

Minutes of 1st RCHK Council Meeting 2023/24

4 pm on Thursday 5th October, 2023

Present:

Chairman	Lisa Lau (LL)
Principal (ex-officio)	Harry Brown (HB)
CEO's nominated representative	Mark Blackshaw (MB)
Community Representative	Peter Pang (PP)
Community Representative	Edward Tang (ET)
Parent Representative	Irene Wang (IW)
Parent Representative	Mehul Tanna (MT)
Parent Representative	Jerry Siu (JS)
Staff Representative	Anney Chan (ASC)
Staff Representative	Sinita Pandya (SP)
Staff Representative	Katie Stears (KS)
Secretary	Alice Har (ALH)

Absent with Apologies:

CEO (ex-officio)	Belinda Greer
Community Representative	Gideon Ho (GH)

In attendance:

Business Manager	Samuel Hureau (SH)
Head of Secondary	Geoff Wheeler (GW)
VP of Secondary	Jess Davey-Peel (JDP)
Head of Primary	Jason Doucette (JD)

1. Welcome and Introduction

LL welcomed everyone. Each council member introduced themselves. Mark Blackshaw (MB), ESF director of education is the CEO's nominated representative to replace Charles Caldwell.

1.1 IBDP/CP exam results for the Class of 2023 (JDP)

1.1.1 School CP statistics (May 2023) -

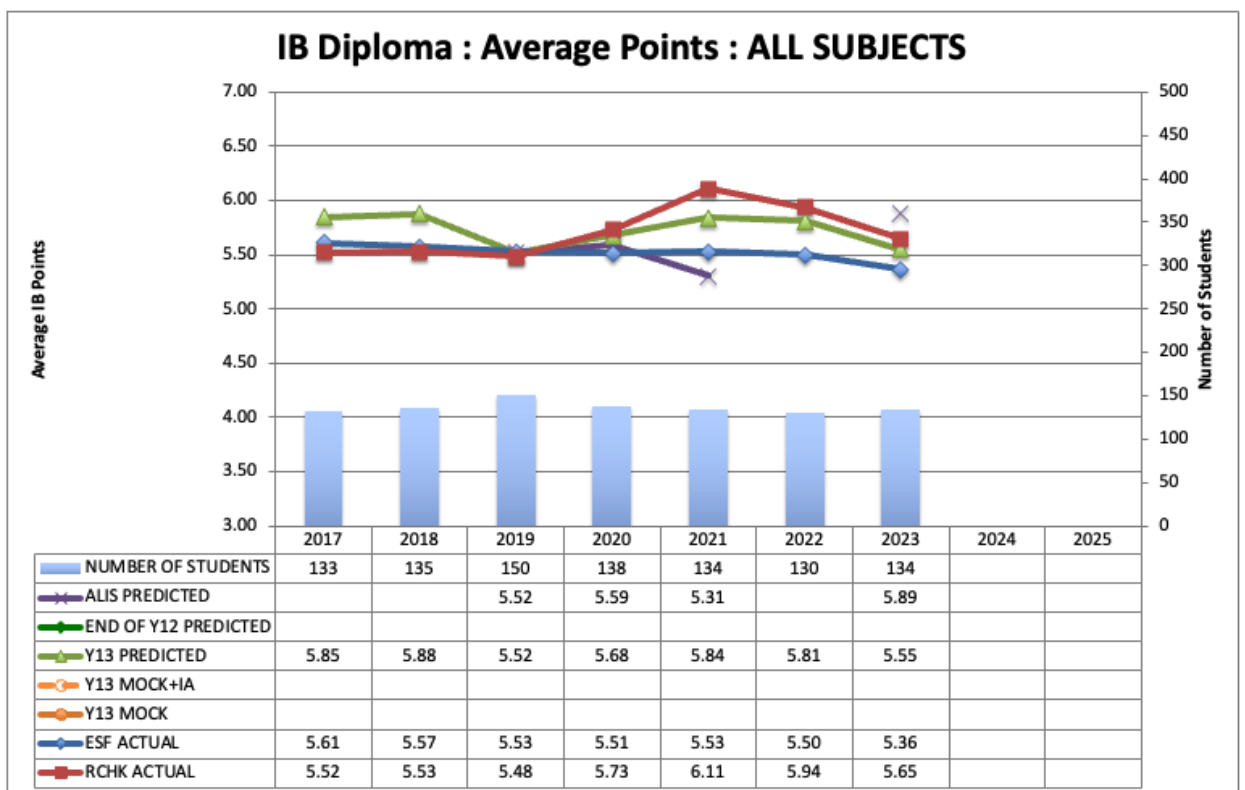
- Number of candidates: 4 (class 2023)
- Pass rate: 100%
- SCAD GPA averages: 3
- Currently, Y12 has 14 students and Y13 has 7 students. It continued strength and growth.

