

# EXTRAORDINARY GENERAL MEETING

June 6, 2016 – 6:30 pm to 8:00 pm

Auditorium Jardines Lookout Campus, 34 Price Rd, Jardines, Hong Kong

Registration	EGM 2016
Scanned Sheets	104
<b>Number of members</b>	<b>222</b>
private member	75
corporate member	28
consulate	1

## 1- INTRODUCTION (ARNAUD DE SURVILLE)

I don't know about you but it feels like this year ran through my fingers like water.

One day our home is struggling to get into the back-to-school routine. The next our daughters are counting down the days till the big holidays.

In a way it is a good sign. Sign that we have been pretty busy. And busy we have been. The collection of presentations you are going to endure, I mean relish, is very much focused on all the things done. For the most part under the radars.

Time flying away is also a reminder that some projects do take longer than expected. These will make the meat of our next AGM in October.

One critical component of all these projects is YOU, the parents. Your contribution takes three shapes:

The first one is time. Many of you are already contributing a lot in this department. We'll be working on to channel this enthusiasm in the most effective and satisfying way.

The second component is money. Here again you have proven to be very supportive and we thank you for your vote of confidence. More is needed though. Seriously? We'll come back on this topic later this evening.

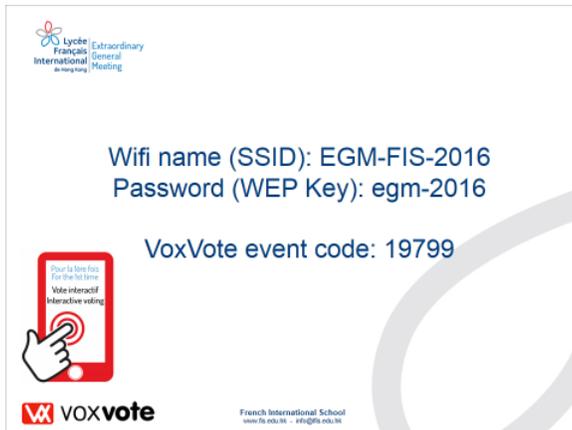
### **French International School "Victor Segalen"**

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The third one is feed-back. Nowadays it is mostly happening under negative circumstances. Why is the school not providing this? How dare this teacher say that? What is the board doing about it? And so forth and so on.

Fair but mind you, all these questions are reversible...



Tonight we want to mark the beginning of a new era of communication. A communication with clear channels and rules of engagement. A communication on new platforms such as surveys, topical forums and mobile phone apps. A communication that engages rather than simply delivers. And to get it right we need your feedback.

Which takes us to the voting app you've been asked to download on your phones. The idea is to see real time what you think about specific topics. Let's get started with the first question: "did you like the teaser campaign leading to this EGM?"

Fire up the app, enter the event code and log your answer. Now. Thank you this is useful. More questions to come as we go along.



***DID YOU LIKE THE TEASER EMAILS?***

<b>YES</b>	<b>77.8 %</b>
<b>NO</b>	<b>22.2 %</b>

***TOTAL NUMBER OF VOTES: 81***

In the meantime, sit back, relax and enjoy the show. I invite on stage our "super duper" headmaster, Mr Soulard, who will take us through his pedagogical highlights.

## 2- WORD FROM THE HEADMASTER (CHRISTIAN SOULARD)

### *Pedagogical Highlights by Christian Soulard and Ian Clayton*

Good evening, I will present quickly the milestones highlights for next year.

The first one is “*Reforme des colleges*”. It has been presented several times already, including at the French school councils; therefore I will not develop on this topic. You can refer to the meeting minutes of these meetings and contact the pedagogical team should you wish more information.

We recently had the visit from the French AEFÉ Chinese language inspector: The levels of our students are giving satisfaction, with of course a wide range of levels. Some recommendations were made to improve the learning, including teachers training.

The inspector asked us to also brainstorm on the possibility of opening an OIB curriculum in Chinese. In parallel we are also networking with a high school located in Guangzhou city to organise student exchanges.

Ian Clayton will now present the highlights for the International stream.

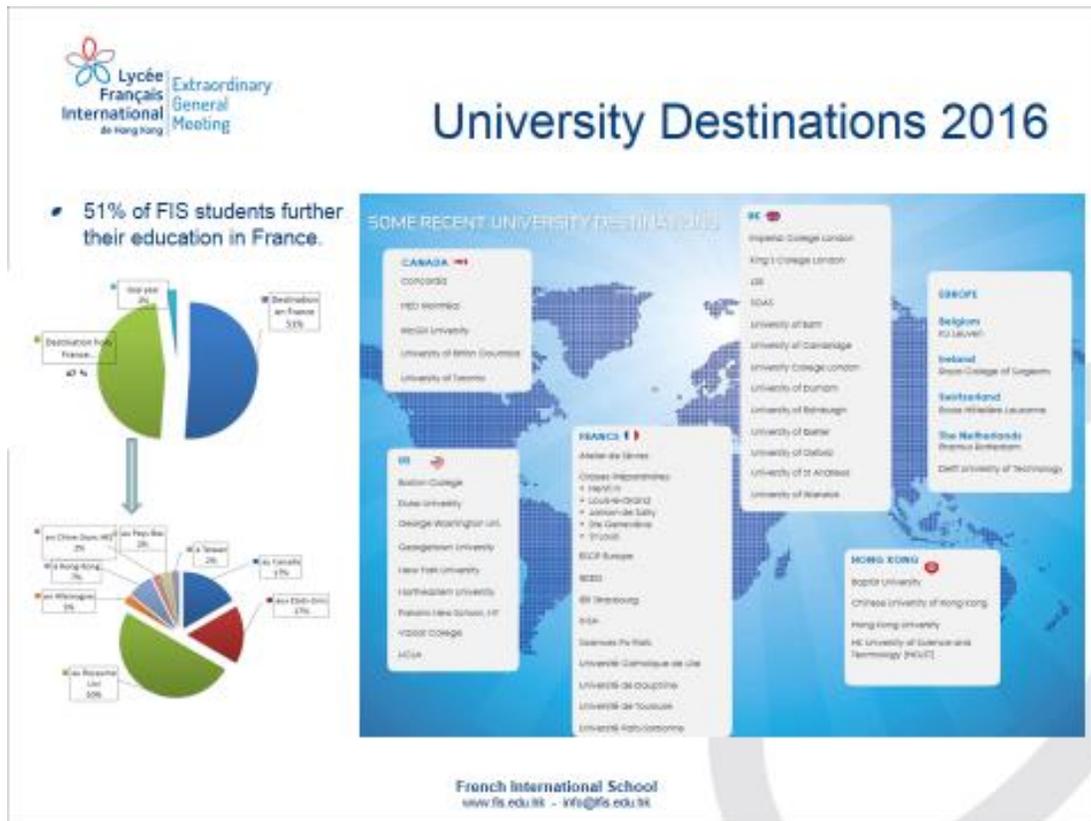
### **International Stream: Focusing on academic excellence and rigour (IC)**

