UNIS Hanoi is a not-for-profit coeducational English-language day school enrolling students from Early Year 3 through to Grade 12. The School follows the ideals and principles of the United Nations in action every day. UNIS Hanoi is authorised by the Ministry of Education in Vietnam, accredited by the Council of International Schools, the Western Association of Schools and Colleges and the International Baccalaureate Organisation. It is administered by the Head of School, Jane McGee and governed by a nine-member Board of Directors.

Strategy 2024 is our organised approach to strategic planning designed to ensure UNIS Hanoi can combine both agility in an uncertain world and focus on delivering the highest quality service to its learning community. It is comprised of three Strategic Directions at its core, enveloped by our six values to ensure we stay Vision and Mission focused. At the heart of Strategy 2024 is our commitment to exceptional learning, and its implementation is underpinned by our Values, to ensure a learning experience at UNIS Hanoi which is authentic, inclusive and connected.
Vision

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

Mission

“Our guided by UN Values, we inspire all learners to strive for academic and personal excellence and empower students to create positive, sustainable impact.”

UNIS Hanoi’s mission statement underpins the work we strive to do for our students, families and community every single school day.

Our Values

Curiosity
Inquire and ask questions.
Think critically and seek solutions.
Follow your passions.

Courage
Persevere.
Learn from mistakes.
Be bold and brave.

Community
We care.
Show respect.
Everyone is included.

Integrity
Be authentic.
Do the right thing.
Make good choices.

Responsibility
We are not bystanders.
Make a difference.
Own your actions.

Diversity
We are stronger together.
Everyone belongs.
We work for a just world.
UNIS Hanoi has a multifaceted identity and at its centre is its relationship with the United Nations. We are not an agency of the United Nations, but we are one of only two UN international schools in the world, educating agents for change. We define our identity with the United Nations as follows:

The United Nations International School of Hanoi is committed to inspiring and equipping young people to build a better world. We bring the world together on one campus and guided by the Principles of the United Nations mentor peace makers and problem solvers. Our young global citizens are curious, compassionate and confident to take action against issues confronting humanity; bold in the face of complexity and resilient in an uncertain world. We are a learning community that cares enough to create a better tomorrow. Starting today. Together.
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It is with great pleasure that I give you the 2022-2023 Annual Report for UNIS Hanoi. As we reflect on the past academic year, we are reminded of the challenges we faced and the incredible resilience we demonstrated as a community.

The 2022-2023 academic year marked a significant shift from the previous year’s remote learning environment. We were able to open our doors fully to every student, allowing them to once again experience the vibrant and engaging learning environment that UNIS Hanoi is known for. It was a joy to see our classrooms filled with eager learners, reconnecting with friends and teachers, and embracing the power of face-to-face interactions.

Throughout the year, we remained committed to our mission of inspiring all learners to strive for academic and personal excellence. Our dedicated faculty and staff worked tirelessly to provide our students with exceptional educational experiences, both inside and outside the classroom. We continued to foster a culture of inquiry, critical thinking, and creativity, empowering our students to become lifelong learners and compassionate global citizens.

I am particularly proud of the initiatives undertaken by our students. The Botanical Garden and Solar Power projects, led by our passionate student body, exemplify their commitment to sustainability and making a positive impact on our environment. These projects serve as a testament to the values we instill in our students and their ability to create change.

None of this would have been possible without the unwavering support of our families. We are grateful for your trust in us and for entrusting us with the education and well-being of your children. Your partnership and involvement in our community have been invaluable, and we thank you for being an essential part of the UNIS Hanoi family.

As we move forward into the next academic year, we are filled with optimism and anticipation for what lies ahead. Together, as a united community, we will continue to navigate any challenges that come our way, always guided by our shared values and commitment to excellence.

I invite you to explore this Annual Report, which showcases the remarkable achievements and milestones of the 2022-2023 academic year. It is a testament to the collective efforts of our students, faculty, staff, and families.

Yours sincerely,

Jane McGee
Head of School
From the Board of Directors

It is my pleasure to introduce the 2022-2023 Annual Report for UNIS Hanoi. As the Chair of the Board of Directors, I am proud to reflect on the remarkable achievements and progress made by our school community over the past academic year.

