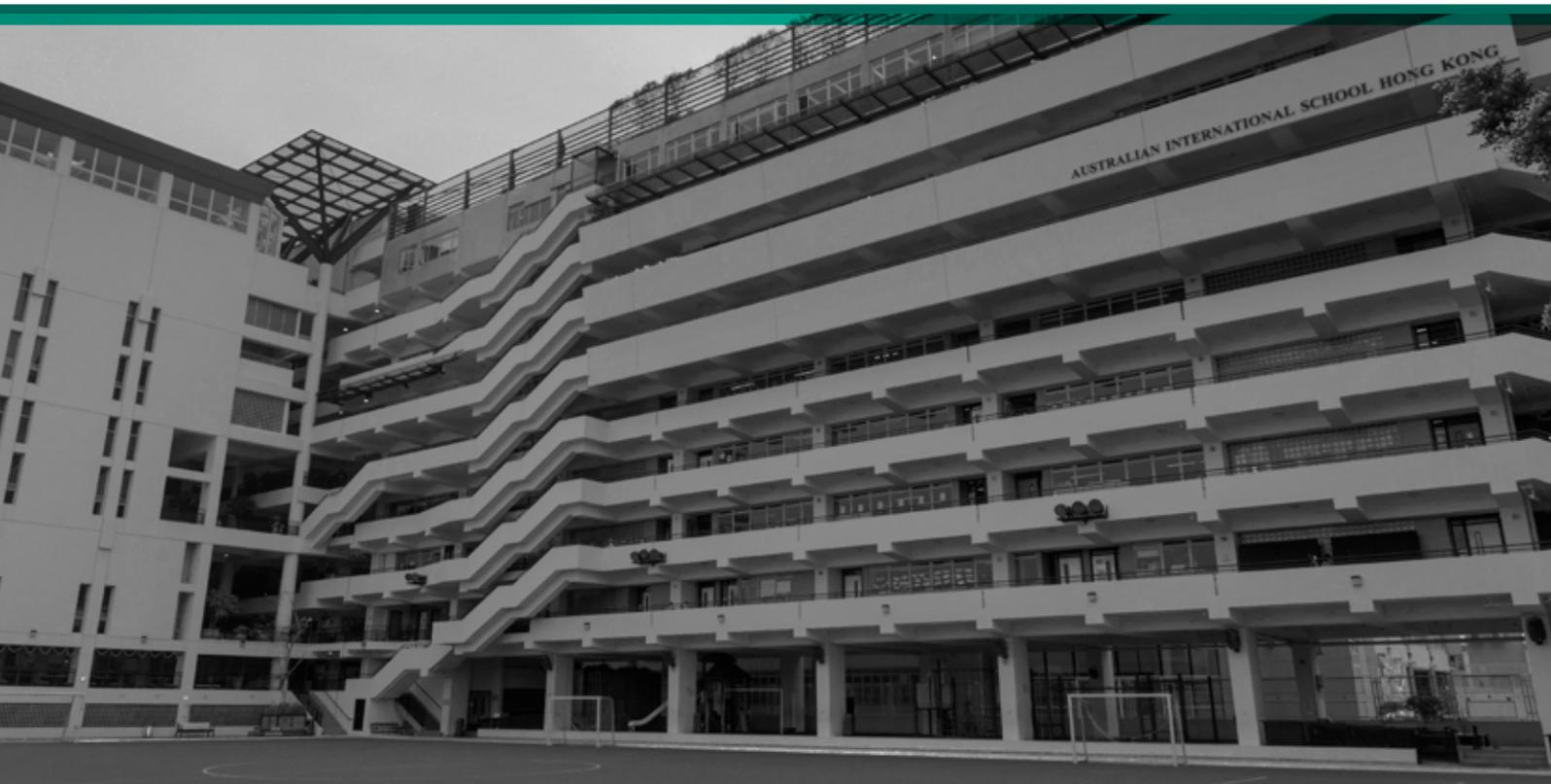
Annual Review 2016





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Board Chairman's Message

Comprising key members of the Australian Community in Hong Kong, your Board of Governors, on a volunteer basis, convenes to discuss, forecast and facilitate action on a range of long and short term strategic initiatives which guide the direction of the School. The Committees and sub-Committees which exist under the Board are made up of Governors, School Executive Members and other volunteers who are recruited for their experience and knowledge within relevant fields.

The Committees include:

The Management Committee that guide the School Executive on the activation of Board strategies and on School and staff management and administration.

The Governance Committee led by Mr Andrew Macintosh, who review and renew School policy, and ensure prudent and transparent management.

The Finance Committee led by Professor Richard Petty, which has ultimate responsibility for the School's finances.

The Facilities Committee led by Mr Ian Whitton, which looks at the School building's ongoing maintenance, expansion and capital projects.

The Development Committee led by Dr Joseph Lee, supports the Development Office and considers marketing, communications, stakeholder engagement and major fundraising strategies.

Your Board of Governors and staff are committed to its mission of providing a world-class international school where students, through active participation, achieve their personal best and graduate as skilled, influential and responsible international citizens.

2016 was envisaged as year of transition; a year when we would usher in a new chapter of the School's growth and renewal. This year also served as a reminder that, whilst we have never wavered or ventured from our School's mission, any path to true development and change is rarely as smooth as we would all prefer.

The Board has worked closely with the School Leadership Team to ensure our School stays true to its values and commitment to an Australian education in an international context. We also remain dedicated to ensuring the daily interactions of our students are engaging, thought-provoking and inspiring - with a focus not only on good academic results for every student within their capabilities, but also a range of sports, arts and cultural opportunities which colourfully enrich and enhance their school lives.