-  Commitment to achieving the highest academic standards and stellar results at FIS (IGCSE and IB)
-  Commitment to maintaining academic rigour as the foundation of the International Stream
-  Commitment to helping each student achieve their highest academic potential
-  Commitment to equipping students with the academic profiles to access the top Universities

### **International Stream: Strengthening Super Curriculum (IC)**

-  Introducing the Super Curriculum earlier prepares our students’ skill sets required for the IB
-  Super Curriculum offering reinforces IB key skill requirements:
  - Thinking skills
  - Social skills
  - Communication skills
  - Self management skills
  - Research skills
-  Creating time and interest for students to develop their Super Curriculum journey

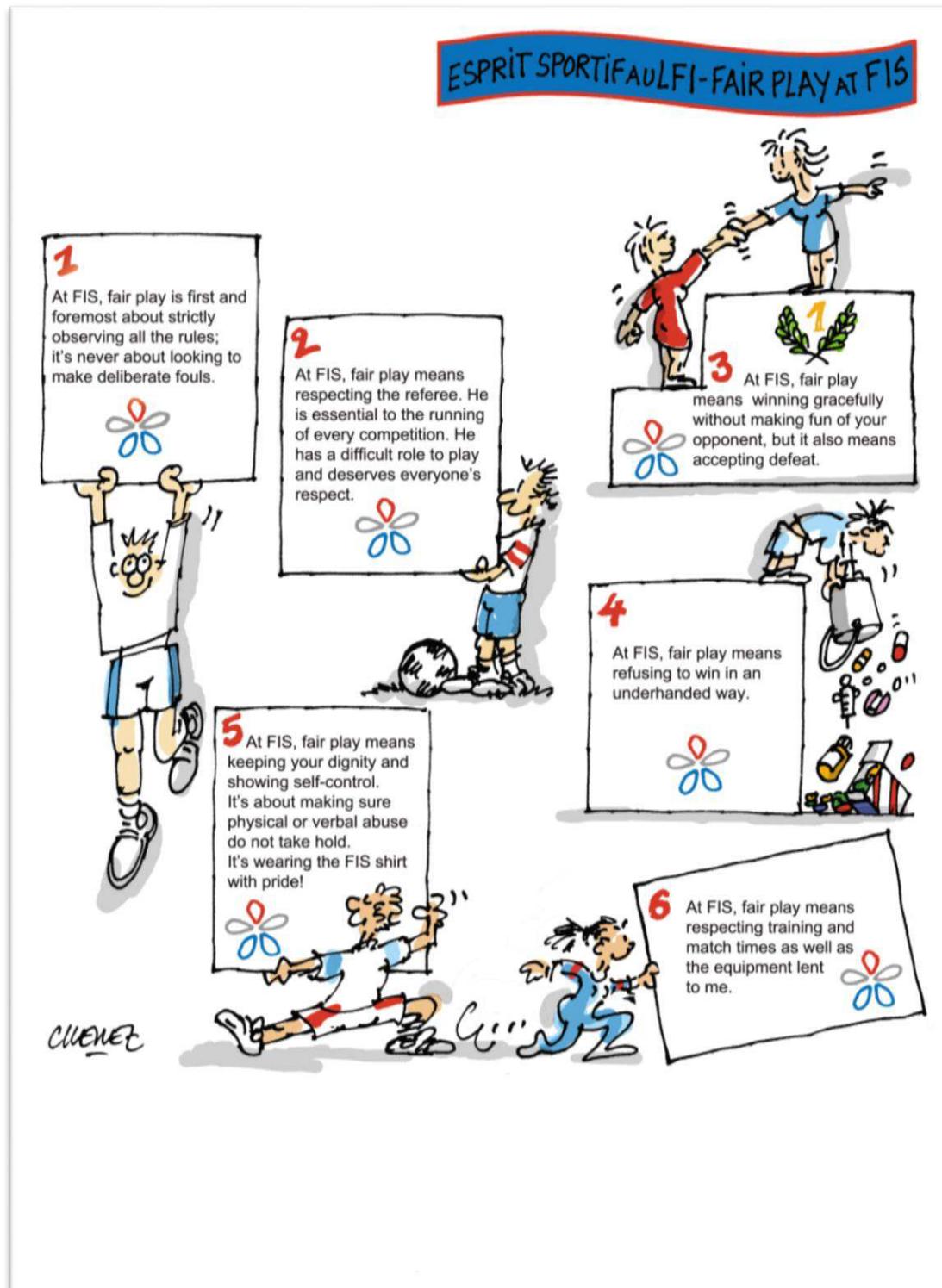
## University Destinations (CS)



## Sport Highlights (CS)

<b>PALMARES 2015-16</b>				
<b>Sport</b>	<b>Year Placement</b>	<b>Competition</b>	<b>Team</b>	<b>Location</b>
<b>Athletics</b>	<b>1<sup>st</sup> in 2016</b>	HKSSF Interschool Comp. Div 3	B grade girls	Hong Kong
<b>Football</b>	<b>2<sup>nd</sup> in 2016</b>	HKSSF Championship Div 3	B grade boys	Hong Kong
	<b>2<sup>nd</sup> school in 2016</b>	HKSSF Championship Div 3	Overall	Hong Kong
	<b>1<sup>st</sup> in 2016</b>	Asian French school Tournament	A & B grade boys	Bangkok
<b>Swimming</b>	<b>4<sup>th</sup> in 2016</b>	Asian French Schools Competition	Overall	Kuala Lumpur
<b>Basket Ball</b>	<b>2<sup>nd</sup> in 2016</b>	French schools of Asia Tournament	U14 boys/girls	Shanghai
	<b>1<sup>st</sup> in 2016</b>	HKJBL championship	U14 boys	Hong-Kong
<b>Fencing</b>	<b>Silver Medal</b>	ISSFHK Fencing Championships	B Grade girls	Hong Kong
	<b>8<sup>th</sup> in 2015-16</b>	ISSFHK Fencing Championships	B Grade boys & girls	
<b>Touch Rugby</b>	<b>3<sup>rd</sup> 2015-16</b>	ISSFHK Rugby Touch Competition	C grade boys	Hong Kong
<b>Rugby</b>	<b>3<sup>rd</sup> 2015-16</b>	ISSFHK Rugby Competition	D grade boys	Hong Kong
	<b>5<sup>th</sup> 2016</b>	Tournoi de Rugby des Etablissements Français Localisés à l'Etranger (TREFLE)	D grade boys Year 6 boys and girls	Casablanca
<b>Netball</b>	<b>11<sup>th</sup></b>	HK Interschools Competition 2015-16	A grade-8th B Grade-11th C Grade-10th	Hong Kong

CS also presented the new FIS sport chart, illustrated by the famous French Comic M. Chenez (thanks to Katia Ly Wa Hoi, head of ECA)



## What's happening around Campus? (CS)



Extraordinary  
General  
Meeting

- International & French Stream  
Makerbay Project for Primary
- La pièce manquante :  
Une nouvelle écrite à 48 mains ...
- International Stream  
CAS Week for Secondary
- Technology Challenge  
Hung Hom Campus











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## 3- GENERAL UPDATES

### 3.1 UPDATES (ERIC BOURET, MEMBER OF THE DEVELOPMENT COMMITTEE & BOARD DIRECTOR)

#### Maintenance done this year on all campuses:

Good evening, the school hired a dedicated manager in charge of maintenance. She did a great work to anticipate the renovations done over the summer, management of a

dedicated team and budget; she listed the needs and prepared a 3 years renovation plan for all campuses.

