



# ANNUAL REPORT

2018-2019

Shooting the AAROW's of  
Success at KJS  
**Achievement, Agency,  
Respect, Opportunity,  
Wellbeing**



**“Success For Every Child”**

# OUR VISION “Success for Every Child”

## Our Mission

To provide a joyful, supportive and stimulating learning environment where successful learners **achieve** through a wide range of learning **opportunities** and have positive **wellbeing**. They will learn with an attitude **respect** for self, others and the environment and have increasing levels of **agency** to take action and make a positive difference in the world. Our children will be internationally minded lifelong learners.

## Our Commitment

To achieve “Success for Every Child”, staff at KJS will focus on **Achievement, Agency, Respect, Opportunity and Wellbeing** (the **AAROW's** of Success) supporting and challenging each child to be successful.

This means a team at KJS who:

- Collaborate with one another, families and the community to achieve “Success for Every Child”;
- Are supported to be professional and exceptional in their respective roles;
- Regularly monitor and enhance each student's achievement, agency and wellbeing;
- Have a passion for providing a broad range of learning opportunities within and beyond the class-based curriculum;
- Model and promote positive wellbeing, growth mindset and respect for self, others and the environment;
- Understand and implement a quality PYP framework; and
- Are a community of internationally minded lifelong learners.

## Our Values

We value the primary years programme specifically the qualities and characteristics defined in the **learner profile**.

## Our Strategic Goals

- Develop teacher collaboration, effectiveness and efficacy.
- Enhance the wellbeing and agency of our children.
- Improve learning outcomes for our children.





# SCHOOL COUNCIL REPORT

The School Council is composed of representatives from the parents and staff of KJS, as well as members from the wider community and ESF. These voluntary representatives share their knowledge, skills and experience for the benefit of the school as a whole. At each meeting, members review reports and recommendations to ensure that the learning and wellbeing needs of students and staff are met. This year, the School Council, along with the staff of KJS, came together to enact practices and processes to ensure "Success for Every Child" and specifically how the AAROW's of Success are implemented in the school.

We are very pleased to be able to evidence academic progress and an enhanced financial position. The careful and considered work of the School Council has ensured students at KJS have exceptional teachers, quality resources and an amazing learning environment in which to learn, play and succeed.

The School Council also worked closely with staff and ESF to investigate the feasibility of an onsite Kindergarten at KJS to enhance the provision of schooling on site and support our parent community.

This investigation will continue in 2019/20 as KJS and ESF continue to work together to meet the needs of our local families and the needs of the Foundation across Hong Kong.

The School Council worked diligently in 2018/19 to develop a sustainable and prudent financial plan. The result of this work has KJS now operating an annual surplus (\$1.3 mil in 2018/19), allowing strategic planning for future improvements to facilities, additional resources and staffing as required.

**Mike Hudson**

**Neill O'Reilly**

P.S. On a personal note, this will be my last year with KJS and ESF as I will be stepping down for personal and family reasons. Having been involved in various roles for 25 years, the time has come to say goodbye. I wish to thank everyone for their support and I know that KJS and ESF are in good hands and will prosper and achieve even greater success in the future.

**Mike Hudson**

## School Council 2018/19



**Mike Hudson**  
Chairperson



**Rob Shorthouse**  
ESF Representative



**Neill O'Reilly**  
Principal



Staff  
Representatives

**Aarti Gupta**  
**Di May**

**Dawn Doucette,**  
**Francis Tse**



Community  
Representatives  
**Ada Lo, Irene Li**  
**Elke Weidemann**



Parent  
Representatives  
**Saloni Melwani,**  
**Simon Herd**  
**Siew Fong Leung**



## SCHOOL ANNUAL FINANCIAL REPORT

	ACTUAL 2018/19	BUDGET 2018/19
<u>Non-cash Funding</u>		
Staff funding	59,433,362	59,433,362
Adjustments on staff funding	-	-
Total non-cash funding	59,433,362	59,433,362
<u>Cash Funding</u>		
Capitation & ICT Funding	4,919,235	4,898,782
Grants	5,976	8,333
Rental and other income	1,072,178	900,000
School Activities	58,606	-
Donation	43,418	-
Total cash funding	6,099,413	5,807,115
Total Funding	65,532,775	65,240,477
<u>Expenditure</u>		
Staff expenses	58,484,616	59,433,362
Other expenses - Operating	5,103,185	5,710,500
Other expenses - Capital	392,962	900,000
Total Expenditure	63,980,763	66,043,862
Surplus / (Deficit)	1,552,012	(803,385)

