

TISPA – Dec 6, 2016

Head of School Report

Playground Update

The engineers have confirmed that the soil under the north side of the playground structure was washed away when the drainage for the sunshade structure broke due to the settling of the land. They have confirmed that the structure itself is still structurally sound and has not been weakened in any way. We are working with the crew to determine the best way to level out the overall playing area so that it is as safe as possible and can still adjust to the settling reclaimed land.



Building Sneak Peeks

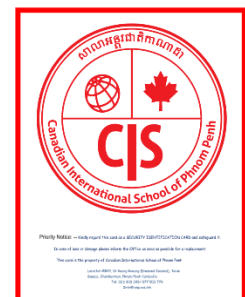
Tours of the North Wing are coming up. How should we invite parents to join us? Additional tours will occur after the Christmas break.

- Friday, Dec 9 at 8:30am
- Monday, Dec 14 at 2pm
- Wednesday, Dec 12 at 2pm

Reviewing Security Status

The addition of the North Wing affords us the opportunity to review and enhance our security measures.

1. Development of designated bussing and drop off/pick up zones.
2. Designating the front of school as the North Wing that has a separate external security office.
3. Addition of perimeter fence around field and basketball courts.
4. Reviewing possible ID card system.
5. Additional CCTVs
6. Suggestions?

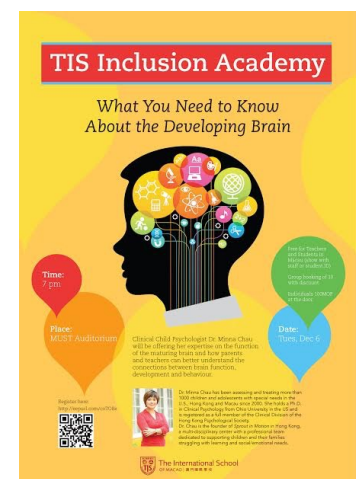


Inclusion Academy

All parents should try to attend tonight's session on understanding the teenage brain. Dr. Minna Chau from Hong Kong will be sharing insights for parents, teachers and students at the MUST Auditorium. Admission is \$100MOP. It has been developed by the TIS Inclusion Academy that strives to increase awareness and promote best practices to assist all students to be successful.

Tuition and Salary

With the opening of the North Wing, we anticipate greater staffing costs and building operations costs. The board is currently reviewing a tuition increase and potential staff salary adjustments. After considering 3, 6 and 9% tuition increases, we looking carefully at a 6%. This would provide up



to 4.2% for staff salary increases. The school works with a teacher led Staff Welfare Committee to help determine changes to the salary package.

Staff Recruitment

We are just entering the staff recruitment season for the coming school year. We are anticipating that 12 staff will leave and 4 new positions will be created (Grade 5, 1 High School IB position and 2 Inclusive Support Teachers) for a total of approximately 16 new staff. This represents about 9% turnover and is lower than last year. We will be recruiting in Toronto, Queens, Calgary, Edmonton, Vancouver, Bangkok and Hong Kong as well as conducting extensive online interviews.

Community Day Roles and Responsibilities

For each school event, including Community Days, we will identify 1 admin staff to be in charge and to address any issues that arise. The admin in charge will ensure the smooth operation of the event and will work closely with the school's facilities staff and TISPA reps.

Transition Planning for the North Wing

Jan 3 – Front Office, Secondary Office, Head Office, Academic Advising Office and PE Office to open

Feb 6 – Secondary Classes (Gr10-12) to Open

Feb 18 – Soft Opening of Library and Theatre

March 15 – Opening of Library and Theatre

March – July – Opening of special purpose rooms

August – Opening of Kindergarten Rooms

TIS VISION – Developing a Strategic Direction

The School Improvement Committee worked on the development of the action plan for the 2016-2019 TIS strategic directions:

1. Increase the exposure and value of the TIS brand.
2. Develop systems for improving and supporting our students.
3. Increase staff recruitment and retention.
4. Further develop staff capacity.
5. Develop and better utilize our facilities.
6. Better engage the parent community.
7. Explore alternatives to existing business model.

