



Annual Report 2012-2013

United Nations International School Hanoi



25 Years of Learning to Inspire

The Strategic Management Plan Tree

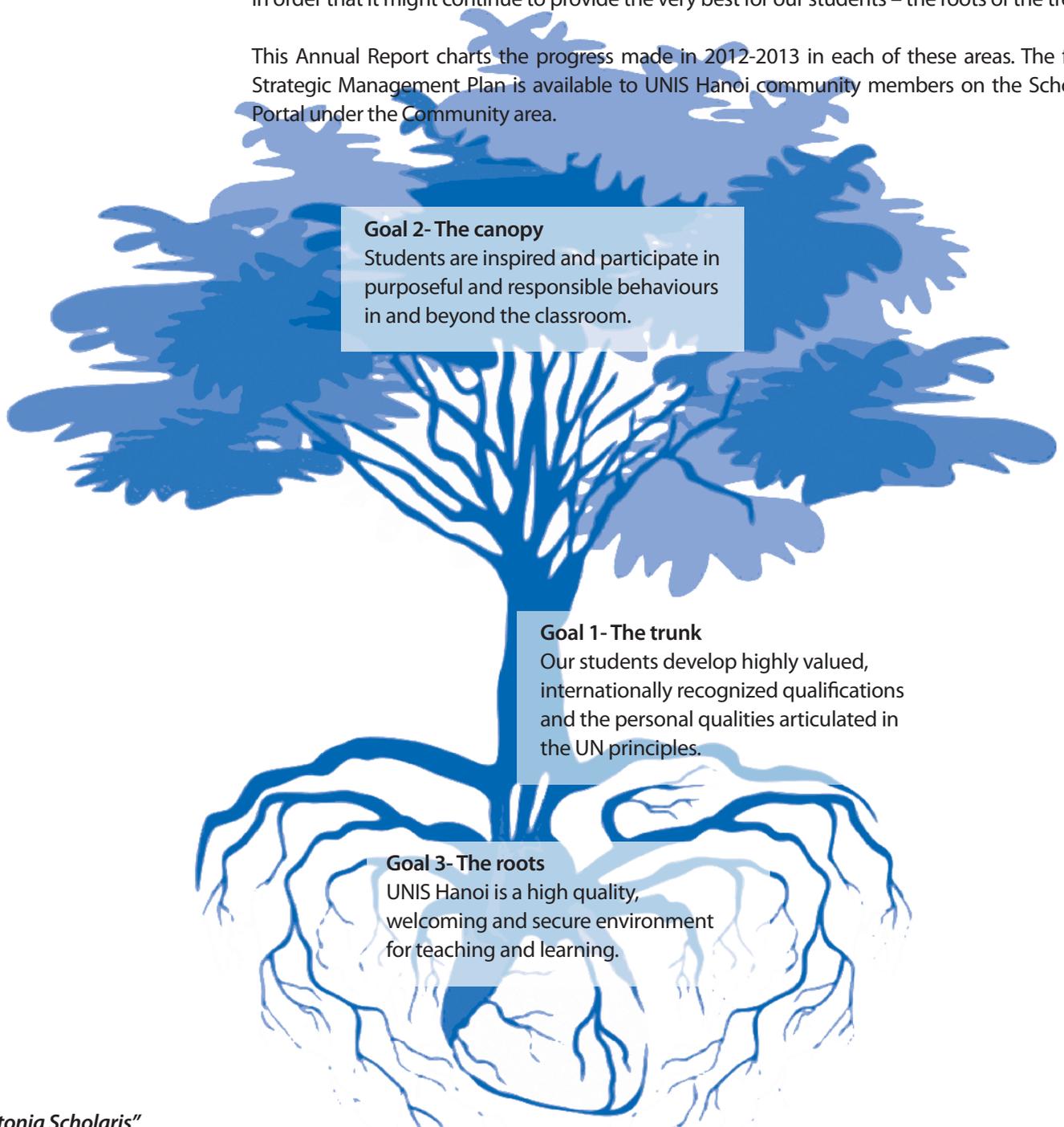
The UNIS Hanoi five-Year Strategic Management Plan (2010-2015) is designed to take the School "From Good to Great" – inspired by the Jim Collins work of the same title. Each year an Annual Action Plan focuses on its three main goals.

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. Cocurricular: 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 2012-2013 in each of these areas. The full Strategic Management Plan is available to UNIS Hanoi community members on the School Portal under the Community area.



Our Values & Beliefs

In 2012-2013 the UNIS Hanoi Board of Directors undertook a community wide process (working with consultants and involving students, parents, faculty and staff) to articulate the School's Values and Beliefs, approved in May 2013.

Because UNIS Hanoi values **LEARNING**, UNIS Hanoi believes that we:

- Learn, think and reflect critically in an inspiring environment, using a dynamic curriculum that exceeds international standards;
- Use and apply knowledge in the classroom and beyond for life-long personal development, as we strive for happy, balanced lives;
- Question and research collaboratively to seek innovative solutions for local and global issues.

Because UNIS Hanoi values **COMMUNITY**, UNIS Hanoi believes that we:

- Pro-actively connect with others to make supportive, long-lasting and diverse friendships;
- Take action to create a safe, caring, and sustainable environment;
- Respect and appreciate diverse cultures, beliefs and languages to deepen our understanding of local and global issues.

Because UNIS Hanoi values **RESPONSIBILITY**, UNIS Hanoi believes that we:

- Act with integrity to make and defend reasoned decisions based on respect, compassion and fairness;
- Take ownership and are accountable for our thoughts, actions and their consequences;
- Face challenges with courage, resilience and an independent spirit, whilst remaining responsive and adaptable to change.

Our Vision

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

Our Mission

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.

Our 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.

UNIS Hanoi is
accredited by:



UNIS Hanoi
is affiliated to:



From the Head of School...



The 2012-2013 Annual Report brings together all the essential pieces of UNIS Hanoi (academic, cocurricular, service, community, operational, administrative) and tells the story of one year in our School's life.

While the stories that make up this report (and the activity contained in them) took hours of planning, hard work, determination, collaboration and inspiration, producing the end result is easy because we have so many good stories to tell.

For every one of the five years I have proudly served as your Head of School, I am constantly amazed by the creativity and courage of our students, the dedication and tenacity of our faculty and staff, and of the commitment of our parents and community members. It is all of our efforts together that make UNIS Hanoi the special place that it is.

The 2012-2013 School year was an exciting one for many reasons. Together, with former Heads of School and alumni, we celebrated 25 years of the United Nations International School of Hanoi in Vietnam. This special occasion gave us an opportunity to reflect on all of the accomplishments of faculty, staff and students who came before us and made this school possible, and to turn our minds to the next 5, 10 and 25 years.

It also led to the establishment of the Birthday Gift Fund from which funding will go to support our local Vietnamese community through Service Learning projects. Also as part of the 25th birthday celebrations, we launched the Sustainable School Programme, affirming our commitment to a natural environment; and we were honoured by a surprise visit from singer Joan Baez who enjoyed our students as much as we enjoyed her songs and stories.

For me, two of the greatest accomplishments in this 25th anniversary year that are shining examples of the participatory attitude and commitment of all members of the community, are the completion of the 2010-2015 Strategic Management Plan (SMP) Mid Term Review and the approval by the Board of Directors of our Values and Beliefs statements. In its essence, the SMP holds me, our Board, and our faculty and staff to account. It is the touchstone of our work and a promise that we will continually work to make our learning community at UNIS Hanoi an inspirational role model for the world. Because we value LEARNING, RESPONSIBILITY and COMMUNITY, we will encourage our 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 programme reflecting the ideals and principles of the United Nations.

Respectfully,

Dr. Chip Barder, Head of School

headsoffice@unishanoi.org

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From the Board of Directors...



On behalf of the Board of Directors, I am pleased to introduce the 2012-2013 Annual Report. This was an exciting and marked year as UNIS Hanoi celebrated its 25th anniversary.

With its roots founded in the principles of the United Nations, UNIS Hanoi has strived hard

from its humble origins in borrowed classrooms, to become an independent institution of excellence offering the International Baccalaureate programme from Discovery to Grade 12.

Throughout the year, we celebrated 25 Years of Learning to Inspire. We welcomed three former Heads of School and alumni to help us celebrate the achievements in the expansion of our facilities, curriculum innovation, and student and professional development, and we had the opportunity to hear their fond memories of UNIS Hanoi over the years. We would like to thank the faculty, staff, and community for making 2012-2013 a year to remember and one on which to build the next 25 years!

For the Board, we emphasized our focus to ensure the long term vision of UNIS Hanoi, to be an inspirational role model for a better world, by approving the Strategic Management Plan Mid Term Review (published in tandem with this Annual Report). And one our proudest achievements, demonstrating the result of our community's deep commitment to, and engagement with our School, was the approval of the Values and Beliefs statements for UNIS Hanoi (*see p.1*).

In closing, the Board would like to thank and commend the Head of School, administrators, faculty and staff of UNIS Hanoi for their continued commitment and efforts in making our School a first class academic institution where students want to be and have the opportunity to become independent lifelong learners and responsible global stewards. We would also like to congratulate all students on achievements and wish our IB Diploma and graduating class of 2013 the very best in their future.

Best wishes,

A handwritten signature in black ink, appearing to read 'Sarah Garner', written over a light blue background.

Sarah Garner, Chair of the Board of Directors
boardofdirectors@unishanoi.org

UNIS Hanoi Board of Directors 2012-2013

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, four are appointed by the Board with the Head of School serving as an ex-officio (non-voting) member. Aside from the Head of School, all Board members are volunteers and most are parents of UNIS Hanoi students or alumni. We are deeply grateful for their time, talent and commitment to the School.

