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

Now in our third year at new our campus, Hong Kong Academy has settled into Sai Kung in ways that have allowed us to grow as a community and expand our programmes for learning. This year HKA became a member of the Global Citizen Diploma programme, which will extend and structure service learning and student leadership opportunities for Secondary School students as we encourage students to engage in responsible action. Our curriculum is further promoting pathways to individual excellence and options for graduation, and overall, we see the school’s commitment to a dynamic learning community playing out at every level — students, teachers and parents alike!

HKA also opened its doors in 2015-16 to hundreds of educators and educational professionals from around the region and the world. The school hosted and provided leadership for many conferences including the Collaboration for Growth consortium, the Next Frontier Inclusion organisation and the Council for the Advancement and Support of Education.

As usual, our Annual Report provides snapshots of life at HKA in words, numbers and a handful of photos. But the real story of HKA is in our classrooms and in the faces of our students, faculty, staff and parents. We invite you to visit us in person, and please also take a look at our website, www.hkacademy.edu.hk.

Regards,

Stephen Dare
Head of School
LETTER FROM THE CHAIR OF THE BOARD OF TRUSTEES

Hong Kong Academy's Board of Trustees is comprised of volunteers who give generously of their time and expertise throughout the year to provide oversight and leadership for the school. The Board's functions are strategic, not operational, and include mission integrity, financial sustainability and oversight of the head of school.

Trustees sit on at least one of the Board's 3 committees: Finance, Advancement and Trustees (formerly known as the Governance Committee), attending committee meetings and full board meetings every month. Our guiding document is the school's Five Year Strategic Plan. The plan highlights five foci that are essential to implementing the school's mission: academic rigour and inclusion; recruiting, developing and retaining quality faculty and staff; community feeling; educational leader; and financial sustainability. HKA is now in the third year of this plan, and it's exciting to guide and monitor the progress as the school grows and evolves.

As Trustees, we are all delighted to dedicate our time to these purposes and as Board Chair, I offer a special word of thanks for the trustees' commitment and to all parents for their support of our school.

Regards,

Sean A. Kelly
Chair, Board of Trustees
2015–2016
# HKA BOARD OF TRUSTEES AND COMMITTEES

## BOARD OF TRUSTEES
- 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
- Adrian Valenzuela

## ADVANCEMENT COMMITTEE
- Lauren Houghton, *Chair*
- Walter Jennings*
- Christopher Ryan
- Adrian Valenzuela

## FINANCE COMMITTEE
- Travis Spence, *Chair*
- Thomas Baxter *
- John Coffeng
- Joshua Kahn *
- Neil Raymond
- Kevin Riendeau *

## TRUSTEES COMMITTEE
- Jeffrey Maddox, *Chair*
- Tarlan Amigh
- Phillip Culhane
- Phillip Georgiou
- Sean Kelly

## Ex Officio Members
- Stephen Dare
- Laura Mitchell
- Dale Willetts

*Noting non-trustee members*

## Founding Members
- Ben Frankel
- Teresa Richman

*Noting non-trustee members*
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 third 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
Through its recruiting, admissions and educational programmes, Hong Kong Academy encourages diversity throughout the school. Families and faculty represent cultures and traditions from around the world and speak many languages at home. In the classroom, the curriculum is globally-sourced and reflects no single national curriculum.

The school has always admitted students with learning differences and now supports Secondary School students on various pathways to individual excellence. While most of HKA’s students pursue the International Baccalaureate, HKA believes that rigour comes in many forms and encourages all students to achieve their personal best.

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.
STUDENTS FROM ACROSS THE GLOBE

North America
- 32 Canada
- 7 Mexico
- 142 United States

Europe
- 3 Austria
- 4 Belgium
- 7 Denmark
- 1 Finland
- 10 France
- 10 Germany
- 5 Ireland
- 13 Italy
- 13 Netherlands
- 1 Portugal
- 7 Spain
- 28 Sweden
- 6 Switzerland
- 109 United Kingdom

Asia
- 2 Cambodia
- 11 China
- 59 Hong Kong
- 9 India
- 2 Indonesia
- 6 Israel
- 15 Japan
- 14 Korea
- 2 Lebanon
- 2 Malaysia
- 2 Nepal
- 1 Pakistan
- 3 Philippines
- 2 Russia
- 3 Singapore
- 2 Taiwan

South America
- 1 Argentina
- 2 Bolivia
- 2 Brazil
- 1 Columbia

Africa
- 1 South Africa

Oceania
- 68 Australia
- 7 New Zealand
**FACULTY & STAFF**

**HONG KONG ACADEMY STAFF STATISTICS**
- Administrators: 7
- Teachers: 73
- Co-teachers: 32
- Operational and support staff: 36

**QUALIFICATION — TEACHERS**
- Bachelor’s degree: 100%
- Master’s degree or higher: 37%

**QUALIFICATION OF CO-TEACHERS**
- Diploma: 3%
- Bachelor’s degree or higher: 97%
- Master’s degree or higher: 16%

**NATIONALITIES OF FACULTY**
- Australia: 12
- Austria: 1
- Canada: 10
- China: 4
- Germany: 1
- Italy: 2
- Hong Kong: 11
- Japan: 1
- Netherlands: 1
- New Zealand: 4
- Nigeria: 1
- South Africa: 1
- Sweden: 1
- United Kingdom: 23
- United States: 29
- **TOTAL**: 105

HKA is an intentionally inclusive school where approximately 10-15% of the student population receive some sort of learner support while mainstreamed into their grade level classes. HKA believes fervently in the mutual benefit of an inclusive education, seeing every day that all students learn better when they learn together in a world that is diverse and ever-changing.

