




SOMERSFIELD
Montessori & Middle Years Programme **ACADEMY**

2015 / 2016
Annual Report

OUR MISSION

Somersfield Academy will provide a unique educational experience for all its students based firmly on the ideals of 'The Somersfield Promise, the explicit beliefs of the 'Core Values Statement' and our 'Commitment to Diversity.

OUR PROMISE

To stimulate intellectual curiosity and accomplishment; to instil compassion and respect; and always to honour the daring dreams and hidden talents of the individual.

OUR VISION

“INSPIRING SOCIALLY CONSCIOUS INDEPENDENT THINKERS”

CORE VALUES

- We are a learning community
- We practice peace
- We inspire intellectual curiosity
- We foster independence and responsibility
- We embrace a sense of joy and wonder
- We honour the strength and courage to stand for truth
- We instil respect for self and others

OUR COMMITMENT TO DIVERSITY

We believe that a diverse and inclusive community is the richest learning environment for young people. Our mission is to support teaching and learning within our community by initiating and sustaining activities and discussions that promote understanding and respect.

We are responsible for building an environment of trust where each individual feels safe and included. We are committed to the challenge of confronting issues of injustice, discrimination, and intolerance and we encourage challenges to biases and assumptions.

We believe that by creating a safe and nurturing environment, our staff and students will feel empowered to maintain this inclusive attitude in their interactions with the local and global community.

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HEAD OF SCHOOL WELCOME

Somersfield Academy Annual Report 2015/16

Welcome to Somersfield Academy's Annual Report for the 2015/16 academic year. In keeping with our policy of transparency, the Board of Governors is committed to sharing key financial and strategic information with our primary stakeholders including parents, prospective parents, faculty and staff, community supporters and corporate sponsors. The Board is pleased to report on another strong year for our school.

The transition between Heads of School has transpired smoothly during this 25th Anniversary year and we remain on target with our financial and strategic plans. Our improved financial position has been bolstered by a very successful launch of the 25th Anniversary 5-Star Appeal campaign that has helped us make progress on the school's long-term school-improvement and capital plan. While tuition and fees remain very competitive with similar independent schools in Bermuda, the generosity of our families, both past and present, along with our donor community has allowed the school to continue to provide financial aid to students who would otherwise be unable to afford a Somersfield education.

As well as financial stewardship, the fiduciary responsibilities of the Board of Governors of Somersfield Academy include governance and strategic planning.

Strategic planning at Somersfield requires projecting into the future to anticipate trends in education and proactively planning our

response accordingly. The world is changing at an increasingly rapid pace, and the skills students require to succeed in today's complex environment are changing with it. As such, our strategic plan must be responsive, and our enquiry-based programs must prepare our children for the dynamic challenges by providing a learning environment in which creativity, collaboration, critical thinking and adaptability thrive, and ensuring that our students have access to the facilities, support and opportunity to realize their full potentials and their daring dreams.

While the most visible and perhaps exciting manifestation of preparing for the future may be in the addition of more technology in the classrooms (e.g. robotics room and learning commons), investment in the professional development of our teachers, staff and leadership is critical if we are to remain at the forefront of teaching and learning and nurture a culture of excellence.

We take this opportunity to acknowledge the many accomplishments that our students, teachers and staff have made over the past year in achieving learning and school-improvement goals. Most notably, we are pleased to report a 100% pass rate of our graduating class of 2016, which was among the first international cohort to sit the I.B. MYP's new e-Assessments. Somersfield's results compare favourably with the finest International Baccalaureate schools in the world!

We are confident that the current and rising seniors will be as well-equipped to meet this new challenge because of the learning we provide - an education that combines excellence in teaching, creativity in curriculum and a highly personal, technology-enriched environment. All of this gives students the confidence to aim high, the capacity to think critically and the foundation needed to meet real-world challenges that lie ahead. As ever, we also maintain a focus on the development of character and values as we continue "to inspire socially conscious independent thinkers." Somersfield's unique programmes and ethos have continued to attract interest from new families and continues to fulfil the expectations of families already enrolled. Simply put, fewer students are leaving and more are enrolling. School enrolment increased from 468 in September 2014 to 493 as of September 2016. Whilst we have continued to upgrade our space and facilities, we recognise that our physical plant is approaching its maximum capacity and we must plan accordingly.

