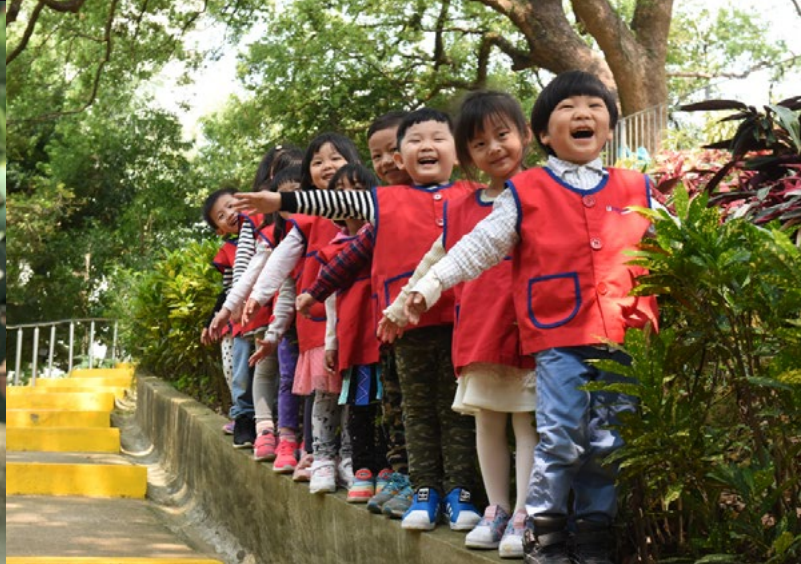



GENERATIONS
CHRISTIAN EDUCATION

Annual Report 2018



**ISLAND
CHRISTIAN
ACADEMY**



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



Loving for Today | Learning for Tomorrow | Living for Eternity



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

Generations Christian Education’s mission is...

- To educate the whole child in a nurturing, vibrant and international community.
- To cultivate individuals of character, compassion, courage and competence.
- To inspire the next generations to be a global people of Christian faith, a people serving others.

DEAR FRIENDS, let us love one another, for love comes from God. Everyone who loves has been born of God and knows God. (1 John 4:7)

Our motto begins with “Loving for Today.” Reflecting on the year, we see many examples of how much God loves his people and provides opportunities for us to love each other as well.

Love comes from God, and our outpouring of that same love shows that we know and love him and others. This is in keeping with the greatest commandment, in which we are charged with loving the Lord God with everything we are, and have, and with loving our neighbours as we love ourselves (Matthew 22:36-40). The love that Father God pours into us is a bottomless source of love, providing us with compassion and courage to choose to love others, sharing from the depths of his deposit within each of us.

This year has been filled with activities displaying God’s love to our students, families, staff and community. Although not perfect in every aspect, we have endeavoured to demonstrate to a hurting world some small measure of the magnitude of God’s love towards all he has created. We witnessed the continuation of our community outreach in partnership with Mighty Oaks Foundation, observed the diligent preparation by our staff

and students over the year, and shared the journey to accreditation across our schools. Students were empowered in new ways through curriculum enhancements, helping them discover their passions in new areas of learning as they grow, with our students developing into uniquely talented individuals.

We thank our amazing staff for all their hard work over the year, creating a loving teaching & learning environment worthy of many praises. As we journeyed through the year, we have experienced the positive impact of their many hours of work, diligent & humble service, and creative ideas.

We thank our families for your partnership in our mission as an educational organization, and for your support of staff and students. Your support is invaluable, and we appreciate your love through volunteering, working within and outside the classrooms, and simply showing up whenever called upon for help. Thank you for trusting us with your children, for whom we commit to be good stewards in the loving power of our Father God.

We thank our students who have worked very hard this year to learn, to grow, to develop in character, and to enjoy every minute of it! Generations Christian Education students show enthusiasm and resilience with each success and challenge.

Upon reflection, at the core of our “Loving for Today” are the qualities of true love found



in 1 Corinthians 13:1-13. To quote a section, “Love is patient, love is kind; Love bears all things, believes all things, hopes all things and endures all things. Love never ends.” This love is active and present, transformative and exciting. This is the love of our Generations Christian Education community—it proves to be real, authentic, and deep, aspiring to be as deep as the Father’s love for us: *“For God so loved the world that He gave His one and only Son, so that everyone who believes in him will not perish, but have eternal life”* (John 3:16).