The 2022-2023 academic year was a year of transition and transformation for UNIS Hanoi. We were pleased to welcome our students back to campus for in-person learning, which was a significant milestone after the challenges we faced during the previous year. Our faculty and staff worked tirelessly to ensure that our students received the best possible education, both inside and outside the classroom.

As a Board, we continued to provide strategic guidance and support to the school’s leadership team. We are proud of the progress we have made towards achieving our strategic goals, including advancing our commitment to sustainability, enhancing our educational programmes, and strengthening our community partnerships.

As we look ahead to the future, we are excited about the opportunities that lie ahead for UNIS Hanoi. We remain committed to providing our students with a world-class education that inspires them to become lifelong learners and global citizens who make a positive impact in their communities.

I invite you to read the 2022-2023 Annual Report and join me in celebrating the remarkable achievements of our school community over the past academic year.

Thank you for your continued support of UNIS Hanoi.

Yours,

Michelle Dinh-Jones
Chair of the Board of Directors
Class of 2023

Class of 2023 in Brief

- **77** students
- **20** nationalities
- **37:40** female:male
- **5.57** years (average length of stay)

Class of 2023 IB Diploma

IB Outcomes

As an IB World School, we are proud of our Grade 12 students who stayed focused with their studies during the pandemic. Switching back and forth to and from an online way of learning required a huge amount of dedication and discipline. As can be seen by the results below, we have much to celebrate, with an inclusive programme that, unlike many schools globally, does not restrict any student from attempting a full diploma.

**IB Results UNIS Hanoi vs World**

<table>
<thead>
<tr>
<th>Year</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNIS pass rate %</td>
<td>100%</td>
<td>97%</td>
<td>87%</td>
</tr>
<tr>
<td>World pass rate %</td>
<td>89%</td>
<td>86%</td>
<td>79%</td>
</tr>
<tr>
<td>UNIS average score # (number of IB points)</td>
<td>38</td>
<td>38</td>
<td>34</td>
</tr>
<tr>
<td>World average score # (number of IB points)</td>
<td>33</td>
<td>32</td>
<td>30</td>
</tr>
<tr>
<td>UNIS IB Diplomas that are bilingual %</td>
<td>52%</td>
<td>51%</td>
<td>30%</td>
</tr>
<tr>
<td>World average of bilingual diplomas %</td>
<td>24%</td>
<td>28%</td>
<td>27%</td>
</tr>
<tr>
<td>Number of 40+ scores</td>
<td>30</td>
<td>21</td>
<td>5</td>
</tr>
<tr>
<td>% of 40+ score at UNIS Hanoi</td>
<td>40%</td>
<td>30%</td>
<td>7%</td>
</tr>
<tr>
<td>% of 40+ score worldwide</td>
<td>11%</td>
<td>14%</td>
<td>9%</td>
</tr>
</tbody>
</table>

**UNIS Hanoi IBDP Points of Pride**

<table>
<thead>
<tr>
<th>Year</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of UNIS graduates</td>
<td>73</td>
<td>82</td>
<td>77</td>
</tr>
<tr>
<td>% students attempting IB Diploma</td>
<td>92%</td>
<td>89%</td>
<td>91%</td>
</tr>
<tr>
<td>% UNIS candidates receiving IB Diploma</td>
<td>100%</td>
<td>97%</td>
<td>87%</td>
</tr>
<tr>
<td>% UNIS candidates above average world points</td>
<td>79%</td>
<td>75%</td>
<td>79%</td>
</tr>
<tr>
<td>Average UNIS IB score (1-7) in all DP courses</td>
<td>5.97</td>
<td>5.63</td>
<td>5.3</td>
</tr>
<tr>
<td>Average World IB score (1-7) in all DP courses</td>
<td>5.19</td>
<td>5.35</td>
<td>4.84</td>
</tr>
<tr>
<td>Extended Essay grade A or B %</td>
<td>67%</td>
<td>67%</td>
<td>36%</td>
</tr>
<tr>
<td>Number of different Extended Essay subjects</td>
<td>20</td>
<td>16</td>
<td>22</td>
</tr>
<tr>
<td>% candidates passing CAS/EE/TOK</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Number of DP teacher led courses at UNIS</td>
<td>40</td>
<td>41</td>
<td>43</td>
</tr>
<tr>
<td>% students taking at least 1 DP Arts course</td>
<td>44%</td>
<td>35%</td>
<td>42%</td>
</tr>
<tr>
<td># DP Arts courses offered at UNIS</td>
<td>8</td>
<td>8</td>
<td>8</td>
</tr>
<tr>
<td>Different languages studied</td>
<td>13</td>
<td>9</td>
<td>9</td>
</tr>
</tbody>
</table>
Standardised Test Results (Grade 3 - Grade 9)

