



**HILLEL ACADEMY
BOARD FORUM
PTA ANNUAL GENERAL MEETING**

September 2017



Agenda for Today

- **Welcome**
- **How is the School Governed?**
- **What has the Board achieved and what are our goals for the coming year?**
- **Strategic Planning**
- **Academic, Co-curricular & Community Service Highlights**
- **Parent Survey, June 2017**
- **What is the School's current and budgeted financial position?**
- **Question and Answer**



Welcome

- **This Board Forum is a regular feature of the School's annual calendar**
- **Provides a forum for communication with our parents and staff members, who are critical stakeholders, as we continue to.....**

“Engender a Partnership in the school community based on mutual confidence and respect”



What is the School's Constitutional Form?

- **Founded by Trust Deed by the United Congregation of Israelites in Jamaica (UCIJ) as a contribution by the community to national development**
- **Established as a non-denominational school and managed based upon ethical principles and religious tolerance**
- **Governed by a Board of Governors appointed by four Trustees (who are in turn appointed by the UCIJ)**
- **Run as a “Not for Profit” organisation – any and all operating surpluses are reinvested for the benefit of the school community**



Who are the members of the Board?

Trustees of the UCIJ

- **Joseph Matalon**
(Chairman)
- **Philip Henriques**
(Deputy Chairman)
- **Carina Melville**
- **Israel Pinchas**

Other Governors

- **Paul Henriques**
- **Cristina Matalon**
- **Jeffrey Meeks**
- **Paige Todd**
- **Tracy Melhado-Matalon**
- **Sandra Glasgow**
- **Nigel Clarke**
- **Amber Vicens Stewart**
- **Kit Redmer** (US Embassy)

Invitees

- **Nick Hazell**
(Director)
- **Carolyn Lee**
(Principal Prep School)
- **Lloyd Holmes**
(Principal High School)
- **Cecile Webster**
(Financial Controller)
- **Clair-Ann Kennedy** (PTA President)



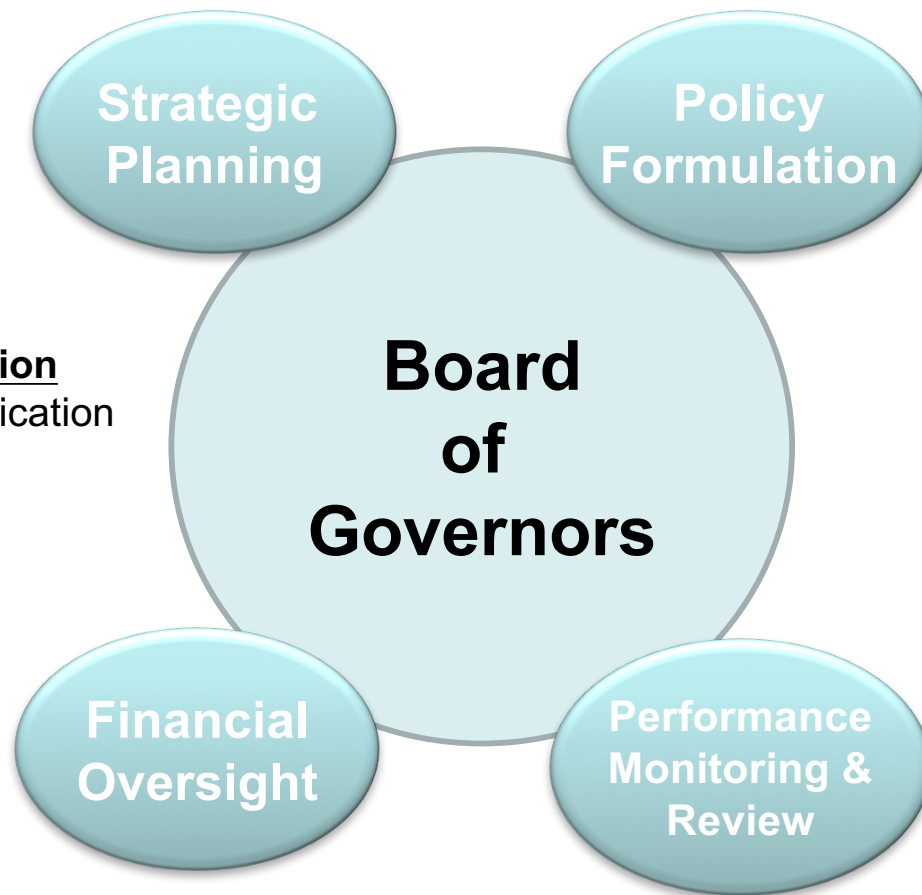
How does the Board do its work?

