

## Minutes of 3<sup>rd</sup> RCHK Council Meeting (Zoom) 2021/ 2022

4 pm on Wednesday 12<sup>th</sup> January 2022

### Present:

Chairman	Albert Cheuk (CC)
Principal	Harry Brown (HB)
ESF CEO Link	Charles Caldwell (CBDC)
Community Representative	Edward Tang (ET)
Community Representative	Gideon Ho (GH)
Community Representative	Rebecca Chan (RC)
Parent Representative	Mehul Tanna (MT)
Parent Representative	Irene Wang (IW)
Staff Representative	Tracy Wnek (TW)
Staff Representative	Anney Chan (ASC)
Secretary	Alice Har (ALH)

### Absent with Apologies:

Staff Representative	Sinita Pandya (SP)
Parent Representative	Audrey Mah (AM)

### In attendance:

Business Manager	Samuel Hureau (SH)
Acting Head of Primary	Jason Doucette (JD)

## 1. Welcome and Introduction

- 1.1 CC welcomed everyone and the newly joined parent representative, Irene Wang who replaced Mr Lavish. CC invited her to introduce herself to the council.
- 1.2 CC invited JD and TW to present the PYP results 2021.
- 1.3 PIPS, InCAS, ISA 2021-2022 presentation (TW & JD)

### **Standardised assessments at RCHK:**

PIPS - (Performance Indicators in Primary School) : Y1 & 2 (Sept 2021)

InCAS - (Interactive Computerised Assessment System): Y 3 & 6 (Sept 2021/Term 3 2022)

ISA - (International Schools Assessment): Y4 & 6 ( Oct 2021)

### **Enrollment by gender and year (2021/-22)**

Year Level	F	M	Grand total
1	75	91	166
2	80	82	162
3	72	90	162
4	83	80	163
5	89	80	169
6	79	90	169
Grand total	478	513	991

### 1.3.1 PIPS –

- (I) Background: The assessment is computer adaptive. It is not age related which is significant given that ESF students in Year 1 are on average nine months younger than their counterparts in the U.K.
- (II) Measurement: Monitors progress, self-concept and attitudes towards school. Assessment provides a total score as well as scores in: Early Reading (Handwriting, Picture Vocabulary, Ideas about Reading, Letter Identification, Word Recognition & Reading) ;Early Maths (Ideas about Maths, Counting, Sums, Digit Identification, Shape identification & Maths Problems);Phonics (Repeating & Rhyming Words).
- (III) Y1 PIPs (Mean Standardised Scores)

ii) Mean Standardised Score by Gender for Renaissance College

	Maths	Reading	Phonics	Total
M	65.0	62.1	54.8	62.9
F	63.2	62.2	55.7	62.6

### Y2 PIPs (Mean Standardised Scores)

ii) Mean Standardised Score by Gender for Renaissance College

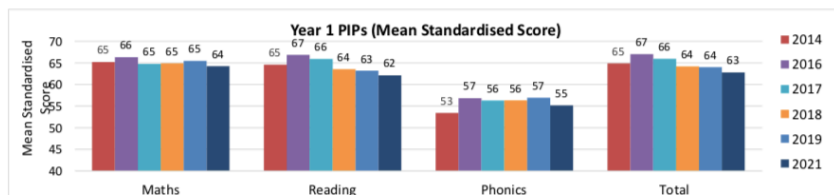
	Maths	Reading	Phonics	Total
M	60.7	54.7	46.4	56.0
F	55.8	56.1	48.5	56.2

Each student is given a standardised score for Mathematics, reading and Phonics and a total score. The mean standardised score for each component is 50 (which indicates the average student in the whole PIPs cohort) with a standard deviation of 10.

### (IV) Comparison between Cohorts (Y1)

b) Results Comparison to Previous Years for Year 1 PIPs (Renaissance College)

Note: Year 1 PIPs was not an ESF mandated assessment in 2015-16 and was not taken by ESF students in 2020-21 due to Covid.