Esther Chung and Terri Appel
Co-Chairpersons
Generations Christian Education Board of Directors

A Message from our Executive Director

ONE OF MY FAVOURITE advocates for children is Wes Stafford, the former CEO of Compassion International. He shares in his most recent book, *Just a Minute*:

“With each child you encounter, you have the power and opportunity to build up...or sadly tear down. A life can literally be launched with a little as a single word, an uplifting comment, a well timed hug, a tender prayer, a compliment, the holding of a frightened hand, or the gentle wiping of a tear—all in just a minute “

When I visit each of our schools, I see countless acts of love by the staff across the schools through the minutes of each day. *Loving for Today* builds a wonderful foundation: from our Generations playgroups, through Small World, NIS Kindergarten and Primary, to the oldest students at Island Christian Academy. This foundation launches each child on their way to learning, becoming children who will continue to grow in wisdom, stature and

favour with God and man.

We give thanks for each one of our dedicated staff members: the teachers, educational assistants, administrative and leadership teams, and for our Principals, who lovingly lead and guide each learning community. We give thanks for our parent communities as they partner with us and with each other, encouraging their children to love life, love learning, and be the best they can be.

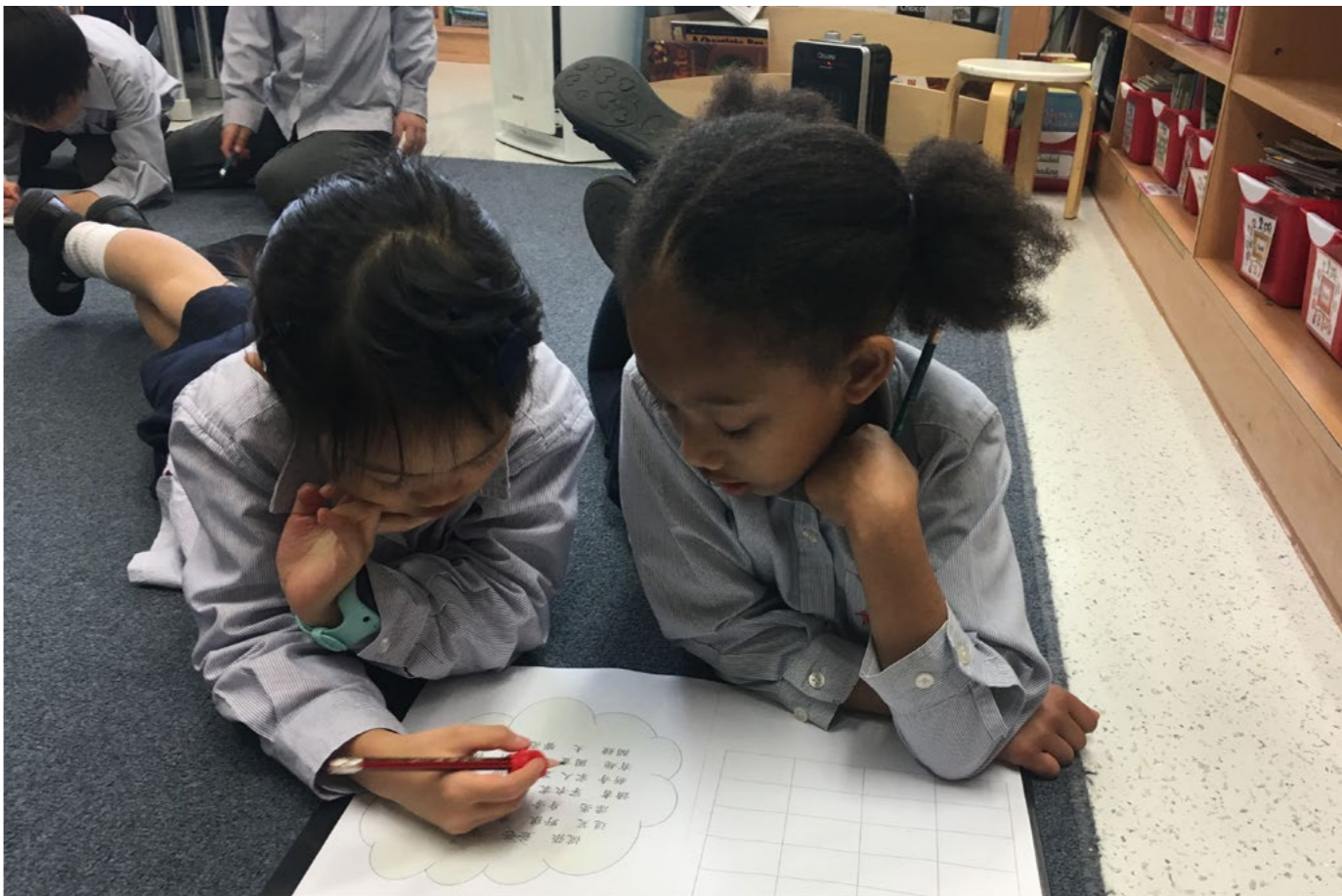
We also give thanks for our children who are learning to grow in love: whether it is loving God’s creation through planting trees, serving the elderly through service opportunities, reaching out with kind words to fellow classmates, or developing a love of new knowledge, skills or understanding.

