



UNIS
HANOI

Annual Report 2011-2012

United Nations International School Hanoi



The Strategic Management Plan Tree

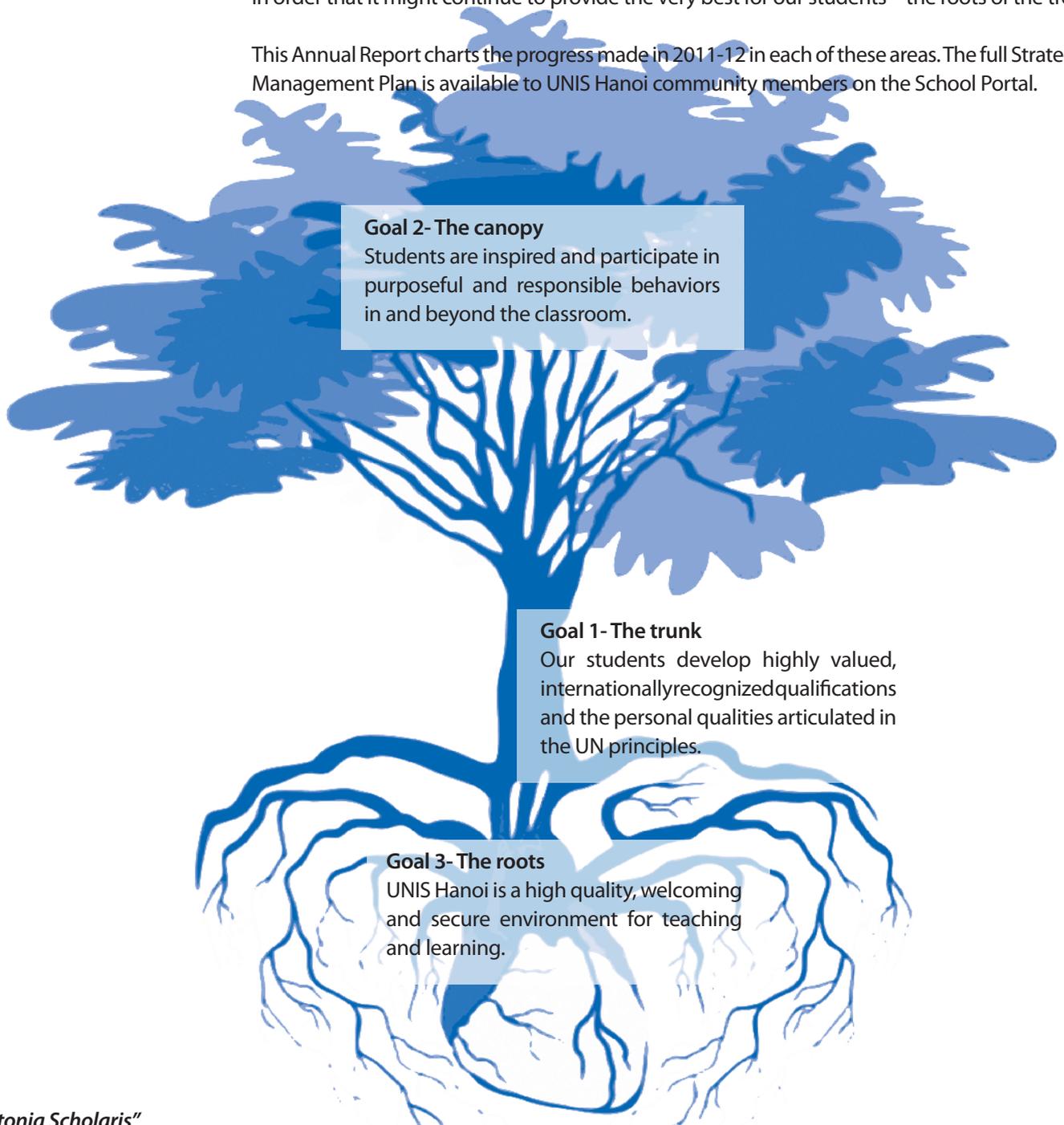
The UNIS Hanoi 5-Year Strategic Management Plan (2010-2015) is designed to take the School "From Good to Great" – inspired by the Jim Collins work of the same title. Each year an Annual Action Plan focuses on its three main goals.

Goal 1. Curricular: The objectives associated with this goal focus on the School's core business of teaching and learning – the trunk of the tree.

Goal 2. Co-Curricular: The objectives associated with this goal aim to empower students to branch out and enrich their learning – the canopy of the tree.

Goal 3. Support: The objectives associated with this goal aim to underpin the School in order that it might continue to provide the very best for our students – the roots of the tree.

This Annual Report charts the progress made in 2011-12 in each of these areas. The full Strategic Management Plan is available to UNIS Hanoi community members on the School Portal.



Vision

Our learning community will be an inspirational role model for a better world.

Mission Statement

Our mission is to encourage students to be independent, lifelong learners who strive for excellence and become responsible stewards of our global society and natural environment, achieved within a supportive community that values diversity and through a programme reflecting the ideals and principles of the United Nations.

Guiding Principles

The United Nations principles as applied to the school are to:

- Promote peaceful solutions to problems
- Develop friendly relations among children and adults of different nationalities
- Promote cooperation in problem solving in economic, social, cultural, and humanitarian matters
- Encourage respect for fundamental freedoms and equality for all, without distinction as to race, sex, language or religion.



From the Head of School...



At the centre of our work, and therefore of this Annual Report, is the progress made on our five year 2010-2015 Strategic Management Plan. We have made a strong effort to be creative in our design and presentation of the important quantitative and qualitative data which we use as indicators of our performance. We hope this publication captures the essence of the most important parts of what we do each day, and communicates it to you with clarity and thoroughness.

It was a special year for many reasons, but certainly one of the highlights was the commencement of our Scholarship Programme which resulted in our first scholarship student attending UNIS Hanoi for the 2012-2013 school year in Grade 10. The year also saw us complete our new Sports Centre and Centre for the Arts, accomplishments which helped to support our first full year of participation in the Asia Pacific Activities Conference. And while our IB Diploma results continued to track significantly above the world averages, we also had one of our Grade 12 students achieve the first perfect score of 45 points. She was one of approximately 125 students to score a perfect 45 out of the 50,000+ who take the IB Diploma exams each year.

We are a school committed to continuous improvement on the road “From Good to Great”, and it is reaffirming to read through these pages and feel proud of all that we have accomplished while also seeing areas where we can still get better. This makes for a dynamic learning environment where we are always looking to enhance the programme and inspire our students to reach for higher achievements.

Respectfully,

Dr. Chip Barder
Head of School

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From the Board of Directors...



On behalf of the Board of Directors, I am very happy to share with you the 2011-2012 Annual Report.

This was another productive and inspiring year for both the Board of Directors and UNIS Hanoi. We are extremely proud to have begun our Advancement Programme, which has made it possible to create a Scholarship Programme, welcoming the first scholarship student in August 2012. Additionally, the Board approved the School's first Vision Statement and completed our building project, which is providing superior Arts and Sports opportunities for our students.

The Board is entrusted with fulfilling the Mission of the school and providing for the long term future of UNIS Hanoi. We strengthened the Board's governance and strategic management structures with the approval of a new School Policy Document and Strategic Management Plan Measurement Framework. 2011-12 was year two of our Strategic Management Plan, a five year plan which guides our continuous and consistent striving for excellence in all aspects of our school.

You will see the same striving for excellence reflected in the following pages of this report. The Board would like to take this opportunity to applaud the commitment of the Head of School, administrators, faculty and staff of UNIS Hanoi and thank them for making our school a place where students want to learn, to explore and to serve others. We would also like to congratulate all students, and in particular the IB Diploma students, on their achievements which are detailed in the report.

Best wishes,

A handwritten signature in black ink, appearing to read 'Sarah Garner'.

Sarah Garner
Chair of the Board of Directors

UNIS Hanoi Board of Directors 2011-2012

UNIS Hanoi is a not-for-profit private school that is governed by a Board of Directors. The Board is the policy-making body of the school, responsible for governance of the School and the appointment of the Head of School. The Board is composed of ten Board members, of whom three are appointed by the United Nations Resident Coordinator, two are elected by parents, and four are appointed by the Board. The Head of School serves as an ex-officio (non-voting) member. Aside from the Head of School, all Board members in 2011-12 were volunteers and parents of UNIS Hanoi students or alumni. We are deeply grateful for their time, talent and commitment to the School.

UN Appointed:

Vladanka Andreeva
Lotte Brondum
Nina Koren

Parent Elected:

Harry Kamian
Hieu Van Nguyen

Board Appointed:

Sarah Garner, Board Chair

Barry Knaggs, Vice Chair
Ray Mallon, Secretary
Graham Watson, Treasurer

Ex-officio Member:

Dr. Chip Barder, Head of School

Faculty Consultant for the Board:

John Cushing

Board Assistant:

Pam Rickard

The trunk



GOAL ONE: *“Our students develop highly valued, internationally recognized qualifications and the personal qualities articulated in the UN Principles”*

In 2011-12 the Action Plan placed focus on learning support with an external audit, digital citizenship, the launch of a D-12 Curriculum Review, analysis of standardized testing and a commitment to ‘Going Green’.

The Green Grid

During the 2011-12 academic year members of the Buildings and Facilities Board Committee began looking at ways to help make UNIS Hanoi a more environmentally friendly school. The development team took an inclusive view and charted all the different areas that need to be considered when trying to make a school more sustainable. The Green Grid is the result of their work and is an attempt at pulling together all the many issues involved in making UNIS Hanoi a more sustainable school. It’s a “work in progress”, and we look forward to talking about it with the staff, students and the community over the course of the academic year 2012-13.



Curriculum Review at UNIS Hanoi

One of the major recommendations from UNIS Hanoi's 10 year reaccreditation by CIS/WASC was for the school to establish a standards-based curriculum in all subject areas and to further articulate the curriculum across the whole school.

A new position of Curriculum and Professional Development Coordinator was created in 2010-11 with the responsibility to oversee and support the development of a coherent and articulated curriculum from Discovery to Grade 12. A formal curriculum review cycle has been established and Curriculum Review Teams began the process in 2011-12, which involves clearly documenting and articulating standards and learning outcomes (including skills

and understanding) in each subject through each grade level.