1.1.2 DP Headline figures (May 2023):

Number of students entered for the full diploma	125
Number of students achieving the IB Diploma	122
Pass rate (%)	98%
Bilingual pass rate (%)	100%
Mean point score for IB Diploma Students	37
% of students achieving 30+ IB Diploma Points	93%
% of students achieving 35+ IB Diploma Points	67%
% of students achieving 40+ IB Diploma Points	30%
Mean grade for all students	6

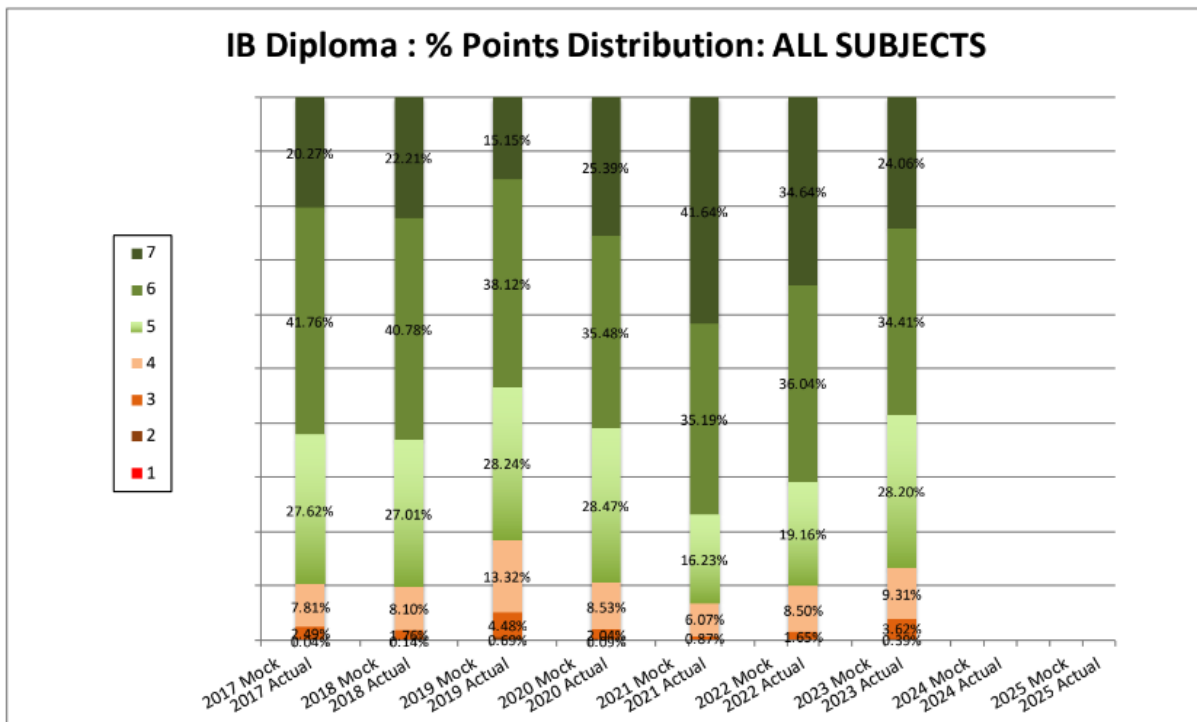
- A return to pre-covid models of assessment was seen in May 2023 and IB suggested that the grade boundaries would move back towards pre-covid (2019) standards.

1.1.3 May 2023 Results Trends:



- The cohort essentially achieved higher-than-expected outcomes in comparison to previous trends. ALIS was slightly lower, so essentially a weaker cohort, but outcomes were higher. Healthy to see that the predicted grades are tracking against the actuals.