MAP (Measures of Academic Progress)

**UNIS S23:** UNIS Hanoi 2023 (Spring).

**Normative:** The average Rasch Unit Scale (RIT) score for students in the same grade and tested in the same term as observed in the most recent Northwest Evaluation Association RIT Scale Norms study.

**International Partners S23:** International schools all over the world who have registered to take part in MAP in 2023 (Spring).

### Mathematics (MAP)

![Mathematics (MAP) chart]

### Reading (MAP)

![Reading (MAP) chart]

### Language (MAP)

![Language (MAP) chart]

### SAT

(Scholastic Aptitude Test)

<table>
<thead>
<tr>
<th></th>
<th>UNIS Hanoi</th>
<th>USA</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Mean Score</strong></td>
<td>1105</td>
<td>1342</td>
</tr>
<tr>
<td><strong>Mean Evidence-based Reading and Writing</strong></td>
<td>640</td>
<td>680</td>
</tr>
<tr>
<td><strong>Mean Math</strong></td>
<td>547</td>
<td>703</td>
</tr>
</tbody>
</table>

![SAT chart]
Service Learning

By addressing 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 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 the 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.

59 student led MSHS groups

$8,800 total fundraised

3 service connected Student Initiated Programme (SIP) clubs

171 student leaders

144 secondary student led trips and events

22 student led fundraising events

605 students taking action

200 secondary students attending training and workshops

8 Service Learning workshops provided

15 computers donated

31 Service Learning partner organisations

Read more: https://www.unishanoi.org/academics/service-learning
Co-Curricular

The UNIS Hanoi Co-Curricular Programme is designed to offer a wide range of opportunities for our students to actively engage in purposeful activities beyond the classroom to develop skills. The activities offered provide students the opportunity to explore their passions while developing leadership and collaborative skills, as well as promoting social growth and maturation of all individuals involved. We were delighted to have everyone back on campus for a full year of activities.

Overview

**44**
Sports teams (ES: 6, MS: 19, HS: 19)

**176**
ES offerings (After School Activities and Youth Sports)

**115**
Secondary offerings (ASA, SIP, Arts)

**4,562**
After School Activity sign-ups

Read more: www.unishanoi.org/co-curricular

UNIS Music Academy

UNIS Hanoi Music Academy (UMA) aims to introduce students to the discipline of music through instrument exploration. The programme strives to assist students to develop self-confidence and build up enthusiasm in piano, vocals, guitar, woodwind, percussion and string instruments. UNIS Hanoi students can assess their own progress against internationally recognised benchmarks by participating in the renowned ABRSM Music Exam in UNIS Hanoi campus at the end of the school year. The Academy’s instructors are members of the Vietnamese Symphony Orchestra, teachers from the National Music Academy and local expatriates.

**16**
UMA teachers

**16**
Instrument choices

**132**
Lessons taught per week

**105**
Students performing in UMA concerts

Read more: https://www.unishanoi.org/co-curricular/academies
Summer Programme

Every year, UNIS Hanoi offers children from the age of 3 to 14 years the opportunity to participate in our popular Summer Programme. Open to both UNIS Hanoi students and students from other schools in Vietnam, the programme gives young people the chance to explore, connect and have fun all while learning. The 2022-2023 academic year opened its doors to the Hanoi community aged 6-18 years for the Summer Programme.

Community Programmes
(CLASSES & WORKSHOPS)

Our Community Programmes provide a multitude of great opportunities for everyone. Run by our Co-Curricular Activities Office, the classes and workshops aim to provide opportunities for learning and enrichment as well as to encourage and promote a deeper understanding of our host country and of other cultures. UNIS Hanoi Community Programmes continue to grow each year, expanding deeper into our community.