- Academic Improvement
- Facilities Plans
- Long term funding
- Mission/Vision/Values

External Communication

- Stakeholder Communication
- Community Building
- SACS/IB/IGCSE Accreditation

- Funding Resources
- Fees
- Staff Remuneration
- Capital & Operating Expenditure



- Institutional Governance
- Personnel
- Discipline

Internal Communication

- Monthly Meetings
- Annual Planning Calendar
- Board Goals
- Self Evaluation
- Board Policy Manual

- Regular academic performance review
- Annual Director & Teachers 'performance review
- Annual administrative performance review



How did the Board perform during the year?

The Board ensured compliance with all the SACS, IB and IGCSE standards during the year

Goals for 2016-17		Progress
1	Mission and Vision	- Systematic process identified to review the school mission and vision, and develop a strategic plan.
2	School Improvement Planning	- Monitor the continuous improvement efforts promoting success for all learners
3	Hillel Academy Regulations and Board Policy Manual	- Board Policy Manual updated to reflect Hillel Regulations
4	Risk assessment and risk management	- Risk management policy and procedures are being developed
5	Board member training	- Orientation programme for new Governors documented
6	Hillel Foundation, scholarship fundraising and alumni relations	- Maintaining existing funding and sourcing new funding for scholarships
7	Prioritisation and costing of possible development projects by the Facilities Improvement Committee	- Reviewing proposals for new Visual & Performing Arts and Sports facilities



What are the Board's goals for 2017-2018?

1 Mission and Vision

- Undertake review of mission and vision statements.
- Develop a strategic plan

2 School Improvement Planning

- Monitor the implementation of continuous improvement efforts promoting success for all learners, aligned to the school's mission and vision, and consistent with AdvancED's Report of the External Review Team for Hillel Academy.

3 Risk assessment and risk management

- Develop risk strategy formulation at Board level
- Establish risk-management policy and procedures
- Provide risk oversight

4 Hillel Foundation and scholarship fundraising

- Appoint Foundation personnel
- Focus the Foundation on Scholarship fund-raising

5 Prioritisation and costing of various items outlined by the Facilities Improvement Committee

- Obtain plans
- Cost the proposed developments
- Presentation of implementation plan and timelines



What is Strategic Planning?

- Systematic planning for the future
 - Clarifies purpose (Mission)
 - What we consider important (Values)
 - What and where we want to be (Goals)
 - How we want things to be when we get there (Vision)



Strategic Planning: Parent consultation

1. Strategic Planning Task Force – including parent (experience with strategic planning)
2. Focus Groups – including parent focus groups
3. Situational Audit – questionnaires for parents
4. Frequent explanations and reports on progress



Strategic Planning Goals

- Mission statement: short, clear, definable, memorable; clarifies who we are and what we value
- Strategic Plan: clear and shared common purpose and direction; identifies what we do well, what we must improve, and what future challenges we must plan for



What were the School's Achievements this year?

Academic

GSAT

- **2017 Averages**
 - Math 90%
 - Science 92%
 - Social Studies 92%
 - Language Arts 89%
 - Communications Tasks 84%
 - Overall 89%
- **Number of students achieving greater than or equal to 95%:**
 - Maths – 16 out of 41
 - Science – 20 out of 41
 - Social Studies – 24 out of 41
 - Language Arts – 12 out of 41
- **Two Government Scholarships awarded**



What were the School's Achievements this year?

Academic

IGCSE

- 339 Grade 'C' or above awarded out of 438 entries
- 127 entries achieved 'A*' or 'A' out of 438 entries

IB Diploma Programme

- 89% of students entered achieved the IB Diploma
- Students entered for the Diploma averaged 31 points
- Highest points scored by a candidate was 41 out of 45

University Offers and Scholarships

- Our students received offers from 105 universities in USA, Canada, UK, Netherlands, Australia and Hong Kong
- Over US\$974,750 was awarded in scholarships and grants

Hillel-AISK-EducationUSA College Fair

- Hillel contributed to the organisation of the annual College Fair with representatives from over 40 Universities and Colleges

Congratulations to:

- Prep School Staff and Students on excellent GSAT Results
- High School Staff on excellent IGCSE & IB Results



How have our students made a difference this year?