UN Appointed:

Lotte Brondum
Jean Munro
Brendan O'Brien

Parent Elected:

Craig Burgess
Hieu Van Nguyen, Secretary

Board Appointed:

Sarah Garner, Board Chair
Barry Knaggs, Vice Chair

Graham Watson, Treasurer
Ray Mallon, Board Member

Ex-officio:

Dr. Chip Barder, Head of School

Faculty Consultant:

John Cushing, Faculty member

Board Assistants:

Pam Rickard and Jennifer Sawyer

The strunk



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

In 2012-2013 the Action Plan placed a focus on developing the differentiation skills and attitudes amongst our faculty necessary to reach and teach all learners, continuing the curriculum review cycle and expanding our sustainable school initiative.

Sustainable School Initiative

Endeavouring to engage and empower our community and the School in 'going green' has been a focus for our objective 1.3 in which we strive to "act collectively as environmental stewards"

With the adoption last year of our 'Green Grid' (the structure for our sustainable school strategy) a clearer focus and understanding has been achieved and some impressive student led actions have resulted, exemplified by the construction of a new bamboo bike shelter in 2012-2013.

Grade 5 students, concerned that our bicycle parking area was over capacity, gave a compelling presentation to the Buildings and Facilities Board Committee proposing that the School build a new shelter and advocating use of

renewable materials. It was this clause which inspired the idea to create something out of bamboo. Using bamboo as a building material is not just sustainable, it also resonates with one of the recommendations put forward by the CIS/WASC accreditation team following their visit to UNIS Hanoi in 2010 that "the Administration, staff and students more actively display and celebrate the host country for its rich and bountiful culture".

In April 2013 the shelter was built, designed with the help of Vietnamese architect Võ Trọng Nghĩa, famous for his bamboo creations, and using local bamboo which has been smoke-cured using traditional methods and is not only beautiful, but also durable with a 15 year guarantee for the shelter.



Curriculum Review

One major recommendation 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 formal curriculum review process was introduced. It begins with a survey of a range of curricula from across the world, followed by a selection of standards that represent both high performing education systems and a philosophy of education that is compatible with our IB programmes. In year two, the existing curriculum is mapped against these standards to ensure coverage and consistency. As subjects head into their third year of curriculum review they will begin to evaluate the content of units, reviewing the knowledge, skills and conceptual understandings that align with these standards.

The output of Curriculum Review in the Strategic Management Plan amounts to a systematic 'continuous improvement' approach to what we teach so that it is academically rigorous, well-articulated and broad in scope. Equally, the review keeps in focus the Values and Beliefs that drive our strategic development and govern our curriculum selections.

This year the Sciences and Physical Education were mapping their existing curriculum against standards, identifying appropriate learning outcomes. Faculty involved in counseling, library/research skills and technology integration collaborated to investigate the best practice, internationally, in these areas. The Arts and Mathematics teachers began their review cycle, and the Learning Support team and Technology teachers conducted internal reviews.

Differentiation

UNIS Hanoi is committed to inclusion and building structures to support a wider range of student learning styles and needs. This has been an ongoing focus in the Strategic Management Plan, and the work undertaken in 2012-2013 which centred on developing differentiation skills across all our teachers came as a result of the recommendations from the Learning Support Audit that was carried out the previous year.

Equipping teachers with necessary skills and attitudes was the goal driving much professional development and many faculty meetings last year with classroom walk-throughs designed to assist in implementation. In addition the MAP (Measurements of Academic Progress) test results were also utilized to further this goal, as part of the evaluation by each grade level team to determine necessary differentiation instruction strategies.

For more information contact Director of Learning, Janet Field: dol@unishanoi.org



Professional Development at UNIS Hanoi

A professional learning community

Because UNIS Hanoi values LEARNING, we believe that professional development should have a high profile and be well resourced in terms of funding and time.

We expect the best for our students and nothing less for our teachers as we strive continually for excellence in teaching and learning and commitment to development and growth.

That is why the school has an approach to professional development that not only supports the furthering of school goals, but also recognizes and sustains the professional inquiries, dreams and passions of each individual teacher.

At UNIS Hanoi we invest significant resources in professional development, including:

- Individualized professional growth plans for every teacher
- Collaborative planning embedded in the schedule
- Early release one day a week to allow for professional learning and curriculum development
- Dedicated whole-school professional development days in the school calendar
- Timely training to keep teachers up to date with IB PYP, MYP and DP developments
- Leadership development for middle level faculty
- International experts working on campus
- A professional development allowance for every teacher
- A teaching and learning centre with a full-time director.



Learn from visiting experts

Some throughlines from this year's professional development included:

- **Orientation:** a comprehensive, 10-day programme for new teachers with ongoing workshops
- **Pedagogical and team leadership:** coaching, workshops and opportunities for teaching and learning leaders
- **Collaborative inquiry:** D-12 curriculum and cohort groups
- **Pedagogy:** team learning in Teaching for Understanding and Leading for Understanding online courses; consultant visits on assessment in PE, mathematics, literacy and visual art, thinking and understanding
- **Learning from practice:** peer coaching
- **Training:** IB workshops for PYP, MYP and DP teachers
- **Technology integration:** faculty professional learning sessions, regional and international conferences and gatherings where the latest applications and learning strategies are shared.

Our faculty have the opportunity to learn from leaders in their field with our investment in visiting experts for our community, especially for professional development.

Our two-day professional development session in November 2012 focused on Visible Thinking and was led by Mark Church, a US-based researcher and classroom practitioner who has been involved with Harvard's Project Zero research group for many years. He is the co-author of the book "Making Thinking Visible" which provides teachers with strategies for exposing and developing students' thinking. He worked with our faculty on building a culture of thinking and putting thinking at the centre of learning.

Also visiting in 2012-2013 and providing faculty workshops in addition to their student centred work were Peter Brown, the author and illustrator of a number of childrens' books and the Caldecott Award winner for his illustration of Creepy Carrots; and the drama coach Debbie Holland who brought more than 30 years of experience in drama programmes to UNIS during her week-long residency.

For more information contact Director of Learning, Janet Field: dol@unishanoi.org





IB Diploma 2013 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 minimum levels of achievement across the whole programme and satisfactory engagement in the core of the Diploma, Creativity, Action and Service (CAS), Theory of Knowledge (TOK) and the Extended Essay (EE). The highest total that a Diploma Programme student can reach is 45 points.

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

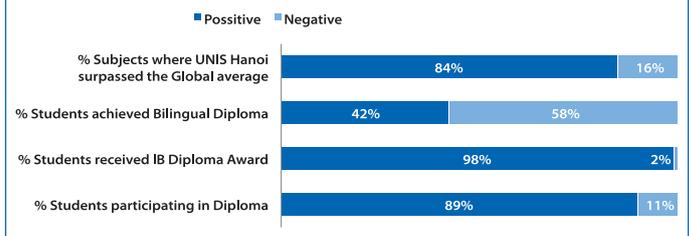
The IB Diploma Programme encourages the education of the whole child through their final years at school, in line with our Mission and the belief at UNIS Hanoi that all students benefit from a rigorous course of study.

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.



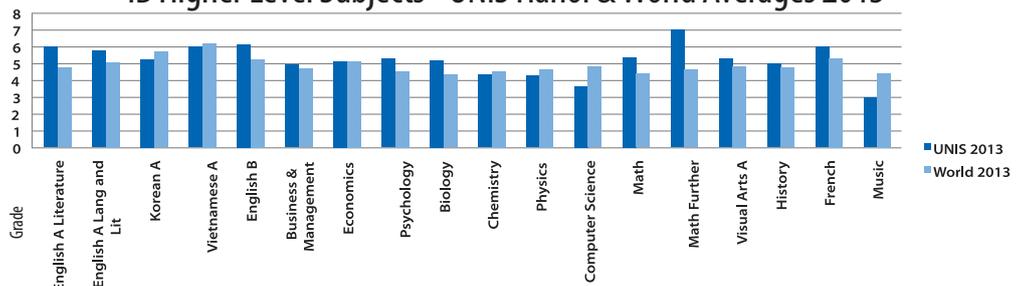
For more information contact
Director of Learning, Janet
Field: dol@unishanoi.org

IB Examination Results Summary 2013

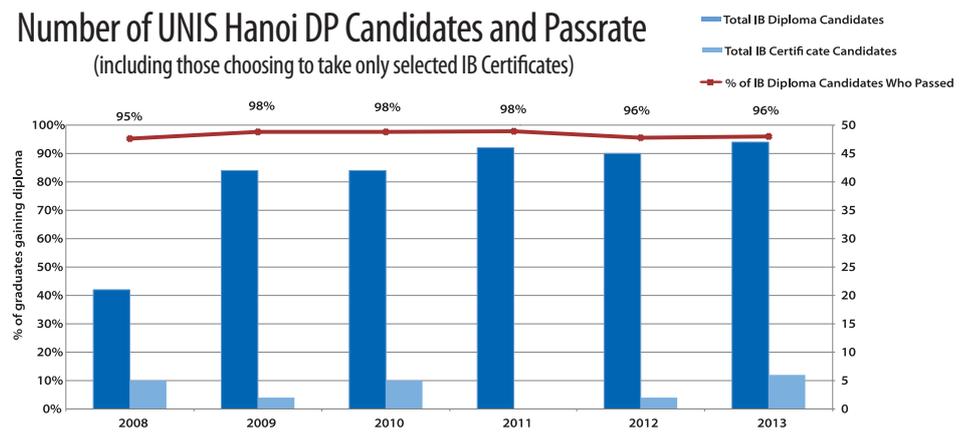


- UNIS Hanoi offered 19 Standard Level and 18 Higher Level subjects to the Class of 2013
- UNIS Hanoi pass rate: 96%
- Global average pass rate: 80%
- UNIS Hanoi average score: 32 points (out of 45 points)
- Global average score: 29.81 points (out of 45 points)
- Highest UNIS Hanoi score: 43 points
- UNIS Hanoi achieved a top score of 7 for Further Mathematics. (higher than Advanced Math)

