

25 September, 2018

To whom it may concern.

Re: Recommendation for Michael Iannini, *PD Academia*

The Independent Schools Foundation Academy (The ISF Academy) opened under the leadership of the Founding Board, chaired by Professor Sir Charles Kuen Kao, the 2009 winner of the Nobel Prize in Physics. The ISF Academy is a CIS/WASC accredited co-educational independent, non-profit school with a student body from Grade 1 to Grade 12. The medium of instruction is English and Chinese but predominantly in English in the Secondary School. We offer the International Baccalaureate Middle Years Programme (MYP) in Grades 6-10, and the Diploma Programme (DP) in Grades 11-12. Our graduates attend universities in the United States, the United Kingdom, Hong Kong, Australia, Canada, and elsewhere.

In my role as Secondary Principal, and previously as Deputy Principal and professional development coordinator, we have engaged Michael and his services over the last two years. In particular, having identified middle leadership development as a key priority, Michael worked with us to develop a tailor made programme focused on leading effective teams.

Michael initially began working with our academic middle leaders: a newly formed group of Heads of Faculty. He helped them facilitate a number of sessions based around leading their teams in the ISF context, focusing on identifying team norms, communication preferences and managing difficult conversations. The professional development programme was then extended to pastoral leaders- the Senior School Heads of House, who currently have pastoral responsibility for Grades 9- 12. From this shared dialogue, one of visible outcomes from these two separate courses was that Heads of House and Heads of Faculty then worked together on evaluating the amount of homework on students and its impact on well-being.

In addition, given the recent changes in Senior leadership within the Secondary school at ISF, Michael then facilitated a session at the beginning of the 2018-9 academic year which brought together the full middle and senior leadership teams from Secondary school. Here we have worked on developing shared vision statements, as well as raising awareness on communication preferences.

In all my dealings with Michael, he has been professional and focused on our unique educational environment, and he has developed his courses around our own strategic goals. In his sessions he has been respectful and adaptable to the needs of the groups.

Overall, we have been extremely pleased with our ongoing relationship with Michael, and would certainly look to work with him again in the future.

Sincerely,



Nicholas FORDE
Principal, Secondary