Our assessment of the School continues through external, independent reviews and parent feedback. This year's Parent Survey resulted in a response rate of 49% and key findings of the survey are detailed further on in this publication. We have also introduced an annual staff feedback survey to further strengthen the voice of those with whom we entrust our children's daily care. As we continue to pursue excellence and improved outcomes for our students, these platforms serve as a key conduit between our community's voice and the Board and School Leadership team in our planning.

In 2017, the Board and School Leadership looks forward to a continued dedication to our values, our School's renewal, and our journey with you as a family community that works together for the betterment of all who attend AISHK.

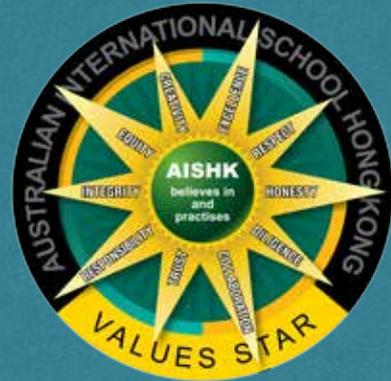
On behalf of the Board of Governors, I would like to take this opportunity to congratulate and thank our students, staff, parents and members of our community for their ongoing contribution, commitment and support towards our School.



Mr Tom Corkhill
Board Chairman

Our Mission

To provide a world-class international school where students, through active participation, achieve their personal best to become skilled, healthy, influential and responsible international citizens.



The Year in Numbers

1,091

2016 Student Population

94

Primary Admissions

65

Secondary Admissions



HKD\$90,000

Raised for charity



8
PRIMARY
ATHLETICS
RECORDS



17
SWIMMING
RECORDS
SMASHED

14

Prep-Year 12
Students Graduated

1,200

Tickets sold for the
Sound of Music

3

Australian Mathematics
Competition Wizards

Message from School Leadership

Connect, Strive, Flourish: Engaging and Empowering Future Leaders; our 2016 theme was a clarion call for students and teachers to continue their collaborative work which, once again, yielded stellar outcomes in student learning, student activities, the sporting program and in student well-being. The embedded tenets of Positive Education represented in the theme were deliberately chosen in order to highlight team work and relationship building for both students and teachers.

This 2016 Annual Review contains a number of reports and data which highlight the school's strengths and areas for improvement. The financial statements for the past year overview the school's financial outcomes, and, as the other reports in this Annual Review testify, help validate what a great teaching and learning environment the School is for our staff and students. We recommend you join us through your engagement with the school community, as the relationships that are fostered and the dynamism generated through our united effort and spirit, are rewarding and remarkable.

Our thanks go to the Board Governors, subcommittee members and the Parent Association members who give so generously of their own time to support our School. Those ongoing efforts are very much appreciated by the students and teaching staff alike.

Enjoy your review reading.

Primary

As we reflect upon the 2016 school year, we need to recognise that we have much to be thankful for here at Australian International School Hong Kong. Our classrooms, the field, the auditorium, in the wider community – these are the places within which our students, staff and parents have had the opportunity to connect, strive and flourish. This engagement has helped AISHK to be recognised as a world class international school that develops and delivers an Australian curriculum, based on our core values of excellence, respect, honesty, diligence, collaboration, trust, responsibility, integrity, equity and creativity.

In order to support our core goals in 2016 the school investigated and implemented a **Positive Education** program focussing on character strengths. These strengths provide the foundation for Positive Education. They are the fundamental qualities that describe us at our best and equip

us for all situations. Strengths assist our capacity to think, feel and behave in certain ways. Students with a thorough knowledge of strengths benefit on a personal level and also in regards to the relationships that they build around them.

In 2016 we guided our students to understand their own signature strengths and how they assist in their overall wellbeing and positive development of optimism, self-confidence and resilience. Strengths also help to bind a community together by creating a common language, experiences and reinforcing shared values. It is through intentional practice and both direct and indirect teaching strategies that strengths can be built on, developed and celebrated.

Our students actively strived for their **academic personal bests** at every opportunity, proving once again that our learners are influential and responsible international citizens. Students in the Primary Division had the opportunity to represent our School at a local, national and the international level. This representation included a wide range of subjects and competitions including, literacy, numeracy, the arts, Chinese language and problem solving. The involvement and representation in such activities highlight the many ways in which our School continues to connect, strive and flourish in the wider community.

It is not only in the classroom that the students have flourished. This year students have participated in a wide range of sporting events, camps, cultural activities and extra-curricular activities. This involvement in turn has a positive effect on students, allowing them to grow, learn and engage with other like-minded students.

Our primary Division **Student Representative Council (SRC)** representatives once again took an active role within the school, and this year, for the first time the SRC connected with other students in our local community. A buddy school program was organised with Kowloon Tong Government School, whereby students had the opportunity to visit the school, work on group projects and practice their Chinese language skills. Our Primary Chinese teachers contributed by assisting in this wonderful program. The SRC also organised Primary Division functions, managed class meetings and helped make a difference. They all need to be commended for their attitude and enthusiasm towards this role.

This year our **Environmental Committee** has monitored the energy usage of the Primary Division by recording the ways



in which different classes consumed and saved energy. They also highlighted the importance of sustainability and encouraged all students to think about how they are helping our school, our community and the world live in a more sustainable lifestyle.