IB Higher Level Subjects - UNIS Hanoi & World Averages 2013



Number of UNIS Hanoi DP Candidates and Passrate (including those choosing to take only selected IB Certificates)



University Acceptance for Class of 2013

AUSTRALIA Griffith University
University of Melbourne
Monash University

NEW ZEALAND University of Auckland

CANADA Brock University
Carleton University
Concordia University - Montreal
Dalhousie University
MacEwan University
McMaster University
Simon Fraser University
University of British Columbia
University of Guelph
University of Toronto
University of Victoria
University of Windsor
Wilfrid Laurier University
York University

HONG KONG Hong Kong University of Science
and Technology

JAPAN International Christian University
Waseda University

KOREA **Korea Advanced Institute of Science
and Technology**
Ewha Womans University
Yonsei University
Underwood International College

MALAYSIA **Cyberjaya University College
of Medical Sciences**
Malaysia University of Science
and Technology

GERMANY Jacobs University

NETHERLANDS **University College Utrecht**

SWITZERLAND Ecole Hôtelière de Lausanne

UK **Aston University**
King's College London
London School of Business and Finance
School of Oriental and African Studies,
University of London
Robert Gordon University
University of Aberdeen
University of Birmingham
University of Dundee
University of East Anglia
University of East London

University of Edinburgh
University of Glasgow
University of Kent
University of Nottingham
University of Portsmouth
University of Reading
University of Stirling
University of Sussex
University of Warwick

USA American University
Azusa Pacific University
Biola University
Bryn Mawr College
California State University, Fresno
Columbia College Chicago
Drexel University
Emory University
Fordham University
Georgetown University
Georgia Institute of Technology
Lehigh University
Massachusetts College of Pharmacy
& Health Sciences
Mount Holyoke College
Northeastern University
Saint Mary's University
Skidmore College
Smith College
Temple University
The University of Western Ontario
University at Buffalo
University of Bath
University of Cincinnati
University of Hartford
**University of Illinois
at Urbana-Champaign**
University of Maryland, College Park
University of Massachusetts, Amherst
University of Massachusetts, Boston
University of Minnesota, Twin Cities
University of Southern California
Western New England University
Western Washington University
Westmont College

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



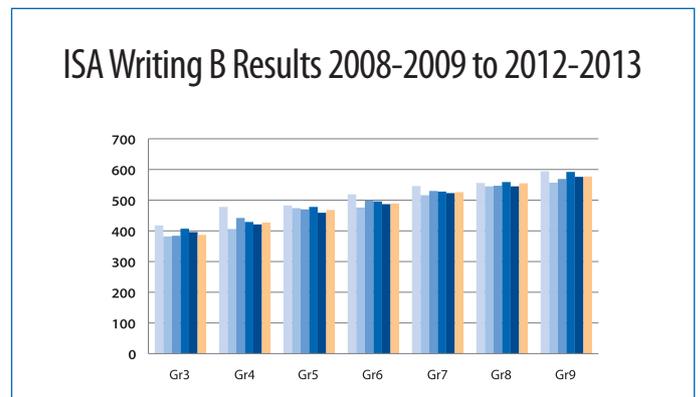
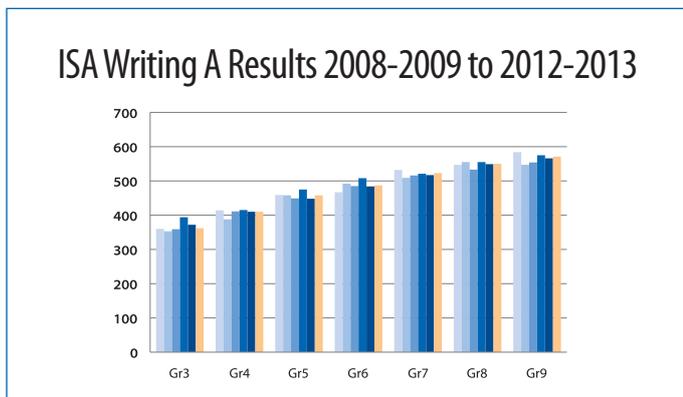
International Schools' Assessment (ISA)

The International Schools' Assessment (ISA) has been used by UNIS Hanoi for the past eight years. It is designed for students in Grades 3 to 10. Over 64,000 students from 312 schools participated in ISA 2012-2013. These are schools with an international focus and English as the language of instruction, although the majority of students participating are non-native English speakers.

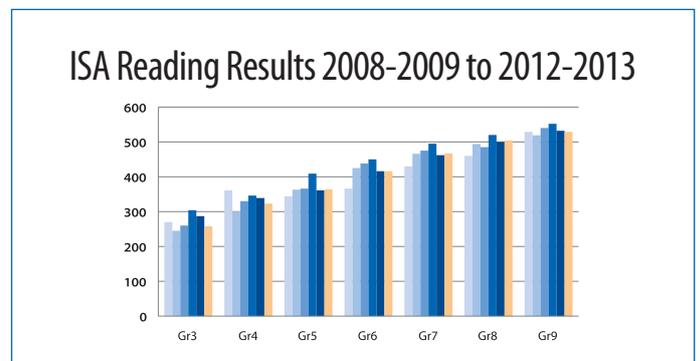
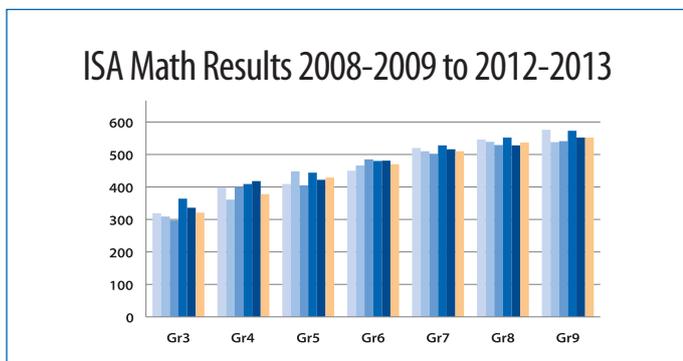
The assessment is designed and administered by the Australian Council of Educational Research (<http://www.acer.edu.au/tests/isa>). Longitudinal ISA data from students in the

Primary Years Programme and Middle Years Programme is used by the International Baccalaureate Organization as a way to monitor its standards, worldwide.

The ISA is based on the reading and mathematical literacy frameworks used by the Organization for Economic Cooperation and Development (OECD). These frameworks are also used to compare literacy and numeracy across 64 countries in the Programme for International Student Assessment (PISA test). Therefore, ISA gives us a robust international standard against which our students can be measured.



■ UNIS 2008 ■ UNIS 2009 ■ UNIS 2010 ■ UNIS 2011 ■ UNIS 2012 ■ All Other 2012



- UNIS Hanoi students sit International Schools' Assessment in October
- The figures represented are the mean of UNIS Hanoi students for each year
- "All Other" is the mean from all students assessed world wide

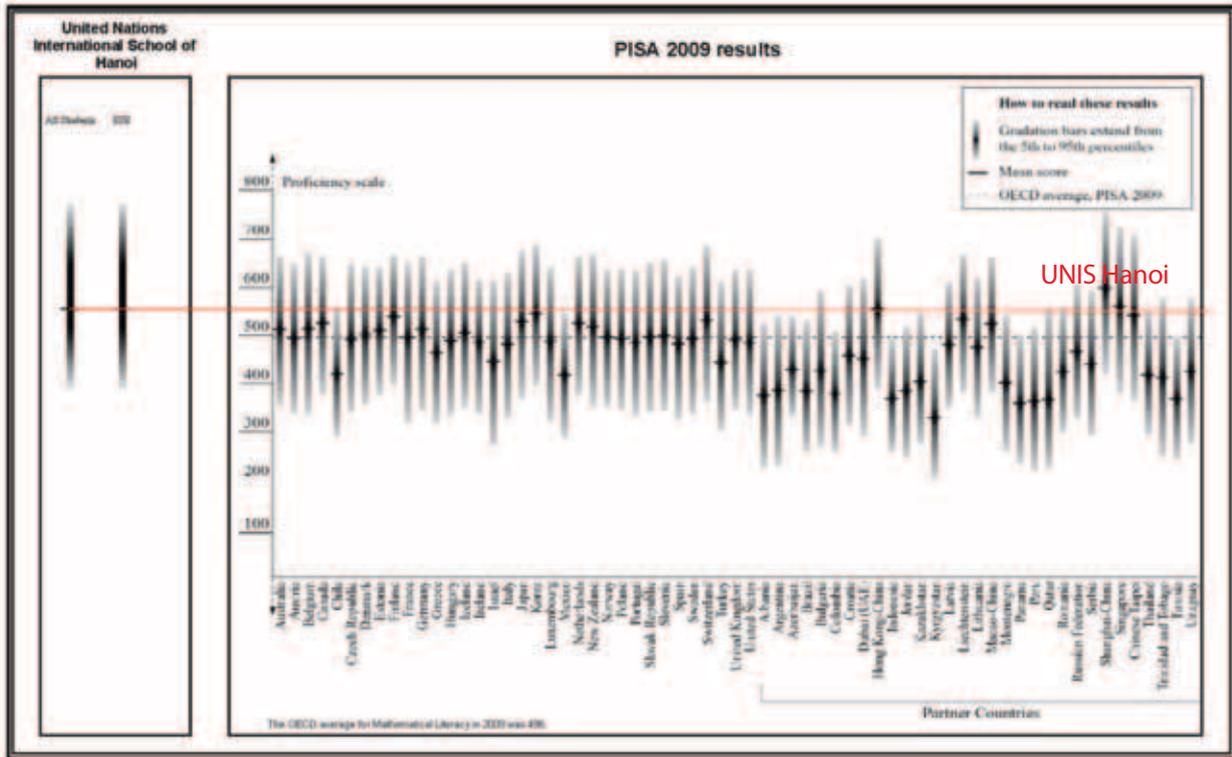
What is assessed?