1.1.4 Percent points distribution – all subjects



- Evidence of top scorers holding strong

1.1.5 Results from 2017 to 2023



May 2023 Statistics

	RCHK 2017	RCHK 2018	RCHK 2019	RCHK 2020	RCHK 2021	RCHK 2022	RCHK 2023	2023 vs 2022
Number of students entered for the full IB Diploma	135	133	137	127	129	126	127	1
Number of students entered for IB CP (including Bilingual)	0	1	8	3	6	4	4	0
Number of students 'not awarded' the IB Diploma	1	2	7	0	0	0	3	3
% of students awarded the IB Diploma (including Bilingual)	99.3%	98.5%	94.9%	100.0%	100.0%	100.0%	97.6%	-2.4%
% of all Diploma Students awarded the Bilingual Diploma	42.2%	39.8%	30.7%	37.0%	27.9%	19.8%	26.0%	6.2%
Mean points score for those entered for full IB Diploma	35.0	35.2	34.8	36.6	38.8	38.0	36.6	-1.4
% of students achieving 30+ IB Diploma points	87.4%	85.0%	85.4%	91.3%	96.1%	92.9%	92.9%	0.0%
% of students achieving 35+ IB Diploma points	54.1%	63.2%	51.8%	65.4%	81.4%	75.4%	67.5%	-7.9%
% of students achieving 40+ IB Diploma points	17.0%	22.6%	17.5%	35.4%	50.4%	46.0%	31.0%	-15.5%
Mean grade for all subjects	5.50	5.54	5.44	5.72	6.11	5.94	5.65	-0.3
Mean Core Points (for Extended Essay and TOK)	1.97	1.94	1.88	2.09	2.07	2.17	2.03	-0.14

- Typically we look to make comparisons to the previous year but the last few years have been so atypical and given the IB's return to pre-COVID assessment, it makes more sense to look to a more appropriate comparison- 2019.

- The pass rate was still secure, 100% was great but may have been symptomatic of the climate of assessment.
- Mean Core Points (for Extended Essay and TOK) are stable.
- The number of students increasing so need to be aware of ensuring standards remain the same. (currently 161 in year 12).
- Chinese A, plus SSST option (Korean, Japanese, French). Want to do some work in unpacking if this is reflective of a change in cohort or MFL popularity. We're now at three classes in year 12, 2 Spanish, 1 French. Also, need to quality assure that the Chinese anticipated entry course is appealing to the right type of student, as this shouldn't move students out of group 1.

1.1.6 Mean grade



May 2023 Statistics

	RCHK 2017	RCHK 2018	RCHK 2019	RCHK 2020	RCHK 2021	RCHK 2022	RCHK 2023	2023 vs 2022
Mean grade for all subjects	5.49	5.54	5.44	5.73	6.11	5.94	5.65	-0.29
Mean grade: Group 1 - Language A	5.51	5.52	5.64	5.83	5.96	5.91	5.47	-0.44
Mean grade: Group 2 - Second Language	6.03	5.86	5.69	5.96	5.91	5.98	5.74	-0.24
Mean grade: Group 3 - Individuals and Societies	5.76	5.66	5.58	5.76	6.31	6.09	5.87	-0.22
Mean grade: Group 4 - Experimental Sciences	5.17	5.35	5.23	5.42	6.10	5.97	5.51	-0.46
Mean grade: Group 5 - Mathematics and Computer Science	5.14	5.45	5.13	5.69	6.15	5.87	5.79	-0.08
Mean grade: Group 6 - The Arts	5.94	5.41	5.39	6.00	6.22	5.51	5.25	-0.26
Mean Core Points (for Extended Essay and TOK)	1.97	1.94	1.88	2.09	2.07	2.17	2.03	-0.14

- Lang A focus, more students taking English Literature fewer taking Chinese A, looking at literature and performance
- Movement from double sciences to two group 3's, but attainment in their area remains secure.
- Group 6 numbers increasing

1.1.7 Approach to reflection and forward planning:

- Heads of the department have been provided with data (class, teacher, subject, level, component, cohort, ESF, etc) and share their analysis with us, with identified strategies for improvement.
- This process is used to inform departmental strategic planning in line with the secondary strategic plan.
- Mid-year checkpoints for progress are set.

