

The English Schools Foundation

43B Stubbs Road, Hong Kong

tel: + (852) 876876876

fax: + (852)98798798

19th November 2001

To Whom It May Concern,

Re: Christopher T.H. SMITH, B.Sc., PGCE

Mr. Christopher T.H. Smith who holds a Bachelor of Science, University of Hull, UK and Post Graduate Certificate in Education (PGCE), University of Leeds, has been employed by the English Schools Foundation since 1978. Originally a secondary school teacher of Physics and Science at Island School, Mr. Smith was rapidly promoted to Head of Photography where he established the Department and was Head of Resources.

Chris has continued to initiate and develop proactively with the English Schools Foundation. He became the Head of JC Sarah Roe Centre in 1985 and established from small beginnings a highly successful professional development centre for the 650 teachers in the fifteen ESF international schools in Hong Kong. Prior to the development of ESF central administration, he had the responsibility for the professional development of teachers and played a leading role in establishing the in-service education and training (INSET) policy for the Foundation. In running the Centre, Chris has demonstrated considerable administrative skills, establishing a wide range of in-service programmes to meet teachers' needs. He had full responsibility for staff, building, finances, and building up a comprehensive library with its attendant database.

Chris is a gifted trainer and has worked most successfully with groups of teachers and other staff across a wide spectrum of curriculum areas and student age ranges.

Particularly successful was the work he undertook in the initiation and development of the ESF staff review and development policy – staff appraisal. He trained as a trainer himself and became the trainer for whole staff in several ESF schools.

A life-long learner, Chris has developed considerable skills and expertise in ICT. He has constructed web-sites supporting appraisal training and more generally the ESF web-site. From 1997 onwards, his work has branched out from running the Sarah Roe Centre to the role of part-time ICT adviser. This has involved constructing the ICT Development Plan for the Foundation as a whole. The plan commenced with an audit of where schools were and became a rolling programme of priorities which have now largely been implemented. To support that implementation, Chris has negotiated and organised IT INSET for ESF teachers in the mainstream. He has demonstrated specific skills in introducing ICT to those for whom it has not been familiar and made them feel comfortable with its application. His work with library staff and special needs teachers in the organisation has been very successful indeed.

Chris' ability as a facilitator and his networking in terms of obtaining course providers has provided him with worldwide links which will prove invaluable to any future employer. In addition, he is a gifted writer and editor as demonstrated through his regular contributions to the South China Morning Post and his editing and publishing of ESF staff magazine, reshuffle, from 1986.

In summary, Chris has shown himself to be a good colleague with excellent skills which I am confident can be transferred from education to other disciplines. He has shown particular skills in working with teachers, support staff and students. He enables these different constituents to develop positive attitudes of life-long learning. His professional teaching background, his organisational and administrative skills, his expertise in ICT particularly the use of the internet and web-page design together with his experience of the media and organising conference and exhibitions, should enable him to work in a variety of situations very successfully. I can recommend him unreservedly.

Yours faithfully,



Jennifer Wisker
Secretary and Chief Executive
The English Schools Foundation

Ref: JW/nl jwisker@esf.edu.hk

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