# PTA ANNUAL REPORT

8

INITIATIVES

PTA LEAD INITIATIVES HELD  
THROUGHOUT THE YEAR

>190K

DONATIONS

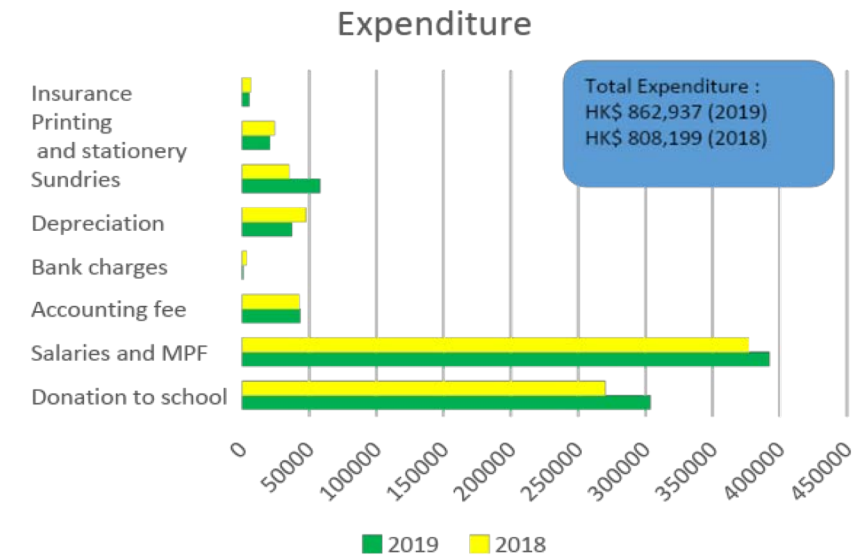
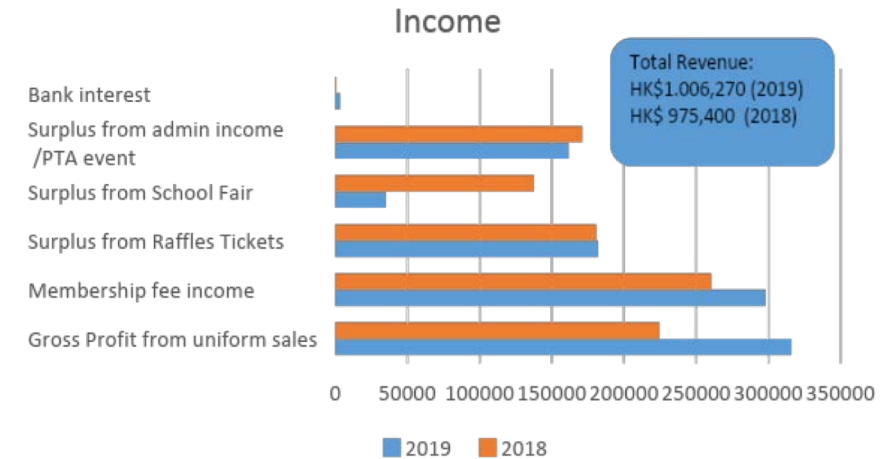
TOWARDS SUSTAINABLE  
LEARNING RESOURCES

120K

DONATIONS

TO PURCHASE FURNITURE FOR  
VARIOUS SCHOOL EVENTS

## 2018-2019 PTA Accounts







# PRIMARY YEARS PROGRAMME

## Key Priority: MATHEMATICS



### GOAL

To embed KJS inquiry driven conceptual mathematics as the 'KJS Way'



### ACTION

Inquiry teaching and learning processes supported schoolwide;  
Online courses for all staff to embed Mathematical Mindsets;  
Collection of data including student voice as to the effectiveness and consistency and opportunities in maths learning.



### IMPACT

Our maths audit, student voice, feedback from teams and from parents, all evidence positive progress in maths teaching and learning.

## Key Priority: Implementation of 'WELLBEING AT KJS'



### GOAL

To develop a context of wellbeing at KJS



### ACTION

- Implement wellbeing initiatives schoolwide and analyse impact;
- Wellbeing workshops for parents and community;
- Continue to gather and monitor data;
- Improve role and profile of student; and
- Engage Dr Helen Street to support the school to a culture of contextual wellbeing.