We take this opportunity to thank all of our stakeholders for your continued support of Somersfield Academy and for entrusting us with your children's education.

**- CARLOS SYMONDS
HEAD OF SCHOOL**

THE BOTTOM LINE

Commitment to Excellent Stewardship

Somersfield Academy's first priority is providing our children with the best education on the Island. Maintaining financial stability continues to be key to our ability to deliver against this objective and important strides were made in this area last year with the consolidation of our debt facilities leading to a more stable financial platform for the school. As the school is largely dependent on tuition fees for revenue, however, we will still need to work to increase annual giving and other donations over the coming years and use those funds to help complete facility upgrades. This year, there have been a number of improvements at the school including:

- Creation of the new Robotics/Makerspace
- Creation of new offices for the learning support teachers
- Addressing the major roofing concerns
- Painting the external walls and blinds
- New drinking water dispensers and hydration stations
- Installing security lights and cameras

Donations provide approximately 4% of revenue and are used to help fund projects that would otherwise not be possible, such as improvements to our core educational programmes, financial aid/bursaries to deserving students, and enhancing the facilities, infrastructure and learning experiences to provide our students with the very best education.

Faculty and staff salaries and benefits account for approximately 74% of expenses. The bulk of the remainder goes toward academic and extracurricular activities as well as facility maintenance. This allocation of expenses is typical among independent schools. It should be noted that our limited revenue from investments is determined by interest rates, and these have been relatively low in recent years.

The breakdown of revenue and expenses for the 2015-2016 fiscal year is shown here:

THE BREAKDOWN Of revenue and expenses

Revenue

Donations: 4%
Investment and Other Income: 5%
Tuition and Fees: 91%

Expenses

Academic Supplies and Co-curricular Activities: 3%
Facilities, Operations and Maintenance: 3%
General Office and Administrative: 2.5%
Staff Salaries and Benefits: 74%
Utilities: 2.0%
Interest, Depreciation / Amortization: 11%
Information Technology: 2%

Competitive Tuition and Fees

Strong enrolment has enabled Somersfield's fees to be kept at competitive levels, while helping to ensure that we maintain high operating standards and continue to attract and retain quality teachers and staff.



“We are delighted to now have full and unconditional international recognition of the quality of our overall operations (CAIS), our MYP programme (IB), and our Montessori Programme”



PHILANTHROPY & GIVING

As a young school, we do not have the benefit of a large accumulated capital position nor do we yet have a significant alumni population which other independent schools typically rely on for significant parts of their funding. The Board feels that tuition costs need to cover the school's basic operating expenses. In order to continue with capital improvements and to reduce the school's level of reliance on external debt, the school continues to rely heavily on fund-raising campaigns in addition to the school's ongoing established development efforts.

Annual Giving Appeal 2015-2016

The Somersfield Annual Fund provides support to enhance the facilities and programs that provide our students with the very best education. Your gift to the Annual Fund supports initiatives that enrich and enhance school life that are not covered by tuition. As a result of our community's generosity, \$110,000.00 was contributed to the 2015-2016 Annual Fund.

A First Class Education for All

Somersfield is committed to providing a first rate education to its diverse student body. As a young school, our potential endowment base is still comparatively small but we have been fortunate to gain the support of some committed donors to assist us with offering financial support to mission-appropriate students.

We were delighted to award \$246,000 in financial aid and scholarships covering 61 students which represents 42 families. This number represented 12% per cent of our student population, during the year ending June 2016.

Somersfield continues to review its financial support policies in light of the economic realities facing our families and is committed to assisting those students who demonstrate need

The support we have received from generous parents and alumni has enabled Somersfield to grow into the school it is today. Collective support ensures that we have the spaces, the tools and a school-wide environment that foster student development. It is our community who make our programming possible and who contribute to making Somersfield Bermuda's finest school.