The **Peer Support Program** once again proved to be an integral part of the school year. The goal of the Peer Support Program in 2016 was to embed the language and understanding of the five character strengths that are associated with life satisfaction. These character strengths are Hope, Zest (vitality), Gratitude, Curiosity and Love. As always, this program gave the Year Six leaders real life experiences in student leadership.

As we celebrate our student's achievements it is also important to recognise our impressive staff here at AISHK. Our staff are very influential roles models. They continue to develop our students and are responsible for more than academic enrichment. By forging strong relationships, our staff can affect every aspect of our students' lives, teaching them the important life lessons that help them succeed beyond the "end of term exam" and the standardised tests. We take this opportunity to acknowledge the teachers and staff at our School, who connect with students and reach them on multiple levels because they are committed to their wellbeing - both inside and outside the classroom.

Secondary

The secondary school enjoyed continued engagement and, even in a year of change and challenge, the teachers and students stayed focused and were particularly involved in their classrooms, activities and excursions.

The **public examination outcomes** of the Year 12 class were outstanding and can be rated as our best year ever since we commenced graduating students in 2001. Details of their achievements can be found in the 2016 Results and

Pathways supplement. Their 100% pass rate in the HSC and IB examinations is a point of school-wide pride; and with 73% of Year 12 being placed in the highest portion of ATAR ranks, it gave them access to the widest range of university places, choices and offers.

A large number of students participated in international subject competitions in 2016, and, as well as achieving 11 high distinctions in English, Science and Mathematics competitions, there were medals awarded for the very top achievers: in English to Ashvin Malkani 8E; and in Science to Benedict Hu 9P, Jenkin Lai 11J and Carl Cheng 12H.

At **Speech Day** there were 93 subject prizes given for first place in a subject, 25 Academic Colours awarded for a high level of achievement across all subjects, five improvement awards, six Parent Association sponsored citizenship awards, and five awards for community service. The further school awards were: Dux, School Citizenship, the Philip Day Memorial prize, the School Captains' Award, the International Prize. The event was a great celebration of the year.

Community Service initiatives in 2016 shifted to being more student-led and Hong Kong community-centric. We saw purposeful work designed and executed by the YES Club (Youth Experiencing Service); which was led by Zoe Yau, Wendy Liang, Christy Yeung, and Stephanie Tang. This group increased the strength and range of activities for the growing number of students participating in the club. For the previous 3 years they worked with Kids4Kids in the buddy reading programs at Cheung Sha Wan YMCA, Sham Shui Po YWCA and other community centres. In 2016 they expanded the weekly buddy reading program to the Lok Sin Tong Primary School. In a combined result from all school fundraising activities, including small projects and House level fundraising the students raised \$230,000 for the year.

Activity Week continued to be a highlight for our secondary

students. Whether it was the Year 7 or Year 8 camp, the challenging AYP Year 9 hike in the hills around Sai Kung or the more diverse travel and learning experiences of senior students; the social interactions and expansive learning opportunities inspired the students and underpin a multitude of talking points as well as valuable life-lessons. Students and teachers travelled to ten different countries during Activity Week and there were 15 varied courses offering student choice as well as some compulsory camps.

Regarding **sports** competitions, AISHK was active in the ACAMIS, SDRC, ISSFHK, and AISA organisations, and often took the lead role in designing and managing events. We also participated in a range of primary school sport with ESF and Hong Kong primary schools. In secondary, we participated in 15 major sporting competitions plus numerous additional school invitational meets. Many of these sports competitions were located outside of Hong Kong which added an extra layer of commitment for all, including teachers and parents. Our sports award assembly in September recognised and celebrated the many achievements of the 2015-2016 sporting year with over 138 awards distributed to students from Year 5 through to Year 12.

In the context of **Student Welfare, Well-Being and Positive Education**, quite considerable progress was achieved in embedding practices supporting Positive Education throughout the School, particularly in building knowledge of Character Strengths. These were applied to learning outcomes. An ACER student well-being survey was undertaken by most students in order to establish some benchmarking for improvements in student welfare. With a more recent emphasis on understanding and showing gratitude, AISHK will continue to embed, build and advance our journey in Positive Education in 2017.

Performance events through the year were numerous and the school musical, *The Sound of Music* was an outstanding success, along with specialist concerts which promoted the performance talents of the students. Additionally, the co-curricular music ensemble program continued to provide valuable opportunities to students with several new initiatives to cater for our more beginning students. The ensemble additions in 2016 included: Female Choir (Years 7-11); Male Choir (Years 8-12); Wind Band (Years 4-10); String Ensemble (Years 2-10); and the Jazz Band (Years 6-12).

Adding to this performance agenda was the student lead SEAMS fashion event in June which utilised school talent, yet promoted that in a broader Hong Kong context. The AISMUN was a huge success over three days in May and brought visiting schools from China and Taiwan due to its ongoing reputation as a well-run conference.

Teacher Professional Learning was fostered through supporting teachers to attend conferences, workshops, online seminars (webinars), public examination marking for HSC and IB, sponsoring guest workshop leaders for

school based teams, as well as their own personal learning program. A total of 3,400 hours of learning and engagement was attended by teachers and support staff (165).

Staff movement in 2016 had nine primary teachers, nine secondary teachers and nineteen support staff leaving the School in 2016.