Aquatics Academy

UNIS Aquatics Academy (UAA) provides a wide range of swimming programmes for members of the UNIS Hanoi community as well as the wider Hanoi community. For UNIS Hanoi students, swim lessons and competitive swimming are offered after school. Through the Community Programme, lessons and competitive swimming for adults and students are offered to the Hanoi community. The Aquatics Academy promotes safe and enjoyable swim opportunities taught and coached by highly skilled instructors.

Read more: https://www.unishanoi.org/community/community-programmes

Read more: https://www.unishanoi.org/co-curricular/academies

478
total number of students

ES 330
MS 131
HS 17

41
faculty and staff organised the Summer Programme

209
classes and workshops offered

101
adult education opportunities

72
hours of classes/programmes per week

151
UNIS Hanoi Phoenix Swim Club participants

1200
participants at UNIS Hanoi swim meets

20
swim classes for all levels
Our Community

Student Profile

Enrolment

Top 5 Nationalities

- 340 High School (G9-12)
- 334 Upper ES (G2-5)
- 265 Middle School (G6-8)
- 211 Lower ES (EY-G1)

Total 1,150

* Enrolment data as of 1 October 2022

38 home languages

62 nationalities

50% boys

50% girls

3.03 years (average length of stay)
### Faculty Profile

#### Educational experience

- **Years in education**
  - ≤5: 10
  - 6-10: 15
  - 11-15: 20
  - 16-20: 25
  - 21-25: 30
  - 26-30: 35
  - 30+: 40

- **Years in international schools**
  - ≤5: 20
  - 6-10: 30
  - 11-15: 40
  - 16-20: 50
  - 21-25: 60
  - 26-30: 70
  - 30+: 80

#### Faculty nationalities

- **Australia** 8.5%
- **Canada** 12.1%
- **France** 2.1%
- **India** 1.4%
- **Ireland** 1.4%
- **New Zealand** 2.1%
- **Vietnam** 3.5%
- **United Kingdom** 12.8%
- **United States** 39.7%
- **Others** 16.3%

---

**320** faculty and staff

**28** nationalities

**4.8** years (average length of stay)

**68%** Master/PhD in Faculty and Admin Team

138 Faculty (includes Admin) : 59 ES Faculty 37 MS Faculty 34 HS Faculty 8 All School
Alumni

12,539 alumni

1,111 graduate alumni
6,110 student alumni
5,740 parent alumni*
956 faculty/staff alumni

* including faculty parents

10% increase in engagement through Social Media

159 alumni signed up for and/or attended events

681 alumni students active on UNIS Global

88% of graduated alumni choose to stay connected to UNIS Hanoi

Distribution of our alumni students around the world

North America 19%

Europe 19%

Asia (non-Vietnam) 32%

Vietnam 20%

Australia & Oceania 7%

Africa, Central & South America, Others 3%

Read more: www.unishanoi.org/alumni
School Community Organisation

The main objective of the SCO is to advance the interests of the School Community and promote the well-being of the students, parents, faculty and staff who comprise the School Community. Much loved events organised by the SCO include, Snack Sales, Spring Fair, Book Sale and the Sparkly Social.

Cultural Representatives

<table>
<thead>
<tr>
<th>Cultural Community</th>
<th>Representative(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Korean Community ES (LES)</td>
<td>Jasmin Ryu Hirose</td>
</tr>
<tr>
<td>Korean Community ES (UES)</td>
<td>Ji Eun So</td>
</tr>
<tr>
<td>Korean Community MS</td>
<td>Claire Yang</td>
</tr>
<tr>
<td>Korean Community HS</td>
<td>Jun (Gyeongeun) Jun</td>
</tr>
<tr>
<td>Japanese Community ES (LES)</td>
<td>Hanae Watanabe</td>
</tr>
<tr>
<td>Japanese Community ES (UES)</td>
<td>Naomi Nishigori</td>
</tr>
<tr>
<td>Japanese Community MS/HS</td>
<td>Yuki Danno</td>
</tr>
<tr>
<td>Vietnamese Community ES</td>
<td>Huyen Nguyen, Nhung Nguyen, Nga Trang Tuyet, Anh Pham, Thuc Anh Khue</td>
</tr>
<tr>
<td>Vietnamese Community MS</td>
<td>Nam Nguyen</td>
</tr>
<tr>
<td>Vietnamese Community HS</td>
<td>Khuyen Luu</td>
</tr>
<tr>
<td>American Community</td>
<td>Jennifer Lee Summerville, Laura Kantrud, Laura Kantrud</td>
</tr>
<tr>
<td>Canadian Community</td>
<td>Selvia Gad, David Drouin</td>
</tr>
<tr>
<td>German Community</td>
<td>Sheila Schlager, Olga Hase-Bergen</td>
</tr>
<tr>
<td>Nordic Community</td>
<td>Malin Niklasson</td>
</tr>
<tr>
<td>Spanish Community</td>
<td>Angel Quiroga Iturralde</td>
</tr>
<tr>
<td>African Community</td>
<td>Sharon Reinisch, Marina Slweca</td>
</tr>
<tr>
<td>Indian Community</td>
<td>Neha Upadhyay, Saloni Jaitha</td>
</tr>
<tr>
<td>Australian Community</td>
<td>Melanie Pook, Natalie Fairlie</td>
</tr>
</tbody>
</table>

