

HKMA David Li Kwok Po College

Annual School Plan 2013-2014

Part 1: Our Vision and Mission

Our Vision

Our vision is to operate a high performance school which provides effective schooling for educating and developing students with the life skills to become responsible, caring, self-disciplined and adaptable young people in a changing society and eventually to be employable and productive members of the community and international citizens of an increasingly globalized world. The school will nurture wholly developed, well-balanced and life-long learners who are moral, literate and cultured, intellectually, physically and emotionally strong, and ready and willing to serve society.

Our Mission

Our mission is to provide an all-round education for the total development of our students, encompassing moral, intellectual, physical, social and aesthetic aspects. The school believes that each student has worth, and is endowed with potential and that the school can and should, develop its students to the fullest. We also believe that every child has different abilities and can become an effective and independent learner by learning to accept responsibility for his or her learning.

The school exists to educate and develop every pupil to his or her full potential so that he or she will grow up to become a well-rounded person with the following attributes:

International in outlook, culturally aware and proud of their own heritage;
Bi-literate and tri-lingual, with the requisite confidence and competence to communicate effectively in a global community;

Well-versed in the use of information technology both inside and outside of the classroom;

Logical, independent and creative thinkers with the resourcefulness to make informed decisions;

Well-prepared for continued and active life-long learning;

Knowledgeable about humanities as well as basic scientific and mathematical concepts;

Civic-conscious, patriotic and willing to contribute to the community;

Morally aware and appreciative of traditional Chinese values (such as loyalty, reliability, responsibility, self-discipline, punctuality, obedience, filial piety and family values);

Cultured and able to appreciate and enjoy the visual and performing arts;

Physically fit and knowledgeable of healthy living

Part 2: The Overall Direction for the School Year 2013-14

The plan below and the College's direction should be seen as being one and the same. The Development of the plan has come from stakeholder data interpreted by staff and is a response to self-evaluation, a statement of where effort and direction will occur. As such, we believe that:

- Care is an important part of our work and that our College will be more successful if we can target our care to reflect the changing nature of our College as it grows to become an established, mature institution.
- That care takes many Forms and should not be misinterpreted as an objective. For example, to discipline students is to care. Care in terms of the College's Development Plan is entirely and specifically focused.
- We believe that teachers need opportunities for development, that our students require help and assistance for them to be able to grow, that our parents to require help at times.
- We believe that ethics are important as is the development of community and team spirit.
- We believe that small class learning is an effective way of providing better teaching and learning via students being able to receive more individualized attention.
- We believe that Information Technology is an important vehicle via which we can develop more pupil centred learning, creating positive outcomes for both teachers and students.
- We believe that reading and writing and the development of critical thinking are essential skills for students worthy of particular emphasis.

Part 3: Specific Strategies for the School Year 2013-2014

Guiding Notes:

- The College's year plan stems from the three-year School Development Plan created in 2012-2013.
- The plan eliminates areas previously achieved and thus focuses upon areas that either have yet to be achieved or those owing to their nature, that require time spent beyond any one calendar year.
- It is important for staff to understand the nature of the overall objectives and how they relate to daily work, for example, how Department and Team Heads need to refer to developmental areas within their plans. At an individual level, individual teachers either as class teachers or in teaching a subject.
- Thus, not all of the concerns relate solely to planning actions with a number pertaining to daily practice.

Major Concern 1: To Further develop care

Targets	Overall objective	A General Outline of Strategies	Resource Implication	Staff Responsible	Evaluation of Outcome/ Target
Teacher <-> Teacher	Teacher professional development	To develop a teacher mentor/coach system for each teacher.		AP (SA)	Implementation of system, SSE data
		To continue to provide specific training to enable teachers to make better use of small class teaching and for class teachers to enhance their effectiveness.	Maintain the existing SD budget	Head of the SDD Team, Principal	SD Team evaluation
		To continue to provide specific training to teachers to better enable them to use technology in the form of iPads within lessons.		Heads of Teaching Departments	Via yearly Department/ Team evaluation reports

Targets	Overall objective	A General Outline of Strategies	Resource Implication	Staff Responsible	Evaluation of Outcome/ Target
		For teachers to continue to engage in cross departmental lesson observations.		Heads of Teaching Departments	
Teacher <-> Student	Inter department/ team collaboration	For Teaching Departments and Teams to continue to engage in cross- curricular student-based activities.	NA	Heads of Teams and Teaching Departments	The Principal via yearly Department/Team evaluation reports
	Ethical conduct	To continue to develop in students a greater awareness in students of the importance of ethical behaviour.	NA	DP (AA), AP (SA)	SSE data
	Teacher student relationship / Enhance understanding	To continue to develop programmes that enhance and develop the relationship between teachers and students.	NA	AP (SA)	SSE data
	Sharing and guidance	For teachers to further use the sharing of their own personal experiences as a means of guiding our students.	NA	Principal , AP (SA)	Internal evaluation
	Communication	For teachers to continue to participate in activities that foster greater teacher student communication. For example, supporting the Student Council	NA	Principal	Principal via evaluation of year plans

