



## Annual Report 2015



**ISLAND  
CHRISTIAN  
ACADEMY**



**Norwegian  
International School**  
A Member of Generations Christian Education







Vision

So the next generation would know God, even the children yet to be born, and they in turn would tell their children. Then they will put their trust in God and will not forget his deeds but will keep his commands (Psalm 78:6–7).

Mission

We are dedicated to cultivating individuals of character, compassion, courage, and competence by inspiring our students to pursue academic excellence within an engaged, diverse, and nurturing community, creating a global people of Christian faith, a people serving others.

ON BEHALF of the Board of Generations Christian Education, we are pleased to present to you our 2015 Annual Report. Over 30 years ago, we began with one class of eight students at Small World Christian Kindergarten. Today, God has blessed us with over 700 students across four campuses. We joyfully reflect on God’s faithfulness and are thankful for the privilege to witness God’s miracles and amazing work to further the vision of loving for today, learning for tomorrow and living for eternity “so the next generation will know God.” (Psalm 78:6)

We believe that every child is precious, uniquely made and loved by God. Our team of teachers, staff, senior leadership and board members are fuelled by a passion to instill this truth deeply within the minds, hearts and souls of each of our students. “Nurturing a child’s sense of personal worth and therefore hope and dreams for a wonderful future is perhaps the most important responsibility of every grown up in a child’s life.”(1)

This year, Generations Christian Education has built strongly upon ‘Learning for Tomorrow.’ With a desire for excellence among our leaders and teachers, we have continued to move forward with the International Primary Curriculum accreditation process across our campuses, ensuring that our programmes and classroom practices will be well aligned with the best international learning and teaching pedagogy. Additionally, in the spirit of partnership and continued learning, we conducted our first externally administered parent surveys. Parents in each school have received a summary of their school’s results, and we are pleased to share that there was a record number of responses and strong positive ratings across the board at every campus. This vital feedback is already helping our senior leadership to target particular areas of renewal and development. We are proud of the energy and effort that each school community has focused on developing their academic and spiritual growth programmes, staff development opportunities, and health and safety initiatives in accordance with the Generations Christian Education vision and mission.

We express our deep thanks and appreciation to every member of our Generations Christian Education family of staff, both teaching and non-teaching, as well as parents and volunteers for cultivating a learning community in which every member of the next generation feels loved and valued, with hopes and dreams of a bright future as they grow in wisdom, stature, and in favor with God and man (Luke 2:52).

We invite you to join us in giving thanks to God for His faithful provision over the past 30 years and we invite you to pray unceasingly for the work of Generations Christian Education. Please pray for God to bless Generations



Christian Education with the right people, partners and opportunities to continue serving the next generation. May God inspire, equip and empower all our board members, senior leadership team and staff as well as all the children and families in our schools to love for today, learn for tomorrow and live for eternity. We look forward with great expectation to all that the future holds for the schools of Generations Christian Education.

With grateful hearts for each one of you and your partnership with us,

**Esther Chung and Sonia Lee**  
Co-Chairpersons  
Generations Christian Education Board of Directors

A Message from our Executive Director



**Gail Maidment**  
Executive Director  
Generations Christian Education

ONE OF THE MANY great joys of celebrating the 30th anniversary of Small World Christian Kindergarten this year was receiving messages from former students from around the world. One of our first eight students at Small World wrote to us to say, *‘It’s remarkable to look back and realize that my earliest memories are indelibly marked by Small World Christian Kindergarten. It was there that I first experienced the joy of making new friends, the delight of playing on slides and sandpits, the affirmation of my value and self-worth, and the sense that behind these gifts stood a Person of infinite goodness and love. It would not be an exaggeration to say that I learned what it meant to be a human being during those years!’*

This young man was not the only former student to get in touch. Another student from our earliest years wrote, *‘30 years ago you made an impression on my heart for Christ that I believe is a huge reason as to why I’m a youth minister here in Baltimore, Maryland.’* And then there is this from a former Small World parent: *‘I am so grateful for the marvellous foundations laid down in our lives over those years. I learned as much about God’s love on Borrett Road as my children did.’*

Messages like these remind us that the work of Generations Christian Education is not just about the relatively short few years that children spend with us—it is about laying solid spiritual, academic, personal, and social foundations in the next generation. These foundations equip our students to go out into the world and make a difference their communities, families, schools, universities and workplaces.

As we focus this year on ‘Learning for Tomorrow’, we are so thankful for our dedicated staff who work to build these foundations in our students across all of our schools—Small World Christian Kindergarten, Norwegian International School, and Island Christian Academy. Through their work, we have seen our schools continue to grow as places where learning is fostered with excellence, creativity, and professionalism, so that this generation can grow *‘in wisdom and stature and in favour with God and man’*.