The written documentation will be done via an online curriculum mapping tool so that scope and sequence development can be easily tracked and gaps and redundancies can be noted and addressed. Outside of this formal review cycle, ongoing curriculum review is encouraged and supported at individual grade/department levels in order to ensure that learning is relevant, engaging and aligned with 21st century learning.

For more information about the report contact Director of Learning, Meagan Enticknap-Smith: dol@unishanoi.org

Digital Citizenship

In 2011-12 UNIS Hanoi invited a renowned leader in the field to come and work with students, faculty, parents and Board Members towards developing Digital Citizenship with our students.

Robyn Treyvaud, an educational leader and online safety educator working with schools and communities across the Asia Pacific region, came to UNIS Hanoi during our Digital Citizenship Week in October 2011.

Building on the work by the Tech Team and Counselors, Robin Treyvaud reinforced the message that Digital Citizenship is simply good citizenship in another 'virtual' terrain.

Her goal is to help protect and educate the world's first generation of kids to 'grow up digital' in an environment where computers, the internet, video games and mobile phones are ubiquitous. Students across the school worked with Robyn on what it means to be a responsible digital citizen, and digital safety issue, (including cyber-bullying, risks, security, ethics and addiction).

As a result of her visit the School has adopted an i-safe programme to dovetail with our curriculum.

For more information please contact Director of Technology, Ed Gilbreath: techdirector@unishanoi.org

Learning Support Audit

UNIS Hanoi is committed to inclusion and building structures to support a wider range of student learning styles and needs.

Head of School, Chip Barder said: "As a school embodying the UN values, principles and beliefs it is essential that we be at the forefront of inclusion practices to whatever extent we can."

In 2010-11 UNIS Hanoi joined with a group of schools all dedicated to the same goal of inclusivity, and key School administrators attended "The Next Frontier Inclusion" at the International School of Brussels.

In 2011-12 an additional two Learning Support positions were added to the faculty (one each in Elementary and Middle/High School), and the founders of the Next Frontier Inclusion group and experts in the field in international schools, Bill

and Ochan Kusama-Powell, came to UNIS Hanoi to audit our current Learning Support programme.

The Powells spent three days at school with the Learning Support teams, students, parents and wider faculty members and the Board of Directors. The report of the visit has already provided UNIS Hanoi with guidance and assisted with the development of our action plan in this area for future years. The creation of a position for a Speech and Language Specialist, starting in 2012-13 was supported through the report recommendations.

For more information about the report contact Director of Learning, Meagan Enticknap-Smith: dol@unishanoi.org

Professional Development at UNIS Hanoi

Where Personal and School Goals Unite for Student Success

At UNIS Hanoi we believe that the best teachers are those who are passionate about learning and who inspire others by their own commitment to personal and professional development.

We are proud of our learning community's capacity, energy, and dedication to work together in pursuit of bold goals, and our investment in that each year.

We expect the best for our students and nothing less of our teachers as we strive continuously for excellence in our curriculum, programmes and results.

That is why, at UNIS Hanoi we have designed a Professional Development Programme that not only underlies and supports the furthering of school goals, but also recognizes and rewards the personal passions of every teacher individually.

At UNIS Hanoi we invest significant resources in a Professional Development Programme every year with:

- A Teaching and Learning Centre with a full-time Director
- International experts working on campus
- Individualized professional development plans for every teacher
- Collaborative planning time embedded in the schedule
- Early release one day a week for all teachers for Professional Development
- Dedicated Professional Development days in the school calendar
- A Professional Development allowance for every teacher.



Investment in EVERY teacher...

Starting with our comprehensive 10-day orientation programme before school starts, UNIS Hanoi believes in investing in every individual for success. In 2011-12 we focused on ensuring school readiness for a record 42 new Faculty and Staff at the start of the year. Once settled into the fabric of the school, opportunities to explore and grow abound.

All teachers:

- Are supported in creating a professional development plan and receive an annual Professional Development allowance
- Are supported in attending IB workshops during their time at UNIS Hanoi
- Are encouraged to publish, present and train on the international circuit with EARCOS, ECIS, etc

Learn and grow collaboratively...

At UNIS Hanoi teachers enter a community committed to collaborative learning and work with colleagues who are themselves expert facilitators and trainers for the IB Organization. Early release on Wednesdays enables teachers to:

- Participate in a professional learning group which focuses

on improving teaching and learning through a Professional Development lens including curriculum review, Teaching for Understanding (Harvard University Programme) and Peer Coaching.

- Participate in collaborative goal setting and departmental or grade level planning.

Learn from visiting experts...

UNIS Hanoi believes in learning from experts in their field, and invests significant resources every year to invite visitors to work with our learning community of faculty, students and often parents. In 2011-12 this included:

- Steve Barkley (professional learning communities and peer coaching)
- Reel Youth (youth digital media programmes) See p.19
- Robin Treyvaud (cyber safety and digital citizenship) See p.5
- Bill and Ochan-Kusama Powell (Education Across Frontiers and cognitive coaching) See p.5
- Peggy Orenstein (Psychologist and author of "Schoolgirls" and "Cinderella Ate My Daughter")

For more information contact Director of Learning Meagan Enticknap-Smith: dol@unishanoi.org





IB Diploma 2012 Results

UNIS Hanoi offers the International Baccalaureate Diploma Programme. It is a two year, university preparatory programme of studies culminating in external examination and moderation.

The diploma is awarded to students who gain at least 24 points, subject to certain minimum levels of performance across the whole programme and to satisfactory participation in the Service Learning Programme. The highest total that a Diploma Programme student can be awarded is 45 points.

It is a qualification recognized and respected by the world's leading universities.

2011-12 was an exciting year for the Diploma Programme at UNIS Hanoi. For the first time, UNIS Hanoi had a student, Phuong Nguyen, earn a perfect score of 45. While the statistics from the IBO for May 2012 were not available at time of publication, there were only 125 perfect scores of 45 out of 53,168 examinees in May of 2011.

The IB Diploma Programme is designed to be challenging in all areas with students required to take six different subjects across a broad range of academic disciplines, in addition to Theory of Knowledge, an extended essay and CAS

involvement. The IB Diploma Programme encourages the education of the whole child through to their final years at school, in line with our Mission and the belief at UNIS Hanoi that all students benefit from a rigorous course of study and exploration.

We are especially proud of our results and know that they could not have been achieved without the dedication of the teachers that guided the students through the programme.

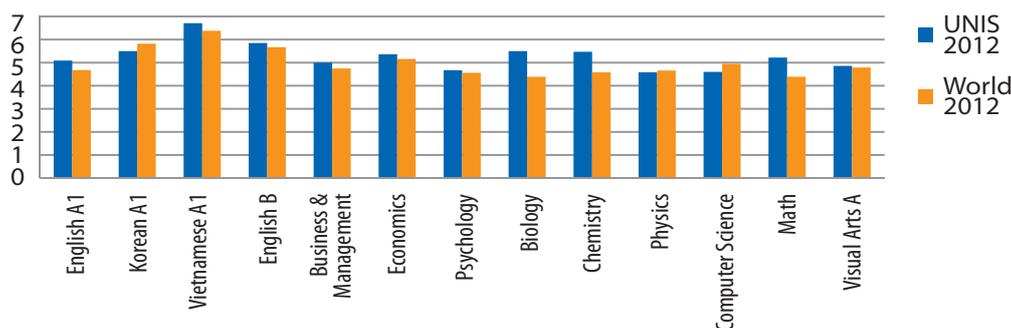
IB Examination Results Summary

Class of 2012

- UNIS Hanoi class average score: 34 points
- World average score: 29 points
- Highest UNIS Hanoi score: 45 points
- 98% sat for the IB Diploma
- 45 of 47 earned the Diploma
- 18% earned 40 points or above
- UNIS Hanoi offers 42 Standard and Higher Level courses
- UNIS Hanoi was above the global average in 34 of the 42 subjects/levels
- 23 of 45 earned a Bilingual Diploma



IB Higher Level Subjects - UNIS Hanoi & World Averages 2012



University Acceptances for Class of 2012

AUSTRALIA	Monash University University of Melbourne	Lipscomb University Messiah College
CANADA	University of British Columbia University of Victoria University of Toronto	New York University New York University (College of Arts and Science)
ASIA	Simon Fraser University Amity University The Hong Kong University of Science and Technology (HKUST) Birla Institute of Technology and Science Chung-Ang University International Christian University RMIT University Vietnam Sophia University Waseda University Yonsei University	Northeastern University Northwest University Occidental College Otis College of Art and Design Pennsylvania State University Portland State University Purdue University Rensselaer Polytechnic Institute Rochester Institute of Technology Savannah College of Art and Design
EUROPE	Amsterdam University College Charité – Universitätsmedizin Berlin Leiden University College The Hague Universität Paderborn Universiteit Utrecht	Seattle Pacific University Skidmore College Southern Methodist University (School of Engineering) St. John's University - Queens Campus SUNY College at Geneseo Union College
UK	University of St. Andrews (Scotland) Lancaster University London College of Fashion Manchester Metropolitan University Queen Margaret University College University of East Anglia University of Exeter University of Liverpool University of Kent University of Nottingham University of Southampton University of Warwick Durham University University of Plymouth York University	University of California at Berkeley University of California at Davis University of California at Los Angeles University of California at Santa Barbara University of California at Santa Cruz University of Cincinnati University of Denver University of Georgia University of Hawaii at Manoa University of Illinois at Urbana-Champaign University of Pennsylvania (College of Arts and Sciences) University of Portland University of Richmond (School of Business) University of San Diego (School of Business/Engineering) University of Southern California University of Tennessee, Knoxville University of Vermont University of Virginia University of Washington Virginia Polytechnic Institute and State University Warner Pacific College Western New England University Worcester Polytechnic Institute
USA	Aalto University Allegheny College Babson College Bentley University Berklee College of Music Boise State University Boston University Bradley University California Lutheran University Clark University College of William and Mary DePaul University Drexel University Florida Institute of Technology George Fox University Houghton College Lehigh University	

NOTE: Universities in bold denote those students are attending. Not all decisions were known at time of print.



