

# **ANNUAL REPORT** **2014–2015**

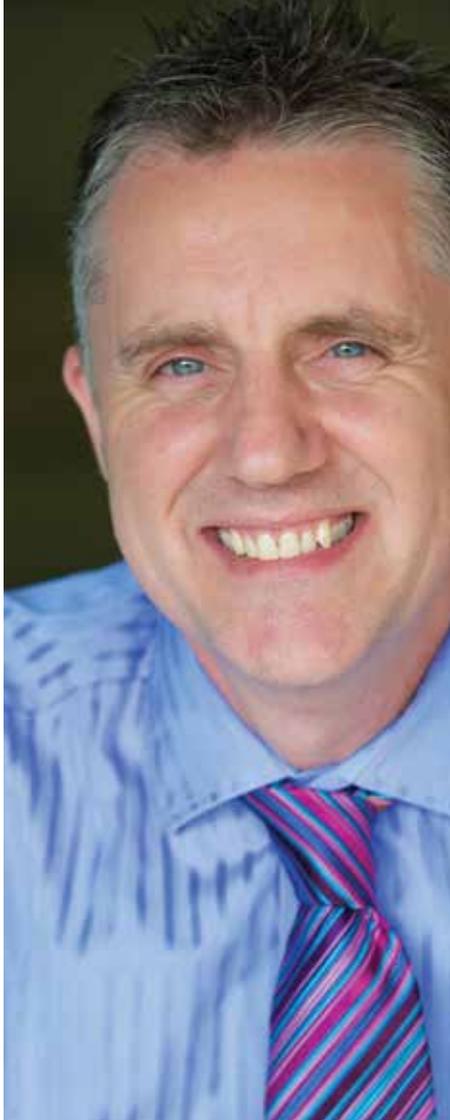
A RIGOROUS  
INTERNATIONAL  
IB WORLD SCHOOL  
PROVIDING  
EXCEPTIONAL  
EDUCATIONAL  
OPPORTUNITIES  
FOR LEARNERS  
FROM PRE-K – 12





# MISSION

Hong Kong Academy is a dynamic learning community that provides a rigorous international education characterized by mutual benefit and support. As an educational leader, HKA empowers learners to pursue pathways to individual excellence by fostering creativity, communication and problem-solving skills. HKA learners develop an evolving understanding of our changing world, leading them to engage in responsible action motivated by their interests, strengths and ongoing reflection. HKA is committed to maintaining a diverse, collaborative and captivating learning environment in which students become adaptable, confident and tolerant, equipping them for the future.



## LETTER FROM THE HEAD OF SCHOOL

Dear Hong Kong Academy Community,

As I complete my 5th year as Head of School at Hong Kong Academy, I am constantly reminded of the school's growth and development during this short period of time. Our student body has nearly doubled, as have the number of families who call HKA their school community. Our faculty has nearly doubled as well, adding in subjects in the Secondary School that were not even in the curriculum in earlier days, such as Design Technology.

With this growth has come extraordinary opportunities and the realisation of those possibilities: large scale dramatic productions, sports teams competing well throughout the Southeast Asia region and students creating their own pathways to success in even more directions. It's exciting and rewarding to be HKA's Head of School!

In this Annual Report you'll find some facts and figures about life at HKA. But HKA is much more than this! I invite you to visit us on campus in person, and please also take a look at our website, [www.hkacademy.edu.hk](http://www.hkacademy.edu.hk).

Regards,

A handwritten signature in black ink, appearing to read 'Stephen Dare', written in a cursive style.

**Stephen Dare**  
Head of School



# LETTER FROM THE CHAIR OF THE BOARD OF TRUSTEES

Dear Hong Kong Academy Community,

The Board of Trustees at Hong Kong Academy is a voluntary board either elected or appointed to serve defined terms. Currently comprised of nine parents and one former parent, Trustees sit on at least one of the Board's 3 committees: Finance, Advancement and Trustees (formerly known as the Governance Committee). As Trustees, our primary responsibilities are mission integrity, financial sustainability, and oversight of the Head of School. Our function as a board is strategic, and we have the privilege of exploring the big picture at HKA and supporting Stephen Dare in his role as Head of our School.

Our guiding document is the school's Five Year Strategic Plan, which covers five areas central to the school's mission, work and future development: academic rigour and inclusion; recruiting, developing and retaining quality faculty and staff; community feeling; educational leader; and financial sustainability. HKA is now in the second year of this plan and making tremendous strides in each of the five areas. The school continues to grow and develop as a dynamic learning community!

I've enjoyed my first year as the Chair of this fine group of volunteers. Thank you to everyone who has helped make this year a success.

Regards,

A handwritten signature in black ink, appearing to read 'Sean A. Kelly'.