**STUDENT STATISTICS**
- Number of Primary students: 332
- Number of Secondary students: 277
- Male students: 310
- Female students: 299

*Student statistics at left reflect enrollment at the commencement of 2015-16 academic year.*

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.
Hong Kong Academy’s Culture of Philanthropy celebrates all gifts to the school, whether of time, talent or treasure. Parents give generously in many ways, whether it’s volunteering with the school’s Mandarin Programme, helping in the HKAShop or putting in hours at the library. And financial donations to the school support various programmes and give the school added flexibility in the annual budget.

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 — Funds 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)*

<table>
<thead>
<tr>
<th>Income</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuition and Fees</td>
<td>$101.5</td>
<td>$91.0</td>
</tr>
<tr>
<td>Fundraising and Donations</td>
<td>$3.4</td>
<td>$1.7</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td><strong>$104.8</strong></td>
<td><strong>$92.7</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenses</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries</td>
<td>$84.8</td>
<td>$78.4</td>
</tr>
<tr>
<td>Other Expenses</td>
<td>$18.7</td>
<td>$13.0</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$103.6</strong></td>
<td><strong>$91.4</strong></td>
</tr>
</tbody>
</table>

| Net Surplus                         | $1.3   | $1.3   |

### DIVERSITY FUND

<table>
<thead>
<tr>
<th>Income</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Income</td>
<td>$10.03</td>
<td>$0.01</td>
</tr>
<tr>
<td>– Expense</td>
<td>–$0.06</td>
<td>$0.00</td>
</tr>
<tr>
<td>Net Surplus</td>
<td>$9.97</td>
<td>$0.01</td>
</tr>
</tbody>
</table>

### FACILITIES FUND

<table>
<thead>
<tr>
<th>Income</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Income</td>
<td>$15.3</td>
<td>$38.7</td>
</tr>
<tr>
<td>+ Donations and Other</td>
<td>$10.9</td>
<td>$2.5</td>
</tr>
<tr>
<td>– Expense</td>
<td>–$21.1</td>
<td>–$18.4</td>
</tr>
<tr>
<td>Net Surplus</td>
<td>$5.1</td>
<td>$22.8</td>
</tr>
</tbody>
</table>

### SCHOLARSHIP FUND

<table>
<thead>
<tr>
<th>Income</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Income</td>
<td>$1.7</td>
<td>$1.5</td>
</tr>
<tr>
<td>– Expense</td>
<td>–$1.4</td>
<td>–$1.2</td>
</tr>
<tr>
<td>Net Surplus</td>
<td>$0.3</td>
<td>$0.3</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>31, JULY 2015</th>
<th>31, JULY 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$115.6 19%</td>
<td>$148.0 22%</td>
</tr>
<tr>
<td>Receivables</td>
<td>$7.4 1%</td>
<td>$9.8 1%</td>
</tr>
<tr>
<td>Deposits and Inventories</td>
<td>$7.9 1%</td>
<td>$4.3 1%</td>
</tr>
<tr>
<td>Fixed Assets</td>
<td>$491.6 79%</td>
<td>$506.1 76%</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$622.6 100%</strong></td>
<td><strong>$668.2 100%</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LIABILITIES AND RESERVES</th>
<th>31, JULY 2015</th>
<th>31, JULY 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fees Received in Advance</td>
<td>$55.7 9%</td>
<td>$53.7 8%</td>
</tr>
<tr>
<td>Accrued Expenses and Payables</td>
<td>$4.1 1%</td>
<td>$52.5 8%</td>
</tr>
<tr>
<td>Government Loan</td>
<td>$141.9 23%</td>
<td>$157.7 24%</td>
</tr>
<tr>
<td>Bank Loan</td>
<td>$0.0 0%</td>
<td>$0.0 0%</td>
</tr>
<tr>
<td>Fund and Reserves</td>
<td>$420.9 68%</td>
<td>$404.3 61%</td>
</tr>
<tr>
<td><strong>Total Liabilities and Reserves</strong></td>
<td><strong>$622.6 100%</strong></td>
<td><strong>$668.2 100%</strong></td>
</tr>
</tbody>
</table>

*Extracts from the Audited Accounts of HKAELF for the year ending 31 July, 2015.*
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fax +852 2655 1222