



CHRISTIAN ALLIANCE
INTERNATIONAL SCHOOL
宣道國際學校

Annual Education Results Report (AERR)
2020 - 2021

Approved: 11 November 2021
Submitted: 30 November 2021

Accountability Statement for the Annual Education Results Report

The Annual Education Results Report for Christian Alliance International School for the 2020/2021 school year was prepared under the direction of the Board in accordance with the responsibilities under the Education Act and the Fiscal Planning and Transparency Act. The Board is committed to using the results in this report, to the best of its abilities, to improve outcomes for students and to ensure that all students in the school authority can acquire the knowledge, skills and attitudes they need to be successful and contributing members of society. This Annual Education Results Report for 2020/2021 was approved by the Board on 11th November 2021.

Mr. Clarence Chan

School Supervisor

Date: _____

Christian Alliance International School (CAIS) is accredited to deliver the Alberta Program of Studies, enabling graduates to attain an Alberta High School Diploma. CAIS, located in Hong Kong, has 1,520 students from nearly 30 different countries of origin, representing a diverse mix of cultural, ethnic and religious backgrounds.

2020/21 saw a contribution of Covid-19 related measures affecting education in Hong Kong. During the year we faced online learning, half-day classes before finishing the year with full day face to face classes. It is absolutely evident that students need face to face learning both from a pedagogical perspective and relationally. The excitement in learning was tangible when students returned to school.

In addition to fulfilling the accreditation requirements for Alberta Accredited International Schools, CAIS is working towards compliance of the Service Agreement with the HK Education Bureau. This includes achieving the required student-mix ratio of local Hong Kong students and students holding international passports; introduction of the International Baccalaureate Diploma Program, offering support for students with special needs, and sharing school facilities with the community.

The school continues to focus on improvement through its philosophy of 'Kaizen': *change* for better. Each day the school refines its systems and processes to ensure the very best learning environment and culture for our students.





Foundational Statements

Mission Statement

To cultivate learners with knowledge, skills, integrity and discernment, growing in love for God and service to humanity.



School Bible Verse

And Jesus grew in wisdom and stature, and in favour with God and man.

Luke 2:52

Principles

CAIS makes every effort to provide a quality school experience that equips students for the workplace, further education, and citizenship. Knowledge and skills development is interwoven with the pursuit of godly character and spiritual values. As teachers and mentors, we create a nurturing environment where each student:

- Develops an enjoyment of learning
- Becomes aware of and develops their gifts and abilities
- Enjoys fulfilling relationships with peers and teachers
- Is accepted, valued, and treated fairly
- Feels a sense of pride in and ownership of the School
- Experiences meaning and purpose in life through a personal relationship with God

Each learner is unique, has infinite worth and can profoundly impact local and global communities for the better. CAIS shares an awareness and appreciation of the diverse racial and cultural composition of society, acknowledging the richness of life in Hong Kong, by sharing that diversity.

Educational Beliefs and Objectives:

CAIS will establish and maintain a welcoming, caring, respectful, and safe learning environment for all students and school staff, recognizing:

- **Every student is special, unique and valuable.**
"For you created my inmost being...knit me together in my mother's womb." (Psalm 139:13)
- **God has a plan and purpose for each student.**
"For I know the plans I have for you, declares the Lord, plans to prosper you and not to harm you, plans to give you hope and a future." (Jeremiah 29:11)
- **Every student needs God.**
"He who has the Son has life; he who does not...does not have life." (1 John 5:12)

CAIS recognizes the diverse racial and cultural composition of Hong Kong society and is committed to the ongoing development of a student-centered learning community in which teaching and learning are:

- **Personalized:** Based upon student interests and abilities
- **Differentiated:** Employing diverse instructional methods to facilitate different learning styles, preferences and needs
- **Inquiry Rich:** Encouraging students to ask relevant questions and seek answers to their queries
- **Authentic:** Requiring students to demonstrate understanding by presenting knowledge, ideas and skills under the scrutiny of a critical audience of peers and adults
- **Technology Infused:** Utilizing a wide variety of media and internet-based resources

Student enrolment 2020/2021 and Projected Student Enrolment for 2021/22

Grade:	3	4	5	6	7	8	9	10	11	12	Total
Actual Student Enrolment	163	163	147	137	143	118	68	59	41	28	1067
Projected Student Enrolment 2021/22	138	170	169	149	141	130	101	57	54	40	1149

Parental Involvement Strategies

The CAIS School Advisory Council was established in April 2018. It comprises of parent representatives from Preparatory to Grade 10, four teacher representatives, one secondary student representative, and Senior leaders. Three school council meetings were held in 2020/21.