- Students are tracked at the coordinator level, heads of department level, and teacher level with pastoral support throughout.

1.2 IB Five-Year Review Updates (JD)

JD updated the details of the IB visit from the 15th to the 17th of November.

2. Confirmation of minutes of the last meeting

- 2.1 The minutes were confirmed and approved without amendment.

3. Matter arising

3.1.1 Results of School Council Self-evaluation

- Self-evaluation from the council was ranked “Good” and above
- Comments including :
Focus on the quality of education and more participation from the council in the activities organized by the PTA.

4. Principal’s Report (HB)

- 4.1 Number on roll: 990 students in the Primary School and 1105 students in the Secondary School, a total of 2095 students College-wide.

4.2 Staffing:

- Recruitment season is underway to fill teacher vacancies for the 2024-2025 school year. Thus far, we have one resignation in Secondary and one in Primary. However, there are no current openings in Primary with Tina Lambert returning to the classroom next year.
- We are now recruiting to replace Acting Primary Vice Principal and PYP Coordinator, Tina Lambert to begin in August 2024. Initial interviews are this week followed by final interviews on 17 October with the intention of making an offer prior to the midterm break.

4.3 Premises Issues :

There are multiple projects lined up for “Summer Works” which are included in the Business Manager’s report.

4.4 School/Parent/ Community Activities :

- Visit from Relational Wellbeing Collaborative: 9-20 October.
- World Mental Health Day: 11 October.
- RAPT Annual General Meeting (AGM): 16 October.
- ESF Midterm Break: 23-27 October with a CPD day on 30 October.

5. Business Manager's Report (SH)

5.1 Final accounts 2022/2023

- Accounts were closed on the 31st of August 2023
- ESF and RCHK's Finance departments are now working on the final figures
- Final accounts will be shared at the next College Council meeting in November
- A significant surplus is forecasted

5.2 Budget 2023/2024 – key points

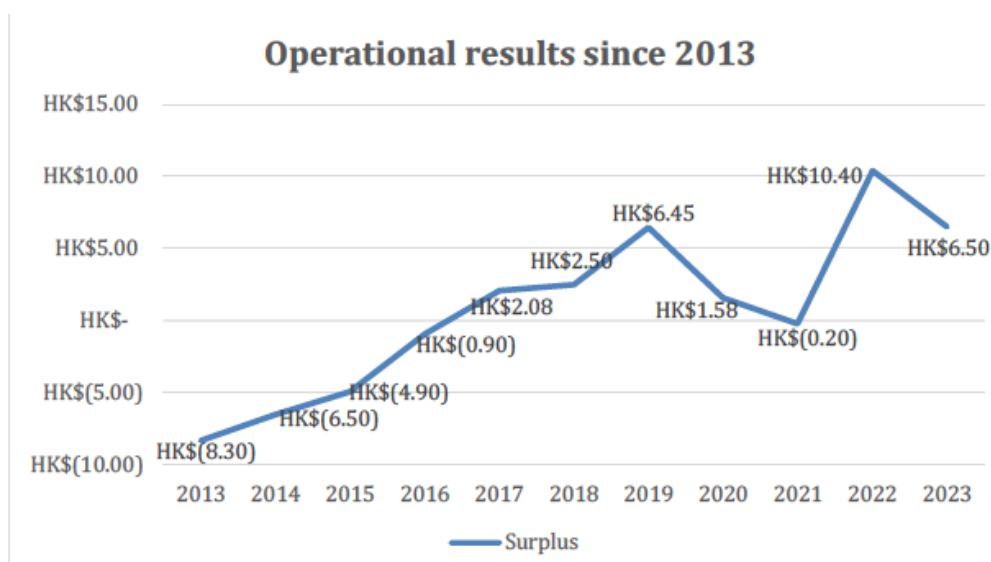
- Today's enrollment: 2,095 students (the budget was based on the forecast of 2,082 students)
- 4% salary increase for teachers and 4.5% support staff
- +5.5% tuition fee increase in Primary and + 4.5% in Secondary
- An operating surplus of 5,2 MHKD is budgeted
- The first payroll of September 2023 is showing salary expenses in line with the budget. Salary expenses represent more than 70% of the operating expenses.