### IMPACT

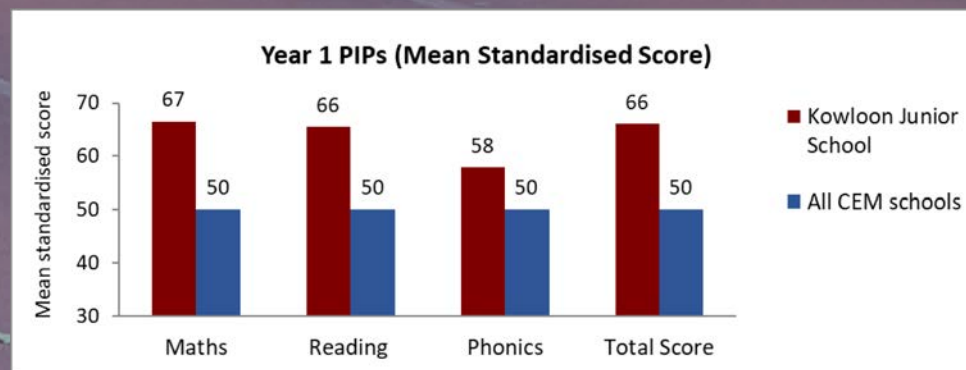
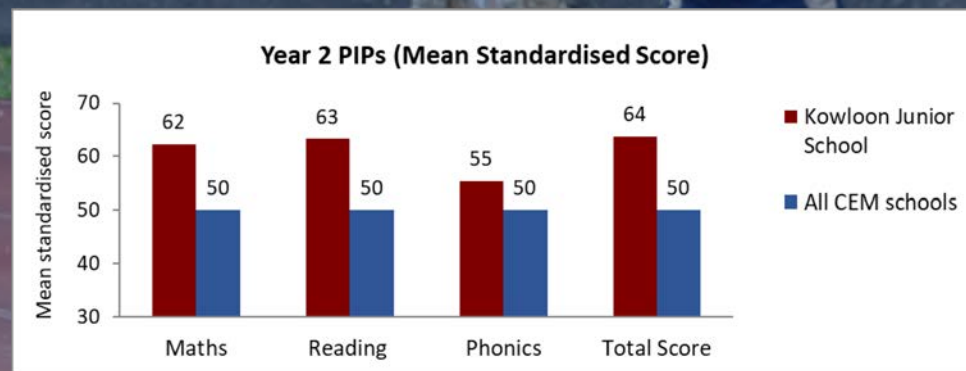
The year started with a whole school focus on 'Who We Are' unit with a central idea of "Values and beliefs define individuals and communities". This process ensured a wellbeing focus to developed shared beliefs, understandings and language to support wellbeing. A database of exemplar learning experiences and engagements was developed and the expert support of Dr Helen Street provided leaders and staff with support to develop a context of wellbeing at KJS.



# STANDARISED TESTING

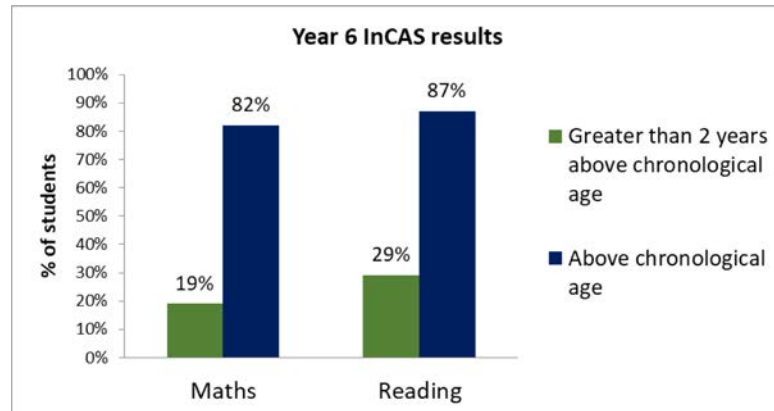
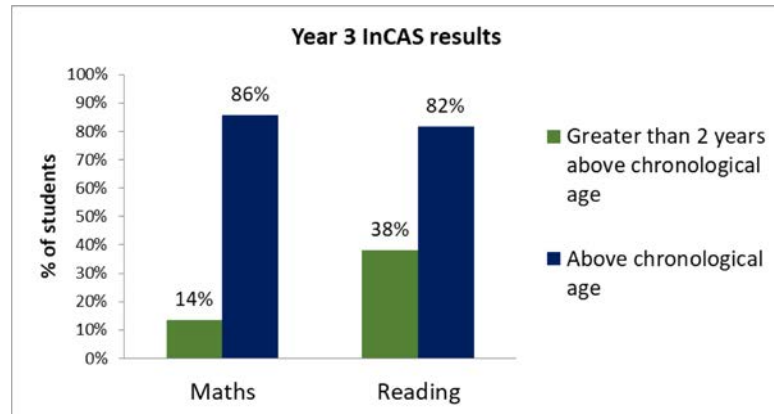
## Performance Indicators in Primary Schools (PIPS)