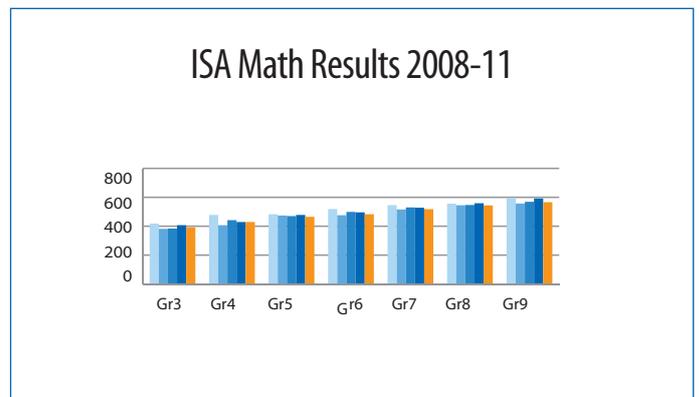
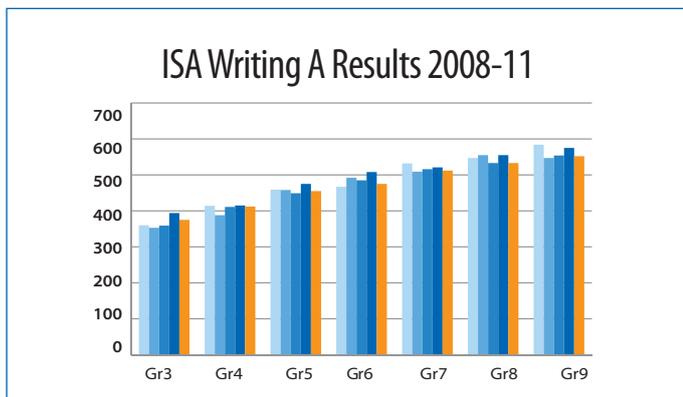
International Schools Assessment (ISA)

UNIS Hanoi has been using the ISA programme for seven years as one way to measure student learning through standardised testing.

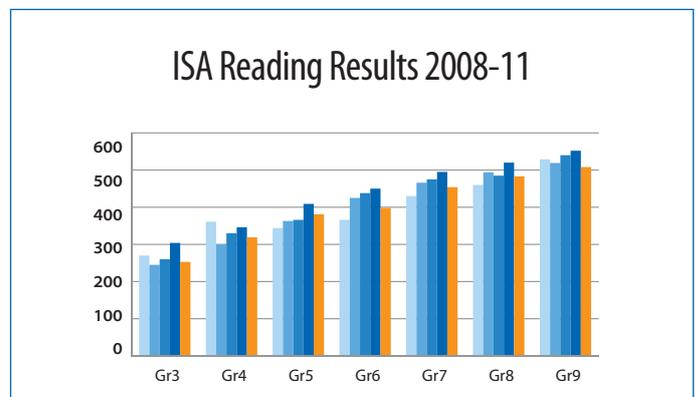
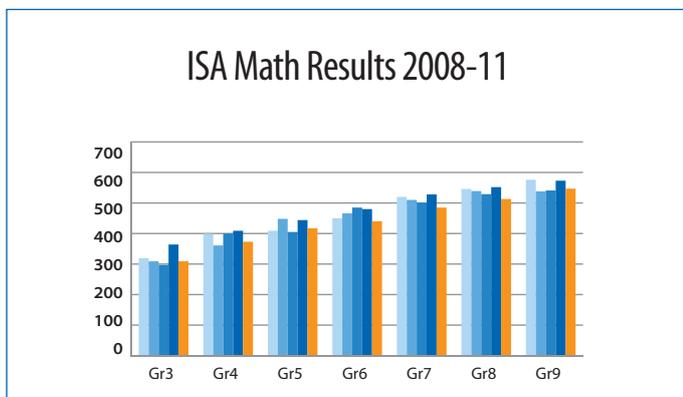
The ISA programme is designed especially for students in international schools in Grades 3 to 10. It is based on the internationally endorsed reading and mathematical literacy frameworks of the OECD's Programme for International Student Assessment (PISA). It is used by schools with an international focus whose language of instruction is English. Over 58,000 students from 298 schools in nearly 80 countries

participated in ISA 2011-12. Approximately 60% of those participating in 2011-12 were non-native English speakers.

Because the ISA is designed for students experiencing many different curricula, the assessment is geared to the skills and understandings that research suggests underpin major curricula throughout the world. The frameworks for reading and mathematical literacy are based on those used for the OECD's Programme for International Student Assessment (PISA) which has been developed and endorsed by all OECD countries and is currently used by 65 countries to measure and compare student performance across countries.



■ UNIS 2008 ■ UNIS 2009 ■ UNIS 2010 ■ UNIS 2011 ■ All Other Schools 2011



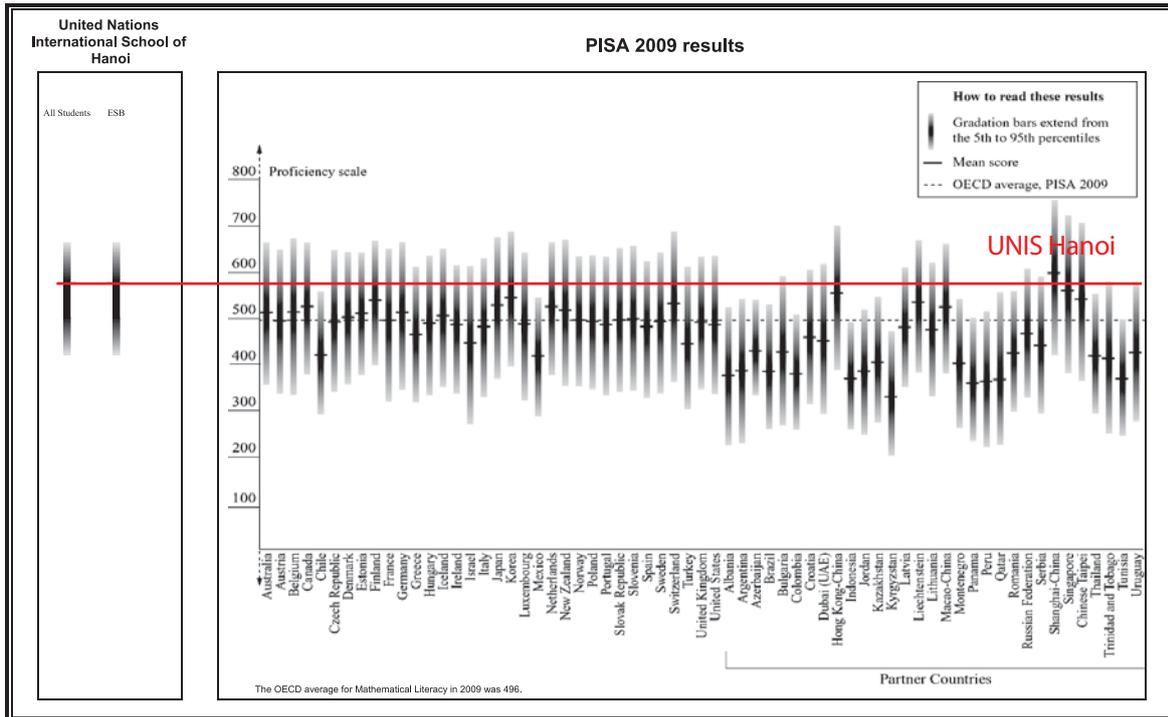
ISA

- Assessments for ISA can be made in October or February
- UNIS Hanoi students sat their tests in February in 2011
- Every student in Grades 3-9 completes four assessments
- Math tests assess:
 - Quantity (number and measurements)
 - Shape and space (geometry)
 - Uncertainty (estimation and data probability)
 - Change and relationship (algebra)
- Reading tests assess retrieval of information, interpretation, reflection and evaluation

- Two writing genres are assessed: Narrative (A) and Expository/Argument (B)
- Both writing tests assess content, spelling and vocabulary competencies
- The figures represented are the mean of UNIS Hanoi students for each year
- "All other schools" is the mean from all students assessed world wide
- PISA data is collected on a three year cycle. 2009 is the latest data and compares scores only for 15-year-olds
- (ESB) English Speaking Background student results are shown with All Students results opposite



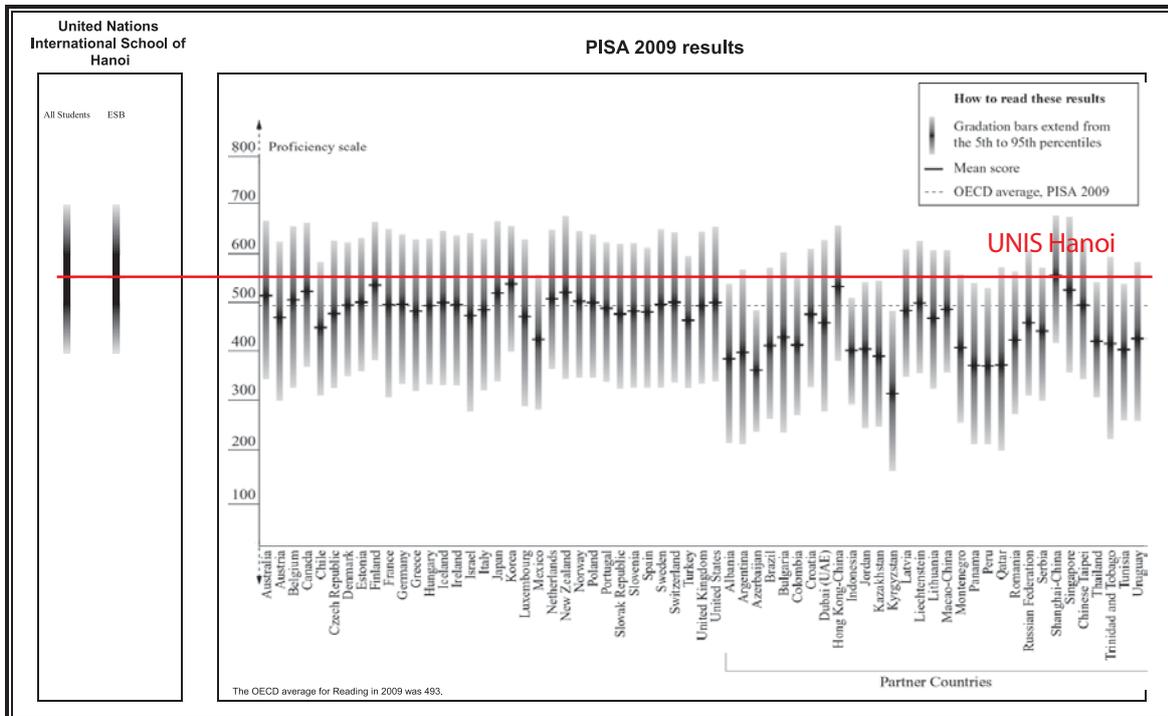
ISA February 2011–12 Mathematical Literacy
 United Nations International School of Hanoi, Grade 9
 compared with national results from PISA 2009
 (15-year-olds)



The distribution of ESB or NESB students at your school is only shown if there are at least 10 students in the group.