If I had to give you one figure only for this year: the maintenance budget was nearly 20 Mio HKD

#### Blue Pool Rd

- Installation of new air conditioning in the gymnasium
- Student's foyer arrangement 5/F
- Furniture installation for a relaxation corner
- Replacement of vinyl floor & High chair for laboratories
- All classrooms – install new emergency lightings
- Modification of the door release system for fire exit doors
- Obtaining WR2 Electrical Certificate
- New entrance gate

#### Chai Wan

- Renovation plaster and paint for the Administration Corridor
- Installation of new LED lighting
- External walls and Terrace - repair cracks
- Installation of new chairs for the canteen drain

#### Hung Hom

- Renovation of the emergency staircase windows
- Installation of sliding boards for GSF and CP bilingue

### Maintenance plan for this summer on all campuses:

#### Jardine's Lookout Campus

- Creation of a Laboratory
- Renovation of the Library
- Flooring renovation- installation of anti-slip flooring at the main entrance
- Renovation of the canteen next to the swimming pool
- Installation of a new climbing wall
- Painting some corridors

#### Chai Wan Campus

- Application for WR2 Electrical certificate
- Painting of Corridors and staircases
- Slopes checking and trees pruning

#### Hung Hom Campus

- Painting of corridors

### Blue Pool Road Campus

- Painting of corridors - 4 staircases
- Waterproofing of the facade 7/F
- Painting of 1/3 Classrooms
- Change the furniture to 1/3 of the classrooms
- Modification of the infirmary – installation of a health listening room

Eric Bourret commended on the work done by maintenance team, staff worked with dedication and effort to provide the best environment to the students and teachers.

## 3.2 IT UPDATES (FABRICE RAULT, MEMBER OF THE FINANCE COMMITTEE & BOARD DIRECTOR)

An IT Director was recruited this year; Jeffrey YIM. Jeffrey comes from the corporate world and since September he has established some priorities, focusing both on hardware and software sides.

### New Website – Work in Progress

- Responsive design adapted to mobile and tablet devices
- Improve placement of information between website and parent portal
- Edit content in order to highlight FIS identity & achievements
- Deliver effective & useful information to parties outside our FIS community
- Provide a positive and dynamic overview of the school
- In Phase 2 introduce more versatile communication tools: mobile app, automated newsletter

### Projector Upgrades Phase 1 Completed in May 2016

- Chai Wan Campus – 24 Projectors
- Jardine's Lookout Campus – 39 Projectors
- Blue Pool Road Campus – 15 Projectors

### Campus Wide Wi-Fi Upgrade

- Blue Pool Road Campus – New Wi-Fi – Aug 2016
- Jardine's Lookout Campus - New Wi-Fi – Aug 2016
- Hung Hom Campus - Redeploy existing Wi-Fi in Aug 2016
- Chai Wan Campus - Upgraded in Sep 2015

### Laptop Equipped Classroom

- 1 Classroom in Blue Pool road Campus with 25 Laptops

### 3.3 CANTEEN UPDATES (FABRICE RAULT, MEMBER OF THE FINANCE COMMITTEE & BOARD DIRECTOR)

- 5 tenders, 2 bids: Sodexo and Compass
- Sodexo won a 3+2 year contract with FIS
- Canteen Committee was involved from the beginning to the end (March to June 2015)
- Focus on better quality (catering, products), more control (quality, hygiene, supervision) & cost management & control
- The Canteen Committee decided on Sodexo because they provided:
  - Guarantee of origin & quality of products
  - Transparent processes including hygiene
  - Penalty system in place to ensure high standards
  - More supervision from company
  - Reasonable meal prices
- Since September 2015 we have a full-time Sodexo Account Manager on FIS campus

### 3.4 UNIFORMS (CHRISTIAN SOULARD, HEADMASTER)



CS presented the PE uniforms for the secondary students. The uniforms were design by a taskforce composed of teachers, students, Vie Scolaire and suppliers.

The swimwear are not compulsory but recommended for swimming classes; however it is required when participating to outside competition.





## Swimwear Primary & Secondary students

### PRIMARY - SWIMMING KIT



## Sports Uniforms Sports Teachers

### TEACHER - UNIFORM (Shirt, short and track top)





**ARE YOU IN FAVOUR OF DAY UNIFORMS?**

• **FOR PRIMARY:**

**YES 74.8 %**

**NO 25.2 %**

**TOTAL NUMBER OF VOTES: 107**

• **FOR COLLEGE**

**YES 63.7 %**

**NO 34.3 %**

**TOTAL NUMBER OF VOTES: 108**

• **FOR LYCEE**

**YES 49.1%**

**NO 50.9 %**

**TOTAL NUMBER OF VOTES: 114**



**WOULD YOU PREFER AN FIS UNIFORM, OR A PRESCRIBED DRESS CODE (FOR EXAMPLE, WHITE TOP & BLUE BOTTOM)?**

**YES 64.9 %**

**NO 35.1 %**

**TOTAL NUMBER OF VOTES: 111**

### 3.5 GOVERNANCE (MARK BENNETT MEMBER OF THE LEGAL COMMITTEE & BOARD DIRECTOR; ANNE-LAURE DESCOURS HEAD OF HR COMMITTEE & BOARD DIRECTOR)

#### Minutes approval (Mark Bennett)

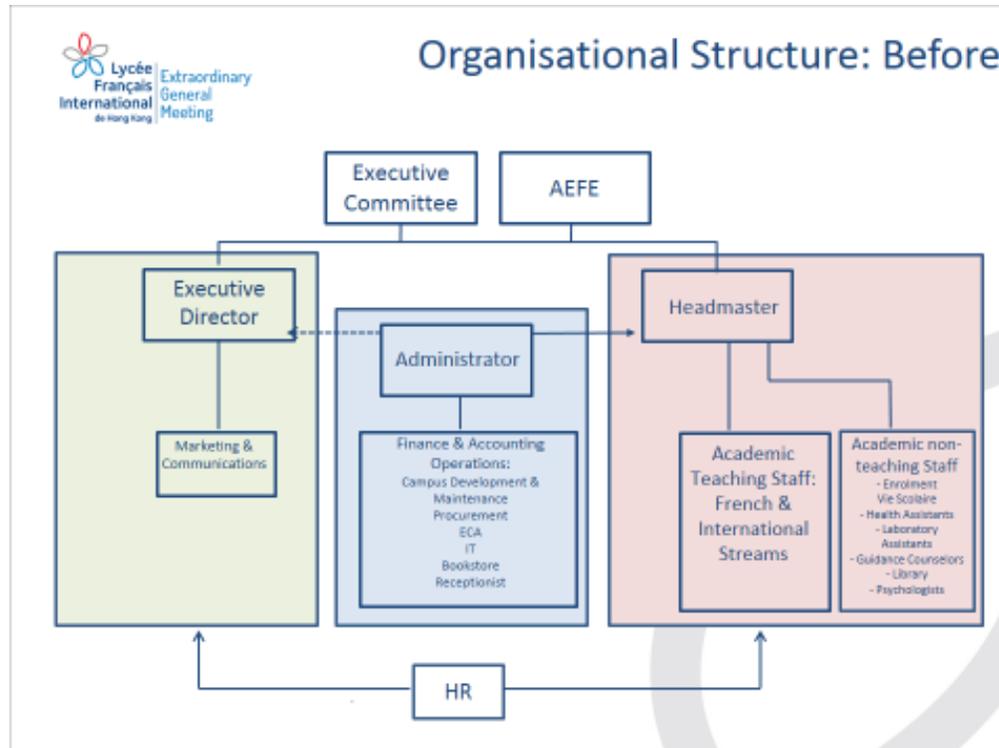
- Approval for the Minutes of the AGM held on 21<sup>st</sup> November 2015
  - *the minutes of meeting were unanimously approved*