The Senior Leaders used other strategies to involve parents in decision-making in the school. Surveys were conducted on matters such as:

- Course Selection Survey
- School Uniform Survey
- School Resumption Plans
- Summer School

Preface to the Analysis and Commentary Section for the Alberta Education Assurance Measures in each of the Domains

The following section of the AERR Report identifies the 2020/2021 Annual Goals for each Domain, and the AEAM results with a commentary on performance.

The AEAM results in the Spring 2021 AERR Report were analyzed and discussed in detail by senior leaders to identify trends, factors that contributed to the results, which Key Improvement Strategies were most effective in achieving those goals, and which areas required followed up in 2021/2022.

Included in the AERR Report are the required AEAM results as well as the supplementary AEAM results.

Domain: Student Growth and Achievement

At CAIS, students learn within a culture of excellence with Christ's character permeating every aspect of their school life.

Our students:

- Strive for personal best in all endeavors - "My utmost for His highest"
- Appreciate and celebrate the success of others with a heart of humility
- Grow in Christ-like character to love God and serve humanity

Goal 1: To provide an academically rigorous education where students faithfully use their talents to love God and serve humanity.

Goal 2: CAIS students grow in Christ-like character and are of service to humanity.

Student Learning

2020/21 was a disruptive year for students and resulted in the cancellation of G6/9 PAT's and Diploma exams.

During the year, assessments were adapted to account for online learning and half day face-to-face scheduling. Staff assessed students against the Learning Outcomes and reported on this to parents. As is the expected practice at CAIS, after an assessment, staff within that grade meet to discuss students' results and identify areas for improvement. Information is passed to the Learning Support Team or ELL team if staff identify barriers to learning for certain students.

From our internal assessment data, we identified a group of ELL students who required additional support. For 2021/22, we have prepared an Annual Education Plan around ELL support as we see this an area for research, development and delivery.

Over the past two years we have not been able to offer Grade 6/9 PAT's and diploma exams to the students. The senior leaders have determined that students need to be adequately prepared for the resumption of these Provincial assessments, therefore we have prepared an Education Plan for PAT and Diploma grades as this is an important measure of success for student learning.

High School Completion

While there is no data recorded in the AEAM for CAIS, the school has very high levels of school completion. Students who commence their studies in the High School will complete their education with us, unless for a valid reason. As an International School, we face the challenge of students transferring to Boarding Schools overseas to complete their education, or expat families moving back to their home country or on transfer. CAIS does not have students who leave school for work or other reasons prior to completing Grade 12.

Citizenship

	CAIS	Alberta
Current Result	86.2	83.2
Previous Year Result	83.5	83.3
Previous 3 Year Average	75.9	83.0

	CAIS	Alberta
Overall	86.2	83.2
Student	79.5	74.1
Teacher	92.9	94.1

Commentary and Analysis

CAIS continues to see improvement in this measure which we are delighted about. This reflects our desire as a Christian school to see our students model the characteristics of citizenship. During the year we promote the five school values (Love, Integrity, Wisdom, Service and Community) and encourage students to consider how to put them into practice. There are high expectations for behaviour, attitude and academic work in the school which are positively communicated to students. In analysing the data, we found that our Grade 7-9 students were most positive in this area with a slight dip for Grade 10-12 students. The school result for CAIS Grade 10-12 students was 77.2%, compared to the Alberta average of 70.9%.

Student Learning Engagement

	CAIS	Alberta
Current Result	79.6	85.6
Teacher	93.4	96.0
Student	65.7	71.8

Commentary and Analysis

In 2020/21 we faced substantial time out of school due to Covid-19. The delivery of curriculum was online and this may have affected the students engagement with the curriculum. In analysing the data, we identified that while teachers responded positively, there was a noticeable gap between teacher perception and student perception (their reality). This was most evident in the High School. What it highlights for us is the need to articulate more clearly the 'purpose of learning' in each of the curriculum areas and convey the intent of the Learning Outcomes in such a way that it connects with students.