Our thanks and good wishes were made to the following teachers for their exemplary service at AISHK: Mrs Wendy Smith, Miss Carlie Plummer, Mrs Erin Torres, Ms Kristy Williams, Mrs Shannon Ruskin, Mrs Megan O'Connor, Mrs Nicki Robertson, Mrs Jessica McCarthy (p/t), Ms Susan Venables, Mrs Fiona Barringer, Mr Gary Stokes, Ms Narelle Johnston, Mr Tim Kelleher, Ms Thayalini Rajamohan, Mrs Judith Chilton, Mr Phillip O'Connor, Mrs Sue Turnbull, Mr Denis Oxenham, along with support staff: Ms Jerodine Chan, Mr Lau Tung Ping, Mrs Anna Steyn, Mrs Janelle Kopec, Mr Jordan Delfino, Mrs Michelle Evans, Mr Jake Liu, Mrs Yvette Crachi, Mr Michael Ruskin, Mr Timothy Dawson, Ms Anna Lloyd, Ms Nisha Sakrani, Mrs Keeli Maiden, Mrs Elizabeth Kennedy, Mrs Susan Howe, Mr Hayden Smith, Mrs Tracey van Geest, Mr Chester Siu.

A large number of staff reached 10 years of service at AISHK during the year, and were awarded the 10 year service pin at Speech Day: Mr Evan Cheung, Ms Feona Crawford, Ms Narelle Cridland, Ms Darrell Goh, Ms Robyn Gregory, Ms Carmen Lo, Ms Claire Lo, Ms Trammy Mak, Ms Winnie Mo, Mr Lee Pilgrim, Mr David Shirley, Mr Don Somerville, Ms Angela Tung, Mr Graeme Tyler, while Mr Chris McCorkell received a pin for 20 years' service.

In conclusion, we acknowledge there are many deeply embedded and routine aspects to school-life for our students, but through all that they do; we seek for AISHK boys and girls that they are able to demonstrate their distinctive personalities, be creative, and feel safe enough to take risks and realise their unique potential.



Mr David Shirley
Head of Primary



Mr Howard West
Head of Secondary



Primary Curriculum

In 2016 we worked towards making meaningful connections, strived for new personal best efforts and results and because of this, continued to flourish. As a school we have completed our 21st year. In society this is very much recognised as a coming of age, an opportunity to build on the significant foundation which has been contributed to by all those involved in the past. As a Division of the school, the Primary area has continued to go from strength to strength. Some of the highlights of the year are as follows:

Within Early Childhood, we continued to build on the development of Information Technology skills through the use of iPads, the addition of Chrome Books as well as the integration of Blue-Bots for coding. Students have embraced these learning tools and guided experiences, which align with the Australian curriculum and make learning fun. We thank the Parent Association whose support has contributed significantly to these initiatives.

If you are fortunate enough to have a child in Reception then you will have experienced first-hand the outstanding job this team does in making your child feel loved. This play based environment builds on students' understanding and guides them towards exploring and discovering new learning experiences. There is a great deal of socialising which occurs in this area of the school which is vital. However, one of their greatest achievements is their learning portfolio. It is an essential keepsake for any family as it documents the learning journey and growth experiences of every child throughout the year.

Early Childhood students continue to achieve improved academic results each year. With the addition of an allocated classroom assistant into every Early Childhood classroom, we have been able to develop and implement projects which have focussed on supporting identified learning needs of students who would benefit from some additional support. The energetic and enthusiastic work of our LEC staff has also enabled students to build confidence and achieve academic goals.

Year 3 and Year 5 NAPLAN results were once again outstanding and details can be seen in the results supplement. As a staff we have worked tirelessly on developing our understanding of the best ways to teach English. This has been part of a 3-5 year plan which enables our students to deconstruct everything they read, leading to a reconstruction of text and a significant enhancement of their own writing. As such, they have learnt that their writing needs to be written for a purpose and audience. We have worked extensively with the Australian Independent Schools NSW, enabling access to a variety of the very best

resources from Australia. This is a relationship which we will continue to promote. Another highlight within Middle Primary is the STEM project which occurred in Year 4. It was simply outstanding.

Within Year 6, highlights always include opportunities for students to demonstrate growth, the achievement of a goal or the completion of a major project. The Images of Greatness day, Beijing cultural exchange as well as opportunities to lead, such as Peer Support are all great examples of such opportunities. The Year 6 students have been a very cohesive group, filled with energy and always keenly supportive of each other.

In relation to our specialist areas, the Physical Education department organised numerous highly successful sporting carnivals. Reading continues to be a strength in our students. The enhancement of the Primary Reading Challenge, several author visits and an amazing Book Week celebration are some of the year's highlights coordinated by our library staff.

Our Visual Arts area again created an impressive GRAPP display and also showcased many of the students' creations on our 3-Way Conference Day. In Performing Arts, students performed to a very high standard in the Early Childhood and Primary recitals and much of the Primary Music and Choral lessons were showcased at assemblies. Our Chinese department continues to go from strength to strength in relation to the pre-assessment and placement of students and the development of the language programme within the classrooms. Chinese week was once again amazing with the support of over 40 parents on the Shopping Day highlighting the valuable partnership role.

There is a great deal of which we can be proud and you will have heard about progress either through class newsletters, by talking to your child, or through school publications such as Dhanara or the The Lion Rock magazine.

We are looking forward to an even better 2017.



Mr Cameron Reed
Dean of Studies, Primary



Secondary Curriculum

The AISHK Secondary Division continues to provide an enriching and supportive learning environment for students. In line with our 2016 school theme, the focus for the year was on fostering a culture of inclusion and engagement where students were able to genuinely flourish and work towards achieving personal best outcomes in all aspects of school life.