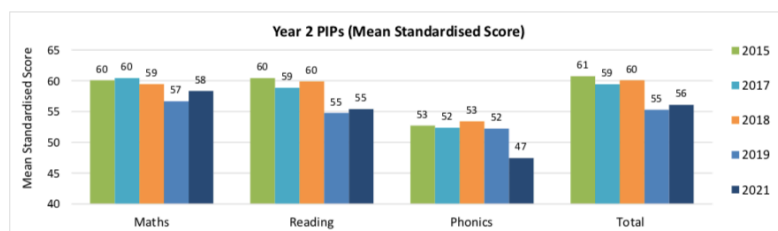


This year's cohort comparative to other years this test has been administered. Averages Math - 65 , Reading 64.2, Phonics 55.6 Total - 64.8

### (V) Comparison between Cohorts (Y2)

c) Results Comparison to Previous Years for Year 2 PIPs (Renaissance College)

Note: Year 2 PIPs was not an ESF mandated assessment in 2016-17 and was not taken by ESF students in 2020-21 due to Covid.



This year's cohort comparative to other years this test has been administered.

Averages Math - 58.8 , Reading 57.8, Phonics 51.4 Total - 58.2

Biggest difference is Phonics : Many variables that could have impacted on this main being - quality time spent learning letter/s and sound relationships online /New approach to exploring how words are formed being adopted in Primary (Structured Word Inquiry) that aligns with leading research in the area of teaching children to read .

- (VI) Results are shared with various stakeholders; with teachers, we analyse connections between this data and teachers' everyday observations in -class, learning patterns - strengths & challenges, addressing learning needs of cohort, groups and individual learners.

### 1.3.2 InCAS – Year 3 (September 2021); Year 6 (Term 3, 2022)

- Computer adaptive; 5 individual assessments: General Mathematics; Mental Arithmetic; Reading; Spelling; Developed Ability (non-verbal reasoning and picture vocabulary)
- Age-related - achievement measured in months above/below chronological age (C.A.)
- Assessment is undertaken in predominantly British state and independent schools, international schools following British curriculum

### 1.3.3 Year 3 results

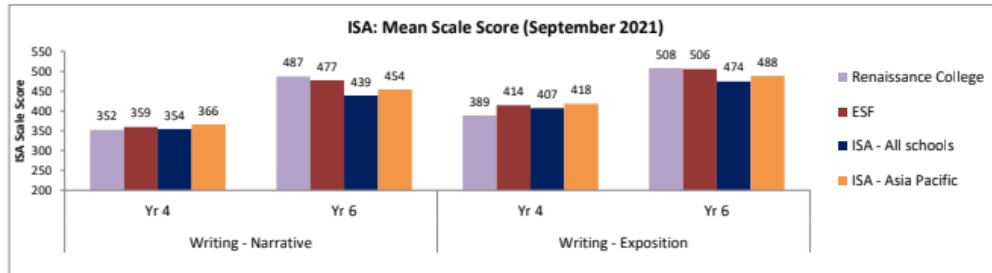
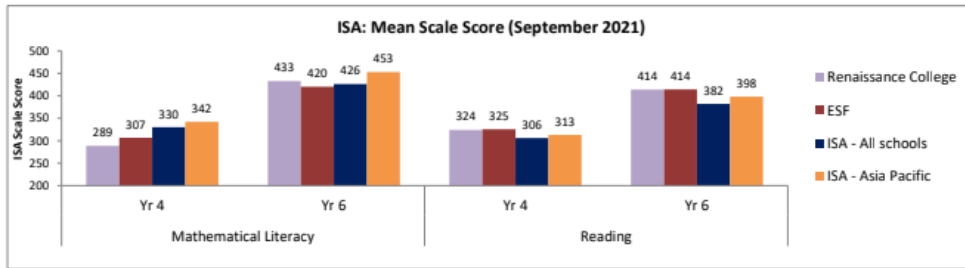
	> 2 years above C.A	0-2 years above C.A	0-2 years below C.A	> 2 years below C.A.	Total	Above C.A.
General Maths	16.4%	63.5%	20.1%	0.0%	100%	79.9%
Mental Arithmetic	19.4%	50.0%	23.8%	6.9%	100%	69.4%
Reading	26.9%	39.4%	26.9%	6.9%	100%	66.3%
Spelling	21.3%	38.8%	36.9%	3.1%	100%	60.0%
Developed Ability	23.6%	52.9%	19.1%	4.5%	100%	76.4%

Compared to 2019 cohort - General Maths - 2.2% below , Mental arithmetics - 3.1% above Reading 12% , Spelling 12.3% , Developed ability 10.9 % (patterns and spatial awareness)

Observations by teachers - Aligns with data that Y3 teachers recognised when learners began with them at the start of the Year. Booster groups have been put in place to provide extra support for those learners needing it (math, language) and the learning has been adapted to meet learners where they are at. When learners completed the DA tasks questions were not repeated in regards to replicating patterns some learners were challenged by this.