#### Approval of the Revised Articles of Association (Mark Bennett)

- My name is Mark Bennett, Legal Committee member, elected parent on the school Board of Directors. I am here to seek your vote, by show of hands, regarding certain minor changes, sought by the IRD, to our new Articles of Association. Let me offer you a brief background before I formally seek your vote.
- On 21 November 2015, following a vote, we adopted the new AoA. In order to register the AoA at the Companies Registry, the document is reviewed by the Education Department and Inland Revenue Department. The IRD reviews changes to a governing instrument, such as the AoA, in order to ascertain whether the Association's (ie the school's) tax exemption status under section 88 of the Inland Revenue Ordinance isn't prejudiced or modified. In short, the school is obliged to maintain tax exemption status as a Hong Kong charitable body. The IRD have sought a number of changes to the AoA. All changes are benign, and simply administrative in nature. The changes have been carefully scrutinized, and approved, by the Board's Legal Committee, with support from our external legal counsel Stephenson Harwood. The IRD have confirmed that the school's tax exemption continues and remains unaffected.
- A copy of the revised AoA, marked-up to show all the changes sought by the IRD, was posted on the school's website and has been available for review. To demonstrate the innocuous nature of the changes, here are some examples:
  - the addition of the words "for the advancement of education" ... in order to establish and maintain a non-profit-making school
  - change "Ministry of French National Education" to "French Ministry for National Education, Higher Education and Research"
  - change "anything" to "any lawful things"
  - change "business" to "operations"
  - to confine certain provisions to the "furtherance of the objects of the Association"
- I now call for a show of hands to vote for, and accept, all the changes requested by the IRD.
  - *the revised AoA were unanimously approved by a show of hands*

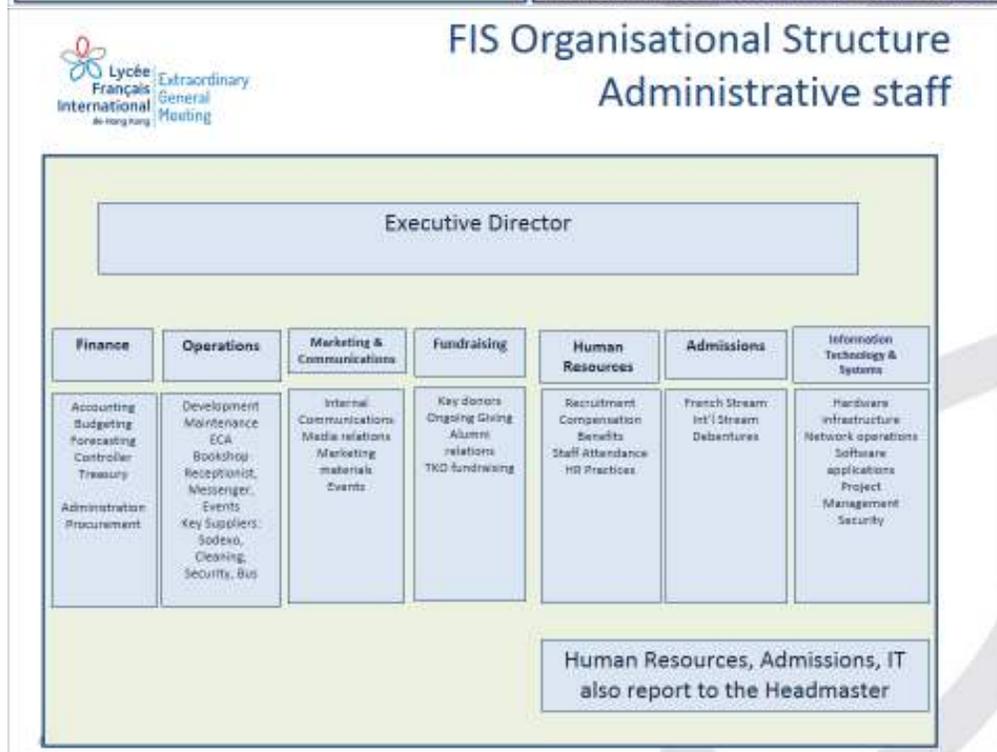
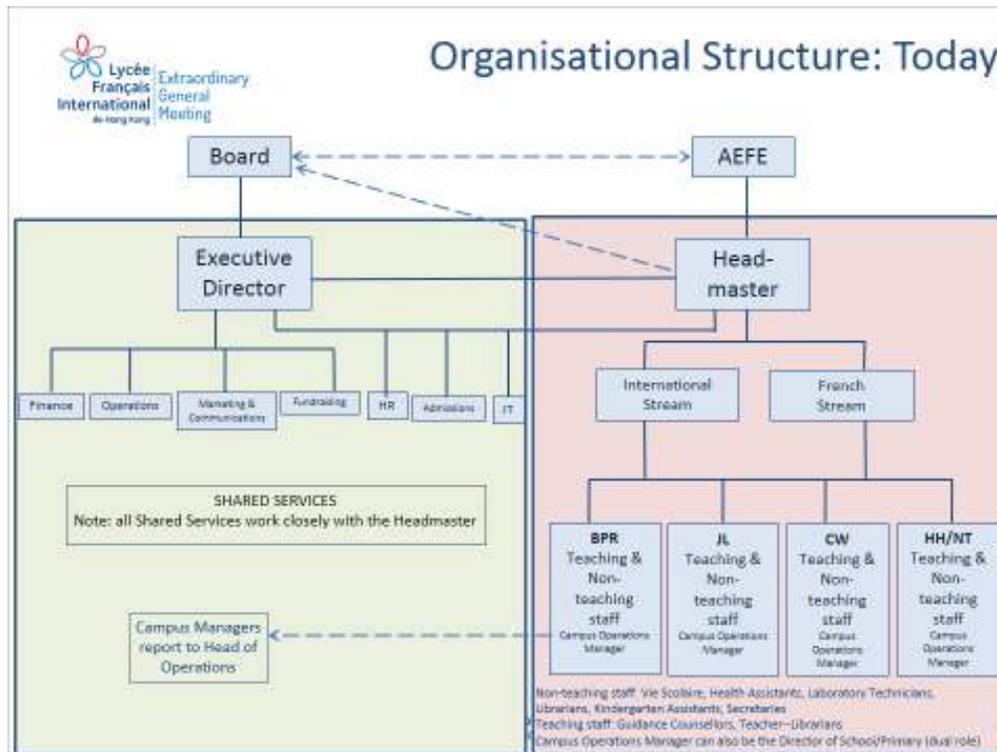
### Change of organization chart (Anne-Laure Descours)

Due to the huge growth of the school, the board has decided to focus on the re-organization of the non-teaching team to give more support to M. Soulard.