Our teachers of English continued to develop skills in the use of ICT, peer mentoring and collaboration. Involvement in one-on-one tutorials led by our Head of Learning Technologies, Mrs Judith Chilton, reflected the desire to embrace technology as a key element in current pedagogy. In 2016, English staff continued to undertake professional learning focusing on creative writing, assessment, examination preparation, conceptual learning and literature study. Janet Dutton, lecturer in the Education faculty at Sydney University and Chief HSC Examiner, led a 2 day in-school workshop on these key components of the Secondary English program.

In Mathematics, professional learning focused on building the teachers' knowledge of concept-based learning. As with English, relevant expertise from Australia was accessed with a two-day staff workshop held at AISHK as a means of building individual skill sets in the delivery of courses across the Secondary school. Mathematics staff also attended external workshops on the connections between Science, Technology, Engineering and Mathematics (STEM) which has been identified as a continuing focus in 2017. 2016 also saw the implementation of the Pi Library where, under the guidance of our library staff, students were encouraged to read books with a mathematical theme, either fiction or non-fiction and, through this, promote further student interest in Mathematics.

A major area of focus for our Humanities teachers in 2016 was on utilising the expertise within the faculty as a means of fostering continued professional growth. At faculty meetings and on Staff Professional Learning days, humanities staff shared approaches to such matters as formative assessment, developing a more student focused classroom and the provision of effective feedback. Humanities staff also attended external workshops and conferences on positive education, visible thinking and approaches to teaching and learning in the IB Diploma Program.

The wonderful talents of our Performing Arts and Design students were well represented in June through their performance of timeless classic, *The Sound of Music*. Whilst it was the students who rightly held centre stage, enormous credit must go to our Performing and Visual Arts teachers and support team, led by Mr Tyler, for their tireless efforts in bringing such a magnificent production to the AISHK stage. Another key initiative in 2016 was the use of the Roland HS5 mixing hub in the secondary music classroom, enabling students to work together to compose and create music. Year 7 and Year 8 Music courses integrated iMac technology and midi keyboards into secondary music classes, with Garageband software used as a means of enhancing the development of ICT skills.

The Year 7 Science Fair once again provided a wonderful opportunity for our budding junior scientists to apply their creativity and imagination to solve problems and build their confidence in explaining their work to others. Meanwhile, our Science teachers continued to access professional learning opportunities both locally and abroad as a means of enhancing their collective skills base in the delivery of both BOSTES and IB courses.

The Chinese Transition Program for newly-enrolled students also continued to enhance the placement of students in classes specifically linked to their language learning needs.

Finally, it is pleasing to report the continued interest of our students in Personal Development, Health and Physical Education (PDHPE), increased Year 9 and Year 10 enrolments of elective courses in this field. This was complemented in 2016 by the addition of extra-curricular activities including rowing and equestrian programmes, and the continued growth in numbers in more well-established ECA programs.



Mr Chris McCorkell
Dean of Studies, Secondary



Governance Committee Report

The Governance Committee is responsible for reviewing and renewing school policies, as well as ensuring prudent and transparent leadership of the School.

Last year we welcomed the conclusion of our search and the arrival of the new Head of School; this year we will conduct another search.

Prudently, the Governance Committee sought an independent review of the search committee processes. Any process can be improved and this was no exception. With a renewed commitment to greater transparency and communications, fellow governor Andrew Steadson and I conducted an all-staff Q&A session late last year to give some comfort, clarity and take feedback from staff. This session was so well-received that we have been invited back for a further session. We welcome the opportunity to hear from staff directly their thoughts.

We also welcome the initiative of Ms Lisa Milliner and Ms Lauren Mitchell, co-chairs of the PA, to host us for a similar Q & A session with parents. We hope it will be as well-received.

The leadership transition last year provided an opportunity for the Governance Committee to provide closer support and guidance on policy and transition matters. This continued under the later keen leadership of Mr David Shirley and Mr Howard West. I am pleased that this level of engagement is continuing into this year.

Last year I wrote, "2016 is threatening to show little relief from the complexity of school governance. However, I believe that the Committee is well-served, dedicated and ready to face the issues that may arise and provide prudent counsel to the Board." The same can be said in respect of 2017.

However, as the committee has grown in experience and wisdom, I remain confident these challenges can be addressed more effectively with the dedication of our Committee members: Mr Tom Corkhill, Dr Dan Hooley, Mr David Chan, Ms Carolyn Bickerton, Mr Andrew Steadson and Mr Gautam Dev.

With her return to Australia, I would like to take this opportunity to thank Acting Consul-General Ms Janaline Oh for her support and counsel throughout her tenure. We welcome in her stead, Mr Ken Gordon, Deputy Consul-General, to the Committee.



Mr Andrew Macintosh

*Chair of Governance Committee,
Chair of Search Committee*

Finance Committee Report

AISHK's Finance Committee oversees financial planning and management for the School. The Committee meets several times each year. The Committee offers advice to the Board on financial matters. It also makes recommendations regarding matters such as fees, salary and wage increases, capital expenditures, the use of debentures and other sources of funding, the development and management of operating budgets (and other budgets as needed), and a range of other matters.

The Committee also meets with the School's external auditors and works to ensure that the School complies with a range of reporting requirements. The Committee has a range of imperatives including ensuring that adequate investments in both hard and soft infrastructure are made to create a dynamic and vibrant teaching and learning environment both now and into the future, to ensure that the best talent is attracted to the School and is retained, to ensure that the School fairly and competitively rewards its hard working and dedicated staff, and to remove to the extent possible financial constraints on the growth and development of the School. This is done in the context of a challenging financial environment.