Thank you to our families, our generous donors and corporate sponsors, the P.T.A. and all others who have given to the school financially and/or who have volunteered their time. Our programs are enriched and our school thrives because of you! Every gift makes a difference and we simply could not deliver on our mission and vision without your support.



AUDIT & YEAR-END RESULTS

Consistent with both the local and international economies which are beginning to show signs of a slow recovery, Somersfield Academy's outlook also reflects these trends. Somersfield continues to closely monitor all areas of operations and has been focused on implementation of the school-wide strategic-planning initiative that commenced in September 2012.

YEAR END RESULTS

For the fiscal year ending June 30, 2016, Somersfield's audited financial statements show a surplus of approximately \$334,000. This compares with a surplus of approximately \$150,000 in the 2015 financial year statements. These results represent a substantial improvement on previous years, as we had been required to operate in a net deficit position for many years in order to fulfil our promise of providing our students with the very high standard of education and facilities they deserve.

While the Board is very pleased that the improvement in the economy has allowed the school to finally emerge from sustained periods of operating deficits, we recognize that the school is still in an accumulated deficit position and we have an ambitious capital improvement plan that will not be fully covered by these surpluses.

The Board is also cognizant of the fact that many of our community are still facing financial difficulties; as such, tuition increases have been kept at a reasonable level. The school has continued to exercise rigorous cost control and to closely monitor all major expense categories to ensure that these are being managed in the most cost-effective manner.

KEY FINANCIAL METRICS

Total revenue has increased by over 5% in the 2016 to 2016. Our net donation income was just over \$350,000, and similar to the previous year. Donation revenues continue to be the single most important source of discretionary revenue for the school and represent the primary method through which the school is able to plan for the types of capital improvements that will ensure that the school operates as one of the premier facilities on the island. In support of this, the 25th Anniversary Development Committee is engaging in a number of fundraising options to increase our donor base and ensure that we are able to meet our targets.

LIQUIDITY & NET ASSETS

Cash flows from core operating activities for 2016 resulted in a positive cash inflow. The main uses of this cash were the purchase of capital assets of \$473,000 and net loan repayments after interest of \$504,000.

We are confident that past financial strategies, the current loan facility and stringent budget guidelines will provide the school with the necessary cash flow and will allow us to continue to recruit top educators and make capital improvements to our campus.



The Board continues to pursue a multi-faceted approach in this respect which includes broadening our existing donor and alumni base together with pursuing alternative financing options for capital expenditures.

As a Board charged with ensuring the growth and continued prosperity of the School, we take our responsibilities very seriously. We believe that Somersfield is unique in Bermuda and we are working hard to preserve the qualities that make it so, as well as strategically planning for a long future of success.

We thank you for your continued support and trust that this annual report helps you to understand how we are planning to achieve the school's long-term vision.

THE FUTURE

Our activities over the last couple of years have built a strong platform for the school for our future activities. The key elements of our overall strategic direction include focus in the following areas:

- Implementing the financial strategy to support the Strategic Plan
- Exploring the expansion of the educational programs offered
- Formalizing a campus development plan for the next 3-5 years
- Integrating more instructional technology in classes at all levels
- Increasing professional development opportunities for teachers and staff
- Introducing a new marketing and communication plan
- Improving aspects of health, safety and security
- Using more surveys and data collection for planning and school improvement purposes

As with any organisation, these strategic initiatives will be underpinned by the need to ensure that the school is on a solid financial footing. The replacement of our previous loan facilities with a single long term facility coupled with a return to operating surplus have represented very positive steps in this regard. We will, however, continue to rely on additional revenue sources to provide an appropriate basis for continued investment in and development of the capital facilities.



