

The International School of Macao Parents' Association (TISPA)
General Meeting
Tuesday, 15th May 2018, 1:30pm
TIS – Conference Room
Agenda

Present

Howard Stribbell	Mary-Anne Jasinski	Chris Coates	Nick Chignall
Nicole Hammer	Abby Barrett	Sarah Luvisutto	Laura Clarke
Wayne Hsie	Ana Paniagua	Lily Lijuan	

Apologies: *Amanda Kiat, Connie Johnson*

Minutes of last meeting (10th April 2018)

Distributed on-line. No corrections noted. Accepted as correct.

Welcome

Head of Schools' Report (Howard Stribbell)

- On Sunday 13th May 2018 a story broke that a male IE working at a Macau Kindergarten was alleged that he had abused a couple of students in kindergarten. Started with one. Two by the end of Sunday. Then as of today nine parents have come forward and said that something has happened. The male worker was arrested on the following day (Monday 12th May) after the third allegation came forward.
- This is something we have been looking at ever since the school was incorporated. Especially this year. A couple of big reasons for that are the cases in Indonesia. The cases in South America. Where children were abused by their teachers. This has been a topic that we have always looked at and increasingly so over the past couple of years.
- This year we had a special group work together on what we call The Child Protection Policy at TIS. Prior to this we had used Shanghai Americas School documentation on child protection. A lot of it was on what to look for and then what to do if something is suspected.
- Here in Macau there is not as many Social Services. Though we have seen some good improvement over the last two years. Now there is an Association for Sexual Abuse. An Association for Domestic Abuse. There are some government organisations that are available to help families out. We have incorporated that into our practices.
- We will be issuing a statement later today or early tomorrow reiterating to all of our community about what we are currently doing in child protection. Our policy focuses on increasing the security of all students at school. It educates students on appropriate boundaries and safe guards. It provides a clear reporting in investigation process for any allegations. It was developed through a committee that was a make up of teachers, administrators and looks at all aspects of child protection. One aspect is obviously preventing sexual abuse. But it also looks at physical abuse, corporal punishment, verbal abuse, emotional abuse. Keeping the school safe from intruders and so forth.
- Mr. Coates explained another aspect is neglect. If we find out that parents absentee and young children are left on their own. That is a form of neglect abuse.

- Mr. Stribbell advised if you look at corporal punishment here in Macau. There is varying degrees of acceptance of it. Someone will say it is never acceptable. Someone will say it is occasionally acceptable. Someone will assume it is standard disciplinary practice. We work off the United Nations Child Bill of Rights. Which Macua is a signatory on. We also work within our context. Our context it to help educate parents and families not to blame and criminalise people either. We have had cases were students have shown up and said that they have been hit at home or they have a bruise. Then we go through an investigation process. Our goal is get support for the student foremost to make sure they are safe. Then support and education for the parents. If it escalates then we will take it to the police.
- Safety and security. A lot of parents may not realise that when it comes to teacher recruitment we really make an effort to show that we take child protection seriously. All of our advertisements talk about child protection. Candidates have to declare if they have ever been involved in an investigation. If there is any reason they cannot work with children. References are always checked. References have to answer specific questions about child protection as well. We make sure we have it posted internally. That does not prevent a predator from getting into the system. We are aware tragically that many predators use the international system as a place to hide. They can get caught in their own country. They then circulate within the international system. We keep very, very high standards on that. The idea of having those questions in there is to be clear to that we take child protection seriously. Creating the environment where predators chose not to join.
- We have campus security with everyone having to sign in with parent badges. Show ID.
- CCTV is set up in all the corners of public areas.
- We do have separate washrooms for staff and students. We are refining that especially with the washrooms near the library and areas like that. All the washrooms that are along classroom spaces the staff use the handicap washrooms.
- Just this year in September all staff had to sign the Child Protection Policy. To sign that they had read it and understood it. Which is how to prevent it and what to do if there is an allegation. All students also read it and signed it. Anytime we have contractors come in they too have to go through that same process.
- Education of prevention within the school. Students in kindergarten do the PANTS Program. Which teaches them to understand about their body. What is a safe touch and what is not a safe touch. What are the appropriate boundaries. In elementary they do MACE. Which is Morale and Civic Education Program. In secondary they to TAP. Teacher Advisory Program. All of that is part of social and emotional education. Sexual abuse and preventing it. Gender identity. Bullying. Resolving conflict. All are parts of that program.
- Ms. Barrett asked Mr. Stribbell about the cleaners in the toilet. Mr Stribbell explained that they have all gone through it and had reference checks. Susan follows up on all of those companies. They have to submit their actual ID card and their Blue Card. They cannot be a company that hires an illegal work or a temporary worker.
- We look at child protection as it relates to online behaviour. That is part of our Digital Citizenship Program and Social Media Policy. We know that there are going to be situations that come up. If it is a student who posts something inappropriate on social media to a parent who maybe spans their child and leaves a mark. There are varying levels of responses to that. We have a very common flow chart. We have a dedicated Child