ISA February 2011–12 Reading
 United Nations International School of Hanoi, Grade 9
 compared with national results from PISA 2009
 (15-year-olds)



The distribution of ESB or NESB students at your school is only shown if there are at least 10 students in the group.

SAT and PSAT/NMSQT Results

The SAT (Scholastic Aptitude Test) is a globally recognized college/university admission test that is used to assist colleges/universities determine whether they will accept a particular student. It is used as a part of the application for US colleges, Korea, Singapore and if a student is not a full IB Diploma candidate, it may be required in other countries. It is important to note that SAT scores are just one of many factors that colleges consider when making their admission decisions.

The SAT tests students' skills in, and knowledge of, reading, writing and mathematics:

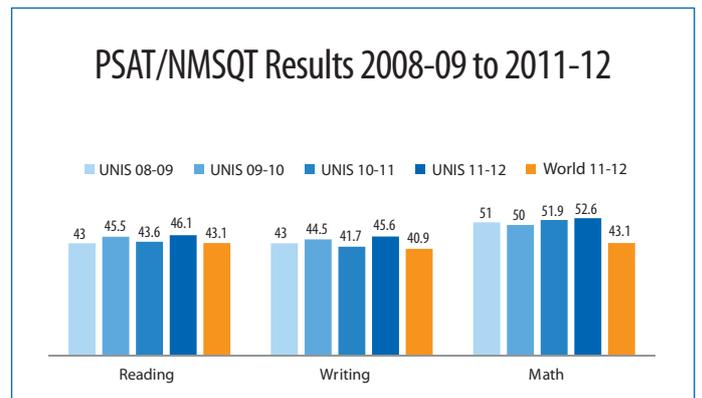
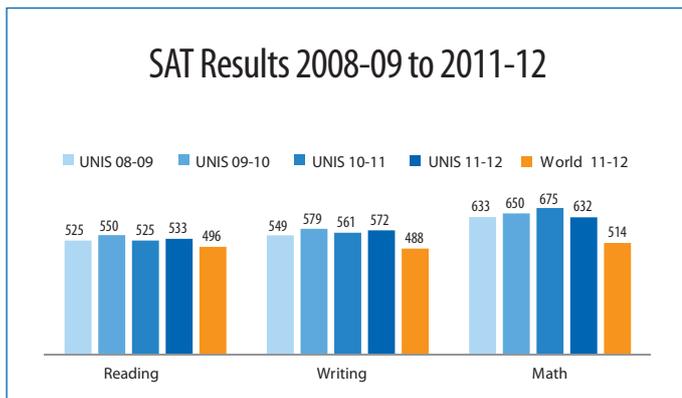
- The critical reading section includes reading passages and sentence completions
- The writing section includes a short essay and multiple-choice questions on identifying errors and improving grammar and usage

- The mathematics section includes questions on arithmetic operations, algebra, geometry, statistics and probability.

At UNIS Hanoi many of our students will sit this set of standardized tests, usually in Grade 11 and/or Grade 12.

In addition, all Grade 10 students will sit the Preliminary SAT/National Merit Scholarship (PSAT/NMSQT). It is also a standardized test that provides first hand practice for the SAT as well as providing feedback to teachers about a student's academic capabilities.

UNIS Hanoi is proud that the PSAT and SAT scores of our students have been consistently above the world average for many years.



MAP Test Results

At UNIS Hanoi students from Grade 2 to Grade 7 participate in the Measures of Academic Progress (MAP) tests. This test is provided by the Northwest Evaluation Association (NWEA) and used by a variety of international schools. UNIS Hanoi holds the MAP test in the first and third quarters of each academic year. The test provides additional data on student achievement in order to support our understanding of individual student learning and the quality of our educational programme. UNIS Hanoi first began piloting the MAP test in 2008. Since 2011-12 UNIS Hanoi exited the pilot phase and began analyzing and utilizing test scores. UNIS Hanoi students do the Mathematics, Reading and Language Usage portion of the MAP test.

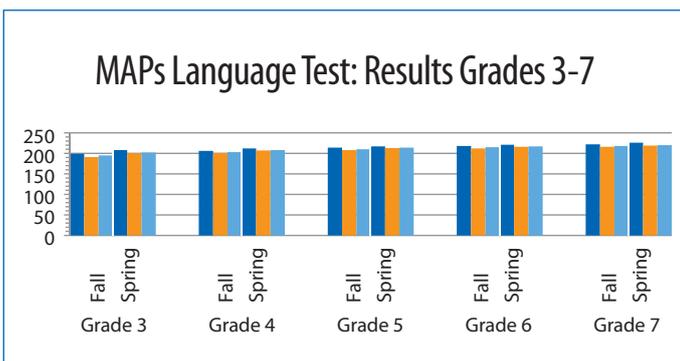
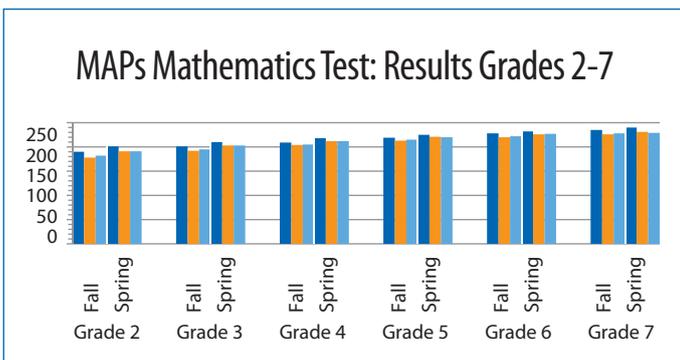
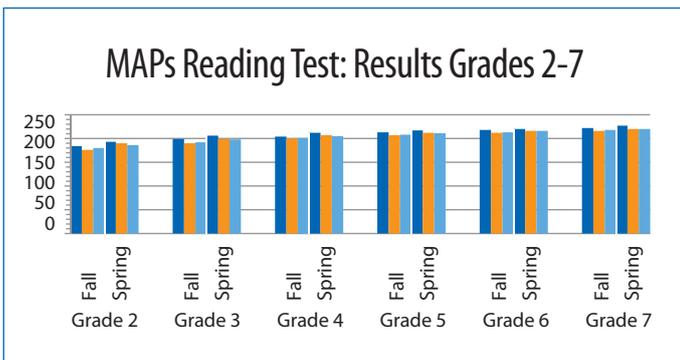
The MAP test is a normed test - norms represent average or typical performance and the statistics supply a frame of reference for test scores. The norms for MAP tests are

based upon the actual performance of pupils of a specified grade level who have previously taken the test.

The MAP test uses an RIT Scale to look at student achievement. The RIT Scale is based on a Rasch Unit, honoring George Rasch, the Danish mathematician who developed the underlying theory for this type of measurement. The RIT Scale is a curriculum scale that places individual difficulty values on questions that students answer and uses those values to estimate student achievement. The RIT Scale has the same meaning regardless of grade level and by using the RIT scale, we can look at student growth and where the projected growth is for each individual student.

We are very proud that in 2011-12 UNIS Hanoi students performed above the normative data in all grade levels on all tests.

■ UNIS ■ Normative (North American Data Pool) ■ Int'l Partner (Int'l Data Pool)



The canopy



GOAL TWO: *“Students are inspired and participate in purposeful and responsible behaviours in and beyond the classroom”.*

In 2011-12 the Action Plan placed a focus on full participation in the Asia Pacific Activities Conference programmes, developing student leadership opportunities at School and an exploration of the UN theme of Rapprochement of Cultures through service learning.



Asia Pacific Activities Conference

The Asia Pacific Activities Conference (APAC) is a prestigious interscholastic organization for students in Grades 9 through 12, consisting of 12 member schools. APAC member schools are:

- American International School Guangzhou (AISG) – China
- Brent International School Manila (BISM) - Philippines
- Canadian Academy (CA) – Japan
- Concordia International School Shanghai (CISS) – China
- Hong Kong International School (HKIS) – China
- International School of Beijing (ISB) - China
- Seoul Foreign School (SFS) – Korea
- Shanghai American School Pudong (SAS-PD) – China
- Shanghai American School Puxi (SAS-PX) - China
- Taejon Christian International School (TCIS) – Korea
- United Nations International School (UNIS) – Vietnam
- Western Academy of Beijing (WAB) - China

For more information contact Director of Activities, Dirk Kraetzer: da@unishanoi.org



Many disciplines are offered by APAC including Theatre, Band, Choir, Orchestra, Forensics (debate), Volleyball, Basketball, Baseball, Softball, Tennis, Rugby, Table Tennis, Cross Country, Swimming, Soccer, and Track & Field. Each year the 12 APAC schools are separated into two divisions (Asia and Pacific), each containing six schools. Tournaments and festivals for both divisions occur simultaneously. The make-up of the two divisions of APAC changes each school year. On a rotating three-year cycle, certain sports conduct what is known as a "Super Tournament", which brings all 12 schools together in single-gender competitions.

The 2011-12 school year was the first full year for UNIS Hanoi as a member of APAC. Our students participated in all of the "core" APAC activities, sending representative groups to volleyball, tennis, orchestra, choir, basketball, swimming, band, theatre and soccer. The opportunity to participate in some of the "non-core" APAC activities in the future is being considered.