Mathematics	Reading	Writing
<ul style="list-style-type: none"> • Quantity (number and measurements) • Shape and space (geometry) • Uncertainty (estimation and data probability) • Change and relationship (algebra) 	<ul style="list-style-type: none"> • Retrieval of information • Interpretation • Reflection • Evaluation 	Narrative and Expository <ul style="list-style-type: none"> • Content • Structure of sentences and paragraphs • Spelling • Vocabulary

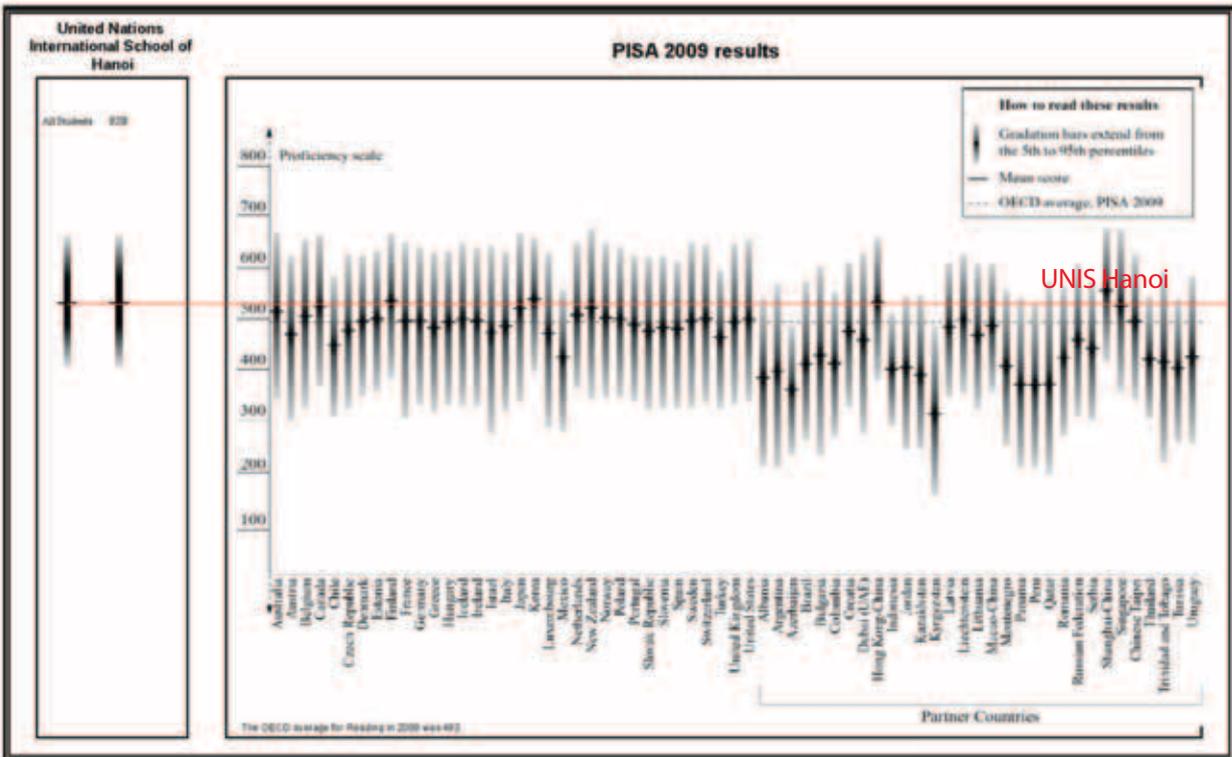
For more information contact
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Field: dol@unishanoi.org



ISA October 2012–13 Mathematical Literacy United Nations International School of Hanoi, Grade 9 compared with national results from PISA 2009 (15-year-olds)



ISA October 2012–13 Reading United Nations International School of Hanoi, Grade 9 compared with national results from PISA 2009 (15-year-olds)



* The latest data available from PISA (Programme for International Student Assessment) is 2009.

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 colleges in US, 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.

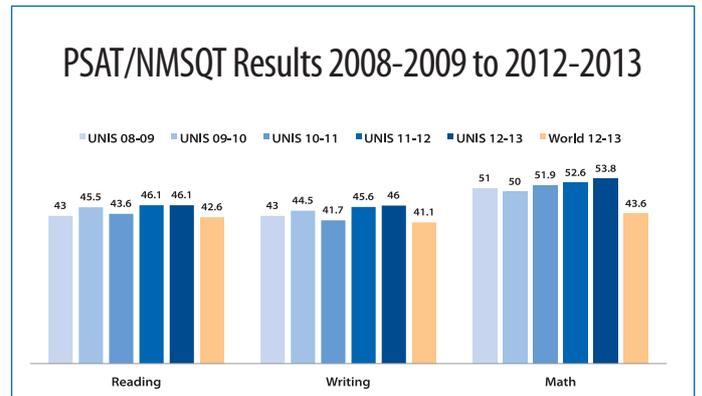
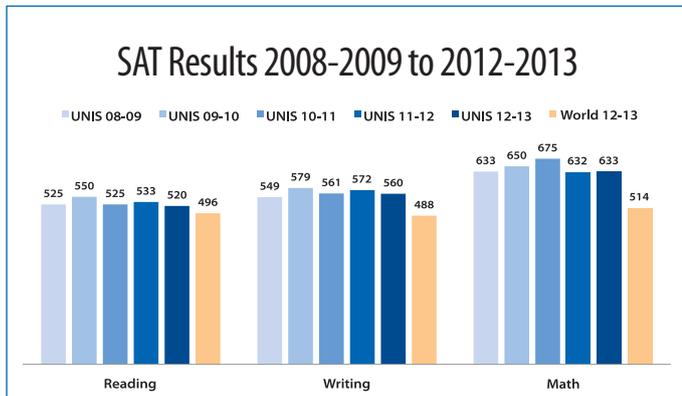
- The critical reading section includes reading passages and sentence completions.
- The writing section includes a short essay and multiple-choice questions on identifying errors and improving grammar and usage.

- 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 firsthand 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 2012-2013

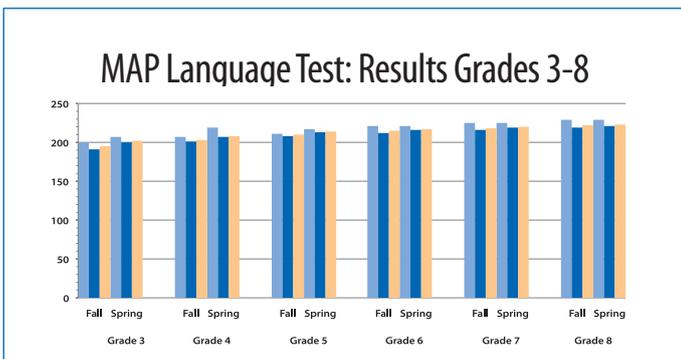
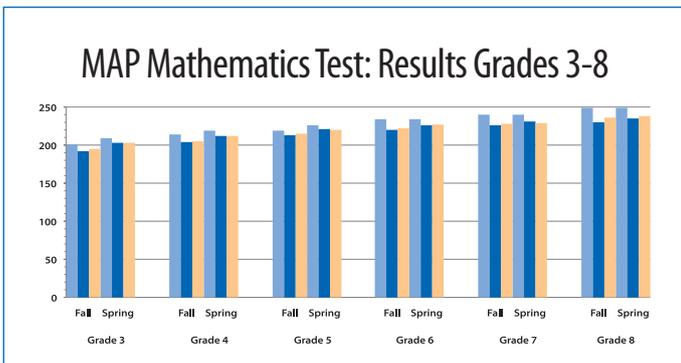
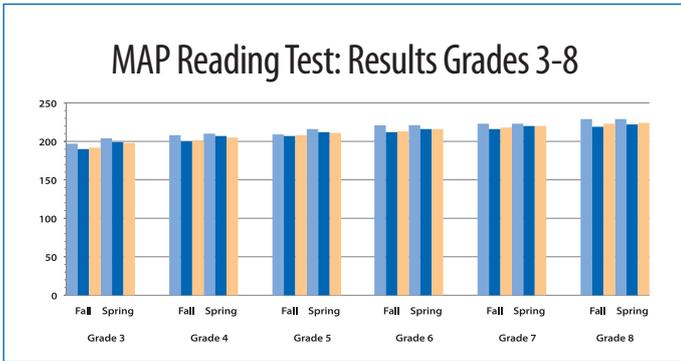
Since 2008, UNIS Hanoi students have participated in the Measures of Academic Progress (MAP) test. This test is provided by the Northwest Evaluation Association (www.nwea.org) and is used by more than 6,800 US school districts and education agencies, as well as international schools. Nearly 8 million students currently participate in NWEA assessments, worldwide.

MAP are carried out online and results are available within a few days. It is a normed test. These norms come from the performance of all students of a particular grade level who have previously taken the test. Norms represent average or typical performance. By looking at a student's results at the start of the school year and then repeating the test at the end, we can learn something about their progress compared to projections based on norms.