- Protection Officer. All the teachers know how to report it. Principals are informed. I don't want to be an alarmist and say it happens a lot. But I would say that we air on the side of caution implement sooner rather than later. We rely on our Student Services Head to step in and help us out with those sorts of things. Whether it is an investigation. Having the a student work with the school psychologist to identify the nature of it. Or whether a parent brings in the issue. We always look to find some kind of resolution.
- It is important to know we do have professional psychologists on staff and social workers. That is everything from grief counselling, to crisis management, to investigations. We do work with the Macau police authorities when necessary.
- Looking at the future some things we want to continue to improve in. We want to have official training in child protection. We talk about. We share best practices amongst schools. We don't necessarily have a set training program for our staff. We want to make sure that it is even more widely known that TIS is a safe place. TIS takes child protection very seriously. Create an environment where predators are less likely to want to try to take advantage.
- We are looking at the CCTV and to which areas we should add it into. One of the areas up for debate right now is classrooms. We have common practices. Teachers do not meet with students alone in a room. If they do, they will leave the door open or a window open.
- Mr Stribbell advised another thing they are looking at and would like feedback. Being more explicit on adult and student washrooms. We have never had that specifically but we have thought of doing that. It is an area where there can be an allegation. Could be an area where there could be abuse.
- We have staff washrooms and students washrooms. Mr. Stribbell asked the question about parents and public and how does that work in a K-12 setting? Often with the kindergarten child the parent will accompany the child into the washroom. If you are opposite genders how does that look like? How do we make sure we keep that safe? Mr. Stribbell asked for feedback from parents. Mr. Stribbell's initial thoughts are to keep some washrooms that are multi age and other washrooms that are just for kids and just for adults. If there is a common area like the library, theatre that it is multi age. Other areas would be set aside for just kids.
- Ms. Barrett advised that there was an incident at their previous school that resulted in parent washrooms and student washrooms.
- Mr. Stribbell advised part of it is changing expectations. You have a child only washroom. If a child goes in there and if there is an adult in there then the child knows something is not right. Or if it is happening at a public event and an adult goes into that washroom, other adults see that then they alert it. Or if someone is on campus and they are not wearing their parent ID or staff ID then any of the adults can approach that person and ask how they can help them. It doesn't have to become a police state. It becomes a level of expectations. We have increased security. Tags, fence, one entry and exit point.
- Mr. Coates commented that it is a process. A cultural change in the school. We were so small before and so open. Now we are quite big and more controlled. When we implemented the parent IDs and set up this one entry, exit point. There were times that parents were stopped and didn't like being stopped.
- Mr. Stribbell advised that we had to change our practice. Moving security right by the door.

- Mr. Stribbell asked the parents how they felt about security at TIS?
- Ms. Luvisutto responded that the restrooms are not super clear on who uses what. If parents used staff restrooms and then the handicapped could be a family restroom. Then the students would use students. That would make it clearer.
- Mr Stribbell mentioned that a lot of people may not know that we have actually called all our handicapped washrooms all gender washrooms and that is meant to be gender inclusive. If we have LGBTQ families or students they can feel safe using that private washroom.

- Mr. Stribbell asked how parents how they felt after school with the 4pm time or on Saturday's?
- Feedback was security was present. The security guards are doing a good job and also asking parents if they don't have their school pass for ID. Everyone is comfortable playing after school and on Saturdays. The school community is more aware.

- Ms. Luvisutto asked the question for staff is it every year that they have to get checked?
- Mr. Stribbell advised they don't do security checks every year.
- Ms. Jasinski explained that staff education at school is every year and the signing of the agreement is every year. The background checks is not every year.

- Mr. Stribbell advised that the background security check is from the last two previous countries and Macau. Macau does this automatically when we apply for visas. We are looking at another company that we use for recruitment called Squirrel. They will actually verify that the person doing the reference is actually that person. You don't just take the candidates email address at face value.