Although 2010-11 saw UNIS Hanoi introduced to a few initial APAC sports and festivals, the level of exposure was increased in 2011-12, with our students experiencing a number of APAC festivals and sports tournaments for the first time. In sports, Boys Volleyball (at SFS), Girls Volleyball (at SAS-PD) and Boys and Girls Tennis (at WAB) competed in their inaugural APAC Tournaments, with each of these events being "Super" Tournaments. It was a first exposure to APAC, and gave the UNIS Hanoi students and coaches a means of evaluating how they ranked amongst other APAC schools. The Boys and Girls Soccer Programmes also participated in 11-a-side soccer for the first time as an APAC member school.

The new opportunities provided by APAC are ones which will challenge the students and teachers of UNIS Hanoi. The number of student participants in Co-Curricular activities has expanded as we honour our commitments to both APAC and MRISA. 2011-12 was a challenging but rewarding introduction to APAC.



MRISA – Arts, Leadership and Sport

The Mekong River International Schools Association (MRISA) was founded in 1998 to allow international schools in Vietnam, Cambodia, Laos, and most recently Thailand to meet for a leadership conference, sporting events and an arts festival.

The sports tournaments allow students from different schools around the region to come together and make new friends as well as compete in different team activities. Six sports tournaments are held during each school year, three for Middle School (Grades 6-8) and three for High School (Grades 9-12) at different schools within the region. The sports involved are basketball, soccer, and volleyball.

The MRISA Arts Festival and Leadership Conference take place once a year and also alternate between schools. They both involve students in Grades 6-12. Each Arts Festival has a specific theme which is the back-bone for the workshops and performances presented.

MRISA Events for 2011-12

- Arts Festival at United Nations International School (Vietnam)
- Senior Volleyball at Saigon South International School (Vietnam)
- Junior Basketball at Vientiane International School (Laos)
- Leadership Conference at International School Ho Chi Minh City (Vietnam)
- Senior Basketball at Northbridge International School Cambodia (Cambodia)
- Junior Soccer Tournament at International School Eastern Seaboard (Thailand)
- Senior Soccer at International School Ho Chi Minh City (Vietnam)
- Junior Volleyball at Hanoi International School (Vietnam)

MRISA Member Schools

- United Nations International School of Hanoi (Vietnam)
- Hanoi International School (Vietnam)
- International School of Ho Chi Minh City (Vietnam)
- Saigon South International School (Vietnam)
- International School of Phnom Penh (Cambodia)
- Northbridge International School of Cambodia (Cambodia)
- Vientiane International School (Laos)
- International School Eastern Seaboard (Thailand)

2011-12 was the School's first full year of involvement in the Asia Pacific Activities Conference (APAC). In order for UNIS Hanoi to fulfill its commitment to both MRISA and APAC at the same time, it meant that double the amount of teams and coaches needed to be involved in the Sports Programme. This required a sizable expansion in the programme. The coaches and students didn't let the school down. The addition of the new indoor Sports Centre was definitely a contributing factor. UNIS Hanoi not only attended every event, we also sent additional teams to both the Junior Basketball and Volleyball tournaments. The MRISA Arts Festival, hosted on our campus, involved 50 UNIS Hanoi students and was a huge success. All in all, the year was very successful in terms of participation numbers and our level of involvement in MRISA activities.



Student Leadership

At UNIS Hanoi we believe that students are not only at school to learn – but also to teach and to lead.

The five year strategic plan has three objectives under its second co-curricular goal, and one of them is dedicated to developing leaders.

Objective 2.2 - Students demonstrate: a) responsible leadership; b) respect for cultural and other differences; and c) the ability to collaborate and work as a team.

Student voice is sought at UNIS Hanoi on a wide range of issues and in the development of plans, but the goal is for much more than student voice to be heard – we aim to empower students with leadership roles within the School and a host of opportunities have been developed to assist our students in achieving this goal.

In addition to the Senate and Student Councils which involve students from Grade 3 upwards, our Student Ambassador Programme in Middle and High School and their Elementary School Peer Helper counterparts took on an increasingly important role in 2011-12 from the Orientation of new students through to the end of the year.

Students were also involved in the Board of Directors 2011-12 Campus Visioning project (see p.20) and the Board of Directors was delighted to invite members from the Student Councils to join their May meeting and hear reports of their year-long activities.

In 2011-12 for the first time, Forensics (public speaking and debate) was offered in both Middle School and High School, with a goal to attend future Asia Pacific Activities Conference events.



In addition, participation continued with a delegation of six students from UNIS Hanoi at the EARCOS Global Issues Network (GIN) conference which took place at the International School Manila, in February with the theme of 'Compassionate Action'.

GIN is a student-led organization that empowers young people to collaborate locally, regionally and internationally in order to create sustainable solutions for global issues.

As a United Nations International School, a highlight of each year is our own Model United Nations' conference as well as our students participation in THIMUN, Singapore (The Hague International MUN).

Our own hosted conference was the largest yet with record attendance from local Hanoi schools as well as those from further afield. It was also one of the first main events to be held in the new Centre for the Arts.

This event was a training conference for the main event of the MUN year – THIMUN in Singapore – which this year was attended by a delegation of 16 students representing two full UN member countries for the first time. For some of the delegation it was a first opportunity to see the workings of the Model United Nations at first hand and for one of our students, Maxwell Ryder (Grade 12) the honour to chair one of the General Assembly meetings.

As the students themselves remarked, this was a great testament to the way our students are developing as leaders of tomorrow.



Service Learning

The Service Learning Programme at UNIS Hanoi is central to our Mission and Guiding Principles and is firmly embedded in both Curricular and Co-Curricular activities from Elementary through to High School. Service Learning integrates meaningful community service with instruction and reflection to enrich the learning experience, teach civic responsibility, and strengthen communities. As an IB World School our students in Middle and High School are encouraged to complete a programme of Service Learning. The programme is organised around a number of key areas, including: Poverty, the Disabled and the Disadvantaged; Education; Health; Environment; and, Service to the UNIS Community.

In Elementary School, students are involved in Service Learning through units of inquiry, after school activities and whole school projects.

The Service Learning Programme for our younger students is closely related to the action component of the IB Primary Years Programme which encourages students to make a difference in their world in growing concentric circles of influence - starting with themselves and exploring outwards.

Some examples from 2011-12 include; Peer Helpers, Spirit Days and Student Council for the UNIS Community; broadening to the Hanoi community with the Blue Dragon Walk-a-thon and Tet Bag Gifts for SJ Vietnam; and finally a world view with a letter exchange programme with Kamaishi in Japan following the Tsunami disaster.



MSHS Programmes in 2011 – 12

Thuc Son Orphanage	Nhan Ai Centre for the Elderly
Dance 4 Life	Thuc Nghiem Music
Sausage Sizzle	Nature and Creativity: SJ Vietnam
CAS Leadership Programme	Paper Recycling
Cancer Hospital	Saturday Soccer Coaching
Education for Nature Vietnam	Habitat for Humanity
Peace Village	Early Childhood Education
Operation Smile	Renovation Programme
Nhat Tan English Teaching	UNIS Hanoi Ambassadors
One Thousand Paper Cranes	Oxfam
Blue Dragon Swim Therapy	Wind Turbine Project
Blue Dragon Soccer	UNIS Hanoi Translators
Thuc Nghiem Science	Direct Action
Helping Hands	UNIS Hanoi Staff Assistant
Koto Sport and Swimming	UNIS Hanoi Community Garden
Thuc Nghiem Sport	

For more information contact Service Learning Coordinator, Nick Whatley: nwhatley@unishanoi.org



Reel Youth

Reel Youth is a not-for-profit, media empowerment programme supporting youth, adults, organisations and businesses to create and distribute engaging films about the issues they care about most.

In September 2011, sixteen students from UNIS Hanoi were selected for a 5-week workshop with the action group Reel Youth. Their brief was to explore the United Nations theme 'Rapprochement of Cultures' through the creation of film documentaries focusing on two of the current Service projects at UNIS Hanoi: 'Thuy An Orphanage' and 'Helping Hands'. In the gala premiere, held to showcase these documentaries and share what they had learned, the students talked about the project as one of the most meaningful learning experiences they had ever taken part in.

The key components of the 'Reel Youth' programme included:

- building strong connections between UNIS Hanoi students and people in the broader community
- developing strong connections between students, teacher-supervisors and partner organisations
- a focus on reflection, evaluation of group goals, and the presentation and celebration of learning
- developing specific skills through the programme (e.g. film creation, communication, organizational, and self-management skills).

These components and the lessons learned from 'Reel Youth' have become central to the organisation and development of Service Learning Programmes at UNIS Hanoi.



The roots



GOAL THREE: *“UNIS Hanoi is a high quality, welcoming and secure environment for teaching and learning”.*

In 2011-12 the Action Plan placed a focus on successfully assimilating the large number of new teachers needed to accommodate the expansion of student numbers and programmes, completing the world class campus developments, unifying school operating regulations, launching a new Advancement Programme and finalizing a Vision Statement for the School.

Campus Developments

School Year 2011-12 started with the smell of fresh paint ushering the students into new sports and arts facilities which were largely ready for use after a two year construction phase.

Although work continued throughout the year finalizing the fit-out of both the Sports Centre and the Centre for the Arts, students and faculty were able to learn and teach alongside the contractors until completion. The first ‘official’ performance in our theatre was in January when the Kindergarten’s Performing Arts Celebration was held under the lights, and as the year closed, we were able to celebrate Graduation for the Class of 2012 on campus for the first time.

With participation in the Asia Pacific Activities Conference demanding an elevated standard of performance across many disciplines, we are delighted that our students now have dedicated places to work, practice and hone their skills.

Planning for further campus improvements continues however, and in 2011-12 the Board’s Building & Facilities Committee commissioned a review of the school’s possible future facility development. After rounds of consultation with parents, teachers, students and faculty the report was delivered at the close of 2011-12 and will provide a starting point for feasibility planning in 2012-13.



Community Education

The UNIS Hanoi Community Education Programme is open to all residents in Hanoi, sharing the talents, skills and resources of our community. Community Education (ComEd) provides participants with new opportunities to explore the areas of art and culture, sports, creativity, dance, cooking, health, language, and more!