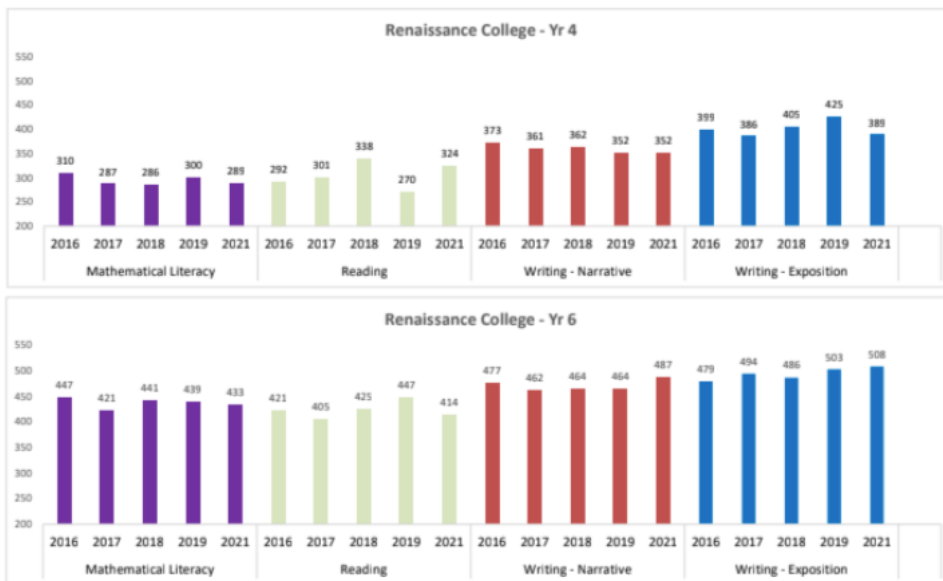
### 1.3.4 ISA:

- Measures skills in Mathematical literacy, reading and writing
- Undertaken in October 2021 by Years 4 & Year 6
- Undertaken by a number of international schools across the world ; as such, the assessment aligns better with those schools using the IB framework



- Focus for Year 4 - mathematical literacy / exposition writing
- Year 6 - reading
- Y4 - Exposition is not a text type that is explored until later in primary years. (This data will be used for future planning.)

### 1.3.5 Year-On-Year comparison (2016-2021)



(Consistent growth pattern over time for each cohort)

Results are used for : to share noticings connected to what data reflects what teachers are seeing in class, learning patterns - strengths & challenges, addressing learning needs of cohort , groups and individual learners.

Embedding personalised learning goals so learners begin to identify the areas in their learning that they need support with and to be challenged in.

### 1.3.6 On the horizon:

- BASE testing to be used instead of PIPS next academic year.

- Meeting with Wu Kai Sha Principal and PYP Coordinator to discuss teaching and learning and sharing developed continuums; further development of these in Chinese (speaking & listening)
- Strengthening and collaborating with secondary mathematics department to further develop the continuums
- Continue to strengthen SWI approach to learning more about words in regards to spelling, meaning and how they are used as writers.
- GENDER -Educating parents about gender bias through admissions/ parent university.

## **2. Confirmation of minutes of last meeting**

2.1 The minutes were confirmed and approved without amendment.

## **3. Matter arising**

3.1 Government announced all Primary schools in Hong Kong will be closed on Friday 14<sup>th</sup> Jan 2022. Students in Primary will be back to online learning. (HB)

## **4. Principal's Report (HB)**

4.1 Student enrolment number – 991 in the primary and 1093 in the secondary school , total 2084 students College-wide as of 12 Jan 2022.