Sean A. Kelly  
Chair, Board of Trustees  
2014–2015

# HKA BOARD OF TRUSTEES AND COMMITTEES

## BOARD OF TRUSTEES

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Sean Kelly,  
*Chair*

Phillip Georgiou,  
*Vice Chair & Secretary*

Travis Spence,  
*Treasurer*

Tarlan Amigh

John Coffeng

Philip Culhane

Lauren Houghton

Jeffrey Maddox

Neil Raymond

Christopher Ryan

### *Ex Officio Members*

Stephen Dare

Laura Mitchell

Dale Willetts

### *Founding Members*

Ben Frankel

Teresa Richman

## ADVANCEMENT COMMITTEE

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Lauren Houghton,  
*Chair*

Tarlan Amigh

Walter Jennings\*

Christopher Ryan

Adrian Valenzuela \*

### *Ex Officio Members*

Stephen Dare

Laura Mitchell

Dale Willetts

*\* Noting non-trustee members*

## FINANCE COMMITTEE

---

Travis Spence,  
*Chair*

Thomas Baxter \*

John Coffeng

Joshua Kahn \*

Neil Raymond

Kevin Riendeau \*

Andrew Schultz

### *Ex Officio Members*

Stephen Dare

Dale Willetts

*\* Noting non-trustee members*

## SCHOLARSHIP COMMITTEE

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Phil Culhane,  
*Chair*

Tarlan Amigh

Lauren Houghton

### *Ex Officio Members*

Stephen Dare

Laura Mitchell

Angela Reilly

Dale Willetts

## TRUSTEES COMMITTEE

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Jeffrey Maddox,  
*Chair*

Philip Culhane

Phillip Georgiou

Sean Kelly

### *Ex Officio Members*

Stephen Dare

Laura Mitchell

# STRATEGIC PLAN

## HKA'S STRATEGIC PRIORITIES

- 1 | ACADEMIC RIGOUR AND INCLUSION
- 2 | RECRUITING, DEVELOPING AND RETAINING QUALITY FACULTY AND STAFF
- 3 | COMMUNITY FEELING
- 4 | BEING AN EDUCATIONAL LEADER
- 5 | FINANCIAL SUSTAINABILITY

### HKA IS A MISSION-DRIVEN SCHOOL

Now in its second year of a five year strategic plan, HKA is actively translating its core values into concrete action items that are continually monitored and measured for progress and success. The Board of Trustees and Administrative Leadership Team are active partners in this process.

To read HKA's Strategic Priorities 2014–2019 visit  
<http://www.hkacademy.edu.hk/StrategicPlan>



# APPRECIATION FOR DIVERSITY

At Hong Kong Academy, families and faculty come from all around the world, speak dozens of languages, and celebrate many different cultures, festivals and holidays. At HKA, diversity is an intentional part of the admissions process; the school seeks a diverse population where no one culture or nationality represents a majority. Similarly, the school's curriculum is globally-sourced and reflects no single national curriculum.

HKA commits itself to the richness of human differences in the belief that diversity promotes an international-mindedness that is essential for success in the 21st century. HKA students are challenged and encouraged to identify, understand and appreciate perspectives

other than their own and to build bridges among people to foster effective teamwork.

At HKA, diversity goes beyond passports and cultures to the idea of an inclusive learning environment. Approximately 10-15% of HKA students receive some form of Learner Support while main-streamed into their grade level classrooms. HKA intentionally establishes an inclusive culture of learning to support the many facets of diversity, to provide the mutually beneficial learning experiences that come from having a full range of learning needs in a single classroom and to prepare learners to appreciate and respect the world into which they will grow.

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*As we learn in a collaborative and supportive culture, inclusion requires us to create differentiated learning experiences and incorporate differentiated instructional strategies that ensure equal access to learning for all.*

## DIVERSITY

Refers to the richness of human difference – socioeconomic status, race, ethnicity, language, nationality, sex, gender identity, sexual orientation, religion, geography, disability, age and individual aspects such as personality, “learning styles” and life experiences.

A large, dark purple circular graphic containing the white text 'HKA' in a bold, sans-serif font. The circle is positioned in the center, overlapping the 'DIVERSITY' and 'INCLUSION' sections of the bottom graphic.

**HKA**

## INCLUSION

Is the active and intentional practice of embracing, honouring and valuing diversity as a core, guiding principle of the community. At HKA we achieve inclusion by creating a culture that fosters belonging, respect and value for all individuals so that they are engaged, challenged and successful.

# STUDENTS FROM ACROSS THE GLOBE



# FACULTY & STAFF

The information on the left depicts the identified primary passport of each student. At HKA we recognise that passport data does not fully capture the wonderful cultural diversity within our school. Many of our students hold more than one passport and many more identify with more than one nationality or culture.

## STUDENT STATISTICS

- Number of Primary students: 327
- Number of Secondary students: 260
- Male students: 294
- Female students: 293
- In 2014–2015 approximately 10% of HKA's student body received some form of financial assistance.
- In Autumn 2014, more than 90% of the class of 2014 entered their top choice school for tertiary education.