Last year, the PIPS were taken by all KJS students in Year 1. PIPS are administered by the Centre for Evaluation and Monitoring at Durham University (CEM) and are taken by more than 3,000 schools, most of which are in the U.K. and following a British curriculum. The assessment is a computer based assessment in which each student is given a standardised score for mathematics, reading and phonics, as well as a total score. The mean standardised score for each component is 50. As you can see from the chart below, **KJS students performed well above average in all measures.**

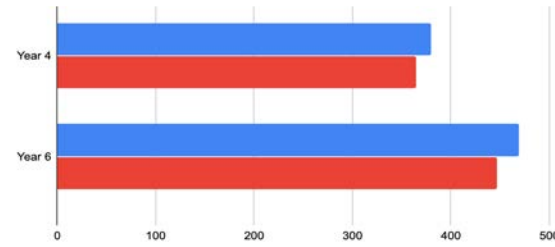


## InCAS

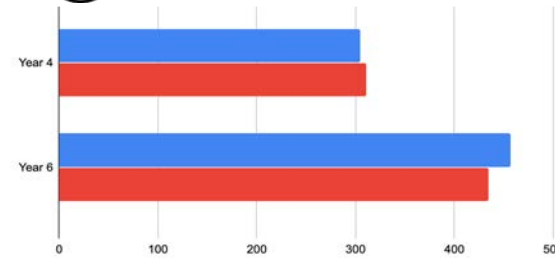
The InCAS assessment is administered by the Centre for Evaluation and Monitoring and was taken by students in **Years 3 and 6**. The assessment compares each student's performance in Mathematics and Reading with that of an average child of the same age. Results show **KJS students have achieved well in this assessment task.**



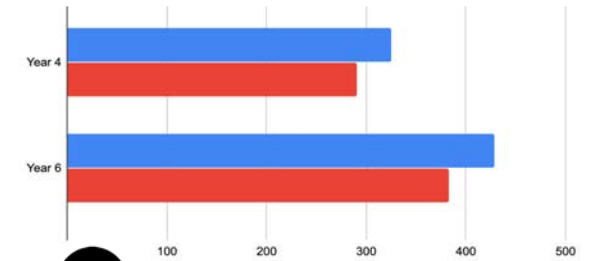
### ISA Writing Narrative



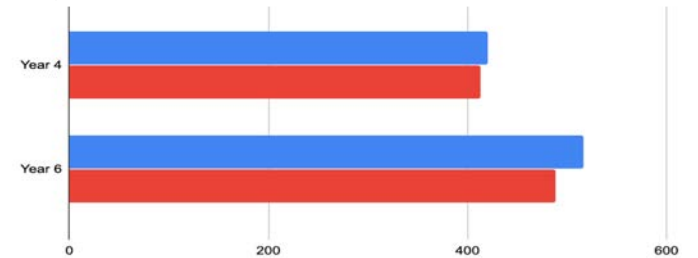
### ISA Mathematics



### ISA Writing Exposition



### ISA Reading



## International Schools Assessment (ISA)

The ISA is a tool specifically designed for benchmarking international schools. The students who take ISA are almost exclusively from international schools and this is a higher achieving comparison group than for the UK based tests. It measures mathematics, reading and writing ability, and it is carried out in **Years 4, 5, 6, 8 and 10**. All parents in these levels received a detailed ISA report on their child's performance in ISA. Once again, **KJS students performed highly in this assessment.**