The headmaster stays the head of the school but we have recruited Rebecca IP, Executive Director who is overseeing the non-teaching team organized in 7 departments. She has been reorganizing each teams with some key hires over the last year.

These share services are here to support the functional of the school and enhance the support to teaching team and school management on the 4 campuses.



## 4. SPEECH FROM THE CONSULATE GENERAL OF FRANCE, MS LILAS BERNHEIM, CONSUL GENERAL ADJOINT

*(Speech available in French only)*

Bonsoir à tous, Monsieur le Président, cher Arnaud, Monsieur le Proviseur, cher Christian, Chers membres du Conseil d'administration du Lycée, Chers parents, Je vais, ce soir, m'exprimer au nom d'Eric Berti, consul général de France, qui ne pouvait malheureusement se joindre à nous ce soir. Il partait en effet en France accompagner la visite officielle que le Chief Executive fait pendant quatre jours à Paris et à Toulouse. Cette visite témoigne de la relation de confiance et de l'intérêt mutuel qui existent entre la France et Hong Kong et d'une volonté de développer nos coopérations bilatérales. Vous le savez, et vous en êtes souvent des acteurs vous-mêmes, la relation entre la France et Hong Kong est très dynamique et la présence française à Hong Kong est riche et diversifiée. La communauté française poursuit son expansion – au rythme de 4 à 6% par an selon les années – ce qui implique des besoins toujours croissants en matière de scolarisation...

Le proviseur et plusieurs membres du Conseil d'administration du Lycée viennent d'évoquer des sujets essentiels de la vie de l'école : excellence académique, projets immobiliers, projets pédagogiques, etc. Dans un instant, la question des finances de l'établissement sera également abordée.

Je voudrais, pour ma part, vous adresser trois messages :

### **1. Les autorités de Hong Kong aiment le Lycée français et en parlent toujours en des termes favorables.**

Eddie Ng, le ministre de l'Education, que nous rencontrons souvent et avons d'ailleurs revu la semaine dernière, accorde à la France un soutien continu et indéfectible. L'octroi du nouveau campus du Lycée à Tseung Kwan O est naturellement un signe de cette excellente perception. Mais le partenariat avec EDB se manifeste aussi par un fort soutien à la mobilité étudiante hongkongaise vers la France par le biais d'accords de partenariat avec les établissements d'enseignement supérieur français, par la création de doubles diplômes, de bourses d'excellence ou encore le financement de formations de professeurs de français à Hong Kong. C'est bien là, la reconnaissance officielle de la place occupée par la France à HK par les autorités locales.

La communauté française de HK est en constante croissance : elle a doublé depuis 2006 et a cru de 6% en 2015. Mais nous savons pouvoir compter sur les autorités locales pour accompagner cette croissance, notamment dans le domaine de l'éducation, parce que la communauté française contribue au développement de HK comme ville phare d'Asie par sa présence économique, sa présence culturelle au-delà de sa présence historique: Carrie Lam, n°2 du Gouvernement de Hong Kong, rappelait récemment, lors du dîner de Gala de la chambre de commerce française, l'ancienneté et la solidité de la présence française à Hong Kong : plus de 150 ans en effet !

### **2. Les Français de Hong Kong sont attachés au Lycée français, qui est avant tout l'école de la communauté française**

Les Français de Hong Kong y sont attachés car cet établissement est une réussite pour la communauté française. C'est le plus grand lycée français d'Asie, avec 4 campus, plus de 2600 élèves et 300

personnels. C'est un pilier – et un pilier historique - de la présence française à HK et un élément important de notre rayonnement ici.

Le Lycée français de Hong Kong c'est aussi une réussite académique et un lieu d'excellence académique. Chaque année les résultats aux Brevet, IGCSE, Baccalauréats français et international sont excellents et situent notre lycée dans les tous premiers au monde 100% de réussite au Bac, 50% de mentions très bien,

Je veux féliciter toutes les équipes pédagogiques et administratives pour ces résultats remarquables. Bravo au proviseur et à tous les professeurs de vos enfants qui savent, chaque année, mener des projets pédagogiques stimulants et innovants et les conduire vers le succès. Nous aurons le plaisir de féliciter les bacheliers 2016 le 2 juillet au lycée et le 3 juillet à la résidence de France pour les meilleurs d'entre eux!

### **3. Dernier message enfin, l'ouverture internationale des élèves du Lycée est absolument remarquable.**

Naturellement, elle découle de l'excellence académique que je viens d'évoquer. C'est pour moi, et pour nous tous, très important : les enfants du lycée français de Hong Kong sont si bien formés qu'ils ont accès aux meilleurs établissements d'enseignement supérieur, en France et partout ailleurs.

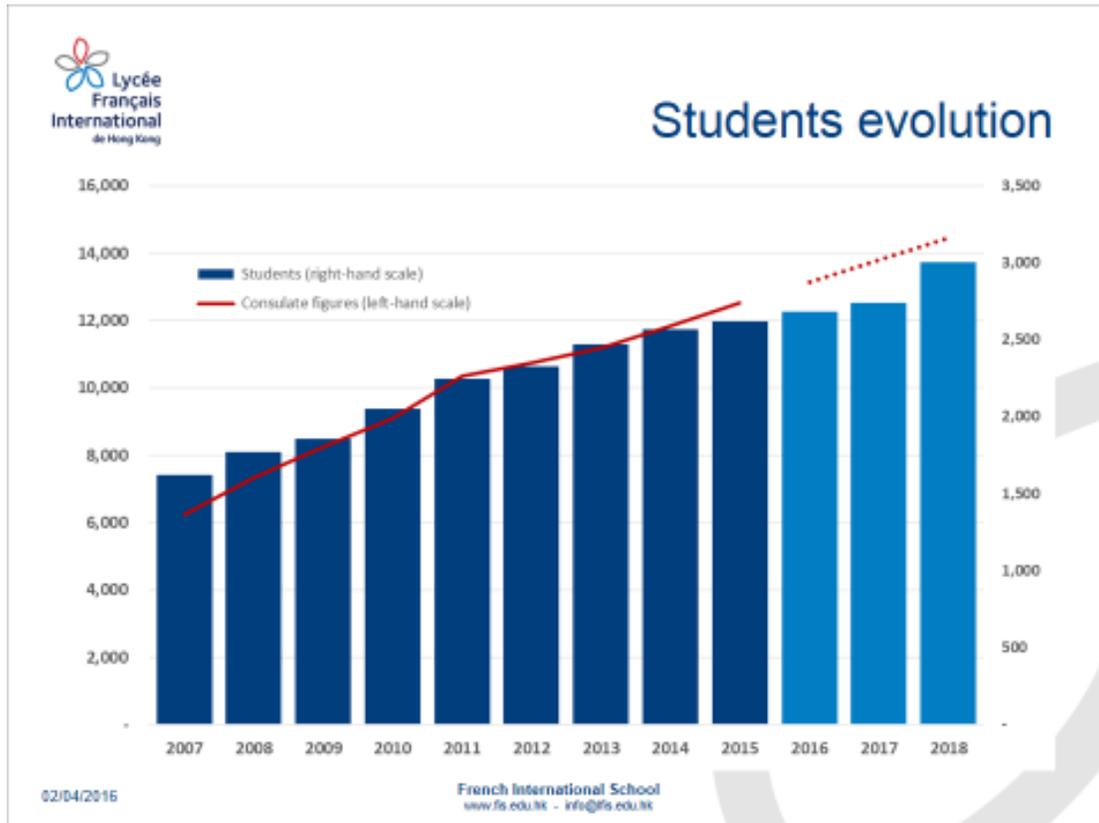
Le proviseur évoquait cela brièvement tout à l'heure : la moitié de nos élèves vont en France pour poursuivre leurs études supérieures, en classes préparatoires, en médecine, à Sciences po et l'autre moitié continue à étudier à l'étranger, au Royaume uni pour la plupart, au Canada, aux États-Unis dans les meilleures universités anglo-saxonnes; de plus en plus restent étudier à Hong Kong.