2011-12 was a successful and exciting year for the ComEd programme with nearly 1200 participants involved in the 96 activities and courses offered. ComEd has become increasingly popular in the Vietnamese community, especially the non-UNIS Hanoi members, with an 18% increase in their participation this year.

We are grateful to 43 dedicated teachers and instructors and their enthusiasm to share their skills and knowledge with others. They underpin the success of our programme.

A very important part of the ComEd programme is Saturday Soccer. With 373 players and 65 volunteer coaches, there



is much work done behind the scenes to ensure the programme's success. Thanks to the organization team and coaches for another great year of soccer at UNIS Hanoi.

For more information contact: ComEd@unishanoi.org

Music Academy and Scholarships

The **UNIS Hanoi Music Academy** is a resource for all our students, parents and staff to learn a new instrument, to train their voice or to improve their musical skills working directly with talented local musicians.

The Academy instructors are members of the Vietnamese Symphony Orchestra, professors from the Music University in Hanoi and local expatriates.

- 30 specialist teachers were available for voice, guitar, woodwind, brass, percussion and string lessons.
- Approximately 300 students including 14 scholarship students from Nhat Tan school benefit (see below).
- UMA supports the Grade 4 and 5 Instrumental Music programme in conjunction with the classroom Music Curriculum programme.

The **Music Scholarship Programme** helps UNIS Hanoi provide the foundations of a school band in order for the transient school population to experience a band programme, by involving local students. The programme currently offers 14 Vietnamese students from the Nhat Tan School, the opportunity to learn an instrument, play in a school band and learn English. Once these students finish High School it is hoped that they will have developed adequate skills to enter the Vietnamese Music Conservatorium and pursue a music career if they wish. Indeed, two of the 2011 Nhat Tan graduates



are now studying at the Conservatorium. The programme is a long term venture and is jointly funded by UNIS Hanoi and the School Community Organisation, which has committed to supporting the programme for three years. (See p.24)

For more information contact: unisma@unishanoi.org

Advancing UNIS Hanoi

As part of the plan to take UNIS Hanoi from Good to Great, the Board of Directors established an Advancement Programme in 2011-12 to strategically unify and build the School's community and institutional reputation.

The Advancement Programme at UNIS Hanoi will inspire and connect our unique learning community to advance the School's Mission, harnessing talents and resources to honour the School's Principles and realise its Vision.

Key accomplishments for the School and the Board's Advancement Taskforce included:

1. The formulation of a three-year plan to dovetail with the Strategic Management Plan to advance the School in relation to its Community (including Alumni), Communications, Marketing, Institutional Reputation and Fundraising.
2. The approval of a Vision Statement for the School by the Board of Directors which will provide the horizon goal to which the School will strive, and which will guide all strategic decisions (see opposite).
3. The launch of UNIS Hanoi Scholarship Programme (see below).
4. The expansion of the Alumni Programme (see opposite).

UNIS Hanoi Scholarship

In 2011-12 UNIS Hanoi launched its first Scholarship Programme to welcome scholars in 2012-13 and join the school in its 25th Anniversary year.

UNIS Hanoi is proud to offer an educational experience that is unique in Hanoi, and even prouder to now share it with scholars from our host country which has always held education as a priority.

The UNIS Hanoi Scholarship Programme is designed to give the opportunity each year for two Vietnamese students from a low socio-economic background, who are excelling at their local Hanoi district school, to join UNIS Hanoi with full

financial support for Grades 10-12.

Based on a Statement of Purpose and broad model approved by the Board of Directors, the UNIS Hanoi Scholarship Programme opened for application in Spring 2012. Following an application screening process, eight applicants were invited to UNIS Hanoi for tests, from which the finalist candidates were identified for interview.

After a thorough and conscientious process, one scholarship for 2012-15 was awarded.

For more information contact: scholarships@unishanoi.org

Early Childhood Education Renovation Programme

The Early Childhood Education Renovation Programme (ECERP) at UNIS Hanoi started in 1999-2000 school year with a strong commitment to support the Vietnamese government to improve quality of early childhood education in Vietnam.

ECERP has provided professional development for more than 100 practitioners and administrators in Hanoi. This programme allows Vietnamese early childhood teachers and their administrators to work alongside ECC teachers and teaching assistants one day per week for a period of 8 weeks for two sessions during the year. Pre and post school visits are made by the UNIS Hanoi team to support Vietnamese teachers implement what they have learnt. These teachers then share their teaching and learning with teachers in their own school as well as other schools in Hanoi and other provinces nearby.

In 2011-12, UNIS Hanoi trained 16 teachers with more than 700 children directly benefiting from the programme.



UNIS Hanoi Alumni

UNIS Hanoi is committed to a long term alumni relations programme with the hope that UNIS Hanoi alumni will stay in touch with the School and with each other for life.

In 2011-12 we expanded our outreach to reconnect with our worldwide family of alumni – anyone who has attended UNIS Hanoi is considered an alum, including their families and former staff and faculty.

To that end, in addition to the dedicated alumni area of the website, a Facebook page, a Twitter account and a Youtube channel for former UNIS Hanoi community members were launched in 2011-12, which successfully connected the school with independent UNIS Hanoi alumni groups, and four reunions were held throughout the academic year.



A New Vision for the Future...

Following the visit to UNIS Hanoi by UN Secretary General, Mr Ban Ki-moon in 2010, the Board of Directors embarked on a journey to define the School's Vision – a statement that would embody an entire community's hopes and dreams for our students, and drive the school's strategic planning for the future. A bold goal on our School's horizon.

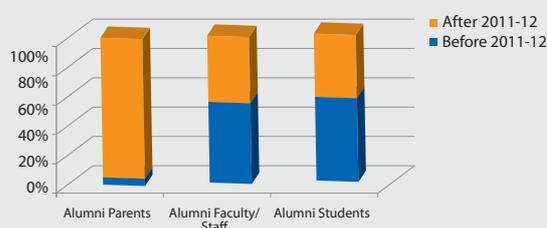
A Board taskforce worked with faculty, parents and students, to capture how our community wanted to embrace the future.

Alumni Factfile

Active contacts

- At the start of 2011-12 our active database was 240 alumni.
- By the end of our 2011-12 initiatives we had established active contact with 1663 alumni:
 - Alumni Parents: 1357
 - Alumni Faculty and Staff: 35
 - Alumni Students: 271

Alumni - Active Contacts



Reunions

- **Hanoi December 2011**
More than 20 alumni met for our 2nd annual reunion.
- **Boston February 2012**
Dr Chip Barder hosted our first Boston reunion.
- **London February 2012**
A strong show from the Class of 2009 and 2011 for our 2nd London reunion.
- **Seoul May 2012**
70 alumni representing 19 class years joined Dr Barder for our first reunion in Korea.

For more information contact: alumni@unishanoi.org

That work came to fruition with the approval in November 2011 of the new Vision Statement, which sits alongside our Mission and Guiding Principles to motivate continuous improvement, to measure our success as educators, and the acid test by which our plans for the future will be approved.

“Our learning community will be an inspirational role model for a better world.”

School Community Organisation 2011-12

The School Community Organisation includes every member of the UNIS Hanoi community in its membership.

Its objective is to promote the well-being of the students, parents, faculty, and staff, and towards this end, the focus of the SCO for 2011-12 was on community building and strengthening the School's volunteer base.

A hard working executive committee, supported by scores of volunteers ensured a successful year for the SCO and for the benefit of the entire UNIS Hanoi community.

Highlights of the year included a Spring Fair attended by over 3,000 people and raising nearly 30,000 USD, a new event for the ECC with The Family Fun Day, a revitalized Boutique and grants for School and Charity activities in excess of 18,000 USD.

SCO Funding

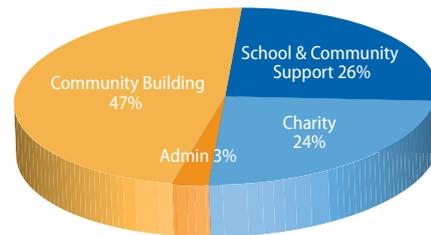
The constitution of the SCO stipulates that proceeds from the various SCO fundraisers be used to benefit the UNIS Hanoi community. The Executive Committee recommended funding for six projects, which were approved by Head of School, Dr Chip Barder. In addition, the SCO continued its support to the UNIS Music Academy.

The SCO Executive Committee would like to express its appreciation to the school administration, teachers, volunteers, and last year's SCO executives for the support and partnership. We acknowledge all of the activities this year were possible because of the large pool of volunteers that contributed their time, energy, and ideas. THANK YOU!

SCO Executive Committee 2011-12

Tanuja Khadka	MSHS Chair
Tuula Mellin	MSHS Vice-Chair
Alfa Singkoh-Bald	ECC/ES Chair
Clarissa Hu Andersen	ECC/ES Vice-Chair
Jessica Haug	Secretary
Laila Stumpf	Treasurer

Share of Projected Expenditure by Category



SCO Highlights 2011-12

The SCO raised more than 37,500 USD in 2011-12 from its main fundraising activities:

- Book Sale
- Snack Sales
- Spring Fair
- Boutique

Community Building had a special focus in 2011-12 with almost 24,000 USD spent to provide the following events for the community:

- New Parents Welcome
- ECC Family Fun Day
- Snack Sales
- Book Sale
- Spring Fair
- Parent Faculty Socials (Fall and Spring)
- Staff Appreciation (Fall and Spring)
- Volunteer Appreciation

SCO Funding 2011-12

Project	USD
Operation Smile	4,500.00
Vietnamese Gong for the Center of the Arts	767.50
Portable Stands for UNIS Campus	959.69
Technology for Learning	2,499.77
Technology for the ES	1,438.00
Healthy Choices Committee Cookbook	2,451.18
CAS Activities	1,007.19
UNIS Hanoi Music Academy (UMA)	5,000.00
Total	18,623.33

Detailed accounts are available to the UNIS Hanoi community on the School Portal.

For more information contact: SCO@unishanoi.org



Appendices



Student Fact File

"Our students are naturally inquisitive, naturally driven to learn more and naturally empathetic towards their peers. They are in an environment that models this continually and they therefore truly accept each other as being different people with their own unique set of strengths."