4.2 New teacher recruitment for school year 2022-23 continues this month. We had 19 teachers (ten primary and nine secondary) resign for next year which is notably more than in the past. The COVID-related travel restrictions and the 21-day HK quarantine were the most common reasons for leaving. Fortunately, we have enthusiastic teachers from overseas and in Hong Kong willing to take their places.

4.3 There were three mid-year teacher resignations – two planned and one unexpected to take advantage of a time-sensitive migrant emigration visa to Australia. Long-term cover teachers or new staff have been hired to fill these positions.

4.4 There is one resignation from the College Leadership Team. Brandy Stern, Secondary Vice-Principal for the MYP is returning to Canada. We will be advertising the post locally and internationally. Interviews will be held in February and a parent member of the College Council is invited to join the selection team. Parent representative ,Audrey Mah who is in staff committee will join the interview panel.

4.5 The main basketball court is being refurbished including relocation of the lighting to remove the lampposts. We hope to have it finished by the time students return in February from the Lunar New Year holiday.

4.6 The Traffic Department is conducting a major works project on the corner of Sai Sha Road and Hang Ming Street for the next several weeks. This has hampered traffic in the morning but seems to have improved as parents became accustomed to the construction.

4.7 School /Parent / Community Activities

- Year 13 Mock IB DP Exams – 10-21 January
- Year 1 Admissions – 10 January – postponed due to COVID Restriction  
(Post meeting note: Year 1 Admissions interviews were completed online on 28<sup>th</sup> Feb)
- Secondary Mid-Year Reports to parents – 21 January
- Scholarship Information Meeting – 24 January

4.8 The Primary and Secondary Leadership Teams reported back to teachers by phase on the results of the Faculty and Staff Wellbeing Survey completed in October. While there are items that will take time to review, there were issues, such as teacher hours after school, which were updated based on the feedback from the in-house survey.

## 5 Business Manager's Report (SH)

5.1 2021/2022 P&L Report as of 30/11/2021 (first document)

### 1) Incomes

- Tuition fee incomes are above the forecast even after the usual Christmas break attrition: 2,084 as of today (budget was done based on 2,074 students).
- Interest incomes are very low.
- Rental incomes are getting better but will be impacted again by the cancellation of all after-school activities.

### 2) Expenses

- Teaching staff expenditures are well contained but support staff expenses are very high due to the massive amount of extra cleaners employed for lunch and snack time. The Senior staff salary is compensated by the Interco incomes and is related to the interim of our Primary principal at KJS
- Big gap in cash allowance
- Other expenses are well contained except for IT expenditures which are always very high at the beginning of the school year but will be within budget at the end of the year.

### 3) Interim Result

- Deficit of 495,636 HKD as of November 2021 due to the missing interest incomes and high cleaning and IT expenses

## 5.2 Budget 2022/2023

- RCHK and ESF are working on the 2022/2023 draft budget
- The draft budget and the tuition fee increase proposal will be presented by ESF Finance Department at the next College Council Meeting on the 22nd of March 2022 (a Finance Committee Meeting will take place before)
- 3 parameters are important to determine the tuition fee increase:
  - (1) The enrollment forecast done by RCHK - 2,084 forecasted in 2022/2023 (compared to 2.074 this year)

- (2) The staff salary increase decided by ESFC
  - (3) The tuition fee increase decided by ESFC / College Council
- RCHK will ask not to increase the Secondary fees to to reduce the gap between the other ESF schools
- ESF PRIMARY: 115,800 HKD / RCHK PRIMARY: 124,000 HKD + 7.08%
- ESF MYP: 133,800 HKD / RCHK MYP: 166,000 HKD + 24.06%
- ESF DP: 140,700 HKD / RCHK DP: 167,900 HKD +19.33%

### 5.3 **Nomination Rights**

- 2012/2013: 62 applications (32 full payments): 12.95 MHKD
  - 2013/2014: 59 applications (24 full payments): 9.25 MHKD
  - 2014/2015: 72 applications (26 full payments): 12.45 MHKD
  - 2015/2016: 83 applications (33 full payments): 13.65 MHKD
  - 2016/2017: 85 applications (35 full payments): 14.50 MHKD
  - 2017/2018: 65 applications (27 full payments): 11.60 MHKD
  - 2018/2019: 55 applications (30 full paymentst): 12.05 MHKD
  - 2019/2020: 65 applications (35 full payments): 14.20 MHKD
  - 2020/2021: 57 applications (31 full payments): 12.70MHKD
  - **2021/2022**
- ⇒ 50 applications have been received so far (39 for Y1 and 11 for Y2 and above). It was 44 at the same time last year
- ⇒ Y1 Admissions tests have been postponed