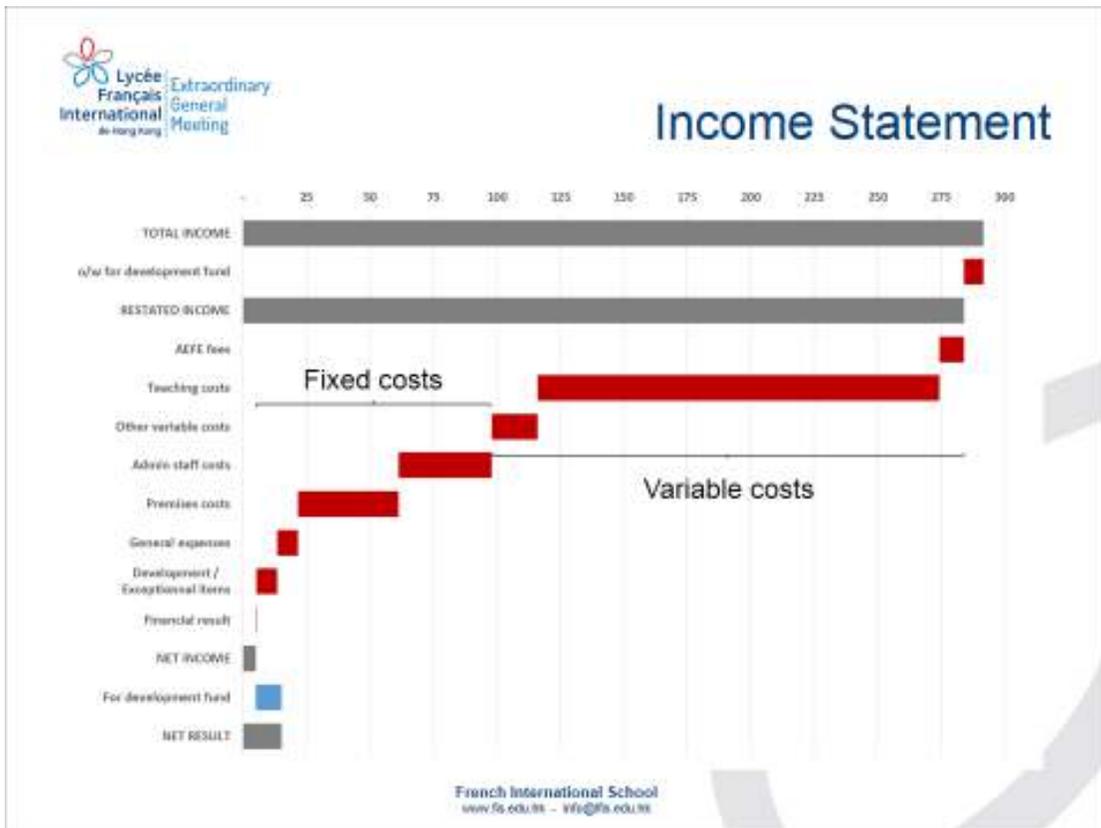
Ils sont ainsi des ambassadeurs du lycée français et contribuent largement à diffuser cette excellente image dont bénéficie notre Lycée à HK et au-delà. C'est un rôle essentiel ; c'est important pour le rayonnement du lycée français.

