

15 November, 2021

To whom it may concern:

Founded in 1983, ICHK Kindergarten & Primary is an International Baccalaureate (IB) World School and is accredited by the Council of International Schools (CIS). Situated in the New Territories of Hong Kong, the school offers a variety of educational pathways, ranging from Early Starters, Kindergarten & Primary, with a guaranteed priority place for ICHK Secondary.

The school also prides itself as the first accredited Forest School Leadership Centre outside of the United Kingdom.

We are writing this letter to commend Michael Iannini through PD Academia for his continued service to ICHK.

As a Board, we recognise that part of our fiduciary responsibilities is to provide support for the Head of School's professional growth, in addition to evaluate performance by providing insight into how the school community including Board, Staff (both faculty, support and leaders) perceive the Head of School, relative to carrying out set strategic and development objectives in line with the mission and vision of the school.

Another part of the Board's role in ensuring effective governance, is to fulfill the requirement for the board's self review reflection.

Michael's expertise has contributed immensely to the building of an effective Board. He has been instrumental in the development of a sustainable HOS performance evaluation process, building upon the benchmark evaluators of his Success Profile Analysis and has facilitated our Board review and training, bringing governors together for an annual reflection and deep dive into the work for the year and driving strategic direction for the year ahead.

Collectively, we both viewed the evaluation process as fair and meaningful. The recent evaluation was in recognition of the Head of School's first complete year, it was a learning experience for all parties and an opportunity for reaffirming both the Boards' and HOS' shared vision for the developing the school and identifying how the HOS can align his own development with that of the needs of the community and development plan for the school.

PD Academia a CIS affiliated consultant recognised by CIS is an expert in Governance, Human Resource Management and Leadership Development, we have worked with Michael for many years and are happy to recommend PD Academia's services.

Sincerely,



Edward Lau  
Board Chair



Derek Pinchbeck  
Head of School

