



THE ENGLISH SCHOOLS FOUNDATION
REPORT TO THE BOARD
FOR THE MEETING ON 25 JANUARY 2011
CHIEF EXECUTIVE'S REPORT

Introduction

The new term has started well in the schools and we have already had two major Continuing Professional Development events, one for Maths for teachers and the other the Senior Leadership Conference involving the Principals and most of the Vice-Principals of our schools.

1. Follow-up to the Last Board Meeting

- 1.1 We will invite Board members to visit schools after this meeting.
- 1.2 Presentations will be made by the CFO on the audited accounts for ESF and ESL to the advisory committees of Principals, School Council Chairmen and Parents. A slide presentation with an explanatory video clip is being prepared for the ESF website to be posted before the end of January.

2. Education

2.1 Principal Vacancies

The Education and Human Resources departments are currently working on the recruitment process for two principal positions. The process for the Peak School position is well underway, with the final interview stage to be held from 17-19 January. Ideally, the position would be filled for the commencement of Term 3, depending on the availability of the successful candidate. Planning has begun for the filling of the Sha Tin College position for the commencement of the coming academic year.

2.2 Senior Leadership Conference

Senior leadership teams from across ESF will be engaged in a two-day conference on 13-14 January. The theme of the conference is communication and participants will reflect on effective communication through listening to Dennis McLoughlin (High Trust Leadership); Marjorie Kirkland (The Evolution of Learning in a Digital Age); Robyn Treyvaud (Cyber Safety) and Virginia Morris (Corporate Social Responsibility) and through choosing several of the 25 workshops on offer. Many of the workshops have been offered by school leaders and members of the Education Advisory Team.

2.3 Boys' Education

Dr. Ian Lillico, a highly respected researcher/practitioner from Australia, has attracted an outstanding response to his session on educating boys. A workshop attended by 50 staff was highly evaluated and enrolments for the parent workshops have far exceeded

expectations, with approximately 600 ESF parents indicating their intention to attend one of the two sessions at either Clearwater Bay or Quarry Bay Schools.

3. Finance

A 5-year forecast has been performed for Renaissance College (RC) and Discovery College (DC).

This information must remain confidential until the School Councils have been consulted and parents informed.

4. Human Resources

4.1 Teacher Contract Renewal and Recruitment

Each year approximately half the teachers and Vice Principals in ESF are eligible for contract renewal for the next academic year. This year 498 contracts were offered for renewal. Teachers return their contracts by 2 January each year indicating their intention to accept a further contract. There have been no cases of delinquency in returning contracts.

To date, we have received 79 resignations and non-renewals (Primary 26; Secondary 26; PI schools 16; and ESL Kindergartens 11). For the purpose of recruitment, this number increases to 107 when new posts are included (Primary 31; Secondary 32; PI schools 33; and ESL Kindergartens 11).

Teaching opportunities and promotional posts have been advertised internationally and in Hong Kong. The school and kindergarten Principals will be actively recruiting to these posts over the coming month. Currently, 2,200 teachers have registered interest in the advertised posts. From this pool Principals will determine short-lists and candidates for final interview and selection. It is a busy time, as the HR recruitment team in ESF Centre (Ada Yeung, Stanley Ho and Po Leung) co-ordinate the activities across all candidates for our 21 schools and kindergartens ensuring that candidates are available for phone, video, Skype or face-to-face interviews.

ESF Principals are interviewing in the United Kingdom in the last week of January and in Hong Kong. The PI school Principals are attending job fairs in Thailand, the United States and Canada as well as interviewing in Hong Kong.

We expect that the majority of roles for the 2011-12 academic year will be filled by the end of February.

5. Development and Communications

5.1 Fundraising

The *Adopt-A-Book* Campaign (Jockey Club Sarah Roe School) was launched on 14 December at the school Christmas concert. A major donation from The Society for the Relief of Disabled Children was received and seven of the Swindon Book stores were engaged as the promotion partner in distributing the donation leaflet. The donation form can also be found on both, the ESF and the JCSRS websites.

Preparation work for the KGV Fundraising Gala Dinner has already started with the selling of tables and the gathering of prizes for the evening. The target to raise \$1million from the said event is led by the KGV Fundraising Strategic Committee.

