



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

**HKA**

**ANNUAL REPORT**  
2015 – 2016



## 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](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

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,

A handwritten signature in black ink, appearing to read 'Sean A. Kelly'. The signature is stylized and fluid.

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

### *Ex Officio Members*

Stephen Dare  
Laura Mitchell  
Dale Willetts

### *Founding Members*

Ben Frankel  
Teresa Richman

## ADVANCEMENT COMMITTEE

Lauren Houghton, *Chair*  
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 \*

### *Ex Officio Members*

Stephen Dare  
Dale Willetts

*\* Noting non-trustee members*

## TRUSTEES COMMITTEE

Jeffrey Maddox, *Chair*  
Tarlan Amigh  
Philip Culhane  
Phillip Georgiou  
Sean Kelly

### *Ex Officio Members*

Stephen Dare



# 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>

# INTENTIONAL DIVERSITY

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.

## 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.

The HKA logo is a dark purple circle containing the letters 'HKA' in a bold, white, sans-serif font. It is positioned in the center of a horizontal bar that is split into a teal left half and a red right half.

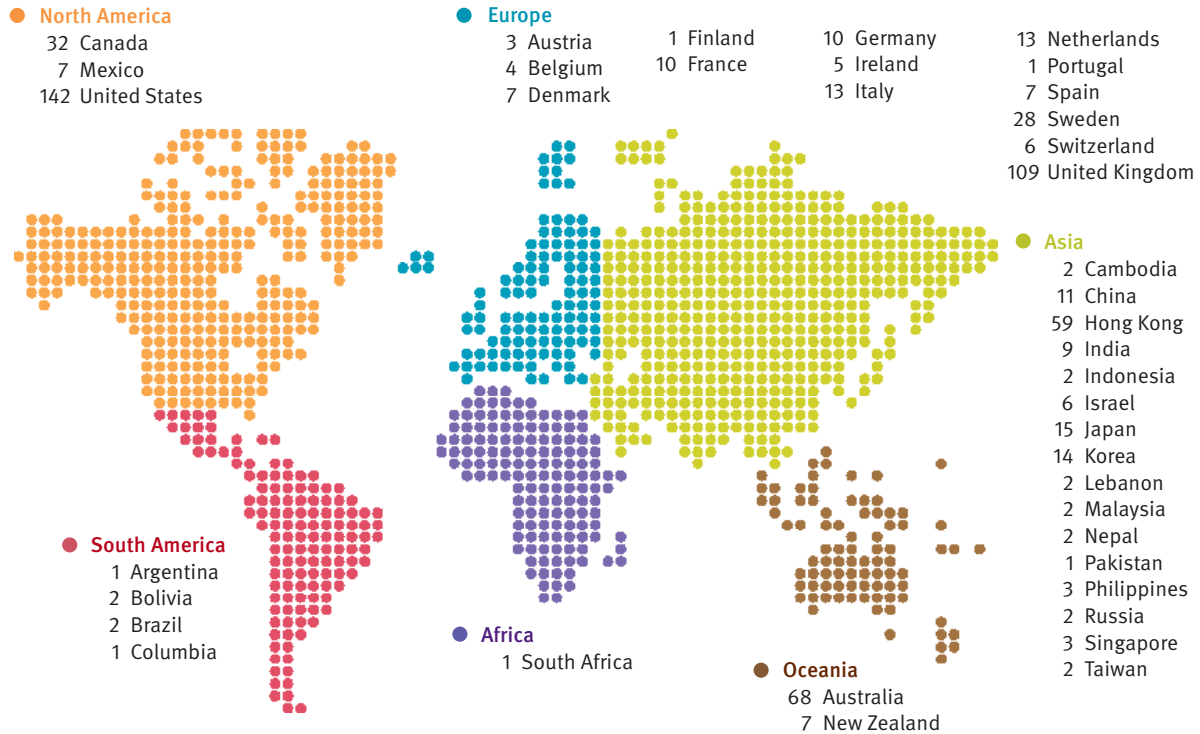
**HKA**

## 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.

*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





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.*

## 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%

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	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
<b>TOTAL</b>	<b>105</b>



## VALUING ALL GIFTS

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)*

<b>INCOME</b>	<b>2015</b>		<b>2014</b>	
Tuition and Fees	\$101.5	97%	\$91.0	98%
Fundraising and Donations	\$3.4	3%	\$1.7	2%
	<u>\$104.8</u>	<u>100%</u>	<u>\$92.7</u>	<u>100%</u>

**EXPENSES**

Salaries	\$84.8	82%	\$78.4	86%
Other Expenses	\$18.7	18%	\$13.0	14%
	<u>\$103.6</u>	<u>100%</u>	<u>\$91.4</u>	<u>100%</u>
Net Surplus	\$1.3		\$1.3	

**FACILITIES FUND**

	<b>2015</b>	<b>2014</b>
Income	\$15.3	\$38.7
+ Donations and Other	\$10.9	\$2.5
– Expense	–\$21.1	–\$18.4
Net Surplus	\$5.1	\$22.8

**SCHOLARSHIP FUND**

	<b>2015</b>	<b>2014</b>
Income	\$1.7	\$1.5
– Expense	–\$1.4	–\$1.2
Net Surplus	\$0.3	\$0.3

**DIVERSITY FUND**

	<b>2015</b>	<b>2014</b>
Income	\$10.03	\$0.01
– Expense	–\$0.06	\$0.00
Net Surplus	\$9.97	\$0.01

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

<b>ASSETS</b>	<b>31, JULY 2015</b>		<b>31, JULY 2014</b>	
Cash	\$115.6	19%	\$148.0	22%
Receivables	\$7.4	1%	\$9.8	1%
Deposits and Inventories	\$7.9	1%	\$4.3	1%
Fixed Assets	\$491.6	79%	\$506.1	76%
	<u>\$622.6</u>	<u>100%</u>	<u>\$668.2</u>	<u>100%</u>

**LIABILITIES AND RESERVES**

	<b>31, JULY 2015</b>		<b>31, JULY 2014</b>	
Fees Received in Advance	\$55.7	9%	\$53.7	8%
Accrued Expenses and Payables	\$4.1	1%	\$52.5	8%
Government Loan	\$141.9	23%	\$157.7	24%
Bank Loan	\$0.0	0%	\$0.0	0%
Fund and Reserves	\$420.9	68%	\$404.3	61%
	<u>\$622.6</u>	<u>100%</u>	<u>\$668.2</u>	<u>100%</u>

*Extracts from the Audited Accounts of HKA EFL for the year ending 31 July, 2015.*



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