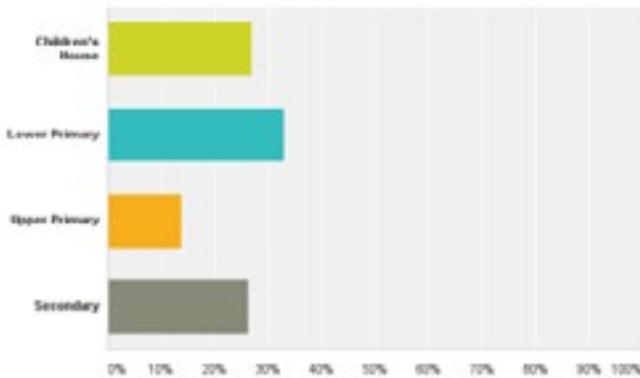
THE 2016 PARENT SURVEY

We would like to thank all those who took the time to complete our parent survey. The purpose of the survey was to gather a better understanding of parents' perspectives. As a result, we will be poised to respond more effectively to the needs and interests of our families, which ultimately will lead to improved efficiency and both student and family satisfaction. In total, 230 parents completed the survey, which represents a participation rate of approximately 46%. This compares with the typical response rate in schools of 60-65%.

Below is an overview of parent participation:

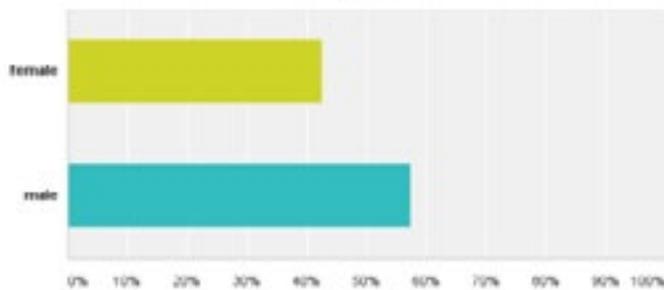
Q1 Please indicate the level of your child (if you have more than one child attending Somersfield Academy, please complete survey for each child)

Answered: 231 Skipped: 1



Q2 Please indicate the gender of your child

Answered: 232 Skipped: 3



“Education is not preparation for life; education is life itself.”
John Dewey

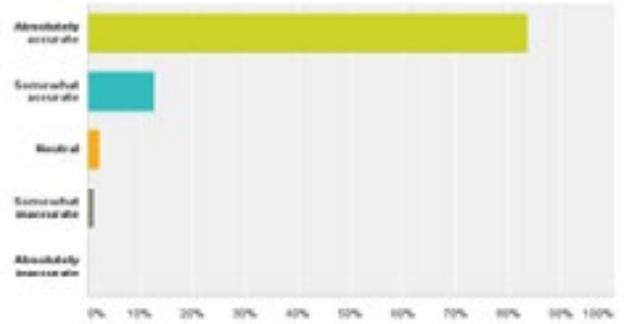


THE PARENT SURVEY CONTINUED...

Many areas were highlighted as strengths, including the positive interaction between teachers and students, student satisfaction, the warmth of our community and, perhaps not surprisingly, the very effective way we celebrate diversity, internationalism and multiculturalism.

Q6 Somersfield celebrates internationalism and respects multiculturalism.

Answered: 77 / Skipped: 3

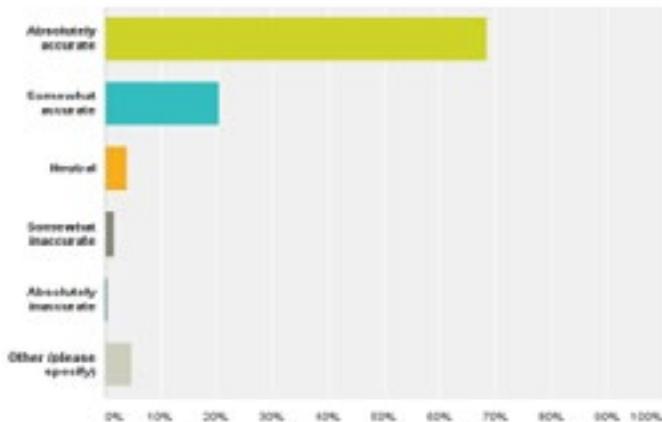


Parents also like that the children are regularly challenged to meet their potential and that we encourage a love of learning in our students. Many positive notes were made on the relationship between students and teachers at school.