*Student statistics at left, reflect enrollment at the commencement of 2014-15 academic year.*

## HONG KONG ACADEMY STAFF STATISTICS

Administrators	7
Teachers	70
Co-teachers	31
Operational and support staff	30

## QUALIFICATION — TEACHERS

Bachelor's degree	29%
Graduate degree or higher	71%

## QUALIFICATION OF CO-TEACHERS

Bachelor's degree or higher	90%
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At HKA, faculty and staff are learners as well as teachers, administrators and support staff. HKA faculty and staff engage in a myriad of professional development opportunities, attending and presenting at conferences around the world and pursuing advanced degrees.

## NATIONALITIES OF FACULTY

Australia	14
Germany	1
Austria	1
Canada	9
China	4
India	2
Italy	2
Hong Kong	11
Japan	1
Netherlands	2
New Zealand	2
Philippines	4
Sweden	2
United Kingdom	18
United States	27
Nigeria	1
<b>TOTAL</b>	<b>101</b>



## VALUING ALL GIFTS

HKA is fortunate to have many parents, former parents and alumni who give generously of their time, expertise and financial resources. Whether it's serving on a committee, writing an article for the school's magazine *HKAVoices*, or making a donation to the school, the collective gifts to HKA enrich and enliven the school in many ways. HKA is grateful for this support.

In 2014–2015, more than 200 volunteers shared their time and knowledge with HKA either through the HKA Community Organization, the Board of Trustees or independently. Support for the school around the world continued with alumni and former family engagement. Gifts of cash continued this year as the school initiated an Annual Fund in the Spring of 2015.

Many thanks to all of HKA's volunteers and donors!

## FINANCIAL SUMMARY

The Board of Trustees, the Board's Finance Committee, and the Administrative Team manage HKA's finances to cover operational expenses and plan strategically for the future.

### **HKA'S FINANCES ARE MANAGED IN SEPARATE FUNDS:**

**Academic Operations Fund** — Tuition, fees and expenses related to the school's academic operations.

**Facilities Fund** — Debenture income, capital levy income, interest and expenses. Accumulated fund amounts are designated for capital expenditure purposes.

**Scholarship Fund** — Annual fees and expenses designated to subsidise the tuition and fees of qualifying families.

**Diversity Fund** — Debenture and interest income. The fund is intended for expenditure to develop and maintain diversity at HKA.

**ACADEMIC OPERATIONS FUND** *(Expressed in HK\$ millions)*

<b>INCOME</b>	<b>2014</b>		<b>2013</b>	
Tuition and Fees	\$91.0	98%	\$76.8	99%
Fundraising and Donations	\$1.7	2%	\$1.1	1%
	<u>\$92.7</u>	<u>100%</u>	<u>\$77.9</u>	<u>100%</u>

**EXPENSES**

Salaries	\$78.4	86%	\$69.9	91%
Other Expenses	\$13.0	14%	\$7.1	9%
	<u>\$91.4</u>	<u>100%</u>	<u>\$77.0</u>	<u>100%</u>
Net Surplus	\$1.3		\$0.9	

**FACILITIES FUND**

	<b>2014</b>	<b>2013</b>
Income	\$38.7	\$63.9
+ Donations and Other	\$2.5	\$4.7
– Expense	–\$18.4	–\$7.1
Net Surplus	\$22.8	\$61.5

**SCHOLARSHIP FUND**

	<b>2014</b>	<b>2013</b>
Income	\$1.5	\$1.3
– Expense	–\$1.2	–\$1.5
Net Surplus	\$0.3	–\$0.2

**DIVERSITY FUND**

	<b>2014</b>	<b>2013</b>
Income	\$0.01	\$3.02
– Expense	–\$0.00	–\$0.00
Net Surplus	\$0.01	–\$3.02

**BALANCE SHEET** *(Expressed in HK\$ millions)*

<b>ASSETS</b>	<b>31, JULY 2014</b>		<b>31, JULY 2013</b>	
Cash	\$148.0	22%	\$99.4	18%
Receivables	\$9.8	1%	\$9.9	2%
Deposits and Inventories	\$4.3	1%	\$4.2	1%
Fixed Assets	\$506.1	76%	\$440.7	79%
	<u>\$668.2</u>	<u>100%</u>	<u>\$554.2</u>	<u>100%</u>

**LIABILITIES AND RESERVES**

	<b>31, JULY 2014</b>		<b>31, JULY 2013</b>	
Fees Received in Advance	\$53.7	8%	\$51.0	9%
Accrued Expenses and Payables	\$52.5	8%	\$29.0	5%
Government Loan	\$157.7	23%	\$0.0	0%
Bank Loan	\$0.0	0%	\$94.1	17%
Fund and Reserves	\$404.3	61%	\$380.1	69%
	<u>\$668.2</u>	<u>100%</u>	<u>\$554.2</u>	<u>100%</u>

*Extracts from the Audited Accounts of HKA EFL for the year ending 31 July, 2014.*



A CAPTIVATING LEARNING  
ENVIRONMENT AND A  
DYNAMIC LEARNING  
COMMUNITY



HONG KONG ACADEMY

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