SCO Income (USD)

- Book Sale: $7,535
- Snack Sale: $1,861
- Sparkly Social: $5,371
- Spring Fair: $66,396

Total Income: $81,163

SCO Expenditure (USD)

- G12 Graduation Dinner: $1,480
- Staff & Teacher Appreciation: $3,998
- Impact Fund: $6,766
- Event & Meeting Support: $1,368
- Spring Fair: $40,031

Total Expenditure: $63,844

SCO Executive Committee

<table>
<thead>
<tr>
<th>Position</th>
<th>Representative</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lower ES representative</td>
<td>Bijal Hemani</td>
</tr>
<tr>
<td>Upper ES representative</td>
<td>Melanie Pook</td>
</tr>
<tr>
<td>MS Representative</td>
<td>Lynn Son</td>
</tr>
<tr>
<td>HS Representative</td>
<td>Jessica Kim</td>
</tr>
<tr>
<td>Treasurer</td>
<td>Katrien Crahay</td>
</tr>
<tr>
<td>Communications Officer</td>
<td>Pita Fitzpatrick</td>
</tr>
</tbody>
</table>
Finances

As one of only two UN schools in the world and a not-for-profit organisation, UNIS Hanoi takes its responsibilities to the community and to Viet Nam seriously. Below is our financial report for the 2022-23 Academic Year.

Please note, these figures are pre-audited and are therefore unaudited at the time of publication. We will update these figures if required, by the end of December 2023 in our online publications.
Philanthropy

Fundraising

<table>
<thead>
<tr>
<th>No of gifts</th>
<th>USD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>409</td>
</tr>
<tr>
<td></td>
<td>1,816,220</td>
</tr>
</tbody>
</table>

By Fund

- Impact Fund: 44,420
- Scholarship Fund: 76,591
- UNIS Endowment Fund: 1,480,228
- General Fund: 211,554
- Emergency Relief Fund: 3,425

These annual report figures are USD equivalent at time of giving (gifts received in VND in Vietnam).

Contribution

- Current Families: 68%
- Current Faculty Staff: 34%
- Alumni: 12%

Participation in 22-23 Annual Campaign

- Faculty staff participated: 42%
- Current families participated: 26%
## Impact

### Solar Power

- **398** solar panels installed (including the School’s funding)
- **282,055 kWh** solar power generated (whole school)
- **9.2%** solar power contributed to whole school electricity needs
- **200 tons** carbon offset from the whole project
- **356** trees planted

### Botanical Garden

- **220** unique community visits
- **83** plants curated

### Recycling Hub

- **27** students lead the recycling programme
- **211 kg** plastic recycled
- **35,167 bags** (assuming a plastic bag weighs 6gr)

### Impact Grants

- **7** awarded Impact Fund Grants
- **$13,250** total value of grants awarded

### Cultural Collection

- **226** artefacts displayed
- **37%** Vietnamese ethnic groups represented
- **24** new artefacts 2022-2023

### Scholarship Programme

- **9** scholars currently enrolled

### Learning Together Conference

- **14** graduated scholars (2015 - 2023)
- **260** local educators participated
- **191** Vietnamese schools participated
Discover the United Nation’s Sustainable Development Goals in Action at UNIS Hanoi

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