Other potential sponsors for various ESF projects will be approached, with meetings lined up after the Christmas holiday.

5.2 Communications

Preparation work for the production of the 2009-2010 Annual Report was carried out, in cooperation with other Departments in the collection of information and in obtaining data. In addition to the academic achievements and the up keeping of the schools, this report aims to offer a higher degree of transparency in governance and in finance.

Two media interviews were arranged in December. To ride on an excellent event at South Island School, a Food Technology teacher was interviewed by the HK Economic Times, while covering the story on 'La Journée du Goût'. In response to the parents concerned issues regarding refundable capital levy, an interview with the CEO by Sing Tao took place.

ESF leaflets and brochures were printed with updated information to meet jobs needs from both the Education and Human Resources Departments. The Communication team will also play a supporting role in the ESF University Fair 2011.

Meetings were arranged with individual Legislative Council members (who sit on the Education Panel and Public Works Sub Committee) to lobby for the Kowloon Junior School project.

6. Facilities Development

6.1 KJS Project Update

The Legco Education Panel discussed the project at their meeting held on 13 December 2010. Members of the senior management team attended at the request of the Education Bureau.

Several rounds of questions and answers were discussed during the meeting, with the KJS project being supported. The project was endorsed to proceed to the Legco Public Works Sub-Committee meeting to be held on 17 January 2011.

Final preparations have been made by the ESF project team in liaison with the Education Bureau for the Public Works Sub-Committee with the agenda and papers issued to members of the sub-committee on 10 January 2011.

Subject to positive endorsement of the funding application for the project by the Public Works Sub-Committee, final approval of funding will be sought from the Legco Finance Committee at its meeting scheduled for 18 February 2011.

The final amount of funding from government has been increased from the initial HK\$149 million, to HK\$187.4 million arising from continued negotiation between the ESF project team and the Architectural Services Department (acting as technical advisors to the Education Bureau). This final amount of capital funding represents around 45% of the total project costs.

6.2 KGV Project Update

Tender documentation for the main contract works (including foundations, building works, building services works, sustainable design features and preliminaries) has been completed and recommendations made to the Major Building Projects Committee for approval to tender out.

The pre-tender estimate for these works is within the ESF Board approved budget and includes amounts for tender price inflation within the Hong Kong construction market.

Details of the pre-tender estimate and recommendations, seeking ESF Board approval to tender out, are outlined in a separate report attached to the ESF Board meeting agenda.

Preparation continues at the KGV campus with necessary advance works being undertaken. These include: -

- Utility diversion works: relocating essential school services such as electric power, water, gas and communications cables away from the works areas.
- Temporary buildings: the provision of temporary teaching accommodation for the duration of the works period to make up for teaching lost during construction.
- Site security: the provision of additional safety, security and access control measures to reinforce the overall safety of the school environment during construction.

6.3 Island School Update

Members of the ESF Board met with representatives from the Island School Council on 8 December 2010.

The meeting was an open exchange of views on how the Island School project needs to be moved forward in terms of implementing a suitable solution. Redevelopment of the existing Borrett Road site and development of the Mount Parker sites were discussed.

It was acknowledged that the project is urgent given the nature and condition of the existing structures and buildings and that a holistic solution is necessary (in response to previous options for a partial redevelopment only at the existing site).

Further detailed investigation will be undertaken by Island School in partnership with ESF Centre and recommendations on the next steps brought to the ESF Board meeting on 1 March 2011.

7. **ESF Educational Services Limited**

- 7.1 The Christmas holidays saw over 400 children enrolled in Sports and Language winter camps. Record numbers, 320 in total, participated in the Language camp, substantially exceeding expectations and twice the number who attended last year. Participation was also good for Sports winter camps with 106 participants against a budget of 109.
- 7.2 Hillside kindergarten received its full authorisation and registration in early January, successfully concluding the migration from the former premises in Sheung Wan. The kindergartens are conducting visits for all prospective K1 students this month for 2011/12 places.
- 7.3 ESL launched its IB Finals revision courses on 11 January. Teachers for the courses will be selected during January and February.

Heather Du Quesnay
10 January 2011