- Ms. Barrett asked if it was possible for the parents to attend a PANTS program workshop?
- Mr. Stribbell advised that as parents we are all looking for more tools and will ask Rowena if they can do something.

- Ms. Clarke mentioned that is was previously discussed about teachers and parents having different lanyard colours.
- Mr. Stribbell agreed that this was a good idea with the students if they needed to help to identify the teacher.

- Waiting on the development plan from the Education Department. We submit that every year. This year we submitted 12 million MOP worth. One area we are looking at is to change the field into artificial turf. We have spoken to the coaches, PE teachers and outside groups everyone has said artificial will definitely be better. Able to be used more.
- TECH plan looking at upgrades for the elementary school. Replacing smart boards and old style projectors with the new interactive short throw projectors. Updating over the next 2 years.
- Adding more computers and CRUMB books for elementary school.
- Also implementing a STEM program at the school. Science, Technology, Engineering and Mathematics. Adding robotics throughout the school and more project based learning.

- Engaging learning piece. Integrating into our curriculum. We have a group of secondary students flying to Detroit right now to compete in the World RoboFest competition. They one a place at the Hong Kong competition.
- Portuguese classes we are working with an outside company that are willing to work in the unique constraints of TIS so we can bring Portuguese classes after school.

Mr. Chignall needed to excuse himself from the meeting. Mr. Chignall advised that there will be a Family Day for kindergarten next Friday and more information was to come.

Principal's Reports

Elementary (Mary-Anne Jasinski)

- In the process of completing CATs (Canadian Achievement Test) and APTs (Alberta Provincial Test) are coming up. The CATs are done for G3 -6 every year and we are compared to Alberta schools with children in the same grades. Ms. Jasinski showed an administrators summary to show comparative how our students in that grade have scored on the test that they wrote. It is giving the grade level, achievement average. For example at the end of G3 they are suppose to be at 3.8. Our students are scoring above the Canadian medium averages. We use these results. The teachers get together to look at the CATs and the APTs every year. We look at where our strengths are. Where we are not as strong and then set goals for the following school year based on targets we are going to work on. Commonly our students don't score as high on vocabulary as other schools. That is very much connected to the large number of english language learners we have.
- Mr. Stribbell further add about 8 years ago we started adding vocabulary. As all the test results were showing that our kids were performing above the Canadian norm. Yet that wasn't the lived experience we had in the classrooms. We initiated a lot of vocabulary work and academic vocabulary. This is something that we monitor closely.
- Ms. Jasinski advised the CATs is not a test the students need to prepare or study for. It is skills and it looks at their whole year of work. Only the G6 students will sit the test this year. The G3 Alberta format has changed. The G3 will do writing assessments at the beginning and end of the school year. Without sending those back and forth to Alberta.
- Admissions. We have a little bit of room in G2 - G6. Also in JK and SK. Different amounts of seats available. We will be doing intake meetings right through summer school this year.
- Volunteer Tea is Thursday 17th May.
- Dress Down Day is Friday 18th May. Division One is my future career. Division Two is my favourite decade. Kindergarten is dress backwards.
- Disco is Friday 01st June. Kindergarten at 2:15pm. Division One at 4pm. Division Two at 6pm.

Secondary (Chris Coates)