Cultural & Social

CULTURAL DAYS

- Heritage Week (PS & HS)
- Carol and Hanukkah Hour (PS & HS)
- Founders' Day Assembly (PS & HS)
- Jamaica Day (PS)
- Chinese New Year (PS)
- St Patrick's Day (PS)
- Fun Day at Hope Zoo (PS & HS)
- Holocaust Memorial Day

SPORTS DAYS

- Lacrosse Tournament (HS)
- JISA U19 Boys Football Champions (HS)
- 1K and 3K Road Races (PS & HS)
- Sports Days and Cheerleading (PS & HS)
- Rumble in the Jungle Football Day (PS)

SCHOOL PERFORMANCES

- G6-12 Production 'Beauty and the Beast' (PS & HS)
- K-G5 Production 'Jack and Jill' (PS & HS)
- Evening of the Arts (HS)

CURRICULUM

- World Math Day (HS)
- Modern Languages Day (HS & PS)
- Business and ICT Day (HS)
- IB DP & PS Visual Art Exhibitions (HS & PS)
- Whole School Art Exhibition (HS)
- Career Day (HS)
- Reading Week (PS)
- Book Fair (PS & HS) and Cafe
- ISTA Middle School Festival, Hillel Academy (PS & HS)
- Costa Rica Bio, Geo, ESS trip (HS)
- MUN, New York (HS)

COMPETITIONS

- University of the West Indies Mathematics Olympiad
- University of Waterloo Math Competition
- Chess Unlimited Competition



How have our students made a difference this year?

Sport

Hillel Academy students participated in a wide variety of sporting competitions across the year:

- **Ishimoto Gymnastics School Gymnastics Competition**
- **Tennis Jamaica High Schools Tennis Competition**
- **'Best of the Best' High Schools Tennis Championships**
- **ISSA Football, Table Tennis and Volleyball Competitions**
- **ISA under 19 Football Competition**
- **JISA Alberga Cup Football Competition**
- **Digicel Cup Clay Shooting Competition**
- **NCB Junior Nationals Clay Shooting Competition**
- **Emmanuel Christian Academy Football Festival**
- **Norbrook Cup Football Tournament**
- **Genesis Academy Football Festival**
- **Hillel Academy/Purity Football Showcase**
- **Laxfest Lacrosse Competition**
- **JLA High Schools Lacrosse Tournament**



How have our students made a difference this year?

Sport

Hillel Academy students participated in a wide variety of sporting competitions across the year:

- **JABA Mini Basketball Tournament**
- **ASAJ Swim Meet**
- **Mayberry Swim Meet**
- **Burger King Swim Meet**
- **Milo Prep & Primary Schools Swim Meet**
- **ASAJ Water Polo Tournaments**
- **St. Anne's (Bahamas) Invitational Prep Schools Swim Meet**
- **Mona Development Track Meet**
- **Ardenne Classic Track Meet**
- **Anthrick Track Meet**
- **JISA /Tastee Prep Schools Track & Field Championships**
- **Annual Scholastic Chess Championships**
- **Milo Prep Schools Table Tennis Competition**



How have our students made a difference this year?

Hillel Academy students represented Jamaica in 2016-17 in the following activities:

- **Table Tennis**
- **Water Polo**
- **Swimming**
- **Tennis**
- **Golf**
- **Chess**
- **Clay Shooting**
- **Karting**



How have our students made a difference this year?

Community Service and Outreach

Hillel Academy Community Service Projects included these and others:

- **International Coastal Clean-up Day (PS & HS)**
- **Heart Fund Run 2016 (PS & HS) - Hillel received an awarded for largest team and largest sponsorship raised.**
- **Relay for Life (HS)**
- **HEAL Project**
- **Caribbean Christian Centre for the Deaf**
- **Project Help Haiti**
- **Mary's Child Outreach**
- **Inner City Youth Outreach**
- **Colour Me Happy Run (HS) – Hillel was awarded the Kind Hearts Colour Me Happy School Support Award**
- **Visits and activities for Schools, Orphanages, Shelters and Rehab Centres (HS & PS)**
- **Basic School/Children's and Elderly Homes Gifts & Donations (PS)**
- **Special Outreach activities (PS & HS)**



Parent Survey Feedback

- Parent Surveys completed in June 2017
- 131 respondents shared their views
- Summary of comments provided by more than ten percent of respondents:



Parent Survey Feedback (June 2017)

