



From the Principal

Mr Simon Leese



The Ups and Downs

We continue to get a lot of positive feedback from the recent TES Award, but we move on. To achieve recognition is very gratifying, but certificates, trophies and badges can be the devil's jewelry, sparking in the sun while leading to complacency and self-satisfaction. We all like to be acknowledged, but the trappings of success are incidental to what really matters - always trying to be better than we are now, regardless of the recognition, is the reason to get out of bed each day.

Many years ago I had a softly spoken, mild mannered sixth form student from Ghana

in our boarding house in England (he is now very distinguished doctor and academic in the United States) who commented that he was not sure why he put so much time into something, when no one seemed to value it. I told him if ever he felt he was not congratulated enough, there were two things to do: firstly, go and find someone else to congratulate for what they had done to help build a culture of appreciation. Secondly, to feel very pleased with himself - he was seen as sufficiently senior in the organisation that no one thought he needed encouragement. In the case of the TES Award, there was a lot of congratulation - and I enjoyed it on behalf of everyone who more properly deserved it!

Leaders of organisations seldom get troubled with positive feedback; typically, they hear the complaints. I get complaints, of course. Any organisation will at times be criticised, and how concerns are handled is an important part of an organisation's culture.

Sometimes stakeholders 'go to the top' first for action and cut out intermediate steps; the psychology of such an approach is flawed. In our school where the focus is people, the objective should be de-escalation - dealing with the issue at the 'lowest' level, so that all members of the community are actively connected to the essential management of our students. Those who think approaching the man or woman at the top in the first instance is wise, don't consider that if he or



she were to respond, effectively all those in the logical chain will eventually abdicate responsibility. In any case, they will need to be consulted for any relevant background. What I have found is, when the institutional structure is working well, when an issue does get as far as me and all other options have been exhausted, then the complaint is almost certainly justified, and the route to resolution much clearer. I am delighted to report I don't get many complaints at POWIIS - but Heads often do, and when they do get together sharing experiences is common.

When I took up my last Headship, I had to appoint a deputy to replace a retiring colleague. It was then that I introduced the 'difficult parent' role play, which I observed from a corner of the room. It is totally absorbing. In this case, I used an actress who was allowed to take the interview in any direction she chose, in response to what was said. One candidate said 'Have you asked his housemaster about this?' There was a long pause, and I wondered *(continued on pg2)*

Photo Gallery - FOBISIA CPD Leaders' Conference



what would happen next. The 'parent' leant forward slowly, looked straight at him and said: 'Do you know what I do for a living?' 'Er no, I'm afraid I don't' came the hesitant reply. "Well I will tell you. I have my own company, I employ 200 people, and I am very, very busy. Do you think I would be wasting my time talking to you if that useless half-wit had done something about this when I asked him?"

I could barely stop myself laughing out loud. But at least the idea of working up the chain of responsibility seemed to be understood! ☺

POWIIS Cultural Exchange Program



We welcome 4 Laos students Tinee, Emma, Almyra and Emmy to the POWIIS family as part of our Cultural Exchange Programme. They will be with us until the 25th of March. ☺

French Tuesday Lunchtime Concert

It was a French themed Tuesday Lunchtime Concert (TLC) last week! Our talented students and staff performed classic French tunes such as La Complainte de la Butte and La Mer. ☺



FOBISIA CPD Leaders' Conference

Mrs Elizabeth Streat



POWIIS hosted the annual FOBISIA CPD Leaders' Conference on last Friday and Saturday. This prestigious event involved 42 senior leaders from FOBISIA schools across Asia collaborating on teaching and learning initiatives and sharing best practice. We were very fortunate to have world renowned education and leadership expert, Dr Coleen

Jackson, as facilitator. The House Leaders impressed our visitors with their "endlessly enthusiastic" school tours and the welcome performance, featuring all of Year 7 and Angelique Thum Atienza, was described as "a beautiful display of talent". Thanks to everyone involved in making the event such a success! ☺

Annual POWIIS Ball

Mrs Elizabeth Streat

Congratulations to the Student Ball Committee (Yan Bin Phua, Henry Lim, Nicole Lee, Jing Zhou Ong, Karen Lu, Onishi Rei, Maxwell Ong and Lillian Balcarek) for organising a great evening of entertainment at the Evergreen Laurel Hotel,

dancing and fun for over 200 POWIIS students.