5.3 Enrollment 2024/2025

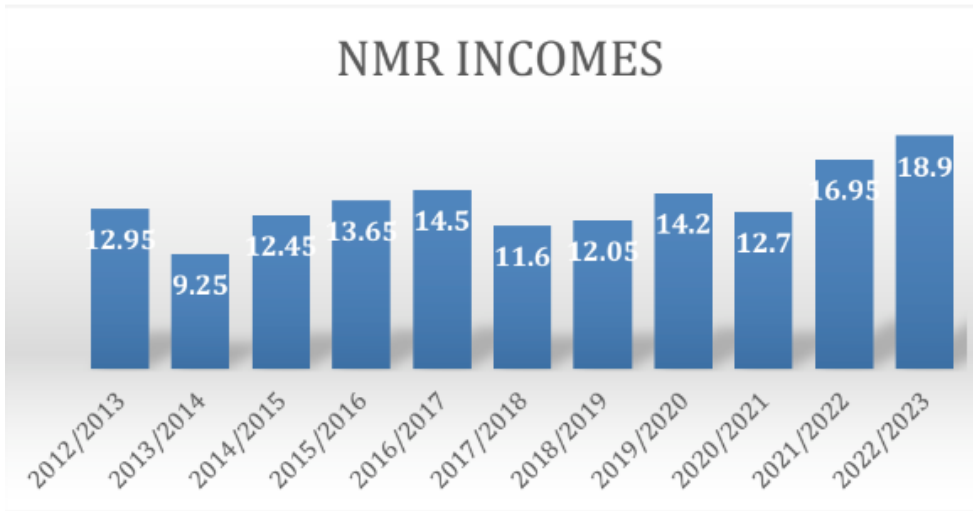
- 109 ESF Kindergartens and 256 Non-ESF applicants (total 365) against 319 last year (124 ESF and 195 non-ESF)
- The 2024/2025 enrollment campaign has started for August 2024 and till date 17 NMR from KGs have been allocated to RCHK (TBC) and 30 more prospective applicants are under discussion with Admissions.