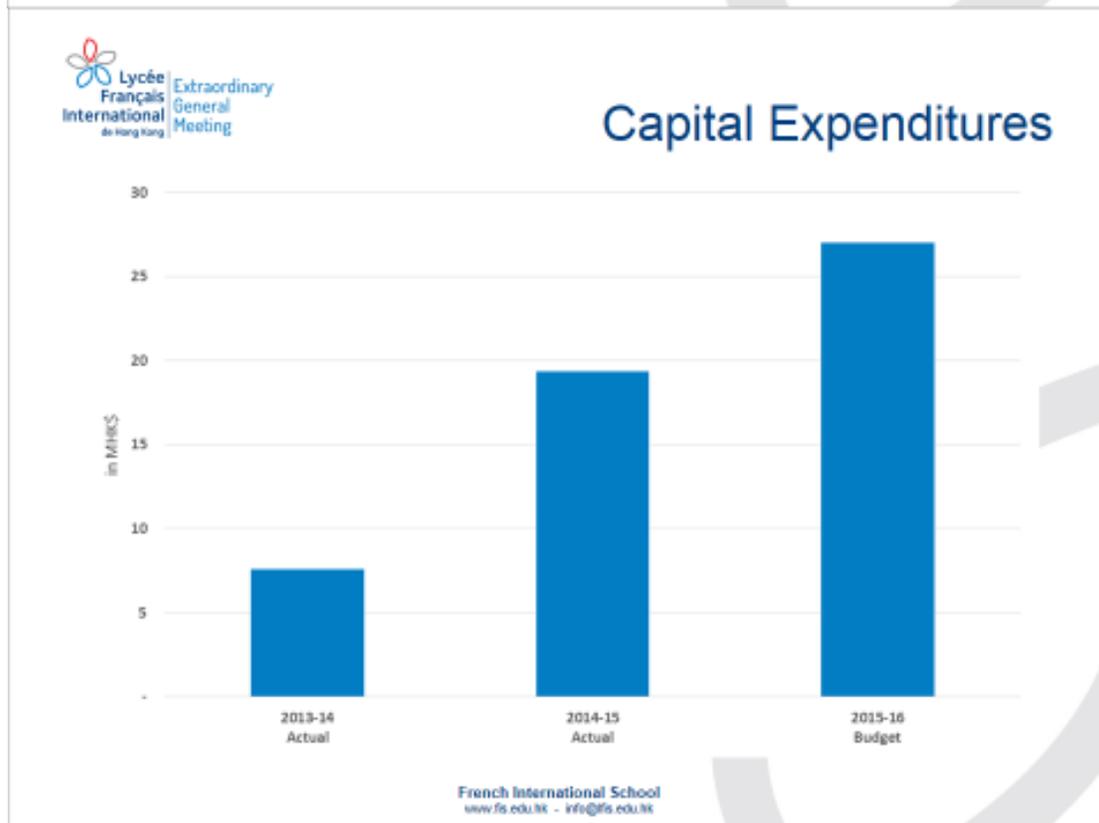
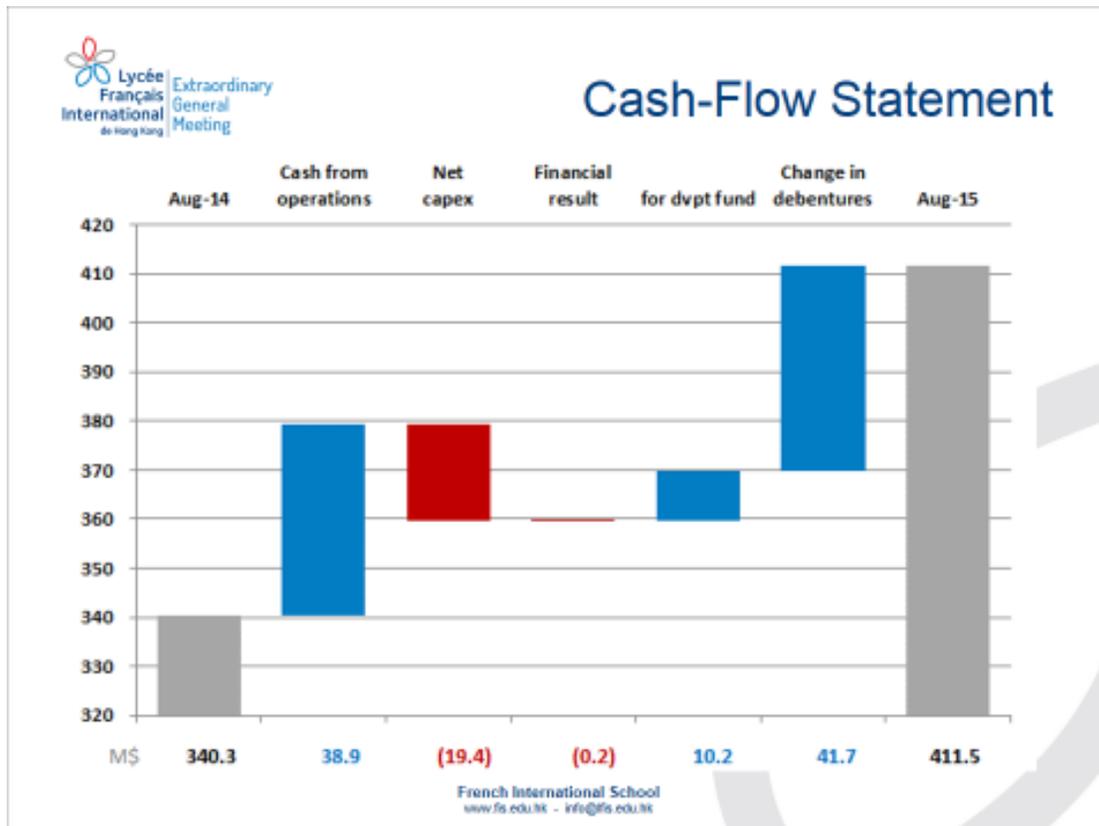
Je m'arrête là et souhaite bon succès aux travaux de cette assemblée générale.

Encore un grand bravo à toutes les équipes pédagogiques et administratives du Lycée et aux parents du Conseil d'administration pour leur implication dans la vie du Lycée ! Je vous remercie de votre attention. Thank you for your attention.

## 5. UPDATES FROM ADRIEN CASSANET, TREASURER, HEAD OF FINANCE COMMITTEE & BOARD DIRECTOR

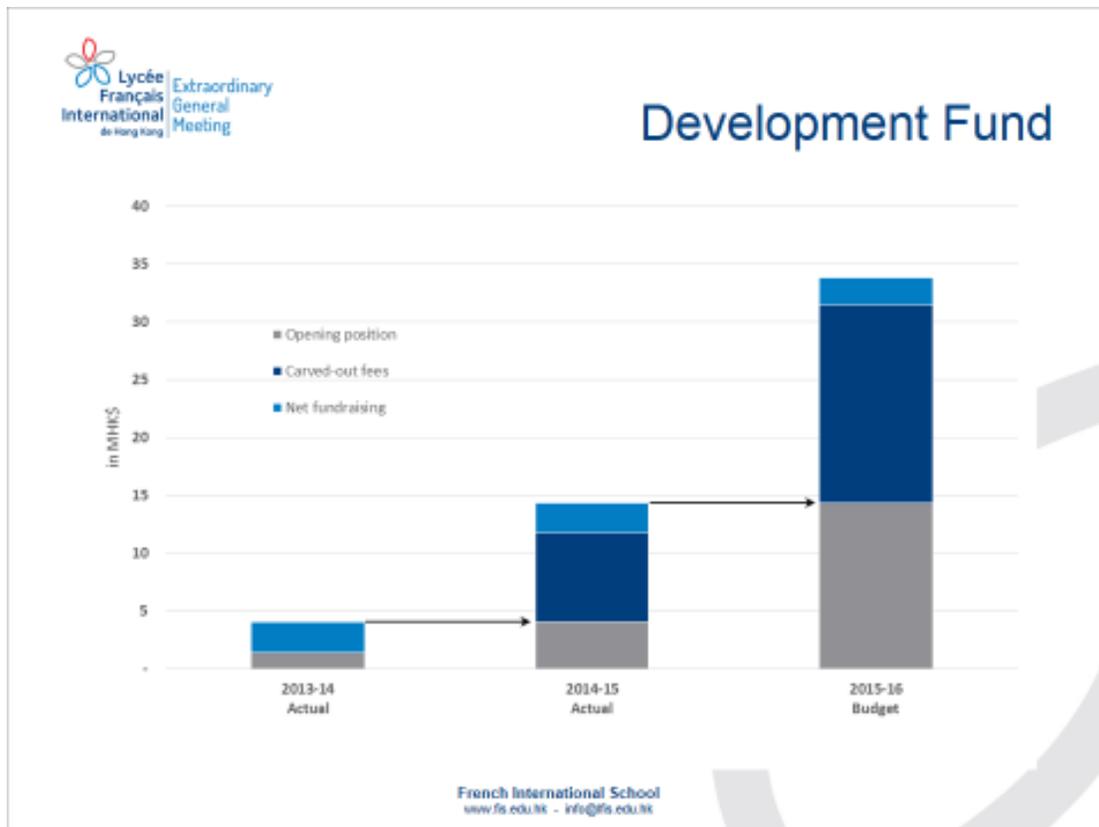






## Upgrade & Planning

- As presented during the June 2013 Exceptional General Meeting, 2016-17 is the last year of the 3 year catch-up program.
- 3 years of 8% increase in school fees from 2014-2017
- This has allowed for 9% of the school fees to be now set aside every year to prepare for the future
- In addition to the Tseung Kwan O campus, we also have to prepare for the Blue Pool Road extension and a massive refurbishment of the Jardine's Lookout campus



## 6. TSEUNG KWAN O COUNTDOWN ARNAUD DE SURVILLE, CHAIRMAN OF THE BOARD

On TKO I have two messages to deliver.