澳門國際學校家長會－2016年12月6日

校長的報告

操場資訊

工程師確認幼稚園北面的操場的地陷事件，乃土地沉降引致地下排水管損壞，致使地下土壤流失所致。他們認為地基本身非常穩固，沒受影響。學校目前正與工作人員合作落實最佳工程方案，以確保學生安全，並儘快修復下陷地段。



參觀新校舍

北翼參觀團會陸續展開。至於邀請家長一同參與的行程安排，定於聖誕假期後開始。

- 12月9日，週五早上 8:30
- 12月14日，週一下午 2:00
- 12月12日，週三下午 2:00

檢討保安狀況

學校趁著落成新大樓重新檢視安全措施

1. 為校巴安排特定上落停泊區
2. 在北翼前設立獨立保安室
3. 在操場及籃球場位置增設圍欄
4. 篩選合適的 ID 認證系統
5. 增設閉路電視
6. 歡迎提議



融合教育學會

本校家長應儘可能抽空出席今晚圍繞青少年腦部

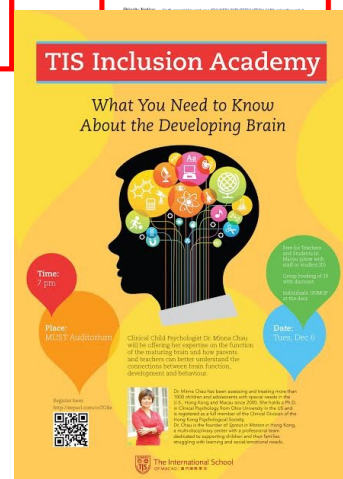
發展為主題的講座。來自香港的 Dr. Minna Chau 將於科大禮堂與家長、老師及學生分享資訊。入場票為 100 元。是次活動由本校融合教育學會主辦，旨在讓更多人認識及同推廣融合教育，以幫助學生取得成功。

學費及薪酬

隨著北翼的落成，預計將增加員工薪金及營運成本。校董會目前正在研究提升學費及調整人員薪酬。在考慮了百分之三、百分之六以及百分之九的學費加幅後，基本上將加幅目標定為百分之六。這將為員工薪酬帶來百分之四點二的增幅。學校會與老師領導的員工福利委員會合作以確定薪酬幅度變化。

人員編制

學校正進入下一學年人員招聘季度。本校將有 12 名員工離職，另新增職位 4 個（當中包括一名小五教員、一名高中 IB 課程教員以及兩名融合教育老師），即明年將有 16 位新職員加入。百分之九的離職率較去年低。學校將從多倫多、皇后區、卡利加、艾德蒙頓、溫哥華、曼谷以及香港等地，透過線上會談的方式招聘職員。



同樂日的角色及責任

但凡是學校活動，包括同樂日，其中一位校長都會以該活動的主辦者身份參與並解決有可能衍生之問題。由校長主管活動，可與學校負責設施的工作人員和家長會代表緊密合作，有助於活動順利運作。

北翼大樓搬遷計劃

1月3日—前檯、中學辦公室、校長辦公室、升學諮詢辦公室以及體育老師辦公室投入運作

2月6日—中學（高一至高三）課室投入使用

2月18日—圖書館及劇場首階段開放

3月15日—圖書館及劇場正式啟用

3月至7月—功能室開放使用

8月—幼稚園課室投入使用

學校遠境—發展策略性方針

學校改進委員會正為2016-2019年落實策略性方針：

1. 增加學校知名度及提升學校品牌
2. 發展推動及支援學生的系統
3. 增加招聘僱員及留職率
4. 發展員工才能
5. 發展並更好地利用本校設施
6. 更積極與家長聯繫
7. 開拓其他學校功能