AISHK does not receive financial support from the Hong Kong Government in the way that some schools in Hong Kong do, and AISHK is not supported financially by the Australian Government in the way that some international schools in Hong Kong are supported by their "home country" government. There is an ever-present need to balance considerations of affordability with the cost of providing a high quality education and the Committee spends considerable time each year working to find the right balance.

The Committee regularly benchmarks AISHK against other schools in terms of a range of financial indicators, and it

works with the School Executive, the Board, and other key stakeholders to identify ways in which the School might operate more effectively and efficiently. Noting this, I am pleased to report that AISHK is in good financial shape. The management and governance of the School is a team effort with important contributions made by a wide range of stakeholders.

Beyond the dedication of staff, the School also benefits financially and otherwise from having volunteers including parents and friends of the School, members of the Parent Association, Committee members, and members of the Board – all of whom do a lot of work in the spirit of building a vibrant school community. They do this willingly and happily and without receiving or expecting any personal financial reward.

As Chair of the Finance Committee and on behalf of the Board, I thank all who have helped the Committee, and the School, this past year. In particular, I thank my fellow Committee members during the past year – Mr Tom Corkhill, Mr Dan Hooley, and Mr Andrew Macintosh. I also offer special thanks to AISHK's Business Administrator, Mr David Christmas, for his work in supporting the Finance Committee.



Professor Richard Petty
Board Member and Chair of
Finance Committee



Australian International School Foundation Limited

Financial Summary

Preliminary Summary of Income and Expenditure
Year Ended 31st December 2016

Figures in \$000's	2016	2015
Turnover	148,162	139,157
Other Income	28,406	24,658
	176,568	163,815
Staff Costs	121,449	115,145
Educational Services	4,699	3,689
Administration Expenses	11,334	11,817
Facilities Management	12,730	11,653
Other Expenses	13,931	13,576
	164,143	155,880
Surplus from Operations	12,425	7,935
Finance Costs	0	236
Surplus and Total Comprehensive Income for the Year	12,425	7,699





Facilities Committee Report

The year was a busy year for the Facilities Committee with a number of projects on the go. This year special thanks go to Ben Coxon and Toby Brown who have volunteered their time and worked very closely with David Christmas, the Head of School and other passionate school staff and volunteers to look after all the school facilities. Thanks also to Debby Ng who has been the face of the ISS Eastpoint team responsible for day to day management of the School.

The Facilities Committee convenes on a regular basis to:

- Review the monthly facilities report from our facility management company ISS Eastpoint
- Planning and review of operations and maintenance for all facilities of the AISHK campus.
- Planning and review of all Operational Health and Safety (OH&S) and security issues relating to the campus facilities.
- Plan for future upgrade projects such as maintenance, renovations, and new facilities.

All aspects of the campus are taken into account, classrooms, bathrooms, gymnasiums, the aquatic center, to mention but a few. The committee is tasked with ensuring the entire facility is run smoothly, safely and efficiently, all to serve the school community as best as possible.

In 2016 we undertook a brief master planning exercise with an architectural firm with a view to maximizing the use of the existing Norfolk Road site. The exercise looked at potential improvements to: the existing auditorium facilities; the learning spaces; the performing arts facilities; the sports facilities; the car parking/drop-off facilities; the main entrance; and a number of other aspects of the existing building. The results of the planning review will be presented to the Board in early 2017 to see if any of the ideas are worthy of further investigation. The whole school community will then be consulted if any improvement strategies are to be pursued.

Apart from ongoing repairs, the Facilities Committee is

happy to report that the following larger capital works projects carried out during 2016 included:

- Further application of the anti-slip coating and matting applied to areas with a high level of foot traffic
- Refurbishment of auditorium doors and stage
- Replacement of children's playground safety matting
- Review of the aquatic centre tiles
- Refurbishment of the Year 12 common room on the 8th floor with new kitchen, new carpet, new vinyl flooring and painting

At the end of 2016 a contract has been awarded to upgrade a number of classrooms. The work, which is scheduled for the 2016 end of year break and the 2017 mid-year break, includes an upgrade of 21 classrooms across the 5th floor (Primary) and 6th floor (Secondary). The plan is to undertake work on the seven Primary classrooms on the 5th floor during the December '16/January '17 break and the 14 Secondary classrooms on the 6th floor in the July break. The work covers painting, ceiling works, new equipment and air conditioners in some rooms, and replacement of glass block walls in some rooms

As the School continues to grow and change, ongoing development, improvement and maintenance of the campus is a continual process. The Facilities Committee is always open to ideas and suggestions. Community members are always welcome to join the committee should they wish to get involved.



Mr Ian Whitton
Board Member and Chair of Facilities Committee

Development Committee Report

2016 was another busy year for the Development Committee as it continued to work with all facets of the community: staff, students, alumni and parents, to the wider associations and business communities in Hong Kong.

The Development Committee furthered its engagement with stakeholders and discussed how the School may collaborate with previous and potential donors within the community. In a review of fundraising opportunities, the committee sought renewed ways to secure support for a number of initiatives, including the re-establishment of scholarships, awards, naming and recognition programs.

The Development Committee continues to support the Development Office, and 2016 saw AISHK burst forth from its coming-of-age year - its 21st Anniversary - into a year of even more boldly showcasing our School and student achievements over the past year.

Through publications, media relations and promotional events alike, we have proudly shared the AISHK message and story with the wider community. In March, the Development Office held a Mix-at-Six networking function in collaboration with AustCham, to bring together staff, the business community and our alumni. This was a multifaceted approach to raising AISHK's profile, identifying potential corporate sponsors and providing a valuable networking platform for our community.

