

HKA

ANNUAL REPORT
2016 – 2017

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

I've spent most of my career in international schools and have experienced international education on five continents. International schools around the world are all different, each with their own cultural contexts shaped by their cities' or countries' beliefs, political systems, geography and, of course, their students.

But while all international schools are different, they generally share a common commitment to a notion of international-mindedness. They all assert the fundamental value of having a sensitive and sophisticated awareness of the world around us, of knowing and respecting others, and of engaging across differences. We hold on to these ideas as first things, values that do not require proof in any exam or activity, but that are rather simply core to who we are.

At HKA, international-mindedness is embedded in our curriculum and our culture. In the rapidly changing world that is the 21st century, we know that habits of mind and heart are essential to learning and to the effective and ethical application of learning. At HKA, educating global citizens who seek to understand and make a positive impact in their world are integral parts of the learning process.

An Annual Report can be a dry digest of numbers and data. But in this report, you will also find indicators of our international community and perspective. You're welcome to see all of this in person, too! If you haven't yet visited Hong Kong Academy, we hope to see you soon.

Regards,

A handwritten signature in black ink, appearing to read 'Stephen Dare'.

Stephen Dare
Head of School



LETTER FROM THE CHAIR OF THE BOARD OF TRUSTEES

Hong Kong Academy's Board of Trustees has the privilege and responsibility to ensure the school's mission integrity, provide financial oversight and work closely with the Head of School as we progress with our Five Year Strategic Plan. Importantly, this work is undertaken entirely by volunteer leaders. Hong Kong Academy is a non-profit school and is not affiliated with any for-profit educational organization. Our Board of Trustees is comprised of parents and former parents who give freely of their time and expertise to serve on the board and its committees.

HKA is now nearly four years into its current strategic plan. We've made steady progress towards our goals in all areas: academic rigour and inclusion; recruiting, developing and retaining quality faculty and staff; community feeling; educational leader; and financial sustainability. We have much to celebrate as a school offering a rigorous, inclusive, international education.

As Chair, I wish to personally thank all Trustees for their dedication and thank the entire Hong Kong Academy community for all they contribute to the life of the school.

Regards,

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

Sean A. Kelly
Chair, Board of Trustees
2016–2017

HKA BOARD OF TRUSTEES AND COMMITTEES

BOARD OF TRUSTEES

Sean Kelly, *Chair*
Phillip Georgiou, *Vice Chair & Secretary*
Thomas Baxter, *Treasurer*
Tarlan Amigh
John Coffeng
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

Adrian Valenzuela, *Chair*
Tarlan Amigh
Lauren Houghton
Walter Jennings*
Christopher Ryan

Ex Officio Members
Stephen Dare
Laura Mitchell
Dale Willetts

FINANCE COMMITTEE

Thomas Baxter, *Chair*
John Coffeng
Joshua Kahn *
Neil Raymond
Kevin Riendeau *
Catherine Wang *

Ex Officio Members
Stephen Dare
Dale Willetts

TRUSTEES COMMITTEE

Jeffrey Maddox, *Chair*
Sean Ferguson *
Phillip Georgiou
Sean Kelly

Ex Officio Members
Stephen Dare

* 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 fourth 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 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.