Jill McHale, Grade 2 Homeroom Teacher

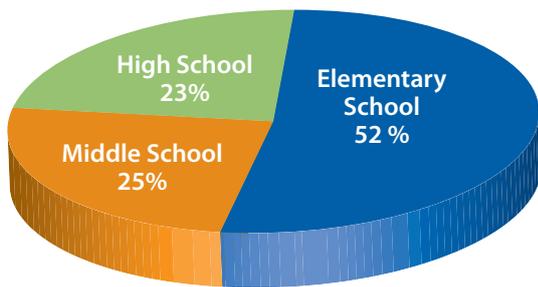
"The students at UNIS Hanoi are responsible for creating an environment that provides plenty of professional rewards for a teacher."

Rebecca Bechard, MSHS Science

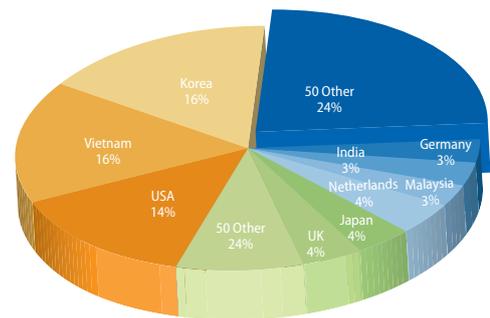
"Two new Grade 3 students arrived in August, 2009 with only enough English to identify letter sounds and a handful of colours; they also knew maybe twenty other English words between them. By the end of Grade 5 they were jointly presenting a project for the Exhibition about the Second World War in fluent English with a wide-range of apposite academic vocabulary skillfully deployed. They did this with a confidence that made their first few months at UNIS Hanoi seem incredible in contrast. Being aware of such linguistic and personal transformations is part of the pleasures of having a role in the UNIS Hanoi learning community."

David Carter, Grade 3 EAL

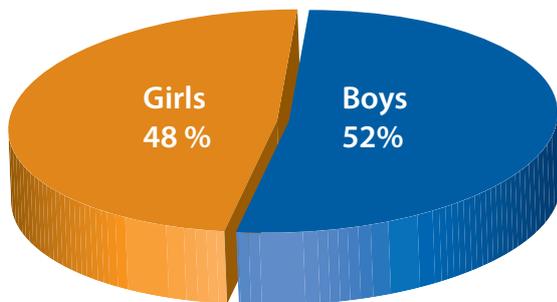
Students by Division 2011-12



Students by Nationality 2011-12



Students by Gender 2011-12



Enrolment 2011-12

(as of October 2011)

ECC (Discovery to Kindergarten)	127
Elementary (Grade 1 to 5)	403
Middle (Grade 6 to 8)	252
High (Grade 9-12)	234
Total Students	1016

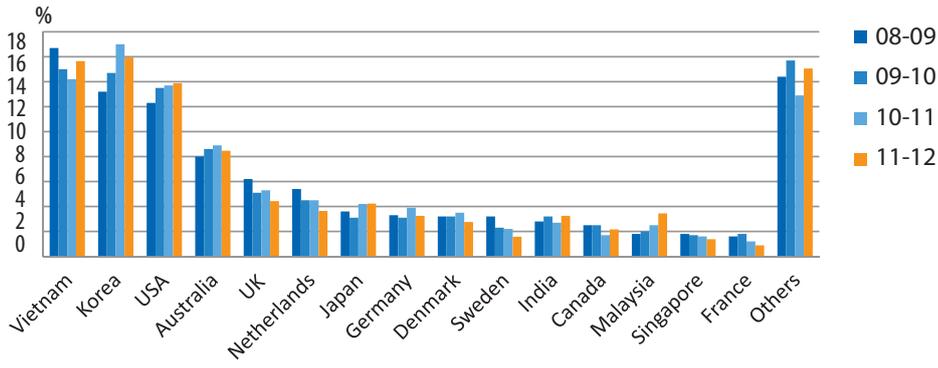
Average length of stay

08-09	2.3 yrs
09-10	2.4 yrs
10-11	3.1 yrs
11-12	3.3 yrs

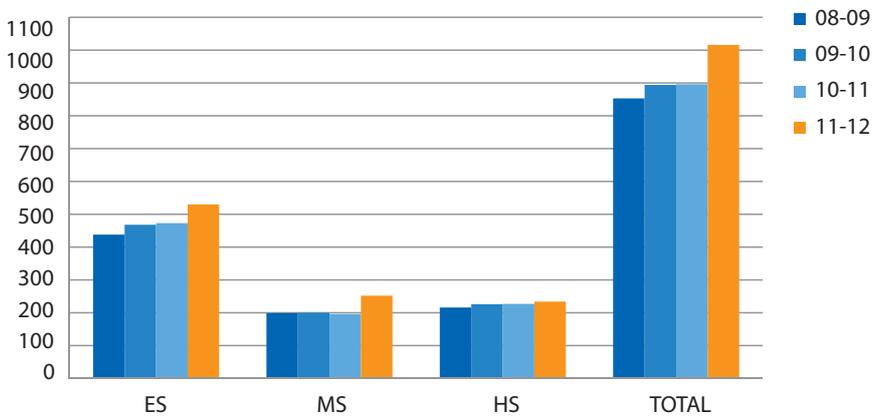
In our student body:

- 60 nationalities
- 38 mother tongue languages

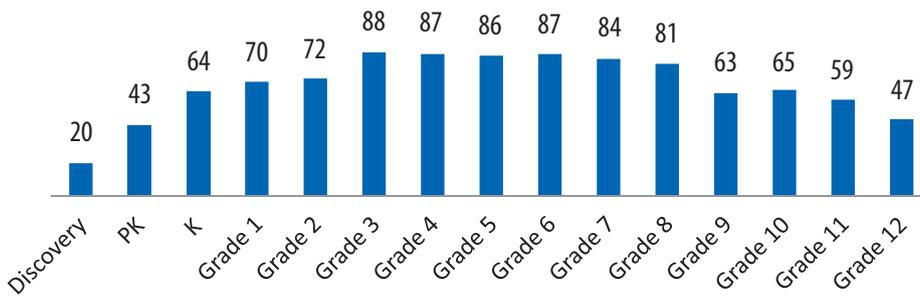
Students by Nationality 2008-12



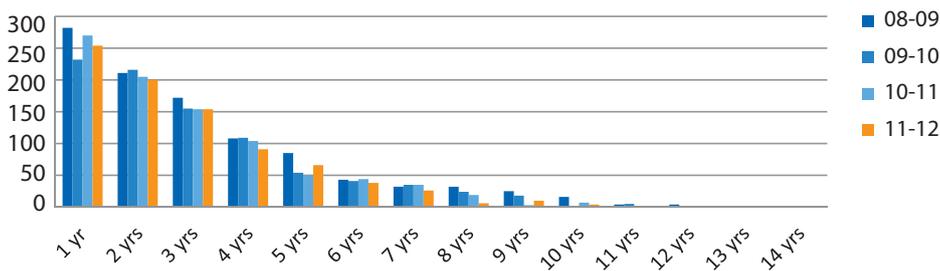
Students by Division 2008-12



Students by Grade 2011-12



Students - No. of Years at UNIS Hanoi 2008-12



Faculty Fact File

- UNIS Hanoi employed 249 faculty and Admin staff in 2011-12
- 57 ES teachers, 63 MSHS teachers and 18 All School
- Faculty from 16 nationalities taught at UNIS Hanoi
- Average length of stay at UNIS Hanoi for faculty has increased from 3.2 years in 2008 to 4.7 years in 2011.

"It is a really exciting time to be teaching at UNIS Hanoi with the growth in enrollment and learning programmes. I recently took a visiting teacher friend on a school tour, and we were both simply amazed by the passion in teaching and learning existing in every classroom and the friendliness of teachers inviting us into their classrooms for chats about student learning. The professional development opportunities at UNIS Hanoi continue to stretch my thinking and challenge me in my teaching at UNIS Hanoi."

Sally Oxenberry – ES Music Teacher

"Working at UNIS Hanoi means new opportunities, collaboration, a welcoming community, and a fantastic group of students. I enjoy the challenges and the creativity that transpire on a daily basis."

Melanie Sanchez, MSHS English and EAL

"UNIS Hanoi is a wonderful place to work and raise a family. Seeing my son's friendly classmates, knowledgeable teachers and fantastic resources helped my family know this was the right decision for us. Professionally I really appreciate all of the growth opportunities and the professional environment I get to teach some really enthusiastic students in."

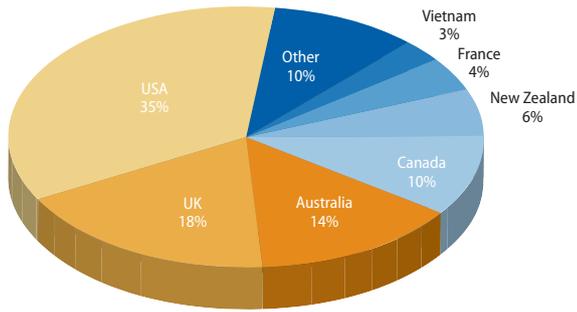
Neil Fairbairn, MYP/Diploma Mathematics

Senior Administration 2011-12

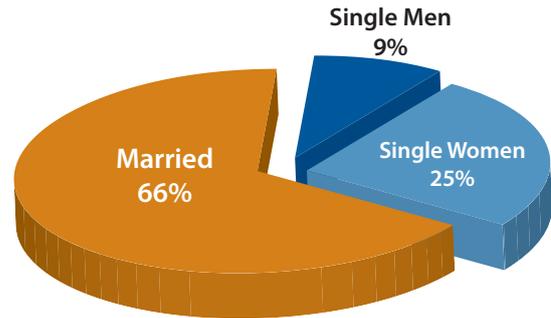
- | | |
|---|------------------------|
| • Head of School | Dr. Charles Barder |
| • Middle/High School Principal | Jon McLeod |
| • Middle/High School Assistant Principal | Christina Powers |
| • Elementary School Principal | Bob Horton |
| • Elementary School Assistant Principal | Jan Humpleby |
| • Director of Advancement | Emma Silva |
| • Director of Finance | David King |
| • Director of Operations | David Porter |
| • Director of Technology | Edward Gilbreath |
| • Director of Activities | Dirk Kraetzer |
| • Admissions Manager | Bronagh Lucardie |
| • Communications Manager | Jolee Mosher |
| • Curriculum & Professional Development Coordinator | Meagan Enticknap-Smith |