- New initiatives in secondary. First is the new Interim Report and the second is the online booking system for Parent / Teacher. With the online booking system it is now much more structured and teachers know whose coming, when they are coming. The feedback has been extremely positive and increased turn out this time. The new Interim Report it is a product of changing from a semester system to a full year program. Most International Schools run a full year program. We now have a full year program Day One and Day Two. This now impacts reporting. Before we would provide a full report in October, January, April and June. Now there is an interim report halfway through the first term. A full report in January. An interim report in April and then a full report at the end of the year. Which is more appropriate for a full year program. The interim report is shorter and more simpler. The feedback so far has been positive.
- Recently did the CAT tests in secondary. We do get valid information and scoring above the Canadian averages.
- First year with the House System. The feedback has been positive. Will reach out to stakeholders and receive more formal feedback from them on how they think the House System went during the first year and any ideas to improve. We had the one big school wide house activity the Walkathon which went very well.
- Wednesday 6th June there is going to be a House Celebration year end and awards. We are going to present a trophy to the winning House Team. This will happen in the MUST gymnasium. The full school will be there. Will happen during one of the high school TAP periods so they do not miss any academic classes.
- Part of the plan is when any new students come we give them a House Shirt. We have new kids coming in from PKs, JKs and adding new classes. We do need to purchase more shirts. Looking for support from TISPA for the new kids that arrive. The estimates would be about \$24,000 MOP.
- Ms. Hammer advised that after the last TISPA Meeting we discussed this. TISPA will not be paying for new students House shirts as all the TISPA fund is paid by the school community. If we did, we would not be giving anything back to the school community only to new students.
- Mr. Stribbell mentioned that TISPA did it initially as a first initiative. We will make the house t-shirt as part of the uniform and new families can purchase at the Uniform Shop.
- May 07th the first Secondary Sports Day was suppose to happen last week. Postponed due to weather. Will go ahead Wednesday 16th May if the weather permits. Initiative of the PE Department. Kids who are taking PE it is mandatory that they have to participate in a certain number of events. Part of the curriculum. Other kids will have the option to sign up. If they don't sign up they will then help with the event. Everybody will be engaged and involved in someway. They will set school records for example the 100 metre Record and they will get posted up on a board. Build a legacy in the school and history of tradition in the school.
- Mr. Schmidt the new Principal Secondary School for next year is going to be visiting the school from the 13th - 17th June.
- Secondary Awards are 20th June to be held in the MUST Auditorium.
- Feedback on University admissions. 68 kids graduating from Year 12. They have received more than 150 offers from universities and still counting. Currently the kids have

- received almost 7.2 million MOP in scholarship money offered to them from different universities. Offered programs in Art, Design, Law, Pharmacy, Medicine, Engineering, Hotel, Event Management, Architecture, Education, Business, Accounting, Film Production, Tennis.

Treasurer's Report Nicole Hammer (Connie Johnson absent)

Community Day: \$7600.00. After expenses \$2,000.00.

Popcorn day: \$3,430.00. After expenses \$2680.00

Events Report

Events since last meeting:

- **Dress-down Day** - April 27th
- **Community Day** - May 12th

Upcoming events:

- **Dress-down Day** - May 18th
- **Arts Night** - May 31st
- **Other up and coming Events**

General Business

- Ms. Hammer advised that Community Day on 12th May was not very busy. We thought maybe what we could change as everyone puts in a lot of effort? The committee has great ideas and they do a lot of hard work. There are three Community Days a year and the last two are pretty close. There is not much time to get it organised and all done properly. We understand you can't change from two to three as it has to do with the DSEJ and school days. Maybe you could change it into something else? The May one has clashed with the Rugby end of season for years. There are so many things happening with Elementary Musical, then the other musical.
- Mr. Stribbell explained that the rules are it counts if it is on Saturday full day or half day. If in the evening then it doesn't count.

- Ms. Hammer advised that one of the elementary musical's was on a Saturday afternoon. Ms. Hammer asked how many Saturday's did the school need to do? We do a lot. This coming week there is the Benefit Concert. If it was held on a Saturday instead of Friday night then it would count and could remove something or combine something.
- Mr. Stribbell advised the DSEJ wants a longer school year and more spread out. Will look into it. If we keep the Community Day don't do it in May. Maybe it is time for a different event or time for change.
- Ms. Paniagua mentioned that the Mother's Day Tea with the little ones was good. The teacher's have the Mother's Day gifts then on the side had a little table that the kids had done where Mothers could donate. The mothers didn't mind donating. The teacher explained that we didn't collect enough money in the Walkathon for the end of year party. All the mums came out not realising that the Walkathon was related to that and there was a lot of surprised comments. There is a lot of miscommunication with the Walkathon. Some are saying it was for the school, paying for the building. The point is it is worth people knowing your efforts and people understanding the Walkathon as no one participated because they didn't know where the money was going.
- Mr. Stribbell advised that they take it for granted as they have done it or so long.
- Ms. Paniagua explained that there are always new people. There is a gap between what the school does and what the parents know.
- Mr. Stribbell asked if the parents knew what their kids class was doing? Does the teacher reach out through blog, SMS, email, We chat?
- Feedback was the lower grades get more pictures with Seesaw.
- Mr. Stribbell advised they use to have work press blog where every teacher would put out their announcements. As technology has evolved moving to See saw and we have tried different things with the school app. We are still trying to find the best fit. Mr. Stribbell thinks there is less communication from teachers to parents and would like to look into that. A lot of schools are using We chat groups.
- Ms. Jasinski advised that next year PK to G3 blogs are going to Seesaw.

Confirm date for next meeting Next General Meeting date for Tuesday June 05th 2018 at 13:30hrs in the Conference Room.