Parents: What do you like best about our school?	% of Respondents
Campus, surroundings, location, resources and facilities	46
Teacher quality, Teachers qualified	27
Safety and security	24
Co-curricular Activities Programme and broad range of activities	23
Learning Culture and Environment: happy, safe, nurturing, peaceful, positive, calm, welcoming, open, accessible, friendly and inclusive	18
Accessible teachers and leaders, open-door policy, Teachers approachable and friendly, effective School-Home communication	14
Educational programmes: holistic, student-centered, wide range of choice; promotes critical thinking, real-world connections, preparation for future; values, respect and tolerance, includes service learning and promotes social awareness; high quality, well-structured and coherent curriculum	13
Class size and teacher:student ratio	11



Parent Survey Feedback (June 2017)

Parents: What do you like least about our school?	% of Respondents
Home-school communication is infrequent, too frequent, not tailored to individuals	19
Learning Environment: some students interact disrespectfully with teachers and peers; some students do not follow classroom routines and behavioural expectations; some students disrupt learning for others; classroom expectations do not always seem fair, clear or consistently applied	18
Variation in teacher effectiveness across the staff	18
Leadership or organisational management is not always effective; pace of change is too slow; pace of change is too quick	11



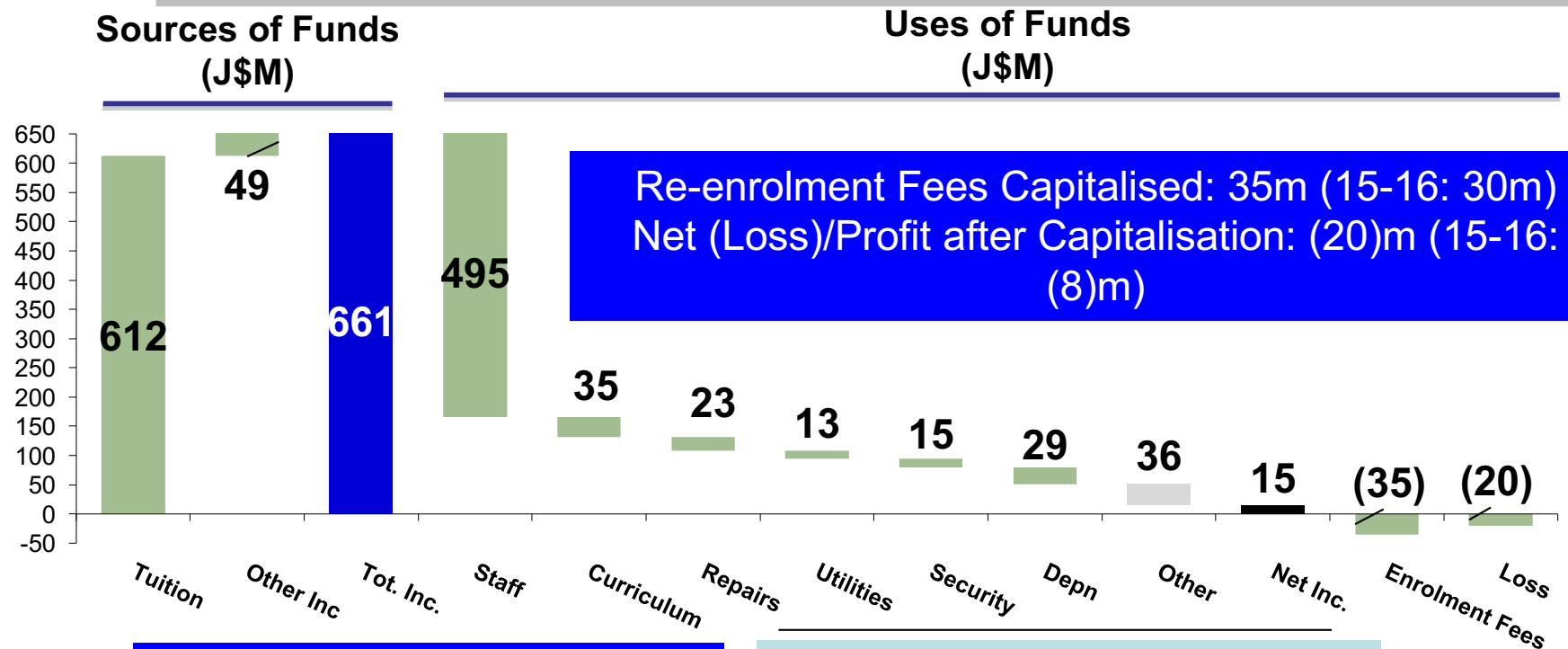
Parent Survey Feedback (June 2017)

Parents: What is one suggestion you would like to offer to improve our school?	% of Respondents
Communication: more effective communication to strengthen home-school partnership, including teacher-parent communication about student learning	15
Improvements in curriculum planning and provision, and opportunities to place learning in real-world context	14
Attract, recruit, retain experienced and qualified staff; leadership to have high expectations for staff performance	12
Co-curricular Activities Programme: increase range, diversity, support for, status of, access to, quality of	11



What is the School's current financial position?