The MAP test uses a RIT Scale to look at student progress. This is based on a Rasch Unit, named after the Danish mathematician who developed the theory for this type of measurement. The RIT Scale places difficulty values on each question and this difficulty adapts as the student responds to each one. This enables an achievement level to be identified which is then compared to the norms. The questions are aligned with US state standards and common core curriculum.

UNIS Hanoi students do the Mathematics, Reading and Language Usage sections of the MAP test, and as the results below show, perform consistently higher than both the normative and international school averages, at all grade levels.

For more information contact Director of Learning, Janet Field: dol@unishanoi.org



■ UNIS Hanoi ■ Normative ■ Int'l Partner

The canopy



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

In 2012-2013 the Action Plan placed a focus on developing our cocurricular offerings for all students, strengthening the foundations of our Service Learning Programme and empowering student leadership across the School.

Leading for Change

UNIS Hanoi is a school which believes in empowering its students to lead – with ideas, with action and by example. This is central to Goal 2 of the SMP and was given special priority in 2012-2013.

The Service Learning Programme development is a fine example of this objective in action through Elementary, Middle and High School.

The work of the student councils in the three divisions also provides very clear examples especially with the Peer Helpers' role during recess for Elementary and with the introduction of MS and HS Student Senate organizing the division weekly meetings in the Centre for the Arts.

However there are innumerable examples which are less evident, in which students have been involved and have been key voices in the development of school programmes, facilities and services.

To name but a few: website development, playground design, Tech Advisory, healthy snack task force, weather bug station, MS buddies, school newspaper and the list goes on.

And one event in 2012-2013 captured the attention of the whole school with the leadership demonstrated by High

School students who produced, directed and performed the Disney Musical "Hercules" in December 2012, organizing all aspects; casting, rehearsal schedules, publicity, and budgeting.



Service Sustainability

During the year, the D-12 Service Learning Programme at UNIS Hanoi agreed a three year development plan until 2015, and adopted a new mission statement to drive the programme forward.

These developments emerged from the Service Learning Professional Development Cohort for teachers that met regularly during the first semester, and a 3-day professional development workshop for the four Service Learning coordinators.

The development programme highlights a number of key areas, including:

- Adopting a number of D-12 Service Learning Standards for quality practice
- Implementing a D-12 Service Learning framework for individual activities
- Defining a continuum of knowledge and understandings, skills, and outlooks related to global citizenship.

- The commitment to develop greater integration of Service Learning in the ES and MSHS taught curriculum
- The commitment to increase the co-curricular Service Learning offerings in the ES.

Our Service Learning Mission Statement

By addressing real and authentic community needs, the Service Learning Programme at UNIS Hanoi aims to provide opportunities for our students as individuals, and as part of the UNIS Hanoi community, to gain a deeper understanding of themselves, their community and their world.

The Service Learning Programme aims to provide opportunities for students to develop knowledge, skills and outlooks required to play their part in creating a fair, inclusive and cohesive society and to encourage them to drive and inspire sustainable change.

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



Asia Pacific Activities Conference

2012-2013 was significant in terms of UNIS Hanoi's involvement in the Asia Pacific Activities Conference, because it marked the first time that our school hosted any of the APAC events.

In the Autumn, the APAC Choir Festival took place on our campus, bringing students from Hong Kong International School, Western Academy Beijing, Seoul Foreign School and Shanghai American School (Pudong) to Hanoi. Our community witnessed a wonderful culminating concert on the Saturday evening, as individual schools performed for the audience, before assembling as one combined choir led by Guest Conductor, Graham Sutcliffe from the Vietnam National Symphony Orchestra to receive a standing ovation.

In the spring, UNIS Hanoi was host to its first APAC sporting event. More than 100 female athletes from six schools competed in an attempt to capture the APAC Girls Soccer title. In hot and humid conditions, teams battled each other and represented their schools with true sportsmanship. As with the Choir Festival, the tournament was well-supported by UNIS Hanoi students and families, who were treated to some high-level of play.

One other "first" of significance in 2012-2013 came in the sport of swimming. Attending the APAC Swim Meet for the 4th time, UNIS Hanoi was the recipient of its first individual swimming medal. Grade 11 student Emma Simson van Dijkhuizen earned a bronze medal in the Girls 100 Meter Breaststroke.

2012-2013 APAC Events and Host Schools

- Volleyball at Taejon Christian International School (Korea)
- Tennis at Seoul Foreign School (Korea)
- Choir at United Nations International School of Hanoi (Vietnam)
- Orchestra at Western Academy of Beijing (China)
- Boys Basketball at Taejon Christian International School (Korea)
- Girls Basketball at Hong Kong International School (China)
- Swimming at International School of Beijing (China)
- Theatre at Seoul Foreign School (Korea)
- Band at Hong Kong International School (China)
- Girls Soccer at United Nations International School of Hanoi (Vietnam)
- Boys Soccer at Western Academy of Beijing (China)

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



Mekong River International Schools Association

2012-2013 was also a year to remember for UNIS Hanoi in terms of its participation in MRISA. Middle School teams dominated in the area of sports. Students participated in the Arts Festival, hosted in Ho Chi Minh City, and in the Leadership Conference in Vientiane. The year culminated with UNIS Hanoi playing host to the MRISA Senior Soccer Tournament, which involved 160 male and female athletes.

Out of a possible six MRISA championships for girls and boys in basketball, soccer and volleyball, UNIS Middle School teams came away with the first place trophy five times! The only first place trophy which escaped the UNIS Middle School teams was a second place finish, and that came after losing in overtime. That's outstanding and is not likely to be repeated by any school in the near future! There was success at the High School level as well, with both Senior soccer teams winning MRISA Championships in front of their home fans. Winning is always a special feeling, but doing so with the home crowd cheering you on, makes it that much more memorable.

Congratulations to all UNIS Hanoi teams on what was a highly successful and memorable year in MRISA. Things look

bright for the future as the "Phoenix" work hard to build on the success of 2012-2013.

2012-2013 MRISA Events and Host Schools

- MRISA Student Leadership Summit at Vientiane International School (Laos)
- MRISA HS Volleyball at Northbridge International School of Cambodia (Cambodia)
- MRISA MS Basketball at Saigon South International School (Vietnam)
- MRISA Fine Arts Festival at International School of Ho Chi Minh City (Vietnam)
- MRISA HS Basketball at International School of Ho Chi Minh City (Vietnam)
- MRISA MS Soccer at Hanoi International School (Vietnam)
- MRISA HS Soccer at United Nations International School of Hanoi (Vietnam)
- MRISA MS Volleyball at International School of Phnom Penh (Cambodia)



The roots



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

In 2012-2013 the Action Plan placed a focus on documenting our School Operating Regulations to ensure systems and processes are firmly established in support of the school, continuing to promote the professional development of our teachers with leadership opportunities and ensuring the 25th Birthday Celebrations involved and engaged our entire community with common goals.

Summer Camps

In 2012-2013 Summer Camps returned to UNIS Hanoi for our community to enjoy.

The UNIS Hanoi Summer Camp offered enriched learning for two weeks for UNIS students of all ages with its "Magnificent Seven" options for Camp Create, Math, Science, Sport, English, Performance and a special camp for Early Childhood.

At the same time, UNIS Hanoi hosted a summer camp with Creative Kids Project – founded and organised by a young team of Vietnamese University students from Brown University in the USA (including UNIS Hanoi Alumni) – who volunteer to offer Vietnamese Middle School students the chance to experience different approaches to learning during a two week summer camp.

One of our faculty involved in supporting the camp said: "These were a wonderful group of Vietnamese students who were creative, articulate and hard-working. They seemed to have a lot a fun collaborating and their final projects were testament to their endeavours."

For more information contact headsoffice@unishanoi.org



Community Education

The UNIS Hanoi Community Education Programme (ComEd) encompasses a wide variety of activities which take place both on the School campus and around the city of Hanoi. It is open to children and adults, welcoming participants from the UNIS Hanoi community and greater Hanoi. Offered in the autumn and spring, each session takes on a life of its own – utilizing the talents, skills and resources of community members living and working in Hanoi. ComEd provides participants with the hidden secrets of Hanoi in the areas of art and culture, sports, creativity, dance, cooking, health, language, and more!

2012-2013 was a successful and exciting year for ComEd programme with more than 1100 participants involved in nearly 100 activities and courses. ComEd has become more popular and is well received in the Vietnamese community especially in the non-UNIS Vietnamese community.

We are very thankful to the many dedicated teachers and instructors that have a strong desire and enthusiasm to share their skills and knowledge with others. They stand behind the success of the ComEd programme.

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



A very important part of the ComEd programme is Saturday Soccer. With about 400 players and more than 60 volunteer coaches, there is significant work done behind the scenes to make the programme successful over two 10-week long sessions. The Saturday Soccer Coordination team and volunteer coaches are instrumental to the success of this popular activity. Thank you for your time and dedication, which has helped to produce another great year of soccer at UNIS Hanoi.

Music Academy and Scholarships

The **UNIS Music Academy** is a resource for all UNIS Hanoi 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.

In 2012-2013 more than 30 specialist teachers were available for lessons with 14 different instruments and more than 250 students including 14 scholarship students from Nhat Tan school participated.

UMA also supports the **Music Scholarship Programme** which helps UNIS Hanoi provide the foundations of our school band programme by involving talented local students. The programme currently offers 14 Vietnamese students from the neighbouring 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. The



programme is a long term venture and is jointly funded by UNIS Hanoi and the School Community Organization, which has committed annually to supporting the programme (see *page 22 & 23*).

For more information contact Deputy ES Principal, Jan Humpleby: esdprincipal@unishanoi.org

25 Years of Learning to Inspire

In 2012-2013 UNIS Hanoi celebrated 25 Years of Learning to Inspire with projects, programmes and events throughout the year designed to honour the past, empower the present and build for the future.