Special thanks to: Christopher Lim, Pavithra Manivannan and Abu Hanif Haniz for photographs of the evening. ☺



MSSPP Sports Achievements

Miss Sarah Hardman

NAME	YEAR	LEVEL	TYPE OF SPORT	ACHIEVEMENT	REMARKS
Teoh Jia Rong	10	Zone	Table Tennis	3rd Place	Singles
Teoh Jia Rong	10	Zone	Table Tennis	3rd Place	Doubles
Eugene Leong	11	Zone	Table Tennis	3rd Place	Doubles
Chen Tian Ying	11	Zone	Table Tennis	3rd Place	Doubles
Khoo Shi Min	10	Zone	Table Tennis	3rd Place	Doubles
Teoh Jia Rong	10	Zone	Table Tennis	2nd Place	Team Event
Andy Akazawa	12	Zone	Table Tennis	2nd Place	Team Event
Eugene Leong	11	Zone	Table Tennis	2nd Place	Team Event
Tristan Iskandar	12	Zone	Table Tennis	2nd Place	Team Event
Tan Gui Fu	9	Zone	Table Tennis	2nd Place	Team Event
Khoo Shi Min	10	Zone	Table Tennis	2nd Place	Team Event
Chen Tian Ying	11	Zone	Table Tennis	2nd Place	Team Event
Deong Min Xuan	10	Zone	Table Tennis	2nd Place	Team Event
Deong Min Yu	10	Zone	Table Tennis	2nd Place	Team Event
Young Hian Hui	10	Zone	Table Tennis	2nd Place	Team Event
Jasseem Sarmad Al-Abaichy	9	State	Cross-country	19th place	
Soraya Ng Chiew Fern	11	State	Golf	3rd Place	
Rachel Poh Yee-Shing	9	State	Squash	1st place	

Congratulations to all! 🎉



Photo: Rachel Poh

Primary Schools' Athletics Meet

Mr Liam Streat

POWIS Junior Sports Leadership Award students hosted 207 students from primary schools across the island and one from KL in a Primary Schools' Athletics Meet last Friday. This was a great opportunity for them to put into practice what they have been learning and they did an exceptional

job. We have had countless comments and emails thanking them for doing so well. This is the third year we have run this event and we are already looking forward to the next one. Well done and thank you to all of the current leaders and qualified leaders involved. 🎉



U16 Girls' Netball vs Uplands School

Miss Sarah Hardman

The U16 girls got off to a slow start, giving away a big lead to Uplands at the end of the first quarter. They made an impressive come back in a high spirited and well fought match. The final score was 21-15. Player of the match is awarded to Carine Soon. 🎉



POWIIS Lifeguard Training

Mr Leighton Edwards

Across 3 Saturdays in January and February, 7 staff and 8 boarding students spent 20 hours completing a Lifeguard Course run by TAD Solutions.

As you would expect, there was a lot of time spent in the pool practising rescuing someone as well as work in the classroom looking at CPR techniques, plus safety and hazards in and out of the pool.

The group worked very hard and with great enthusiasm... there was also a lot of laughter!



We should be receiving our certificates soon which will mean we have other staff - apart from P.E. teachers - and a group of students who are now able to assist with Life guarding after school or on the weekends - great news for the boarding students!

Congratulations to all involved, well done! 🎉

U16 Boys' Hockey

Mr Liam Streat

Both Gobind and Angad Khalsa have been selected to represent the U16 Penang state hockey team. They are off to Kuala Lumpur next week beginning 16th March to compete in the national hockey tournament.

A huge congratulations from us all and the very best of luck! 🎉

Social Media – Again

Mr Simon Leese

We accumulate information on students' social media behaviour in a number of ways. In the nature of social media platforms, an entre via one student leads to access to many others.

We discover students who are under the age to have accounts. It is not for the school to police students' activity which should be a parental concern, but we will assist if asked.

The minimum age to open an account on Facebook, Twitter, Instagram, Pinterest, Tumblr, Kik, and Snapchat is 13. For Vine, Tinder and Yik Yak it's 17. YouTube requires account holders to be 18, but a 13-year-old can sign up with a parent's permission.

I stress ONCE AGAIN a responsible parent should be monitoring all their children's

social media activity and have full access/ passwords etc. I continue to be shocked and alarmed by how many ignore this absolute imperative.

I hear very often 'we trust them'. Excellent. When earned. Until then, check. 🎉

Important Dates for March & April 2018

[Click here for full school calendar](#)

21st to 24th March	Wizard of Oz Performance
23rd March	Swimming Gala
23rd March	Entrance Assessment Day
30th March to 1st April	World Scholar's Cup Penang
30th March to 15th April	End of Term 2
30th March to 29th July	CIE and Edexcel Exams
16th April	Term 3 Begins
20th April	Entrance Assessment Day

Watch for future Pulse editions!