Looking back over 30 years, I am always delighted by the alumni parents who I meet who remark on the wonderful nurturing and loving environment provided for their family in our schools. This has made all the difference in their children!

We continue with this commitment to build strong foundations, from one generation to the next.



Gail Maidment
Executive Director
Generations Christian Education



Income

The income from our family of schools for fiscal year 2017-18 was in line with expectations. Enrolment remained steady at Small World Christian Kindergarten, Norwegian International School, and Island Christian Academy.

Expenditures

Staffing costs remain the major expenditure item in the operation of our schools, representing over 80% of total expenses. Management endeavours to be cost-conscious in all aspects of our expenses, while being mindful of the need to recruit and retain high-quality staff and provide an excellent educational experience for our students.

Profit & Loss for the Fiscal Year Ended 31 July 2018

	HK\$
Income	43,224,864
Expenses	
Staff Costs	35,837,823
Educational Supplies	1,523,927
Repair, Maintenance, Minor Capital and Utilities	1,082,255
Depreciation	1,857,097
General and Administration	1,172,369
Total Expenses	41,473,471
Net Surplus	1,751,393



THE 2018-2019 academic year has been another year of development and change. As the school has continued to grow in its seventh year of operation, our learning community has flourished and we are incredibly proud of all that our students have done and achieved.

Our Shared Vision for students continues to shape the pathway of our ongoing school development. In particular, the four key aspects below form an important touchstone for all of our strategic work:

**Love for today,
Learn for tomorrow,
Live for eternity, and
Lead the next generations.**

Across many areas of learning, and indeed across all aspects of day-to-day management, governance and operations, these four key ideas help to shape our school community in big and small ways.

I would like to focus our attention to the first area: *'Love for today'*.

The curriculum itself helps to shape how we respond to the call to 'Love for today'. In particular, the personal

learning goals that are articulated by our International Primary Curriculum include two that we have chosen to best reflect our desire to be a loving community: respect and cooperation. As students embed these concepts into their learning across academic, social and emotional, physical, and spiritual learning, they are growing their own understanding of what it means to be 'loving'. Our school's reputation as a community that truly cares is certainly well-deserved!

Our increased focus on student and staff wellbeing is underpinned by the concept of being a loving community. The 'Panorama' survey and regular wellbeing checks in our Middle Years programme collect key data from teachers, students and parents to help inform our programme and identify both areas of success and areas for development with regard to social and emotional wellbeing. This year we have added a new support role by having a school counsellor on site, who supports our students and families across the spectrum of social and emotional needs. It has been a very important addition to our overall support

and care capacity. We now also have a qualified nurse on site at all times, ensuring our students have excellent physical care and attention when it is needed. Staff wellbeing has also been a priority, with our staff team continuing to identify ways that we can support our peers as a group of professionals and to ensure that we are caring for each other!

Our new *Jigsaw* social and emotional learning curriculum has been a tremendous success in its first year of implementation. Jigsaw is a rigorous and comprehensive programme which will form the cornerstone of social and emotional learning across all of our Primary Years classes. We are working with our parents to further shape aspects of this new curriculum to cater for our unique community needs, and are confident it will continue to be a valuable tool and an important facet of our holistic programme of learning.

Our growing service learning programme is also a great way to see our commitment to 'loving' outside of the confines of our school campus. Our

vision is to empower students to understand that they have a role to play in support of others, and to open their eyes to the many opportunities to serve in their own community. In our programme, we have seen a growing relationship with a local retirement home and other entities within Sheung Wan and Soho. Our vision is to continue to grow our connections with other services in our community to start our learners on the road to a loving, service-seeking mindset.

Our parent community is a visible strength of the school. We enjoy a very high level of support from our parents and we are looking to grow that support to be able to further draw them into the life of the school. Our Parent Teacher Association will be focusing on community building in the coming years. They will be growing their support networks to look at ways to support each other in the complex task of raising confident, competent, successful learners. Already this year, they have arranged guest speakers to provide training for parents

in developing positive relationships with their child. As we continue to grow the community we will continue to grow our two-way support channels between the school and our wonderful parent community.