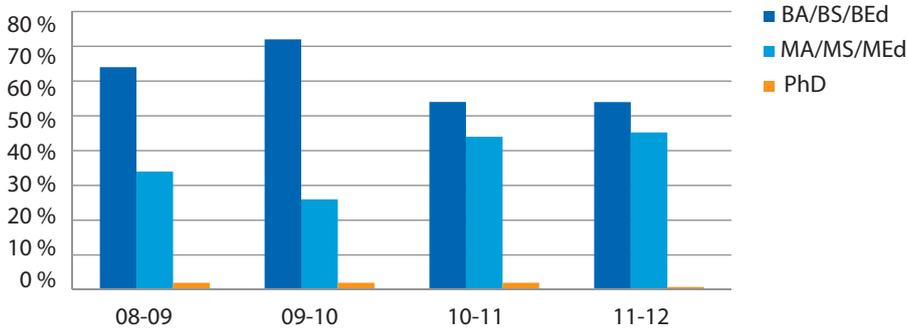
Faculty by Nationality 2011-12



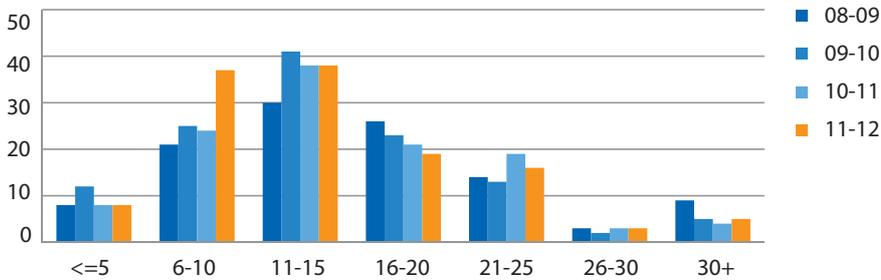
Faculty by Marital Status 2011-12



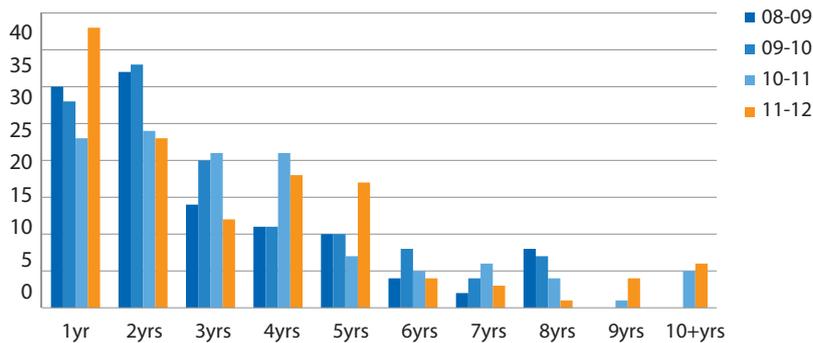
Faculty by Qualifications 2008-12



Faculty - No. of Years in Education 2008-12



Faculty - No. of Years at UNIS Hanoi 2008-12



August 2011



School Starts
Orientation for new families and teachers

November 2011



MRISA Basketball and Leadership Summit
THIMUN Singapore
Visiting expert – Steven Barkley
APAC Orchestra and Choir
Koto Bike Ride
Blue Dragon Walk-a-thon
HIWC Bazaar at UNIS Hanoi

September 2011



Reel Youth Programme
Guest Author - Ian Billings
Parent – Faculty Social Evening

That W Year Th

Enjoy this stroll through some of last year's highlights "beyond curriculum, build community and honour our Mission for our

October 2011



UN Day
APAC Volleyball/Tennis
MRISA Volleyball
Digital Citizenship Week
with Robyn Treyvaud

December 2011



Used Book Sale
Festive Fundraiser
Alumni Reunion: Hanoi

January 2012



ECC Family Fun Day
Tet Celebration
Tet Gift Donations
Learning Support Audit

March 2012



Middle School Musical
"Buddies From The Backstage"
SCO Spring Fair
UNIS Hanoi Scholarship
Programme Launched

as The at Was

the classroom", designed to enrich and complement the learning community...

April 2012



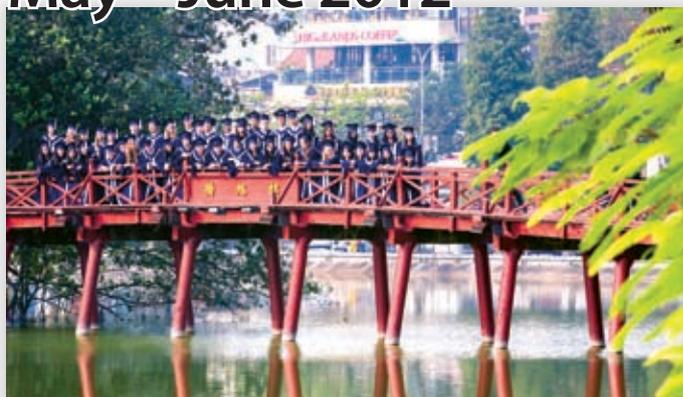
APAC Soccer
MRISA Soccer
IB Diploma Art Show
Peter Goverde Memorial Tennis Tournament
SCO Faculty and Parent Social
Guest Author -Peggy Orenstein

February 2012



MRISA Basketball and Soccer
APAC Swimming and Basketball
APAC Theatre and Band Festival
UNIS Hanoi MUN
Global Issue Network (GIN) Conference
Alumni Reunions: Boston, London
Guest Author - Tanya Batt

May – June 2012



MRISA Culture Exchange
MRISA Volleyball
Graduation Ceremony
Alumni Reunion: Seoul



Accreditation



Council of International Schools (CIS)



Western Association of Schools and Colleges (WASC)



International Baccalaureate Organization (IBO)

Affiliation



East Asia Regional Council of Overseas Schools (EARCOS)



European Council of International Schools (ECIS)



National Association of Independent Schools (NAIS)



Association for the Advancement of International Education (AAIE)



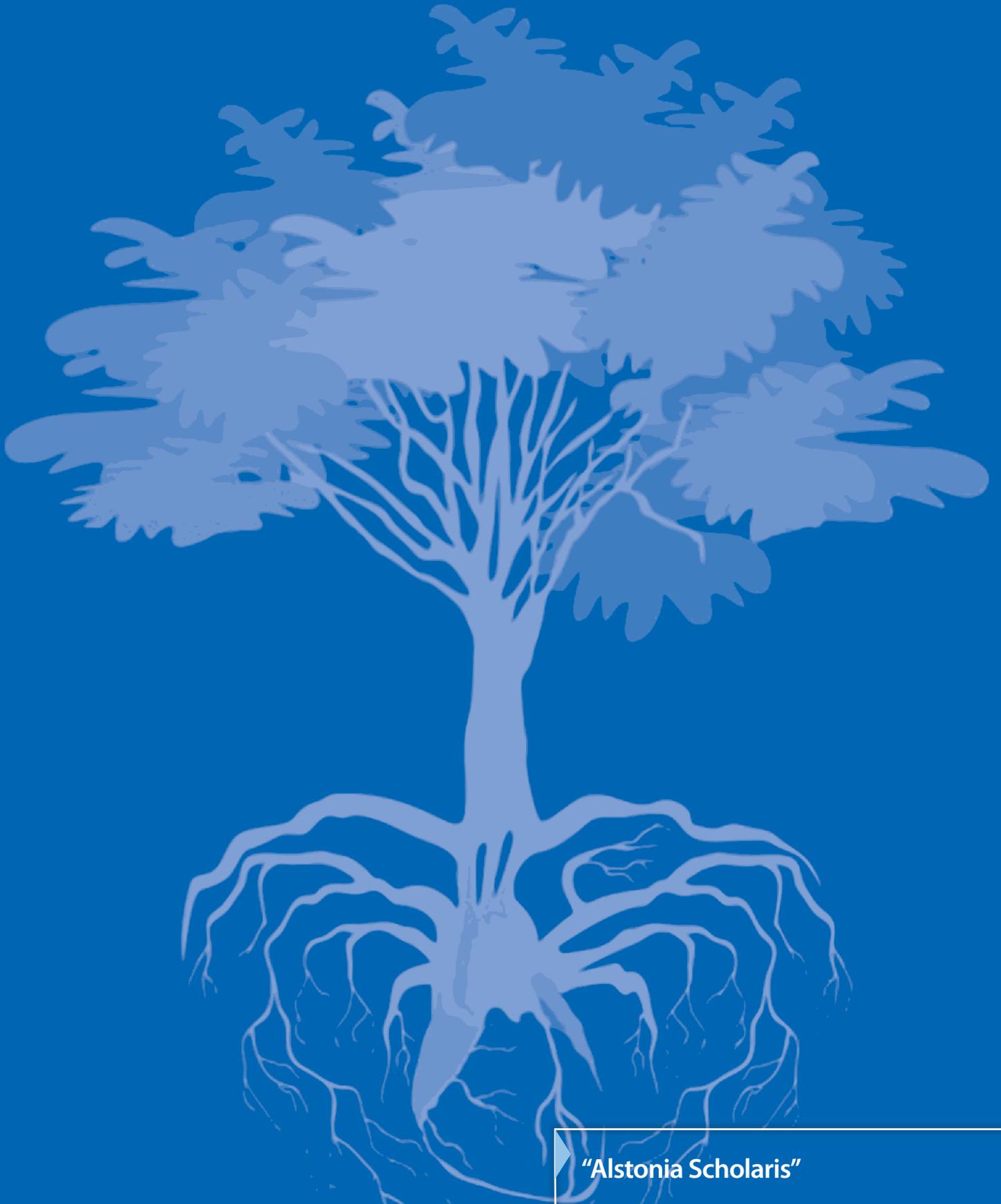
Mekong River International Schools Association (MRISA)



Asia Pacific Activities Conference (APAC)

College Entrance Examination Board (CEEB)





“Alstonia Scholaris”

- Common name: “Blackboard Tree”
- Vietnamese name: “Hoa sữa” (Milk Flower Tree)
- Native to Vietnam, associated especially with Hanoi and celebrated in songs by Hanoians