June saw the inaugural AISHK Open Day take place, with some 100 attendees visiting our campus. A joint effort between students and staff, guests were led on an insightful school tour, meeting our outstanding teachers and discovering just how much AISHK has to offer. We are pleased to confirm that the day resulted in many further enquiries and applications at various year levels.

The Development function also works closely with the AISHK Parent Association (AISHK PA). This year once again saw an array of events, promoting community engagement and providing avenues for fundraising. Themed the "Great Aussie Adventure" and held in November, the 2016 School Fair was a great success in both these respects, raising over HK\$500,000 through the Fair Raffle alone. All proceeds of the Fair will go towards the enhancements of learning and teaching environments of the School. Thank you to the Fair Committee, all parents, staff and students for a fantastic day.

It is through such events that the AISHK PA and School seek to support projects and initiatives which have measurable and meaningful benefits to our students. This year, the PA was pleased to be able to fund and contribute to a number of items including:

- Indoor cubby house/elevated play area (Reception)
- Set of 6 Blue Bot robots and docking station (Early Childhood)
- Sensory items (Early Childhood)

- Lego robotics kits (Year 3-12 ICT)
- Percussion instruments (Early Childhood and Primary)
- Storage and charging trolley for iPads and Chromebooks (Early Childhood and Primary)
- Kiln (Visual Arts)
- Workshop hand tools and brazing hearth (Design and Technology)
- Kitchen Aid stand mixer (Food Technology)
- Common Room refurbishment (Year 12)
- Screening of film, She Objects (Secondary)
- Two BBQs for School events

The AISHK Alumni Association continues to expand, with promotion of alumni news and reunions gaining more traction with each year. The 2016 Alumni Reunions in Sydney, Melbourne and Brisbane once again brought new and familiar faces together, staff and students alike, in the spirit of reminiscing and making new connections.

Overall, 2016 has confirmed what we know to be true – that our School is built upon a warm, welcoming and resilient community, which we are all fortunate to be a part of. The Development Committee will continue to follow the School's philosophy of Positive Education, upholding its values and mission to provide a world-class international education where students can flourish with their full potential.

While AISHK continues to be a leading international school, the Development Committee acknowledges the ever-changing and expanding landscape of international schooling in Hong Kong. In our support of the School in pursuit of its mission, we stridently approach 2017 and look forward to sharing our ambitions, putting our plans into action, and striving for greater development and ongoing improvements across all areas.



Dr Joseph Lee
*Board Member and Chair of
Development Committee*

Parent Survey

In 2016, the School commissioned an independent, confidential 'experience' survey of the 2016 parents as part of our commitment to continually monitor and improve the quality of education we provide to our students.

Though it is not a legislated requirement the School to annually survey and to communicate results, the outcome of any survey is invaluable in that it provides quality feedback of where the School performs well, where concerns are raised and what is important to our community.

We greatly value the views of our parents, and this information is most important for the School in its operational and strategic planning. By annually surveying, we are also able to track and benchmark performance and to endeavour to improve and address any areas of concern where appropriate and in standing with the School's values, mission and aims.

A total of 232 Primary School parents and 120 Secondary School parents completed the survey resulting in a response rate of 49%. We are most grateful to all parents for their time and effort in assisting us with this important initiative.

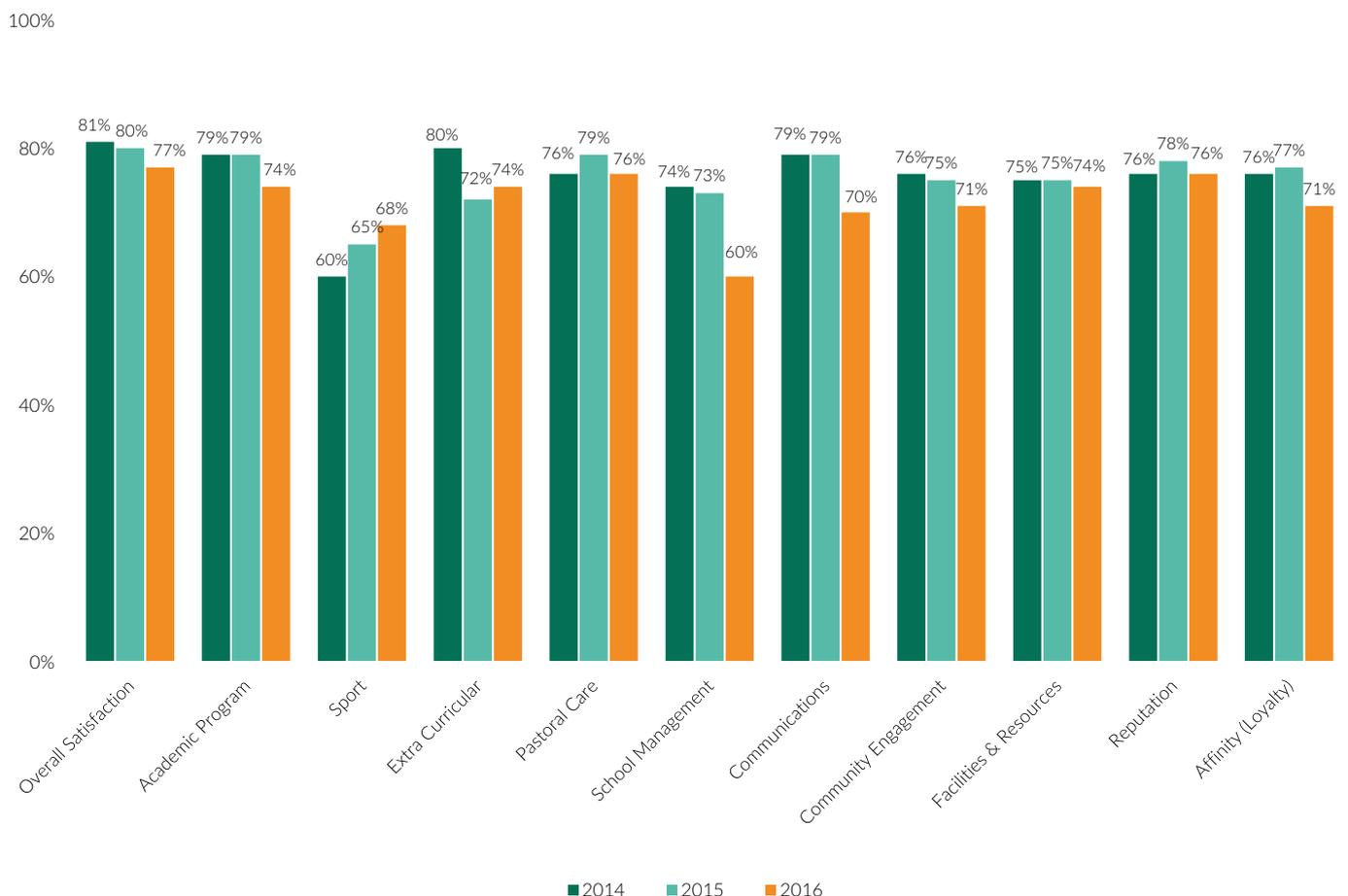
The Overall Satisfaction score results through this survey rank in the "High" range, suggesting, from a parent viewpoint, that the School is in 'good' overall 'health'.