Education never stands still and as we celebrate and reflect on our successes this year, we also look forward to the coming time of growth and development. We know that God has blessed us in our early years of growth as a school. Our academic programme, as evidenced by outstanding results in our International Schools Assessment results, continues to go from strength to strength, placing us above many of our peer schools across the Asia Pacific region. We are excited to see our learners not only succeeding in this important aspect of their education but also growing their understanding of what it means to truly love others, diving deeply into their new roles as leaders in the next generations!



Jon Keelty
Principal
Island Christian Academy





NORWEGIAN INTERNATIONAL SCHOOL is committed to nurturing and building up students who are kind-hearted, loving, and caring of others. Our shared vision focuses on helping students develop academically, socially, physically and spiritually so they become well-rounded individuals who will become our future reflective, discerning and compassionate leaders. We are continuously finding ways to develop their knowledge and skills, build empathy and put into practice compassion and kindness as they understand themselves, people around them, the world, and God.

NIS sees the importance of balance amongst character development, academics and being internationally minded. Our students are not quiet recipients of knowledge, but actively engaged learners who can make connections with what they already know and then extend their understanding and apply it. The teachers looked for every opportunity to integrate learning across subjects to give students a comprehensive understanding of what they are studying. We implemented a variety of classroom approaches and visible learning tools to help students become more aware of their thinking and thought processes, and encouraged them to ask questions and explore ideas.

We had several special guests and performers who came to speak with the children to enhance the curriculum this year, including a drama instructor, an acapella director from Singapore, the HK Philharmonic Orchestra, a psychologist's talk on well-being, Youth With a Mission to share about Christ, an officer from Hong Kong's Development Bureau to understand more about plant types, CLP Company to talk about climate change and energy conservation, just to name a few. Our students also had the opportunity to go on our bi-annual China trip to immerse themselves in Chinese language and culture. For the first time, we offered a school-wide swimming module to our students to great success and we are looking to develop this further in coming years. We value the importance of exposing students to a variety of experiences, and every year we add new After-School-Activities and bring back ones that are popular amongst our student



community. This year we started offering French, STEAM classes and gymnastics.

This year also saw the introduction of our Jigsaw curriculum which focuses on our students' well-being. Through topics such as dreams and goals, celebrating differences, and relationships, students learned to better understand themselves and how they relate to the world around them, while also learning to make a difference for those less fortunate. The students were also involved with raising money through Ryan's Well to help people in Uganda access clean water. We continued our regular visits to the elderly home to teach students about understanding their needs and how they can support them.

NIS recognises the importance in developing their staff professionally and had several workshops on different topics and also sent teachers to Singapore and Beijing to train. They came back and shared their learning to benefit the whole staff. We also had several Parent Coffee Mornings where our community learned more about our shared vision for students, how teaching and learning happens. Parenting Workshops on different

topics such as technology and self-regulation was also offered.

At NIS Kindergarten, this year we introduced several new learning themes of the International Early Years Curriculum (IEYC), in which we always include our own special touches in order to personalise the learning to our environment, our students, and our NIS community. For example, our learning unit on Art and Artists included Jackson-Pollock-style abstract expressionist messy art projects outside, which the children created both individually and collectively. They experimented freely with colours and media, including items found in nature around our play-yard—seeds, leaves, and twigs. They experimented with shapes in art, following the artistic styles of Matisse and Kandinsky. The students' works were then displayed as we transformed the Kindergarten into an art gallery and hosted a Wine & Cheese Art Walk evening for our parent community. I urge you to visit out NIS Facebook page (7th May post), to see the video we made of our learning.

Another special community event this year came about in the aftermath of Typhoon Mangkuht, which necessitated



the closure of our Kindergarten campus for a week in September. At our "Tree Day" event that followed, Kindergarten parents, staff, and students all worked together to dig holes, carry soil, and plant new trees to replace those lost in the storm. Together, students and parents also made craft souvenirs from wood sections cut from the downed camphor trees. It was a wonderful day of celebrating—and reviving—the natural beauty of our very special Kindergarten Campus. (Spring update: Our newly planted mango and lychee trees are now laden with enormous fruit!).

Other great learning at the Kindergarten this year came about through our integration of the Biblical Foundations Curriculum throughout our teaching. For example, our IEYC unit on Animal Rescuers focused on love, care, and respect for all of God's creatures. Bible stories are also incorporated into our Numeracy and Literacy lessons (such as counting two by

two, comparing sizes, and differentiating patterns on the animals of Noah's Ark). Similarly, our Personal Learning Goals are taught through our Biblical Foundations learning: The Personal Learning Goal of Cooperation this year was, for example, explored through Jesus's teachings about sharing—as exemplified in the story of "Jesus Feeds Thousands." In this way, we regularly integrate Bible teachings in our everyday learning at NIS Kindergarten, and practice as we teach (as in Biblical Foundations Memory Verse from Colossians 3:17): "Everything you do or say, then, should be done in the name of the Lord Jesus."