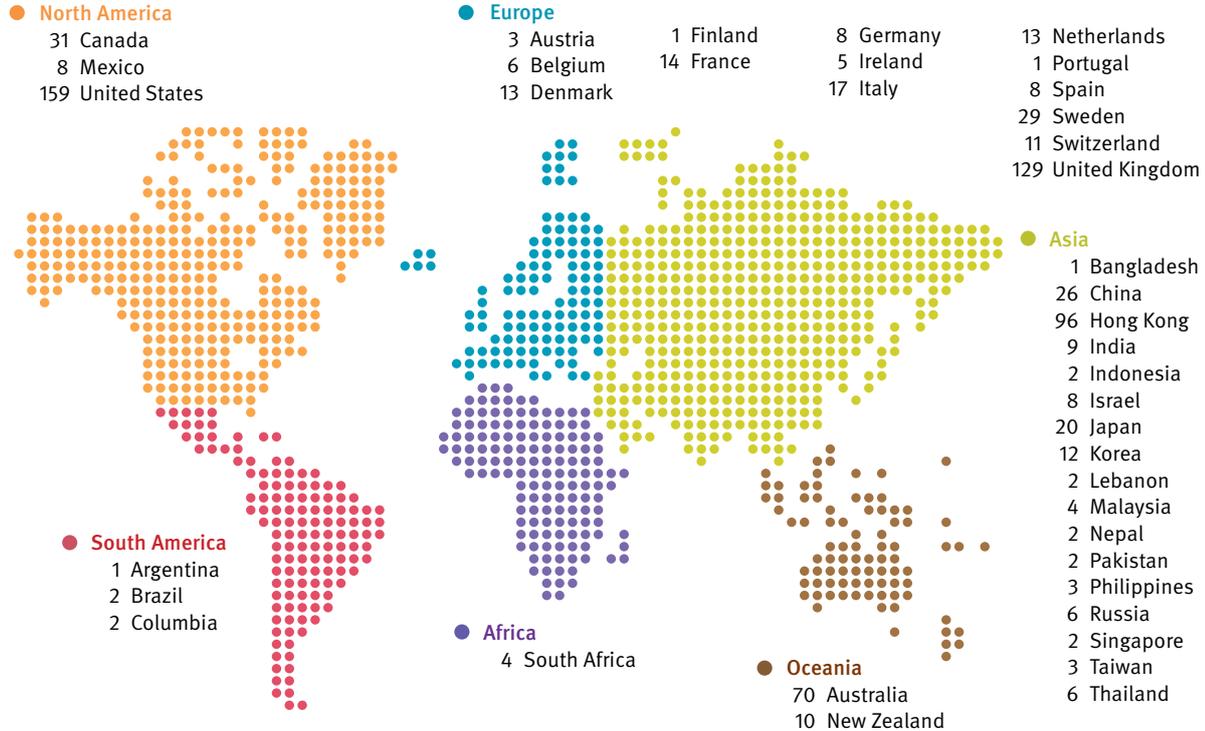
HKA

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: 328
- Number of Secondary students: 294
- Male students: 321
- Female students: 301

Student statistics at left reflect enrollment at the commencement of 2016-17 academic year.

FACULTY & STAFF

HONG KONG ACADEMY STAFF STATISTICS

Administrators	9
Teachers	74
Co-teachers	34
Operational and support staff	46

QUALIFICATION — TEACHERS

Bachelor's degree	100%
Master's degree or higher	46%

QUALIFICATION OF CO-TEACHERS

Diploma	5%
Bachelor's degree or higher	94%
Master's degree or higher	17%

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	11
Austria	1
Canada	10
China	3
Croatia	1
Germany	1
India	2
Italy	3
Hong Kong	12
Japan	1
Netherlands	1
New Zealand	1
Philippines	5
South Africa	1
Sweden	1
United Kingdom	26
United States	28
TOTAL	108



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

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

INCOME	2016	2015
Tuition and Fees	\$110.6	\$101.4
Fundraising and Donations	\$2.7	\$3.4
	<u>\$113.3</u>	<u>\$104.8</u>
EXPENSES		
Salaries	\$93.1	\$84.8
Other Expenses	\$19.2	\$18.7
	<u>\$112.3</u>	<u>\$103.5</u>
Net Surplus	\$1.0	\$1.3
<i>Year-end fund balance</i>	<i>\$-3.0</i>	<i>\$-4.0</i>

FACILITIES FUND

	2016	2015
Income *	\$26.5	\$26.2
– Expense	–\$24.0	–\$21.1
Net Surplus	\$2.5	\$5.1
<i>Year-end fund balance</i>	<i>\$410.7</i>	<i>\$408.2</i>

SCHOLARSHIP FUND

	2016	2015
Income	\$1.8	\$1.7
– Expense	–\$3.0	–\$1.4
Net Surplus or deficit	–\$1.2	\$0.3
<i>Year-end fund balance</i>	<i>\$2.5</i>	<i>\$3.7</i>

DIVERSITY FUND

	2016	2015
Income	\$5.3	\$10.0
– Expense	–\$0.1	–\$0.1
Net Surplus	\$5.2	\$9.9
<i>Year-end fund balance</i>	<i>\$18.2</i>	<i>\$13.0</i>

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

ASSETS	31, JULY 2016	31, JULY 2015
Cash	\$122.4	\$115.6
Receivables	\$4.0	\$7.5
Deposits and Inventories	\$12.6	\$7.9
Fixed Assets	\$481.8	\$491.6
	<u>\$620.8</u>	<u>\$622.6</u>
LIABILITIES AND RESERVES		
Fees Received in Advance	\$59.7	\$55.7
Accrued Expenses and Payables	\$6.5	\$4.1
Government Loan	\$126.2	\$141.9
Bank Loan	\$0.0	\$0.0
Fund and Reserves	\$428.4	\$420.9
	<u>\$620.8</u>	<u>\$622.6</u>

Extracts from the Audited Accounts of HKAFL for the year ending 31 July, 2016.

* Income data is inclusive of previous and separately noted donations and other from 2015.



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香港學堂

HONG KONG ACADEMY

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