89% of parents noted their expectations had been met or exceeded for 'quality of teaching' – the most important reason for choice of the School.

However, whilst we are generally pleased with the results, there are areas identified where further attention will be given. These include aspects of:

- an ongoing pursuit for academic excellence,
- extra-curricular activities and
- student relationships.

The below chart illustrates longitudinal outcomes based on survey results in top level criteria over the past three years.



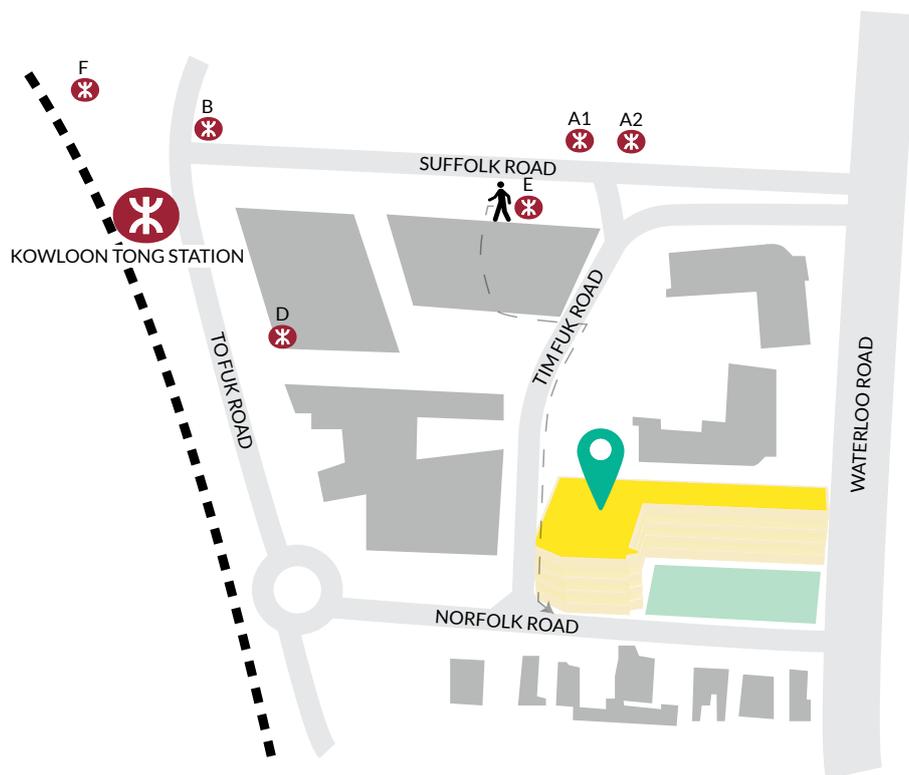
Parents were also provided valuable 'open responses' on a number of areas. These responses added greatly to the value of the review. Please find below the responses to the question related to what parents' thought were the important strengths of AISHK:

Primary Parent (R-6) Most Important Strengths	Secondary Parent (7-12) Most Important Strengths
Dedicated teaching staff	Dedicated teaching staff
Australian heritage	Australian heritage
Sense of community	Academic standards
Sporting programme	Sense of community
Welcoming, supportive environment	Australian curriculum
Well-rounded education	Well rounded education
Facilities and resources	Location
Academic excellence	Pastoral care
Parent involvement	Diversity
Enthusiasm among students	Facilities and resources

We wish to thank the 2016 parents sincerely for their feedback and for the extent of information and quality of views expressed.

We wish you and your family the very best for the future and hope AISHK will remain to be a special place for you and your child.





Australian International School Hong Kong

3A Norfolk Road, Kowloon Tong, Kowloon, Hong Kong

Tel: +852 2304 6078

Fax: +852 2304 6077

Email: info@aishk.edu.hk

www.aishk.edu.hk