Student engagement was a focus on the school once we resumed face to face classes, especially as students readjusted to being onsite with their peers. We conducted our first "Student Perception of Teaching" Survey which gave us valuable data on how students perceived the quality of teaching by their teacher. This data was shared with the teachers (individually) and senior leaders met with the teachers (individually) to discuss the results. A series of questions in the survey related directly to Student engagement.

Domain: Teaching and Leading

At CAIS, teachers and leaders are life-long learners. They deliver a broad, high-quality teaching and learning program for all students. Leaders are servant minded and instructional leaders.

Teachers experience a school culture where:

- effective pedagogical practice is clarified, personalized and embedded.
- professional learning and development is regular, differentiated and of the highest quality.
- the curriculum is taught within a biblical worldview.

Goal: Through instructional leadership, the quality of teaching and learning improves year on year.

Education Quality

	CAIS	Alberta
Current Result	89.3	89.6
Previous Year Result	89.9	90.3
Previous 3 Year Average	84.0	90.2

	CAIS	Alberta
Overall	89.3	89.6
Student	85.1	86.3
Teacher	93.6	95.7

Commentary and Analysis

We continue to see improvement in this important AEAM measure, and this reflects the ethos of continuous improvement ('Kaizen').

Across all grades, teachers believe the quality of education has improved even in the face of the challenges of online learning. For many teachers this was the second year of online learning, and they had moved past the 'steep learning curve' of the previous year. Staff were more confident of their ability to deliver high quality online learning.

From the perspective of students, it was pleasing to see a high level of satisfaction (85.1%), however, it was observed that the High School students wanted more challenging and interesting work. This information was shared with staff to consider how we can make the work more challenging and interesting for senior students. The "Student Perception of Teaching" Survey asked students what the school and teacher could do to improve in this area. This data was shared with the teachers (individually) and senior leaders met with the teachers (individually) to discuss the results.

It was wonderful to see that 89% of Grade 10-12 students feel the education they receive at CAIS was good to very good.

Domain: Learning Supports

At CAIS, students experience a culture that affirms the uniqueness of their individual giftings and are part of a connected community.

Staff, parents and students will experience being part of a Christ-centered and student focused community that is:

- Hospitable
- Compassionate
- Respectful
- Restorative
- Safe

Goal: To build a school culture in which students feel safe.

Welcoming, Caring, Respectful, and Safe Teaching and Learning Environment

	CAIS	Alberta
Current Year	88.9	87.8
Student	82.8	79.8
Teacher	94.9	95.3

Commentary and Analysis

A very pleasing result for this year. Even though the year was disrupted due to Covid-19, we worked hard to support students in their learning, and especially when students returned for face-to-face learning.

Teacher perception in this measure is very high, which while positive, needs to be judged alongside the student response. Even though nearly 83% of the students responded positively, our goal for next year is to improve on this result. The 2021/22 Annual Education Plan sets out a goal of 89.5%.

Each day a senior leader stands at the school gate welcoming students and greeting parents. The feedback from students and parents is very positive as they appreciate seeing senior leaders at the school gate. Our 2020/2021 school theme “Nerve to Serve” was promoted in school assemblies, chapels, and PACT time. Students found many opportunities within the school to serve others. Due to Covid restrictions, we were limited in our opportunities to serve the local community. The Primary School Culture Plan: ABCD, is now embedded in the culture of the school. Students are aware of expectations and consequences.

Further analysis of the results shows that for Grade 7-9 students, only 76% felt they belonged in the school. The senior leaders reflected that this may be due to the transition from Grade 6 (Primary School) to Grade 7 (High School) and the new Grade 7 enrolments (approximately 20 students) to the school. Students have moved out of a ‘safe homeroom teacher’ environment to one where they have different teachers for each subject. They therefore might feel a little lost. Next year, our intention is focus on the transition year and develop a short ‘transition programme’ to help students understand what to expect in High School and how to build relationships with other students. We also plan to introduce the House System to develop that sense of belonging.

Access to Support and Services

	CAIS	Alberta
Current Year	82.3	82.6
Student	79.2	80.2
Teacher	85.3	88.7

Commentary and Analysis

Once again positive results overall. One area most pleasing was that over 90% of Grade 4-12 students said ‘teachers are available to help me’ which reflects positively on the staff being willing to assist students as needed. Senior leaders often see teachers working with students after school.