The survey indicated that the areas such as school wide communication, understanding of school-wide academic programmes and being familiar with Board members are areas of concern and in need of development. We have already started to explore ways to improve one-on-one communication specific to individual students' particular needs. Our new Star Parent is designed to house all the school's important information in one publication, limiting the number of school emails sent. Board members' profiles are available on the web site.

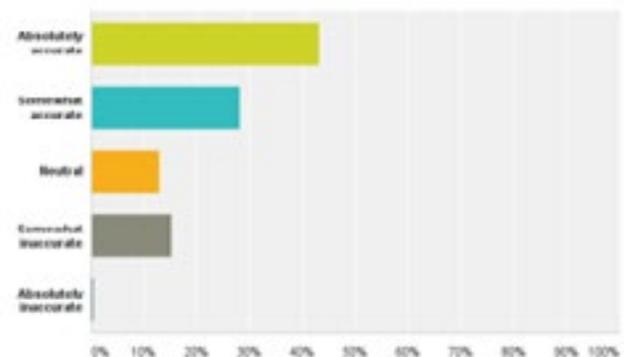
Q5 Somersfield celebrates individual diversity.

Answered: 77 / Skipped: 3



Q10 Somersfield Academy administration has an effective means of communicating important information to parents. There is neither too much nor too little information distributed. If inaccurate, please elaborate below.

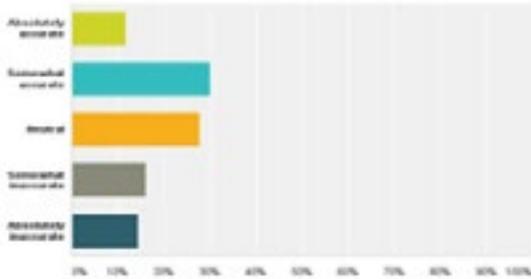
Answered: 77 / Skipped: 3



THE 2016 PARENT SURVEY

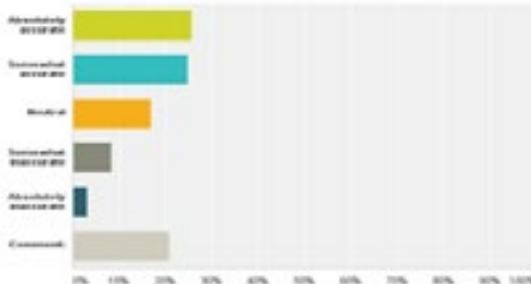
Q12 I am familiar with Somersfield's Board members and understand their roles and responsibilities.

Answered: 119 Skipped: 0



Q26 I am very familiar with the International Baccalaureate (MYP) teaching philosophy, curriculum and method of assessment. If inaccurate, would you be interested to learn more? Please note below.

Answered: 119 Skipped: 0



There was a range of comments and opinions in the areas of Home Learning, Technology and Co-Curricular subjects. These areas have been analyzed and are being addressed according to their divisional level.

On Campus Safety and Faculty Upgrades, 104 parents submitted comments or suggestions on how we could make improvements. Some upgrades have already been made, and further upgrades are scheduled to take place through the third term and more aggressively during the summer months. Here are a few of the projects that we are actively working on:

- We have completed a full review of our school maintenance, including schedules and service with our out-sourced cleaning company.
- We have upgraded our water dispensers to ensure the highest quality of water is being dispensed to the students. We continue to monitor the quality of the water.
- We have addressed concerns with the bathrooms on campus. New tiling has been fitted in the boys' bathroom. Maintaining the cleanliness of the bathrooms more frequently has been addressed and is now in practice.
- School-wide student supervision has been reviewed and have made some adjustments to internal supervision policies. We are confident that all children, whether during play or in class, are supervised effectively.
- School-wide lock-down procedures are being developed and will be reviewed with the teachers and practiced with the students before the new school year.
- We have put together an infrastructure committee to consider best options for improving our driveways, with regards to pick up efficiency and safety. Updates will be communicated as they become available.