5.4 Keys Performance Indicators

5.4.1 Operational results since 2013:



5.4.2 NMR Incomes

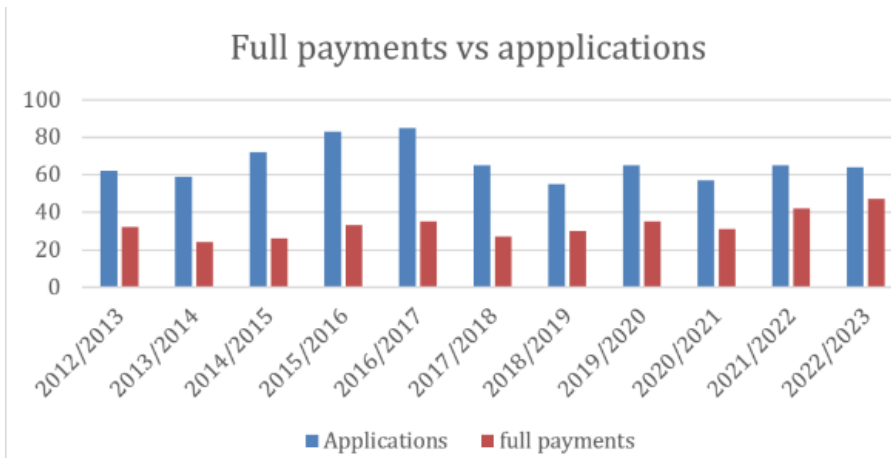


2022/2023: 64 applications

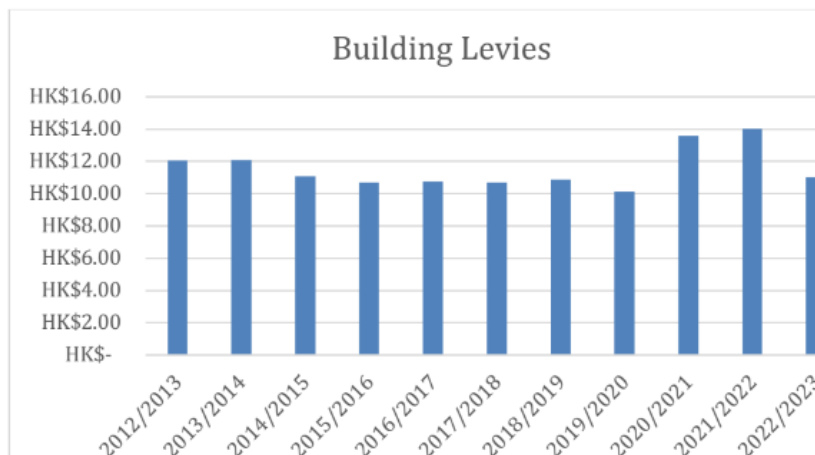
- 64 applications were received

- 47 have been paid in full
- 2 have withdrawn or declined (50,000 HKD is kept)
- 9 were unaccepted and refunded
- 5 on the waiting list and one is under review

5.4.3 Full payments vs applications



5.4.4 Building Levies



5.5 Capital expenditures:
Toilets refurbishment (3rd phase) – Summer 2023 – completed

- Toilets Secondary building 4, 5 and 6/F and cafeteria G/F and 1/F
- Consultancy awarded to Fruit and Design of 550,000 HKD
- Works awarded to Hon Fung company of 7,850,558 HKD

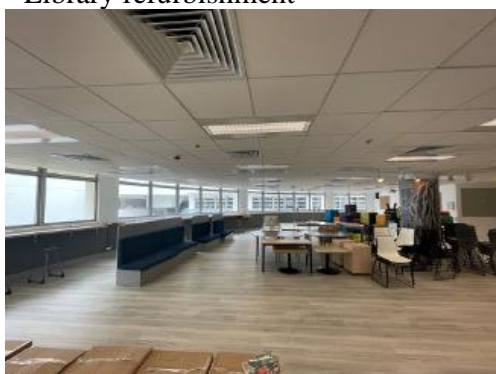


Other minor works were done during the summer 2023:

- 5/F office refurbishment
- Sciences labs fume cupboards



- Library refurbishment
- Rugby pitch paddings



Projects 2023/2024

- Toilets refurbishment (phase 4 – final -PAC and Sports Center): 8 MHKD - Summer 2024
- Staircases flooring (6 staircases): 2 MHKD - Summer 2024
- Electricity and lightings renovation at swimming pool: 2 MHKD – Summer 2024
- External paintings: 6MHKD – Summer 2024
- Long-term project: renovation of the Performing Arts Centre (PAC) building

6. Committee Reports

None

7. ESF School Council Report (MB)

7.1 HR

ESF welcomed 79 new teaching staff across the foundation this year, 61% were already based in Hong Kong. 48% of new teachers had UK nationality, followed by 20% Hong Kong and 31% other (USA, China, Australia, Canada, France...) Low attrition rate last year, it was 7.7%. The low attrition indicates the increased attrition during 2021/22 (14%) has stabilised. About 18% of new hires came from internal, e.g. EAs trained to be teachers.

7.2 Admissions update

New online Admission Form with a new interface launched on 1 August 2023. Along with the new ESF zone-free policy. At the start of this academic year, the enrolment for all ESF schools is at 99.6% to target. Central applications K1, Y1 and Y7 for admissions in August 2024 opened on 1 September. Deadline 30 September 2023. 800 K2 students will apply to transfer to primary school and 1016 year 6 students will apply for transfer to secondary school. The free zoning does not apply for Y6 to Y7 allocation.

7.3 Board Election

ESF is holding an election for four parent members of the ESF Board of Governors. The election closes on October 17, the result will be announced the following morning.

7.4 Limitless

First held in 2019, Limitless is a 6-week outdoor education experience held in the Australia Outback for Y9 students. Over 100 applications from students. Students who are successfully accepted onto Limitless will be able to set off to Australia in May 2024.

7.5 New ESF admissions website

Recently launched, it is aimed specifically at prospective parents and is available in both English and Chinese versions. The next step is to redesign all of the individual school website templates.

8. Date of Next meeting

The next meeting scheduled on 6 Dec,2023

(Meeting adjourned at 5:35 p.m.)