

Minutes of 1st RCHK Council Meeting 2018 / 2019

4 pm on Thursday 13th September 2018

Present:

Chairman	Anne Choi (AC)
Principal	Harry Brown (HB)
ESF Representative	Adam Hughes (AH)
Community Representative	YK SIN (YK)
Community Representative	Rebecca Chan (RC)
Parent Representative	Yvonne Tse (YT)
Parent Representative	Eric Wong (EW)
Staff Representative	Sameera Ahmad (SA)
Staff Representative	Catherine Broome (CB)
Staff Representative	Katherine Evans (KE)
Secretary	Alice Har (ALH)

Apologies:

Community Representative	Edward Tang (ET)
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In attendance:

Business Manager	Samuel Hureau (SH)
HR Manager	Anney Chan (ASC)
Community Representative (effective 2 November 2018)	Albert Cheuk (CC)
Head of Secondary	Natasha Williams (NW)
Vice Principal – Secondary	Jess Davey-Peel (JDP)

Welcome

AC welcomed everyone to the meeting and introduced Mr. Albert Cheuk to all members. Council passed a vote of thanks to YK, who is leaving the council and will be replaced by Albert with effect from 2nd November 2018.

AC invited NW and JDP to share the IBDP and IBCP results for the class of 2018 RCHK cohort. JDP and NW shared some PPT slides to report the statistics for the result as of May 2018.

For CP, the reflective project marks show greater control over outcomes as the programme continues to be further embedded. At DP, while our pass rate dipped slightly we continue to be above the world average and we continue to be proud of our Bilingual Diploma pass rate in terms of establishing appropriate challenging and upholding the culture and local context. In reflecting on areas of strength and challenge it was possible to conclude that the area of DP results that shows greatest improvement is in stabilizing outcomes for the mid-range and top range students. This shows that the levels of support and challenge our students are facing is functioning well. Moving 3.8% of students from the under 30 to 30 plus area would secure arguably more competitive university places and the 5.3% rise in to achievers pulls us much closer to the ESF average and provides our students with more security in applying to higher reaching institutions. The data we have analysed with regards to the core components show that this may be an area we can work on to improve. While TOK appears to be relatively secure the outcomes where the EE is conceded can be seen to be less predictable and therefore this is an area we're working to improve consistency in. We are in the process of working closely with EE coordinator to reflect on processes all the way back to students making choices regarding their EE subject through to tighter

and more consistent moderation processes. We have identified that certain EE groups (1 and 2) appear to attract higher scores and we're looking at ways to alleviate the pressure of the number of students who take group 3 or 4 EE's by encouraging students towards group 1 and 2 moving forward. JDP concluded the presentation with a strategic plan briefly which included different aspects in order to drive for improvement.

After the presentation, RC asked what would happen to the students who didn't take the IB exam. JDP said they have already graduated and will take the exam in November to earn the diploma. KE asked whether French will be added as a learning language in RC. JDP said at the moment it is an online course only; a survey might be a good idea before making the decision.

Minutes of Last Meeting

The minutes were confirmed and approved. AC asked SH whether earlier repayment on the ESF loan is still possible. SH reported repayment has not started yet. It will be decided once the figure of the Nomination Right is out.

Matters Arising

HB introduced and welcomed his new PA- Alice Har and the HR and Finance Manager – Anney Chan. ASC assists SH to do budget plans and handling all support staff. ASC will attend the meetings in the future.

Principal's Report

HB spoke to his report previously circulated. He highlighted the following:

- We are in the process of hiring a College Counselor to replace Andrew Parkinson. HB will liaise with AH regarding the candidate who is currently working as educational psychologist in ESF Center.
- ESF has announced the Early Resignation Incentive Scheme for teachers. This scheme was started last year and provides schools and HR the opportunity to move swiftly in hiring teachers for 2019/2020. There were 3 resignations received as of the meeting date.
- A flood happened in the Red Door Center on 1st July 18 due to a burst salt -water pipe in the 2/F restroom. No injuries happened. The servers were damaged and would be replaced in school break time in December as the system needs to be shut down. HB thanks for all the great work from Ania, Red Door team and facilities team members who helped in cleaning and saving the rest of the assets. The majority of the loss of this accident would be covered by insurance.
- CIS/WASC and IB evaluators were in RCHK in the first week of September. Evaluations by IB evaluators are mandatory, HB is happy to share that all 4 IB programs in RCHK have passed the evaluations. CIS/WASC are the outside organization to ensure RCHK is continually improving and keeping up with leading international education standards. We would receive a report back from them in approximately six weeks regarding their findings. However, no alarming recommendations were given during the exit interviews. CIS/ WASC would be back in Feb 2020 to look at the progress of improvement.
- HB submitted the first draft of an updated 5 -year action plan to EDB in order to renew the School Sponsoring Bodies with the HKSAR Government.

- HB requested approval of: 1) The annual new teacher recruitment plan to include HB attending the Search Associates Job Fairs in BKK, LON and SFO. (HB makes good use of the trip and hosts a RCHK alumnus reunion in LON each year.) 2) Two support staff promotions and Salary adjustment. 3) Hiring an additional – a third full-time lifeguard for the pool to maintain the safety standard and cover the weekend.

A couple of questions were raised regarding teacher employment. HB answered that around 5-10% teachers were hired from the Job Fairs and reasons for teachers leaving RCHK are mainly due to family and searching job promotion opportunities.

The council members in the meeting approved all three requests.

Business Manager's report –

SH spoke to his report previously circulated. SH reported school would break even again this year (depreciations included) and start to have significant surplus. As of the meeting date, number of student enrollment is 2,094 (the budget was made on basis of 2,080) and has reached maximum capacity in regards to ESF Service Agreement. For Nomination Right, 16 applications (Y1) have been received for 2018/19 as of the meeting date. One form application would be the reason of a decrease of NR.

Red Door Center Flooding

Estimation to make good server room equipment is HKD 6.8 M and 1/F flooring and electrical system is round HKD 800,000. Insurance should take up to 85 % of the damages; HKD 1.15 M will remain supported by RCHK.

The new PA system project would be suspended until further notice because of expenses due to the flooding in RDC.

Solar Panel Project

Secondary students are leading a project of putting up 34 solar panels on the secondary building rooftop. Ecosmart has been selected with ESF approval. The electricity will be sold to CLP; in return RC will receive HKD 9000 * per year for 15 years. YK raised his concern to watch out complaints from neighborhood e.g. reflection from the panels etc.

* Equivalent of 15% of the electricity produced

Committee Reports

None

ESF School Council Report

AH spoke to the latest School Council- CEO update circulated earlier. AH also mentioned that Ms Belinda Greer would make visits to each ESF school/kindergarten meeting new teachers, principal, vice principals, EA and parents throughout this school year in order to enhance the communications between her and schools.

AOB

All council members in the meeting approved the renewal of employment contract for HB - the Principal 2019-21

HB said RC has an opening for Parent Representative to replace Jack Ng. We have liaised with ESF in order to get the nomination/voting process done.

Date of Next Meeting

29th Nov2018

The meeting was adjourned at 5:45 pm