“Montessori is an education for independence, preparing not just for school, but for life” – Maria Montessori



CONTINUED...

- With regards to concerns about lighting and evening safety, we have installed a new camera security system and new outdoor lights that allows us to have a better overall view of the campus during the evening and on weekends.

- Addressing any concerns about the safety of the playground, the PTA is getting set to begin the first stage of the playground renovations later this term. A great deal of thought has gone into the safety of the equipment and the playground flooring throughout this process.

- The upper eating area (Primary and Secondary) will be screened off to ensure, as best we can, that birds and flies do not affect the students' eating times. This will help with the overall cleanliness of the eating areas while allowing the students to enjoy the outdoor space at lunch time.

Additionally, we will be thoughtfully planning Montessori and IB MYP parents' information sessions that will address the need to better acquaint our parents with our two academic programmes.

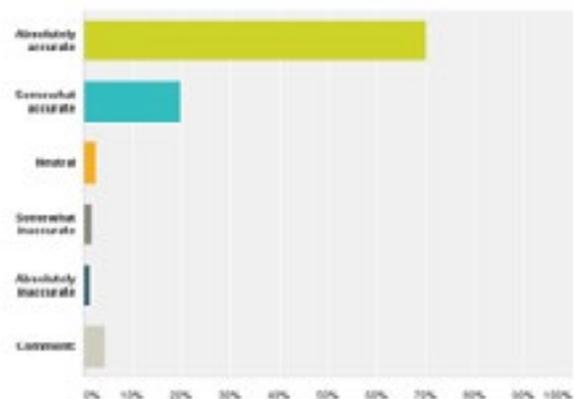
A guest speaker from the International Baccalaureate will be coming to Somersfield on May 16th to introduce parents to the two IB programs: the Middle Years (MYP) and the two year Diploma Program (DP). The

final question in the survey, one of the most philosophically important perhaps, asked the question that every parents and educator hopes will score high: 90% of parents feel that their child absolutely or somewhat enjoys school and feels pride in being a student at Somersfield Academy. We were encouraged by your responses (see below) and will continue to work hard to sustain and improve the quality in all areas of teaching, learning and operations within the school.

Thank you again for your participation.

Q34 My child generally enjoys school and feels pride in being a student at Somersfield Academy.

Answered: 735 Skipped: 4



OUR BOARD OF GOVERNORS

(February 2017)

Cynthia Thomas

Chairwoman of the Board

Colm Homan

Vice Chairman of the Board

Philip Smith

Treasurer of the Board and Chair of the Finance Committee

Lisa Yashar

Secretary of the Board

Joseph Bonanno

Chair of the Development Committee

Curtis Dickinson

Chair of the Governance Committee

Leslie Dziwenka

Member of the Finance Committee

Dennis Fagundo

Member of the IT & Infrastructure Committee

Jonathan Howes

Member of the Development Committee

Helen James

Member of the Finance Committee

Laurie Orchard

Member of the Development Committee

Jason Taylor

Member of the Governance, Development, IT & Infrastructure Committees

Aaron Smith

Member of the Finance Committee

OUR TEAM

Carlos Symonds – Principal

Stacey-Lee Williams – Business Manager

Rio Morton – Receptionist / Development

Victoria Brewer - Strategic Development

Jen Meacham – Registrar

Dionne Dowling – Finance / HR Administrator

Chantel Smith – Finance Administrator

Alison Kempe – Parent Relations / Admissions Director

Kevin Maybury - Maintenance

Nicole Simons – Communications Coordinator

Anthony Outerbridge – Director of Information Technology



Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek. - Barack Obama



Somersfield Academy
107 Middle Road, Devonshire DV06, Bermuda
Tel: (441) 236-9797 ∫ Fax: (441) 236-9789
Email: info@somersfield.bm