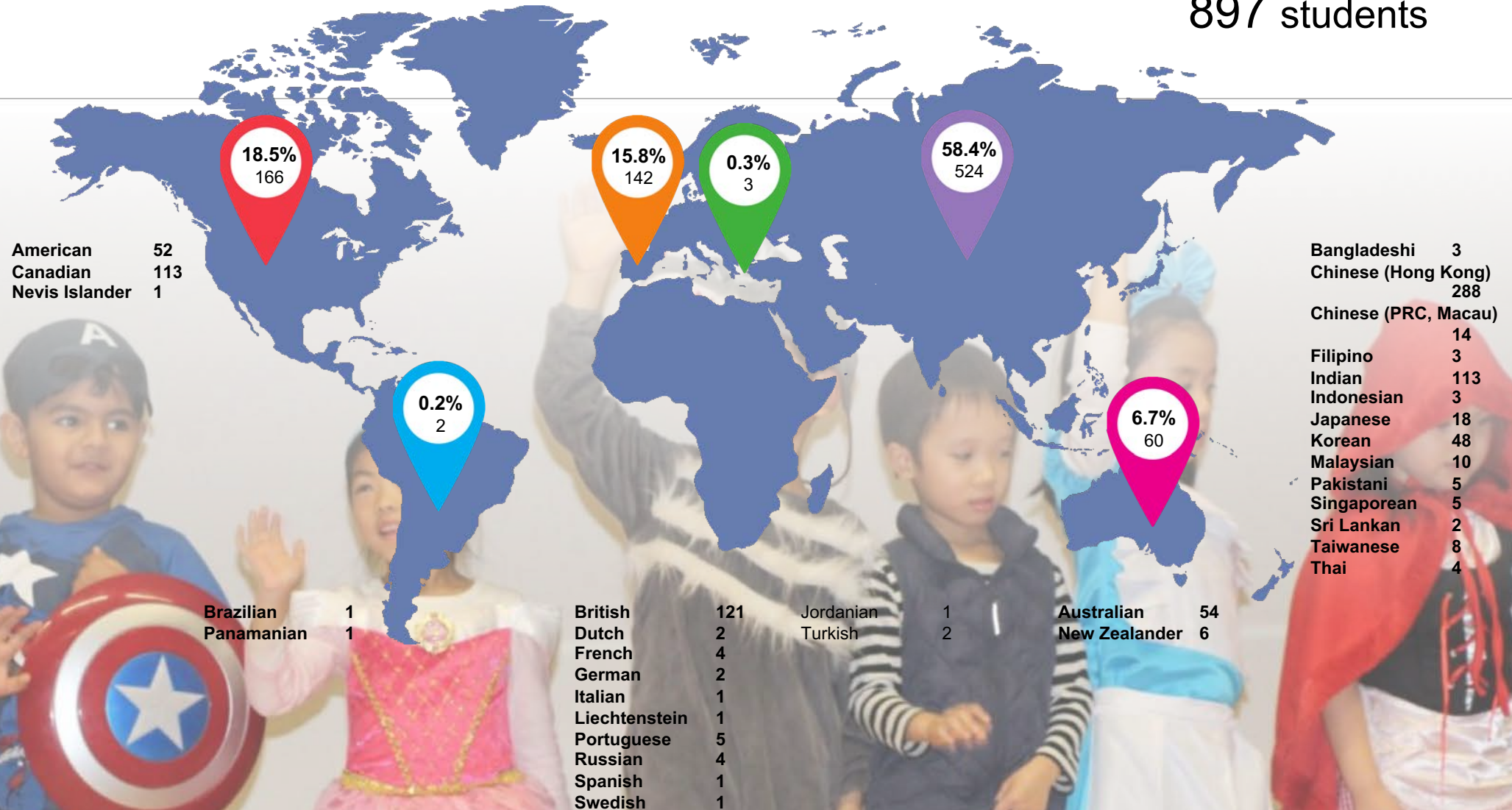




# KOWLOON JUNIOR SCHOOL students By The Numbers

**33** NATIONALITIES

897 students



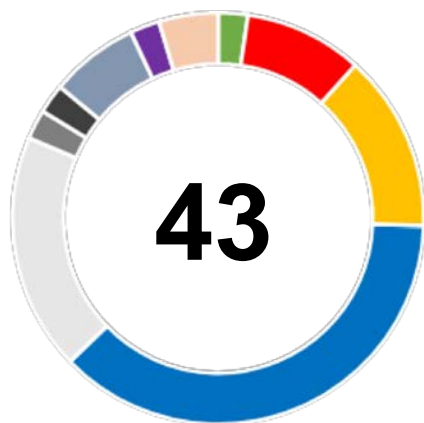
# KOWLOON JUNIOR SCHOOL

## Staff By The Numbers

**16** NATIONALITIES

118 staff members

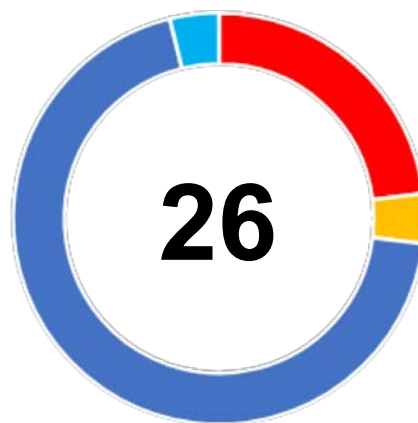
### EDUCATIONAL ASSISTANTS



CAN CHN GBR HKG IND JPN KOR PHL SRI TWN

AMERICAN 2%  
ASIAN 84%  
EUROPEAN 14%