On 19th September 1988 UNIS Hanoi opened its doors for the first time on the campus of the Hanoi Amsterdam School with 12 students under the leadership of Head of School Dr Alice Ann Winner. In our 25th year on the same date, we had 1012 students from 65 nationalities with more than 40 mother tongues spoken.

The birthday year was launched in September with a special focus on UN International Peace Day, launching a year of celebrations focused on goals, not events, to help us achieve our Vision that “our learning community will be an inspirational role model for a better world.”

We were delighted to welcome our first UNIS Hanoi Scholar to join our community in 2012-2013 in Grade 10, marking a very special moment in our history.

And it was a year of special moments with global birthday parties for our alumni and culminating in the 25th Birthday Ball at which we were joined by three former Heads of School including Dr Alice Ann Winner, the founding Head of School from 1988, and the Head of School of our sister school, UNIS New York, Mr Sal Uy.

Not only was it a truly historic evening full of entertainment and fine dining with distinguished guests, it also laid the foundations for our Birthday Gift Fund with 37,000 USD raised from the Ball and the Uniquely UNIS Silent Auction at the Spring Fair.

Such a year would not have been made possible without the countless hours of energy, enthusiasm and hard work from our teams of wonderful parent and alumni volunteers. **THANK YOU!**

The Birthday Gift Fund

The projects that this Fund will empower will be our birthday gift back to our host country, which we hope will continue to transform lives for the next 25 years!

Our goal was to raise 25,000 USD for our 25th Birthday, and thanks to the community's generous support we quickly achieved that target and went on to raise a fabulous 37,000 USD. The Birthday Gift Fund will support our local Vietnamese community through Service Learning projects in partnership with local groups which:

- **Engage students** in genuine and reciprocal learning experiences
- **Build community** and meaningfully strengthen the School's relationships with the local community over time
- **Are sustainable** for both for the community the project aims to support, and for UNIS Hanoi.



1988

“ We had four rooms in a recently built Vietnamese High School where we had to completely renovate the bathrooms. We had a generator, which I had to learn how to use. ”

Dr Alice Ann Winner



1990

“ The School has a real family feel to it and served as a kind of focal point for the lives of many families. ”

Mr Graham Cherry



1994

“ The ultimate solution was for UNIS to obtain land on which to build its own campus and that became our strategic goal. ”

Mr Jim Ambrose



How we raised the money?

1. **Birthday souvenirs** 1,500 USD
All profits from the sale of souvenirs designed with the all-school photo taken on UN DAY
2. **Uniquely UNIS auction** 2,260 USD
Community members donated their time and talents as auction prizes at Spring Fair
3. **Birthday ball** 33,473 USD
Thanks to the sponsorship of InterContinental Hanoi Westlake, Red Apron and Miguel Torres, 90% of our ticket price became donation. Thanks also to VinGroup and all the auction donations, LiOA, International SOS and generous anonymous donors.

Alumni Factfile

By the end of 2012-2013 our efforts to reconnect with alumni worldwide had paid dividends which will continue to contribute long term to the enrichment of the UNIS Hanoi experience for all families, past, present and future.

Active contacts 2013	N°	Increase from 11-12
All Alumni	2,775	67%
Alumni Students	576	112%
Alumni Parents	2092	54%
Alumni Faculty & Staff	149	326%

Alumni online

In 2012-2013 we saw the effect of reaching out to our alumni with Facebook with our UNIS Hanoi Alumni page experiencing more than 300% growth with a reach of 115,900 people.

Global Reunions

We increased the number of global reunions from 4 to 7 by combining many of them with faculty attending conferences, and were rewarded with a combined attendance of 209 (more than double the number of alumni attending the 2011-2012 reunions).

- Kuala Lumpur, November 2012
- London, November 2012
- Hanoi, December 2012
- Boston, January 2013
- Singapore, March 2013
- Tokyo, March 2013
- Seoul, May 2013

For more information contact Director of Advancement, Emma Silva: doa@unishanoi.org



1997

“UNIS took a very important step at this time with construction of a new and greatly expanded campus.”

Dr Frances Rhodes



2002

“Warm regards to everyone and my best wishes for UNIS' continued success.”

Mr John D. Osbo



2003

“UNIS was a wonderful time in my professional career and I still have the most incredible feeling about this amazing school.”

Mr Alun Cooper



2008

“This year's anniversary celebrations continue the school's pioneering tradition and are about the future and building a legacy gift for the next 25 years!”

Dr Chip Barder



School Community Organisation

The School Community Organisation (SCO) is made up of all of us - every student, parent, faculty member and staff member - an inclusive body that is led by parent volunteers. The SCO helps build bridges between all groups by promoting communication and cooperation, and by fostering fun, pride and enthusiasm through providing service, activities and sponsorship.

The focus of the SCO for 2012-2013 was to continue community building during UNIS Hanoi's 25th Birthday year and strengthening the School's volunteer base to ensure all members of the community feel connected to the school and to each other.

A hard working executive committee, supported by scores of

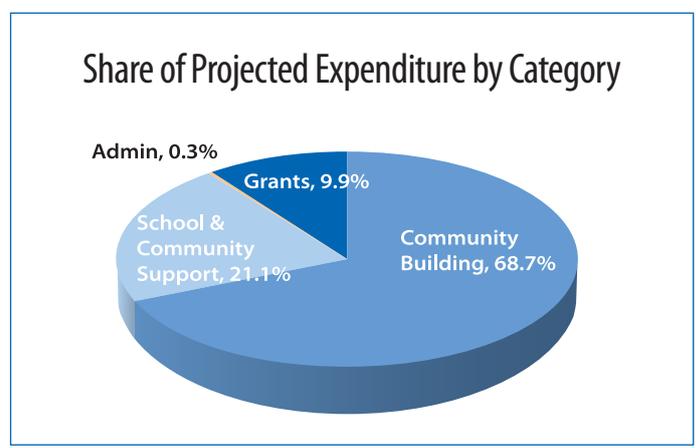
volunteers, ensured a successful year for the SCO and for the benefit of the entire UNIS Hanoi community.

Highlights of the year included a special 25th Birthday launch party, and a Spring Fair attended by more than 3,000 people and raising more than 20,000 USD, a booming SCO Boutique-School Store and nearly 15,000 USD awarded in grants for School and Charity activities.

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.

SCO Executive Committee 2012-2013

Paulina Pineda	ECC Chair
Johanna Ponsen	ES Chair
Adriana Vembriani Bone	MS Chair
Petra Eichler	MS Vice Chair
Philippa Wood	HS Chair
Lin Gibney	Treasurer
Prabhjyot Sharma	Secretary



SCO Highlights 2012-2013

The SCO raised more than 31,500 USD in 2012-13 from its main fundraising activities:

- Book Sale
- Snack Sales
- Spring Fair
- Boutique

Community Building had a special focus in 2012-2013 with almost 33,501 USD spent to provide the following events for the community:

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



SCO Funding 2012-2013

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 8 projects, which were approved by Head of School, Dr Chip Barder. In addition, the SCO continued its support to the UNIS Music Academy.

Detailed accounts are available on the School Portal under the Community section.

For more information contact: SCO@unishanoi.org

Project	USD
Reading Buddies, Vietnamese Artefacts and Cozy Corner for the Library	2,600.00
A Badge Maker and Accessories	1,530.00
Workshops (Face painting & Balloon modeling)	500.00
Operation Smile Concert Support	767.31
Vietnamese Drums with Stand for the Arts	622.61
300 Travel Bags for Activities Office	3,000.00
UNIS Dragon for special event performances	700.00
UNIS Music Academy (UMA) Scholarships	5,000.00
Total	14,719.92



Thanks to all our supporters in 2012-2013 and especially to our Lotus and Orchid sponsors of the Spring Fair Flower Auction!



Appendices



Student Fact File

"UNIS is special, SO very special. As an employee I feel privileged to have the opportunity to work with and learn from a dedicated, knowledgeable and conscientious faculty. Able to craft my profession in state of the art facilities with an abundance of resources. Develop my skills and understanding through numerous professional development opportunities. Though what make UNIS SO very special, is our students. Wonderful hard working students who constantly challenge my thinking. Every day at UNIS is interesting and SO rewarding."

Adrian Hubbard, D-12 PE Teacher

"It is a privilege to have been on Faculty here at UNIS for the past seven years. To be a member of this vibrant community of learners, inclusive of not only the students, but through

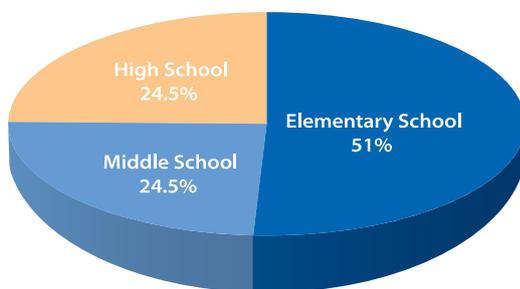
the examples of ongoing external and internal professional development by Faculty, Administration and our Board of Directors is truly inspiring. The diversity of the children make for excellent role models of our UN Principles and PYP Profiles of cooperation, empathy, principled and open minded communicators. It is a community filled with an exciting energy, where we all look forward to coming each and every day."

John Cushing, ES Homeroom Teacher

"UNIS Hanoi Students are the core of our existence. They collaborate, challenge and support each other in their learning. We celebrate diversity every day in the classrooms as well as formal events such as UN Day, giving us all a unique sense of belonging."