The first one is that we need our fundraising to scale up in proportion with our ambitions. 3 million in 2015, 4 million in 2016. Not bad but depressing low when compared with the 30+millions GSIS is raising annually. From parents! That's a little over 10,000 HKD per child. This will be our benchmark for the years to come.

As you know we have appointed a full time fundraising manager. Romain's role is to engage corporations around the construction of the new campus in TKO. He recently told me he had several leads. So looking good. Less for us as parents to fork... Romain will address you in October to explain the various options to contribute.



M. Soulard will also present at a later stage the new concept of "Villa" which is absolutely innovating in term of teaching and will allow lot of interaction between teachers and students of both streams.

The second message is that as far as construction goes, so far so good.

The land was officially granted to us last week, piling will start early July and we expect the main-contractor to mobilize towards December this year. We are still targeting a September 2018 opening. We have another vote to submit to to you and then we will answer your questions. Just before that and as a conclusion let me say:

- We have a clear direction
- We have come a long way
- We still have a long way to go
- We need you to get there.

We are currently on track with the construction schedule. However I have asked the team to study the possibility of doing a phased construction plan, in case the project is not going as planned as a later stage.



**DO YOU FEEL THAT SOME OF YOUR QUESTIONS HAVE BEEN ANSWERED TODAY?**

**YES 70.1%**  
**NO 29.9 %**

**TOTAL NUMBER OF VOTES: 97**

**DO YOU PREFER WEEKEND OR WEEKDAY TIMING FOR EGM/AGM?**

**WEEKEND 14.4%**  
**WEEKDAY 85.6%**

**TOTAL NUMBER OF VOTES: 97**

## 7. Q & A

**Question 1:** The survey about uniforms shows that primary parents are kind of uniforms. Does that mean that you will implement a uniform for next school year?

**Answer:** today was a first survey to receive early feedbacks; there will be another survey extended to the entire community early next school year to understand parents' expectations. The board has been debating and conclude that it is should be a community majority choice.

**Question 2:** campus distribution and coming changes?

**Answer:** Hung Hom will be closing down as this is a decanting school and we must return it to the education bureau.

The plan for Tseung Kwan O campus is to open gradually classes from RC to year 6, 2 divisions each for the international stream; and from GS to 3eme (2 to 3 divisions) for the French stream. We will not be able to open all years at once but we will be rolling up to upper level gradually. We will give you more information at the coming general meeting.

**Question 3:** Can you elaborate on the Mandarin curriculum? Some schools offer more classes and levels than FIS...

**Answer:** following the school inspection in Mandarin classes, we have decided to re-enforce the progression from primary to secondary to ensure a smooth learning progression for all students. One of the recommendations from the inspector was to brainstorm on the potential opening of an International French Bac integrating mandarin; just like the American OIB we are offering today at FIS. In the meantime we are developing student's exchanges with some selected school in China. Next year, the classes will organise into 3 groups: beginner, intermediate and advance students.

**Question 4:** Can you increase the number of classes in Mandarin curriculum?

**Answer:** the curriculum of the French stream is following the French recommendation and we will continue in the future. The only change would be the opening of a new Mandarin OIB section.

**Question 5:** Can Chinese be offered as an extra curriculum activity?

**Answer:** Mandarin is proposed as ECA for primary students; and the program is going to be reinforced from September.

**Question 6:** Can the school decide to focus on Chinese? School trips could be done in China, and emphasis can be done on Chinese art and so on...

**Answer:** We are hearing your message for more Chinese and will look at ways to integrate more Chinese culture and activities at FIS. However, FIS is a French International school and the priority will remain on French Language and culture.

**Question 7:** About Tseung Kwan O, Can we choose to send our child there or remain in his existing campus?

**Answer:** For existing students of the IS, that will be a choice from the family. There will be very creative and beautiful environment and I will definitely encourage all primary children going there. The headmaster will explain more about the learning Villa concept at another meeting.

**Question 8:** would HH students be transferred to Tseung Kwan O automatically?

**Answer:** Volunteers from all campuses and new comers will go to Tseung Kwan O and we will continue the campus allocation according to the existing priority rules.

**Question 9:** The future is about technology; what are FIS plans to equip our children for that intelligence world?

**Answer:** it is one of our priority and we have hired a new IT director to importance and move forward with technology for students. A pilot operation will be run in CW campus from Sept; if successful, other campuses will be equipped. If it is a priority, we also want to control in the meantime the student exposure.

**Question 10:** School fees: would you consider 2 types of fees: private and corporate just like the debenture system in place?

**Answer:** If corporate are asked for more participation we have to expect their request for a counterpart such as priority; we don't want to go in that direction.

Corporate are supporting the school with debentures at 250K while private is 90K.

**Question 11:** Fundraising: what is the strategy and plan for your Fundraising team?

**Answer:** we will not develop this today as the topic will be exposed at the coming general meeting in Oct and we want you to come.

Our head of fundraising is working on 3 axes: TKO, Alumni, and cooperation with outside partners.

**Question 12:** How is the transition from ExCo to board affecting the role of the elected parents?

**Answer:** the role is to be less executive now that a team is in place; and to focus and strategy, vision and planning with the key indicators of the school

**Question 13:** Can parents evaluate teachers and what is the board position?

**Answer:** teachers are reporting to the headmaster; who is hearing parents and students. Assessments are done regularly, and the best practise is to try to find solution.

The board asked the headmaster to reinforce teachers' appraisal; and a new process will be launched in Sept.

**Question 14:** who is deciding on the proportion of *AEFE Residents (=detached teachers) vs local teachers (= teachers with local contract)?*

**Answer:** it is defined by the convention (agreement between FIS & AEFE), the number of resident is 43. Proportionally we have fewer residents than other French schools abroad.

**Question 13:** What should be the escalation scheme in case of issue?

**Answer:** The first step is to talk to the teacher. If issue is not solved, it must be channelled via the class rep and at a later stage with the elected parents. The dialog must be structured all the way, aiming to identify solution and a road map to solve the issue.

The school is sometime confronted to very critical situations with chains of emails between parents about one teacher; it can become very destructive and toxic. Again the best for student, parents and teacher is to dialog openly and in a constructive direction.

Arnaud de Surville: to conclude, the board talks a lot about governance; and tonight I can hear that many of you don't to whom address their questions and concerns. We need to structure the channels to ensure that you receive a quick and clear answer.

I am now inviting you for a drink in the lobby.