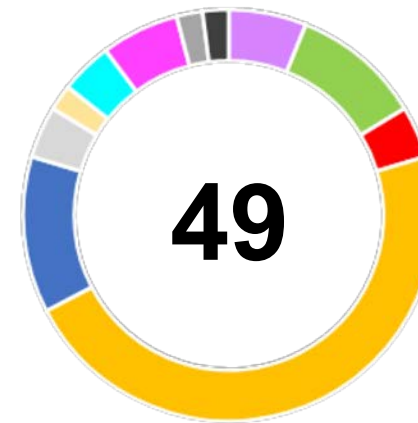
### SUPPORT STAFF



CHN GBR HKG USA

AMERICAN 1%  
ASIAN 92%  
EUROPEAN 4%

### TEACHING STAFF



AUS CAN CHN GBR HKG IND IRL MEX NZL SGP TWN

AMERICAN 14%  
ASIAN 12%  
EUROPEAN 24%  
AUSTRALIAN 12%

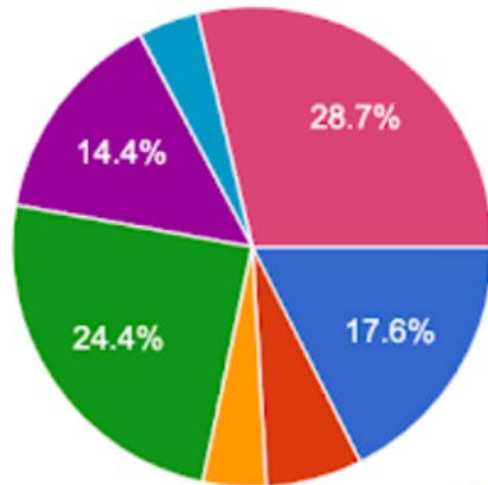


## Future Direction: Success in 2019/20

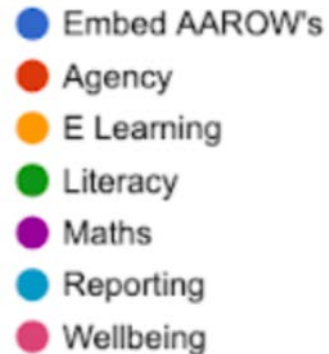
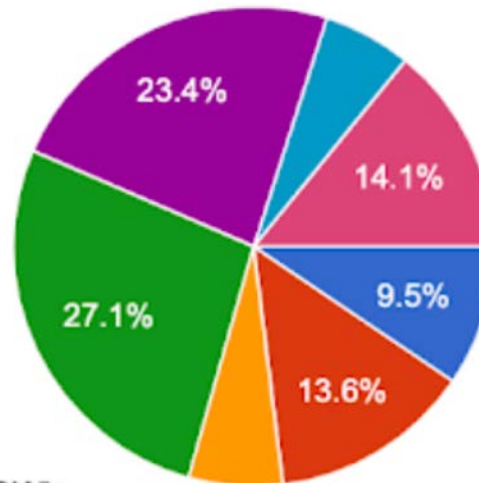
84%