An area where students were less positive on was the question in the survey: *‘I can get help at my school with problems that are not related to schoolwork’*. The senior leaders feel this reflects two issues:

1. Students are not as aware as they should be of the counselling, learning support services available in the school. This will be rectified next year through greater promotion of services to students via assemblies, PACT time, notices, and posters.
2. Pressure on the Counselling department to respond to student needs. We noticed in 2020/21 an increase in student demand for counselling services. This reflected the emotional and mental pressure students faced under a Covid situation. The Board approved an extra full time female Guidance Counsellor for 2021/22 to alleviate some of the pressure our counsellors and give better access for students.

Domain: Governance

At CAIS, the Board (RMC), Senior Leadership Team and School Council work together united in purpose, like-minded in action and thought, and with clarity over roles and responsibilities.

Goal: Provide opportunities for parents to be involved in decisions about their children’s education.

Parental Involvement

	CAIS	Alberta
Current Result	94.0	79.5
Previous Year Result	85.0	81.8
Previous 3 Year Average	65.1	81.4

Commentary and Analysis

It is pleasing to see an improving result from the previous year, and especially over the past 3-year average. In 2020/21 the school communicated extensively with parents as we faced an ever-changing environment due to Covid. Parents were kept well informed with changes to online schedules, face-to-face arrangements, and were regularly invited to give their views through surveys. We also ran “Parent Education” online seminars covering topics such as resilience, screentime and coping with anxiety to assist parents in raising their children.

In 2020/21 parents were invited to give feedback on the school’s Strategic Plan, uniform changes and what additional curriculum subjects they wanted in the school. The School Council operated successfully throughout the year.

Supplemental Alberta Education Assurance Measures

Program of studies

	CAIS	Alberta
Current Result	74.5	81.9
Previous Year Result	66.6	82.4
Previous 3 Year Average	58.9	82.1

	CAIS	Alberta
Overall	74.5	81.9
Student	73.3	74.9
Parents	75.7	89.2

Commentary and Analysis

A wonderful improvement from the previous year which was surprising given that we did not significantly broaden the curriculum in 2020/21. It may have been students were aware that in 2021/22 we were going to offer more languages and new courses. The 2021/22 results will confirm whether this is the case. The Board and senior leaders continue to review the range of electives offered to students to meet their needs and wishes.

Safe and Caring

	CAIS	Alberta
Current Result	91.6	90.0
Previous Year Result	90.4	89.4
Previous 3 Year Average	83.9	89.1

	CAIS	Alberta
Overall	91.6	90.0
Student	86.1	84.0
Teachers	97.1	95.4

Commentary and Analysis

We are delighted with these results as we know how important to learning a safe and caring environment is. When students can focus on their learning not their safety, then they are much more likely to improve their academic results. It was good to see that students felt other students treated them well. In Grades 7-10 this figure was 90% and for Grades 10-12 a pleasing 92%.

We have Pastoral and Advisory Care Time each day in the High School where a small group of students and a staff member meet to discuss issues, concerns and provide encouragement to each other.

School Improvement

	CAIS	Alberta
Current Result	83.4	81.4
Previous Year Result	81.0	81.5
Previous 3 Year Average	58.4	81.0

	CAIS	Alberta
Overall	83.4	81.4
Student	68.6	79.1
Teachers	98.3	83.4

Commentary and Analysis

Overall, these results are impressive, especially when compared to the 3-year rolling average. This is a significant improvement and worth celebrating! It reflects the hard work of senior leaders and staff to ensure we are always improving the learning environment for students.

The senior leaders have identified that students perceive school improvement to be much less than teachers. In part this could be a result of Covid-19 and the major disruption of learning. Students not only faced online learning at home, but then half day face-to-face classes. Most 'fun' events were cancelled due to health and safety reasons. This certainly disappointed our students who did not have field trips, camps, lack of assemblies and many other engaging activities.

Work Preparation

	CAIS	Alberta
Current Result	90.0	85.7
Previous Year Result	89.1	84.1
Previous 3 Year Average	86.4	83.2

Commentary and Analysis

Excellent results for CAIS and reflect how the school values and Mission Statement are developed students. We have begun conversations around developing a 'CAIS Graduate Profile' through consultation with staff, students and parents. By defining the 'type of graduate' we want to see leave CAIS, we can then identify strategies to develop the types of skills, attitudes and behaviours students need to be successful in the workplace and society at large.