Sally Oxenberry, ES Music Teacher

Students by Division 2012-13



Enrolment 2012-2013

ECC (Discovery to Kindergarten)	124
Elementary (Grade 1 to 5)	390
Total ES	514
Middle (Grade 6 to 8)	247
High (Grade 9-12)	247
Total MSHS	494
UNIS Total	1008

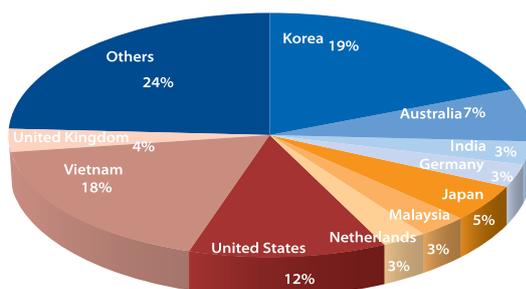
Student average length of stay:

08-09	2.3 yrs
09-10	2.4 yrs
10-11	3.1 yrs
11-12	3.3 yrs
12-13	3.3 yrs

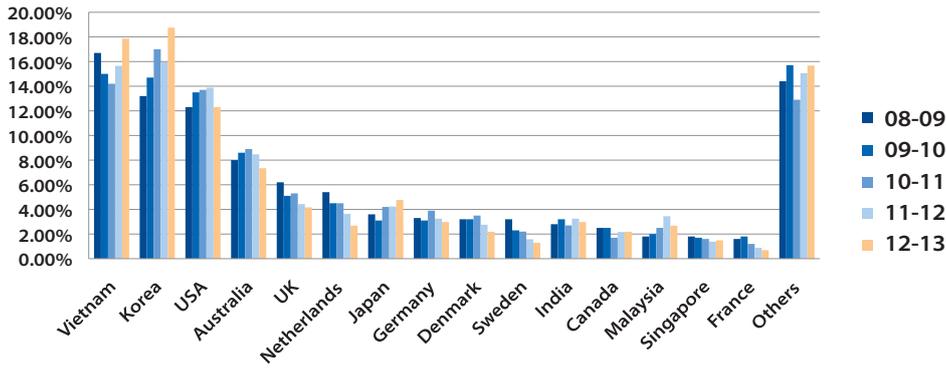
In our student body:

- 56 nationalities
- 42 mother tongue languages
- 51% boys and 49% girls

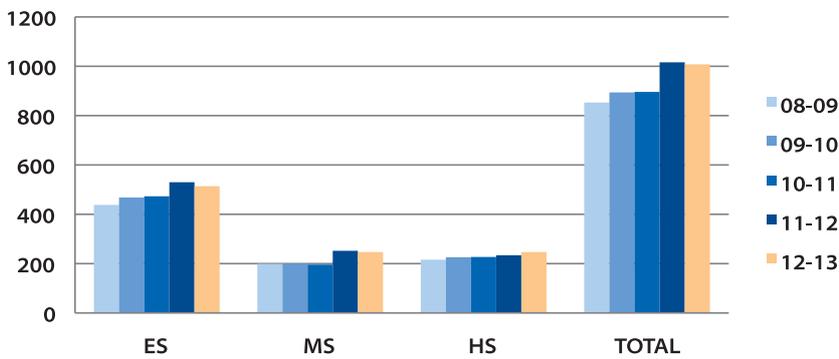
Students by Nationality 2012-13



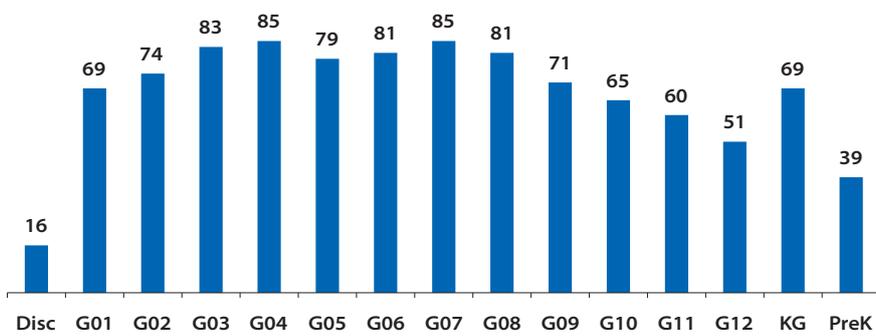
Students by Nationality 2008-2013



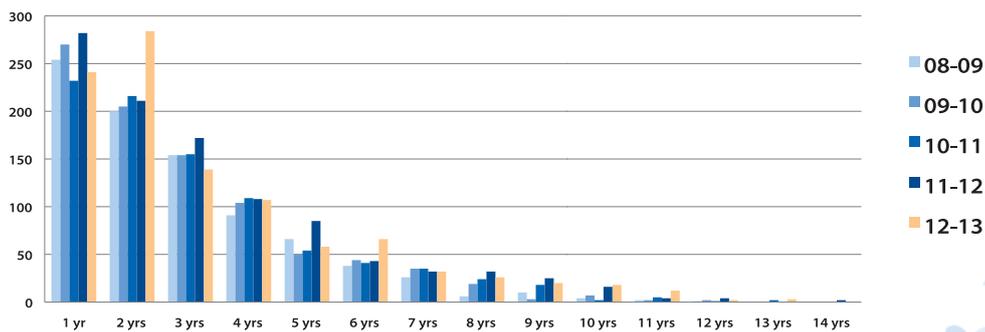
Students by Division 2008-2013



Students by Grade 2012-2013



Students - No. of Years at UNIS Hanoi 2008-2013



Faculty Fact File

- UNIS Hanoi had 255 faculty staff in 2012-2013
- 58 ES teachers, 64 MSHS teachers and 16 All School
- Faculty from 20 nationalities taught at UNIS Hanoi
- Average length of stay at UNIS has increased from 3.2 in 2008 to 3.8 in 2012.

"There are so many great things about working at UNIS and in Hanoi that it is hard to limit it to just a few. It is wonderful to work with so many talented, motivated and interesting colleagues. Our tight-knit community also gives you a home away from home. Often, as I enjoy some "sightseeing" on my bike ride to work, I think how nice it is to be on vacation where I live."

Laura Berrish, ES EAL Teacher

"It is a real pleasure to work at a school which believes in investing in the best possible resources to support teaching and learning, and then to see the results of what that makes possible in the classroom. UNIS Hanoi has the most well equipped physics lab I have ever taught in!"

Ingrid Renneberg, HS Physics Teacher

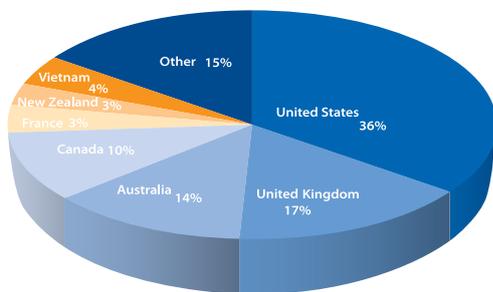
"I prepare for planning meetings thinking what do I need to teach these teachers? But I come away thinking - blimey I've just learned a lot!"

Christopher Frost, Primary Years Curriculum Coordinator

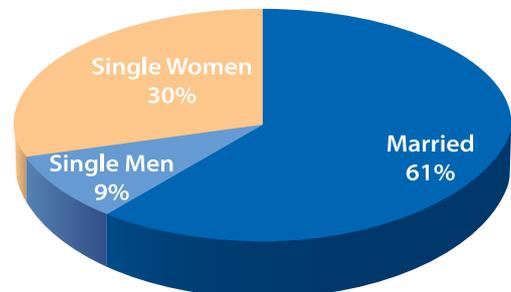
Senior Administration 2012-2013

- | | |
|----------------------------|------------------------|
| • Head of School | Dr. Chip Barder |
| • MSHS Principal | Pete Kennedy |
| • MSHS Assistant Principal | Christina Powers |
| • ES Principal | Carole Denny |
| • ES Assistant Principal | Jan Humpleby |
| • Director of Advancement | Emma Silva |
| • Director of Finance | Len Archer |
| • Director of Learning | Meagan Enticknap-Smith |
| • Director of Operations | David Porter |
| • Director of Technology | Edward Gilbreath |
| • Director of Activities | Dirk Kraetzer |
| • Admissions Manager | Bronagh Lucardie |