PARENTS

**FIRST PRIORITY**  
540 RESPONDENTS

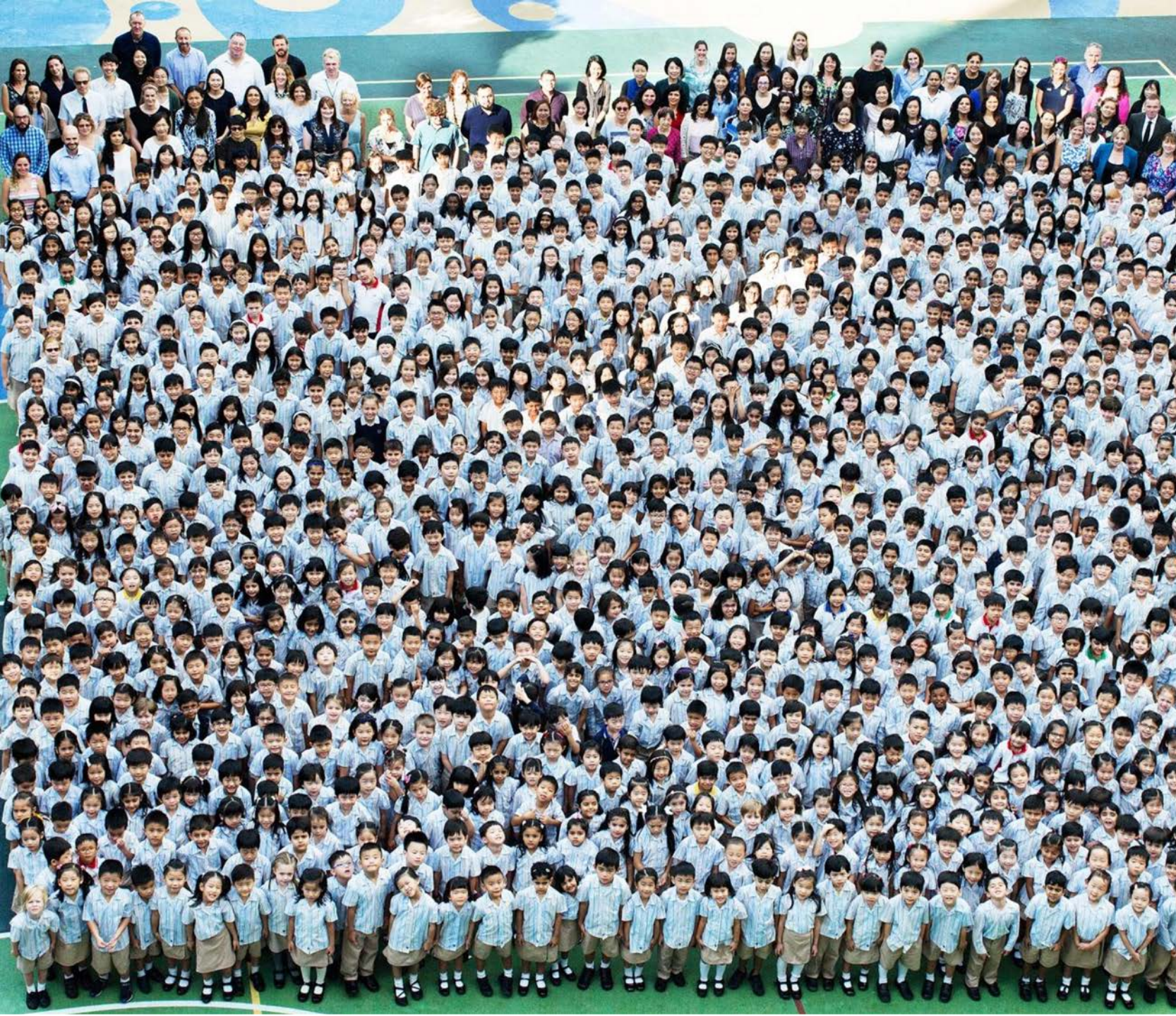


**SECOND PRIORITY**  
538 RESPONDENTS



- **Our Student Council played key roles in shaping the direction of the school in 2018/19.** They were living examples of the AAROW's of Success, especially Agency and Opportunity. Their work has set the scene for an even stronger Student Council in the year ahead and their involvement in selecting the next Council will be an enduring aspect of their legacy. **Student voice, choice and ownership remain central to the philosophy of KJS.**
- We also gained **strong 'voice' from parents (84% of all returning parents responded!)** regarding the next steps for KJS in 2019/20. Their feedback is evidenced in the graphs on this page with preference for **continuing focus on wellbeing and embedding the AAROWs of Success, and a new emphasis on literacy.** Parent feedback was consistent with staff feedback and school data.





# “Success For Every Child”

Shooting the AAROW's of Success at KJS

**Achievement, Agency,  
Respect, Opportunity,  
Wellbeing**