ISLAND CHRISTIAN ACADEMY recently hosted representatives from the governing body of the International Primary Curriculum (IPC), who spent three days observing classes, speaking with students and teachers, and spending time with the senior leadership of the school. This is an important step in the process of accreditation with IPC, and we were very pleased with the students’ participation and willingness to talk with the IPC representatives, explaining what they were learning and how they were putting that learning into practice. The IPC representatives also conducted a pre-accreditation visit to Norwegian International School, which is a significant marker in NIS’s accreditation process. We are incredibly proud of all of our staff, who have worked tirelessly to make each of our schools an exemplary model of how IPC can be used to foster great educational outcomes and whole-child development. Island Christian Academy also gained membership into the Council of International Schools (CIS) in 2015. Building membership and accreditation with these international organisations not only gives valuable recognition of our schools’ commitment to high quality standards, but also provides rigorous external accountability and feedback along with resourcing and opportunities for professional growth. We believe that the ultimate result is better outcomes for our students.

We are blessed with a team of enthusiastic, professional staff, and we are committed to investing in their skills development and training. In 2015-16, our teachers participated in workshops and seminars which have equipped them with even greater tools for creatively implementing IPC and fostering effective learning in their students.

We have continued to explore expansion into the middle school years. Concurrently with these efforts towards expansion, we remain committed to upholding high standards of excellence which prepare our senior students for entry into the secondary school of their choosing.



Income

The income from our family of schools for fiscal year 2014-15 was as expected. Enrolment remained steady at Small World Christian Kindergarten and Norwegian International School, with Island Christian Academy, our newly established school operated by Generations, showing healthy growth.

Expenditures

Staff costs continue to be the major expenditure item in the operation of our schools, representing over 80% of total expenses. Management strives to be cost-conscious in all aspects of our expenses, while being mindful of the need to maintain staff morale, high-quality recruitment and retention.

Profit & Loss for the Fiscal Year Ended 31 July 2015

	HK\$
Income	36,541,805
Expenses	
Staff Costs	28,089,494
Educational Supplies	1,478,792
Repair, Maintenance, Minor Capital and Utilities	1,336,547
Depreciation	930,565
General and Administration	1,197,848
Total Expenses	33,033,246
Net Surplus	3,508,559







### A Focus on Learning

**A** HUGE THANK YOU to all our wonderful staff, students and wider community for all the amazing work that has gone on this year to improve learning. In a new school there are many areas for development; however, in this our fourth year of operation and our IPC accreditation year, student learning has been the sole focus. This has been at every level—from student to teacher to management and leadership. Looking for Learning questions ranged from ‘what are you learning?’ to ‘how does the school help learning in the classroom?’

### A Growth Mindset

At the beginning of the year we had an IPC facilitator from England lead the staff in ‘Looking for Learning’ training. Here we were reminded about the difference between a growth mindset and a fixed mindset, and how a growth mindset is essential for learning. We as staff were affirmed for IslandCA’s overwhelmingly showing a growth mindset.

It became clear that developing a growth mindset can be linked to Luke 2:52— the overarching scriptural guideline from our strategic plan, which describes how Jesus ‘grew’ as a boy. We adapted the school logo as a personal goals logo, and defined the reason for our school’s shared vision: the ‘what’ is the combination of personal goals and international mindedness aligned with Love Learn Live, and the ‘why’ is because “Jesus grew in wisdom, stature and in favour with God and man”.

### Academic Learning

The International School Assessments provided great evidence that our students have been learning at an accelerated pace. The cohort of students who last year achieved statistically significantly higher than other schools in reading has not only done so again this year, but has also achieved statistically significantly higher than other schools in mathematics and exposition/argument writing. Our Year 4 students sat these tests for the first time this year and they achieved statistically significantly higher than students from other schools in reading and narrative/reflective writing.

### Teaching and Learning Practices

IslandCA highlighted three broad areas of teaching and learning practices to help students achieve the shared vision: Collaborative Practices, Active Learning and Service Learning.

Collaborative Practices such as group work help students learn cooperation, communication and respect.

Active Learning practices such as investigations and hands-on activities help students learn enquiry and thoughtfulness.

Service Learning practices such as students leading a guitar group and book club help students learn resilience and adaptability.

### Holistic Education

As a school which has been in its fourth year of operation, IslandCA continued to have ‘firsts’ in all facets of students’ holistic education.

The number of opportunities for students’ emotional, social, physical, creative, spiritual and academic learning broadened and increased—in classrooms, education outside the classroom and in extra-curricular activities.