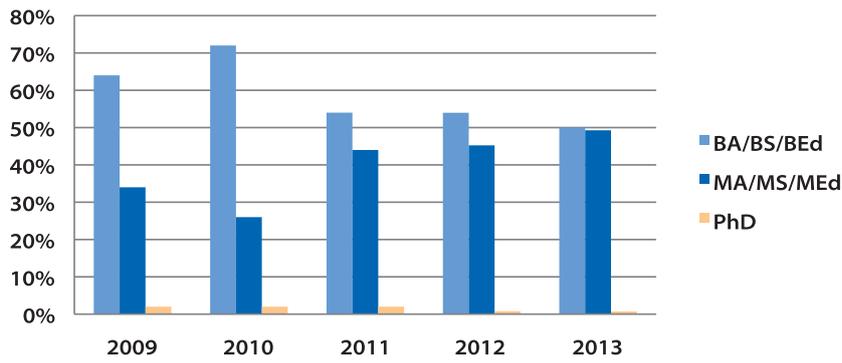
Faculty by Nationality 2012-2013



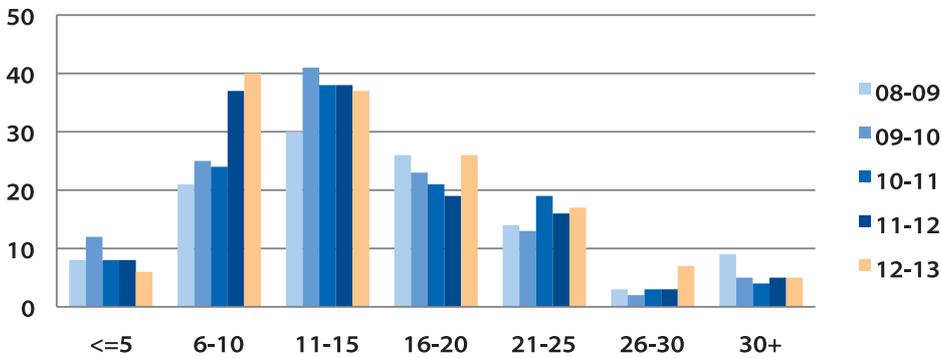
Faculty by Marital Status 2012-2013



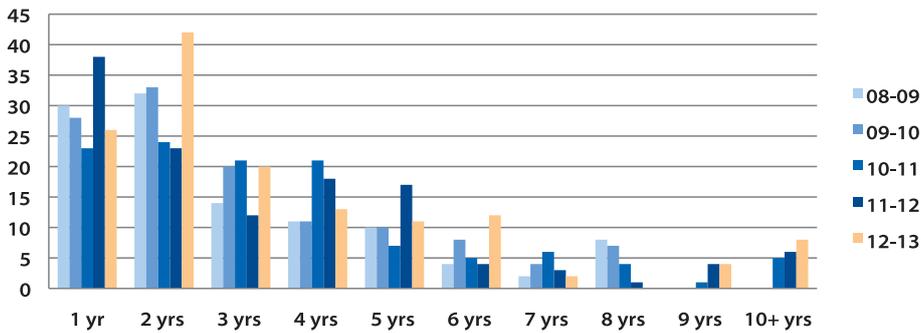
Faculty by Qualifications 2008-2013



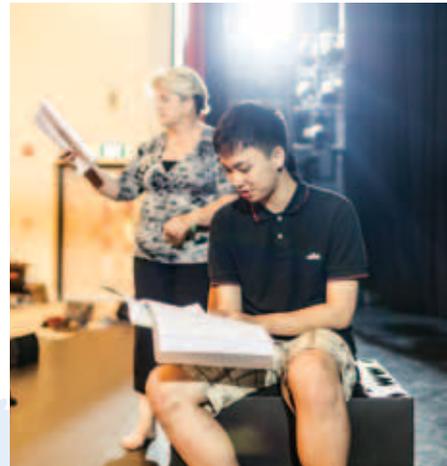
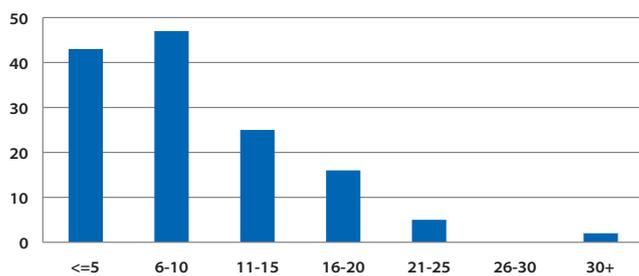
Faculty - No. of Years in Education 2008-2013



Faculty - No. of Years at UNIS Hanoi 2008-2013



Faculty - No. of Years in International Schools 2012-2013



August 2012



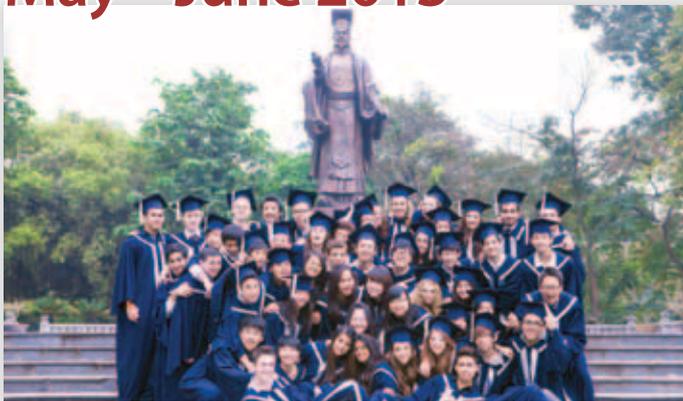
School Starts
Orientation for new families and teachers*

September 2012



World Peace Day*
Moon Festival Celebration
Parent – Faculty Social Evening

May – June 2013



MRISA Volleyball
Graduation Ceremony*
Alumni Reunion: Seoul

2012-2013

Enjoy this stroll through some of last year's highlights "beyond the classroom", designed to enrich and complement the curriculum, build community and honour our Mission for our learning community...

April 2013



The 25th Birthday Ball
Visiting Artist: Joan Baez*
APAC Soccer
MRISA Soccer
IB Diploma Art Show

March 2013



ES Spirit Day
SCO Spring Fair
Alumni Reunions: Singapore & Tokyo*
Visitors: Japanese Sakura Cherry Tree Delegation

October 2012



UN Day*
APAC Volleyball and Tennis

November 2012



Alumni Reunions: Kuala Lumpur and London
MRISA Basketball and Volleyball
Global Issue Network (GIN) Conference
Blue Dragon Walk-a-thon
THIMUN Singapore
Visiting expert: Mark Church
APAC Orchestra and Choir*
HIWC Bazaar at UNIS Hanoi
Visiting Artists: National Danish Performance
Team and Empirical Jazz
Koto Bike Ride
Middle and High School Musical: "Superman"

Highlights

December 2012



SCO Used Book Sale
High School Musical:
"Hercules"*
Peter Goverde Memorial
Tennis Tournament
Festive Fundraiser
Alumni Reunion: Hanoi

February 2013

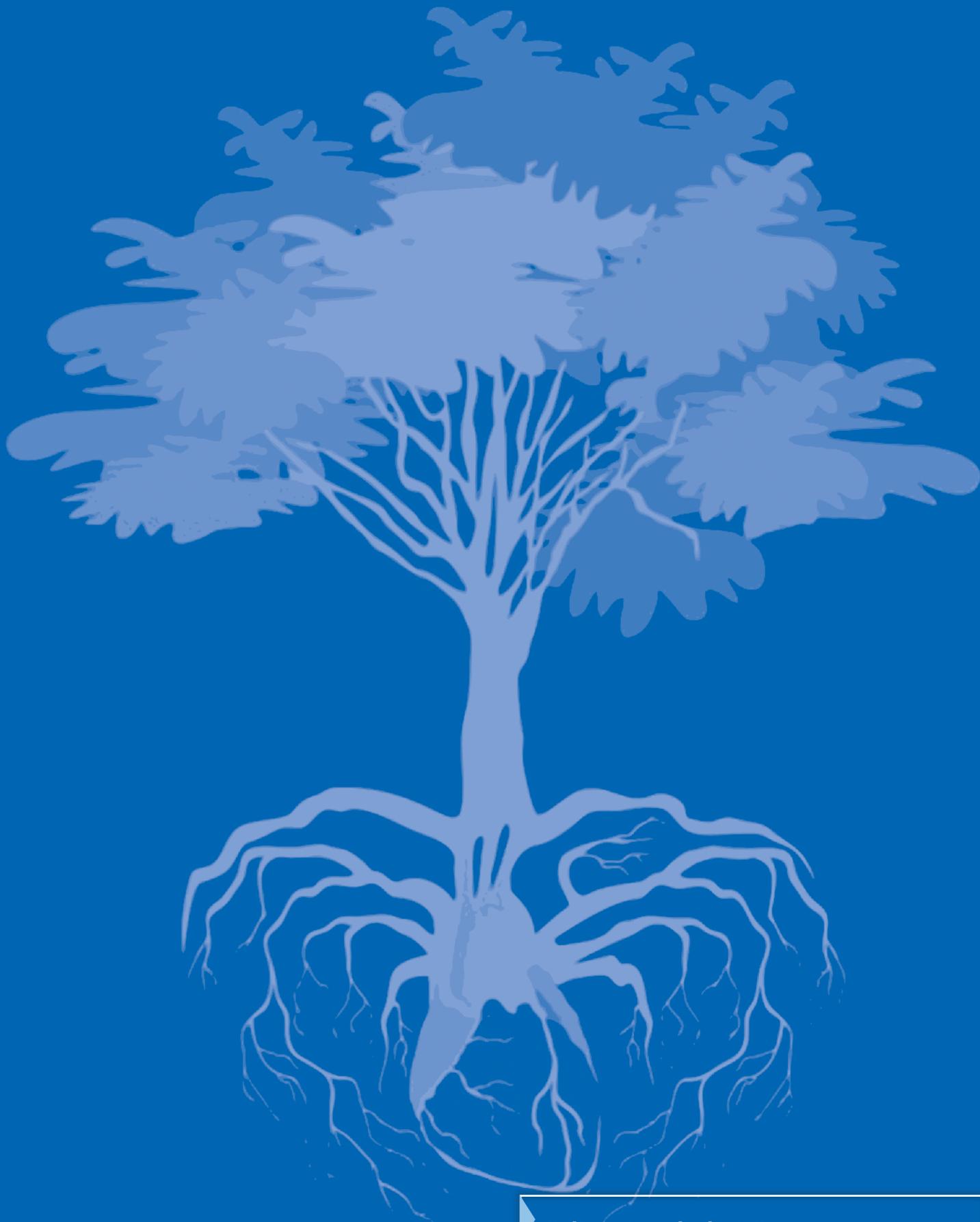


Tet Celebration
MRISA Soccer*
APAC Theatre and Band Festival
UNIS Hanoi MUN
Guest Author & Illustrator: Peter Brown

January 2013



MRISA Art Festival
New Families Orientation and Welcome Coffee
Tet Bag Delivery*
APAC Swimming and Basketball
MRISA Basketball
Drama Consultant: Debbie Holland
Visiting Artists: Black Voices



"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