### 5.4 **List of external users 2021/23**

- ESL SPORTS (Swimming, Basketball, Gym., Football, Kung-Fu)
- ESL LANGUAGES (English, Spanish)
- DALI SWIM CLUB (Swimming)
- WIN TIN SWIM CLUB(Swimming)
- RCHK SWIM CLUB (Swimming) – special price as it’s a RCHK students-only club
- St GEORGES BADMINTON CLUB) (Badminton) \*15% off as few players
- HONOR SPORT (Badminton) \*10% off as few players
- DREAM SPORTS ACADEMY (Basketball) \*10% off as historical partner
- HONG KONG STAR BASKETBALL TRAINING LIMITED (Basketball)
- HONG KONG YOUTH SOCCER ACADEMY (Football)
- ASIA PACIFIC SOCCER (Football)
- ARSENAL SOCCER SCHOOL (Football)
- Victory Volleyball (VOLLEYBALL)
- HONG KONG FOOTBALL RUGBY UNION (Rugby)
- JUDY LIU DANCE COMPANY (Dance)
- WORLD ALL STYLES MARTIAL ARTS ASSOCIATION (Karate)
- BABEL FILMING – China Windwall (Filming)
- ACTIVE KIDS ACADEMY (Chess)
- STEMEX LEARNING CENTRE (STEM program)
- TWIGA POTTERY (Clay club)
- UTAH LEE (yoga/fitness for staff only – flat fee)
- MELISSA BOOKER (yoga for staff only – flat fee)
- HONG KONG CHURCH OF CHRIST (Sunday mass)
- All Black football (football) \* free as endorsed by UNICEF

## 5.5 Capital Expenditures 2021/2022

### (1) Central playground flooring

- EPDM floor + new basketball poles + new lights
- Budget: 2.2 MHKD + 333,333 HKD from RAPT

### (2) Toilets refurbishment (2<sup>nd</sup> phase)

- Upgrade of 2/F floor of Primary and Secondary toilets (summer 2022)
- Upgrade of Primary gym toilets (summer 2022)
- Budget: 5 MHKD
- Tender in process, maybe more budget necessary

### (3) Oil Free Chillers

- Change of PAC chillers (15 years old)
- Summer 2022
- Budget: 5 MHKD

### (4) Swimming pool sound baffles / acoustic ceiling

- Replacement of the current sound baffles
- Summer 2022
- Initial budget: 1.5 MHKD
- Final cost after tender process: 1.2 MHKD

## 6. Committee Reports

- 6.1 There is no committee report.

## 7. ESF School Council Report (CBDC)

- 7.1 ESF school council update

- Kindergarten and Primary schools moving to online learning as of 14<sup>th</sup> Jan 2022
- EDB has mandated vaccination for all school staff effective 24<sup>th</sup> Feb
- Schools are adapting to this new reality
- Staff wellbeing, retention and attraction continues to be a priority
  - ⇒ CBDC showed the result of an all ESF employee pulse survey in Nov/Dec 2021: Great (10.9%) / Well, Still Smiling (32.9%) / Feeling Down (33.1%) / Upset, Unwell (23.6%)
  - ⇒ 20/21 Teaching attrition slightly increased, support staff & EAs significantly increased
- ESF started the Fee & Pay discussion this week with a discussion to be made in Board meeting at end of March.
- ESF will plan for a typical calendar, similar to this year, with the idea of flexibility going forward.
- Many great activities took place across ESF in Term One culminating with the Island School topping out ceremony that was held on 8 Dec 2021

## 8. AOB

- 8.1 IW said the HK Government lowered the age of COVID vaccination for children. EDB suggested the importance of having vaccination and may group students together to



receive the vaccination. IW asked CBDC if ESF is taking this into consideration. CBDC said EDB has yet to provide final confirmation but regardless, ESF will have to follow EDB's guidance.

**9. Date of Next meeting**

22/03/2022

(Meeting adjourned at 5:29 p.m.)