We would like to extend a big thank you to our Class Parent Representatives who actively worked with the school throughout the year to plan for school events. We value the close partnership we have with our families and see it as vital in bringing up our children.



As we say goodbye to this academic year, we look forward to next year with optimism and excitement. We pray for God's wisdom and guidance as we continue to educate and bring our students up in loving kindness to achieve our shared vision for them.



Bonnie Chan
Principal
Norwegian International School



IT IS A GREAT PRIVILEGE to educate and nurture young learners, building solid foundations through strong partnerships with our families. As we reflect on this school year, it is wonderful to see our children grow and flourish as they continue to develop in character, compassion, courage and competence. A great saint once said that it is not great deeds but great love that truly matters in everything that we do. And how do we love? Through our ordinary work, peppered with small acts such as praying for every child and their family, preparing a nurturing environment for our learners; welcoming each one daily; guiding their play and learning with them; holding hands as we explore outdoors, and many more. To love is also to strengthen the relationships between two strong pillars—parents and teachers—and to build an environment filled with many learning possibilities where each learner can wonder, explore, grow

and learn, flourishing in wisdom (academically), stature (physically) and in favour with God (spiritually) and men (socio-emotionally).

At Small World, our experienced teachers facilitate play, learning, and development in an environment that is safe, secure and nurturing so that children may flourish and grow to love learning through meaningful activities. As we continue to aspire for excellence, Small World is preparing for IEYC pre-accreditation in the school year 2019/20. Self-reviews are ongoing as we reflect on our practice, consequently improving early years provision whilst making learning more visible in the kindergarten. Our early Mandarin programme continues to thrive as our language teachers joyfully encourage children to learn through stories, songs, games and art. We are also very proud of our children in the Learning Support programme as we watch them grow and develop, support-

ing them in their transition to primary schools. The support and collaborative nature of the learning support team had an immensely positive impact on children with developmental delays or individual needs.

Building relationships is at the heart in everything that we do in Small World, connecting with parents, teachers, staff and the wider community as we collaborate, learn from each other, and exchange ideas. Word of mouth has connected numerous families to our school—someone they trust, a friend, a relative or a neighbour, has encouraged them to see and experience Small World. In our effort to serve future educators in Hong Kong, we continue to provide support and placements to intern students from colleges and universities such as the University of Hong Kong, Hong Kong Baptist University, and Yew Chung Community College. We also hosted several school visits from the Education



University of Hong Kong and educators from international schools in Hong Kong and China, sharing with them our school philosophy, ethos, classroom practice and curriculum.

This year we have embarked on an environmental care initiative, developing our garden with the support of our young children and families. The children have started planting and growing their own plants and flowers, gaining understanding on how to love and care for the earth. In order for children to have more opportunities to explore and extend their learning experiences as well as marvel at God's creation, we have enhanced our outdoor area (behind Panda and Giraffe classrooms) by installing artificial turf as well as extending our garden and nursery. What a joy to see the children play and wonder over the beauty of God's creation! Likewise, we are committed to reduce waste, eliminating single-use plastics and encouraging everyone to make it a habit to bring their own water bottles and food containers to school. This project encourages our learners to become more thoughtful about the environment and to build a more sustainable, optimistic future.

During the neighbouring Island School's redevelopment project, we have continued to assess and review our environment and provided regular updates to our community. As part of our action plan to mitigate any health and safety concerns during the redevelopment, we have taken action to fully enclose our ground floor area and installed new air conditioners and additional air purifiers.

In collaboration with Generations Christian Education's Parent Academy and a number of other organisations, we offered several workshops on parenting and family-enrichment programmes. Twelve parent couples attended our First Steps programme, where they have committed to meet in small teams as well as whole group discussions every month to discuss and learn about various parenting issues through a case study approach. Parents have learned from each other, shared their own stories and other practical home strategies, fostering friendship and confidence amongst one another. We also conducted a number of one-off workshops for parents and helpers.

We are thankful for the trusting, inclusive, and safe atmosphere that we

enjoy in our community, and we hope to continue to create a place where our families can support each other and grow together.



Tess Bagiuo
Principal
Small World Christian Kindergarten

Small World Christian Kindergarten

Small World Christian Kindergarten was founded in 1986 and is dedicated to providing children and families with Christian early years 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! For over three decades 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**
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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 Island. The school is operated by Generations in collaboration with the Chinese YMCA of Hong Kong, whose presence has contributed to this Sheung Wan neighbourhood for over 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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