Estimate for year ending 31 August 2017



**Staff Costs = 75% of Total Inc.
(15-16: 75%)**

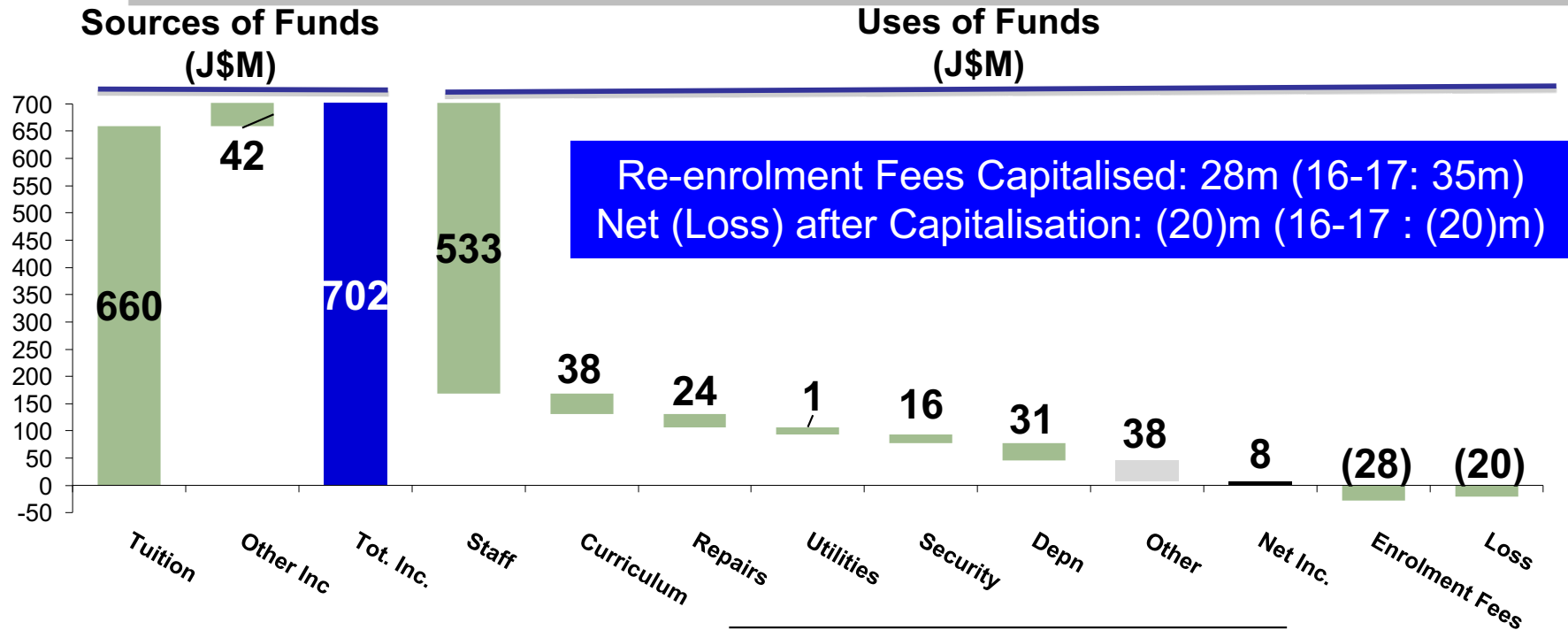
Key Changes from 15-16

Tuition Fee Income	6%
Staff Costs	6%
Curriculum	21%
Repairs	-12%
Utilities	0%
Security	15%



What is the School's current financial position?

Budget for year ending 31 August 2018



Staff Costs = 76% of Total Inc.
(16-17 : 75%)

Key Changes from 16-17

Tuition Fee Income	8%
Staff Costs	7%
Curriculum	-2%
Repairs	0%
Utilities	8%
Security	7%



Questions