Assemblies throughout the year focused on helping students learn the personal goals of our shared vision. Students had fun learning actions and definitions, watching and taking part in role-plays, learning examples from present and past times, including Biblical heroes.

IslandCA used physical, creative and social learning in support of our sponsor organisation, the Chinese YMCA, as they celebrated 115 years of operation; our drumming group and supporters provided a steady beat and some performances walking in the parade from Yau Ma Tei to Tsim Sha Tsui.

### Other firsts included:

This year we appointed a Head Boy and Girl, and Deputy Head Boy and Girl.

Class and outdoor gardens gave opportunities for direct and active academic, physical and social learning.

Chinese New Year Concerts—students presented in an integrated manner their learning in academic, physical, creative, social and spiritual areas.

Battle of the Books—our team placed second in their division.

Two teams participated in an inter school Hockey tournament where students showed the personal goals of morality and cooperation.

A successful Swimming Gala had students choosing to compete regardless of their ability.

End of year concerts and presentations showcasing class ensembles, extra-curricular music groups and a drama group.

Thank you to the whole school community, but especially to our wonderful teachers and students who have worked so hard this year to make our school grow so fast. There has been a wide range of learning this year where students have grown academically, physically, spiritually and socially in line with Luke 2:52.



**Debbie Middleton**  
Principal  
Island Christian Academy





**T**AYLOR SWIFT is credited as saying “If you’re lucky enough to be different from everyone else, don’t change”. This quote sums up NIS well. In so many ways we are very fortunate to be unlike any other school in Hong Kong, and rather than changing to be the same as every other school, in this past year we have been celebrating and building upon our beautiful uniqueness. This has seen some fantastic improvements across the campuses which have further embedded NIS as hidden gem within Hong Kong; a school that our parents can be proud to have discovered for their children.

Academically, we have seen our students continue to flourish through the delivery of a strong curriculum that allows each child to develop as an individual while learning to work together with others towards a common goal. This

year we have seen significant growth in how we are delivering the International Primary Curriculum (IPC), with all staff undergoing continued professional development in this area. We were pleased to have a representative of the IPC come to the school in June and give so much positive feedback to the staff on how the curriculum is being delivered. We have also seen some great improvements in the way that Literacy and Numeracy have been taught at the school, building on our existing strengths in these areas.

The students have also made great gains as the result of a renewed focus on athleticism and music. Our Under 9 football team are the undefeated International Schools Football Competition champions, and our Under 11 rugby team was also undefeated in the International Schools Rugby Competition.

All of our students from Kinder to Year 6 have benefited from our physical education teacher coming to the school and leading the development of skills, ability and, most importantly, sportsmanship. Similarly, our music teacher has been outstanding in introducing new musical instruments to the school and boosting our students’ confidence and ability to perform in front of an audience.

Improvements in the Arts have also been seen as a result of six internationally renowned artists coming to visit the school. Each of these artists have taught and inspired the students to see the world differently and to express themselves creatively. The students at the primary school were also able to be part of one artist’s installation piece, and we were grateful to be donated an artwork

by each of the artists who visited. These pieces of art now inspire the students each time they walk up the stairs as they are prominently displayed along the wall.

NIS’s community has also continued to grow, with parents becoming more and more involved in the daily activities at the school. With a new library being developed at the primary school, it has been great to see parents coming in to help process all the new books that we have purchased. The kindergarten Hot Lunch Program has continued to be a great success with the students loving all the healthy and delicious meals that were prepared this year by the parents. It has also been great to see parents become even more involved in the daily activities of the school, whether attending assemblies, helping in the classrooms,

joining excursions, or participating in one of our special events. All of these things have helped strengthen our school community and benefited our students.

This year NIS has built upon its strengths so that its students and community can more fully benefit from what makes us unique. As we have celebrated our differences, and will continue to do so into the future, we have appreciated what God has blessed us with and have thanked him for all that he has done in the lives of each individual at our school this year. We pray that God will continue to guide and bless the school as we look forward to a future where we continue to take hold more and more of all that he has planned for us.



**Aaron Wise**  
Principal  
Norwegian International School



**W**HAT A JOYFUL YEAR as we count the numerous blessings, encouragement and opportunities that we have received in 2015-16! Small World turned 30 in January and it is such a great privilege to bear witness to its growth and expansion over the years. Through the many hearts, hands, prayers and works that were poured into the ministry of Small World, the school continues to cultivate the essential qualities of character, compassion, courage and competence in our young learners. We are very thankful to everyone who has been a part of Small World—students, parents, teachers, and support staff—you have made such a significant mark into sowing God’s word into the future.