Targets	Overall objective	A General Outline of Strategies	Resource Implication	Staff Responsible	Evaluation of Outcome/ Target
	Class based activities	For class and subject teachers to continue to engage in class based activities as a means by which to develop class spirit, a sense of belonging to the College and to build teacher-student understanding.	NA	DP (AA), AP (SA)	SSE data
	Seeking help	For teachers to continue to support initiatives that encourage students to seek help. For example, the development of a better voicemail system.	A new voicemail system, \$60,000	Principal, staff consultation	SSE data
College <-> Parents	Parent education	To continue to develop opportunities for parents to learn more about how teenagers develop and the strategies that can be used	NA	AP (SA), School Counselor, School Social Worker	PTA
Student <-> Student	Ethical conduct	For students to continue to understand the importance of ethics and how such behaviour relates to daily life	NA	AP (SA), G and C Coordinator	APASO data
	Communication	For students to further become involved in both the Student Council and its activities	As a continued addition to the annual school budget	AP (SA)	Internal evaluation

Targets	Overall objective	A General Outline of Strategies	Resource Implication	Staff Responsible	Evaluation of Outcome/ Target
	Seeking help	For students to take advantage of opportunities to seek help from peers as well as teachers when they encounter difficulties.	NA	AP (SA), Head of I.T, Head of the SDD Team	SSE data
	Class based activities	For students to continue to both lead and take part in activities that develop leadership, communication, peer participation and a harmonious College life.	NA	AP (SA,) Class teachers	Internal evaluation

Major Concern 2: To further develop Teaching and Learning

Targets	Overall objective	A General Outline of Strategies	Resource Implication	Staff Responsible	Evaluation of Outcome/ Target
Teacher <-> Student	The use of technology to create student centred learning (classrooms and library)	To allocate via whole College budgets, resources that continue to facilitate the use of student centred learning via technology, the development of appropriate resources and strategies and appropriate infrastructure.	Extra capital spending above normal expenditure/ To be assessed yearly on a needs basis.	Principal, DP (AA), Head of I.T, I.T Coordinator	International best practice as can be implemented at the College.
		To allocate via whole school budgets funds to ensure that hardware such as WIFI are able to meet the challenges presented by this objective.	As required by the state of existing hardware	Principal, DP (AA), Head of I.T, I.T Coordinator	Maintenance of existing capabilities and capacity improvement when replacement occurs

Targets	Overall objective	A General Outline of Strategies	Resource Implication	Staff Responsible	Evaluation of Outcome/ Target
		To allocate resources to the further development of a teacher group who can 'train the trainer' by developing, implementing and sharing appropriate subject based good teaching practices and experiences.	Via the Staff Development Team's annual budget.	Principal	Via the introduction of standard procedures, developed via teacher practice, across all teaching Departments
		<p>Revise the College's current integrated I.T. curriculum. Such a curriculum should focus on the use of software as a means of getting students to read, write and create.</p> <p>For the College to further examine the creation of a standard class-based e-learning platform in order to encourage help seeking and wider self-learning opportunities.</p>	<p>NA</p> <p>\$50,000</p>	DP (AA), Heads of Teaching Departments Head of I.T,	Internal evaluation

Targets	Overall objective	A General Outline of Strategies	Resource Implication	Staff Responsible	Evaluation of Outcome/ Target
		To make better use of the College's I.T, facilities as a means by which student competencies can be better developed. For example, for The Campus T.V. Team to become 'news reporters' within the College campus, for students on study tours to use available technology to produce multi-media reports of their activities etc.		All Heads of Teaching Departments and Teams.	Internal evaluation via yearly review
		To create a group of student I.T. Prefects who can train students in the application of appropriate I.T.	NA	Head of I.T.	
		For the College's Library to become a partner in the creation of and dissemination of appropriate e-learning materials such as e-books and web based materials with the aim of making the Library into a more holistic 'learning centre'.	As per the library and departmental budgets, adjusted annually where need exists.	Librarian, Heads of Teaching Department	Upon implementation and following monitoring.

Targets	Overall objective	A General Outline of Strategies	Resource Implication	Staff Responsible	Evaluation of Outcome/ Target
	Student competency in both reading and writing	For the College to create initiatives at Department and Team level that further develop student interest and competency in reading and writing.	NA	All Heads of Teaching Departments, Librarian, Reading and Writing Coordination group	SSE data
		For the Library and Language Departments to develop strategies that are specifically focused on the development of a greater 'reading habit' amongst students. Such strategies should be outcome focused and have quantifiable objectives and targets. Library Prefects to become a focus for student leadership with regards strategies to effectively target reading initiatives.	NA	Reading and Writing Coordination group Librarian	Internal evaluation via the Library's annual plan, SSE data, borrowing records, Annual evaluation by Language Departments.
	Student creativity	For the curriculum within all subject areas to focus upon opportunities to develop creative thinking in our students.	NA	Principal, DP (AA). Heads of Teaching Departments.	Annual review via analysis of Departmental and Team plans.

Targets	Overall objective	A General Outline of Strategies	Resource Implication	Staff Responsible	Evaluation of Outcome/ Target
		To re-evaluate existing curricula within the creative arts domain so as to further develop opportunities to enhance student creativity. For example, the introduction of software such as 'Scratch' as a cross-curricula means of enhancing both logical thinking and creativity.	NA	DP (AA)	For software such as, 'scratch' to be implemented.