Every year we reflect on our practice as we want to ensure that in our kindergarten, learning remains the star of the show! Learning is profoundly important in Small World Christian Kindergarten, as it is the core and fibre of our school. In accordance with Generations Christian Education’s definition, learning in Small World is ‘a joyful and motivating process of exploration, acquisition, and application of knowledge and skills. Through it, one develops a positive sense of self, life-long curiosity and disposition to respect and serve.’ It is an enjoyable, developmentally-appropriate, teacher-facilitated and child-initiated experience where the environment is relaxed, nurturing, and motivating for students to learn and develop. As a Generations Christian Education school, we focus on developing the whole child—intellectually, emotionally, physically, and spiritually. We turn to our Lord Jesus as our role model “who grew in wisdom, in stature and in favour with God and men” (Luke 2:52).

This year, our staff have embarked on professional development that particularly impacts and supports our teaching and learning, such as the Biblical Curriculum Foundation and International Primary Curriculum (for the Early Years). We continue to provide seminars and workshops to our teaching team throughout the school year to see to it that our young learners will receive high quality programmes in their classrooms. Other trainings have included Whole Brain Learning and Hanen’s “Learning



Language and Loving It” to help young children learn effectively and facilitate development in language and literacy. In the coming school year, we will transition from IPC (Early Years) to IEYC (International Early Years Curriculum), which is more appropriate and suitable to our school setting as we cater to very young children. IEYC is an innovative research-based toolkit, recognising international best practice and the developmental needs of 2-5 year olds. It can easily be adjusted to include older children in settings where early childhood education goes beyond the age of five years. The IEYC is a perfect tool for the transition phase, forging a seamless link between early and formal education.

This is an exciting time for us as we officially launch our playgroup classes in the coming school year! We began our pilot playgroup program in Small World last October with eight students and an accompanying adult. It is our dream to reach out to more young families to help build solid foundations in this stage of their children’s lives.

We continue to collaborate with universities and colleges across Hong Kong and overseas to facilitate learning and teaching practice of Early Childhood Ed-

ucation (ECE) students. In October 2015, the Pacific Early Childhood Education Research Association Hong Kong came to visit Small World, along with Professor Kathy Sylva who led an internal training exercise for ECE professionals. They observed two morning classes using the Early Childhood Environmental Scale to assess the quality of our ECE program. We have received excellent feedback about our teachers and their interaction with children which generally sums up what Small World is all about!

This school year, Small World participated in South China Morning Post’s International Schools Festival and Kindergarten Festival to promote the Generations Christian Education family of schools. It has been a new and enjoyable experience as our most effective method of advertising has always been our parents and friends’ enthusiastic word of mouth!

As we continue to celebrate and thank God for 30 years of service to our community, we want to honour our founders for heeding to this vision: “So the next generation would know God, even the children yet to be born, and they in turn would tell their children. Then they will

put their trust in God and will not forget his deeds but will keep his commands.” (Psalm 78:6-7). We want to honour the commitment, perseverance and resilience of our Executive Director and the many teachers and support staff who have given their hearts and hands to fulfil the school vision and mission. With God’s blessing, may Small World continue to reach out to more families, providing high quality Christian education to all young learners!



**Tess Bagiuo**  
Principal  
Small World Christian Kindergarten



### Small World Christian Kindergarten

This year Small World Christian Kindergarten celebrates 30 years since its founding in 1986. Small World is dedicated to providing children and families with Christian kindergarten education focusing on whole-child learning, adhering to the belief that each child has been created with unique gifts and talents. Small World is committed to helping each child begin their journey of learning with a firm foundation, built upon faith in God, belief in themselves and respect for others. We offer a curriculum that builds a child's confidence—igniting their desire to learn! Over 30 years we have seen the success of our model proven over and over again.



### Norwegian International School

Norwegian International School—originally known as The Norwegian School in Hong Kong—was established in 1982 to provide education for the children of Norwegian missionaries. In 1994, it repositioned itself as an international school, shifting to English for its primary teaching language, and in 2010 became a part of the Generations family. Norwegian International School engages each student creatively, allowing them to explore their unique talents, while challenging them academically and physically. The school currently has over 200 students across kindergarten and primary campuses, providing small class sizes and big learning initiatives.



**Norwegian  
International School**  
A Member of Generations Christian Education

### Island Christian Academy

Island Christian Academy opened its doors in 2012 and has established itself as a thriving educational community in the heart of Hong Kong. The school is operated by Generations in collaboration with the Chinese YMCA, whose presence has contributed to this Sheung Wan neighbourhood for 100 years. Island Christian Academy offers quality education through values-based teaching—encompassing the academic, spiritual, socio-emotional and physical facets of all our students. We educate and nurture our students by instilling in them the courage to explore the unique and miraculous talents that God has given each of them.



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