

**TWGHs Lo Kon Ting
Memorial College**

School Development Plan

2018-2019

to

2020-2021

TWGHs Lo Kon Ting Memorial College

1. School Vision & Mission

2. School Goals

3. School Motto

4. Core Values of Education

1. School Vision & Mission

The mission of the Tung Wah Group of Hospitals in education is to provide comprehensive and multifarious services to children and young people to enable them to exert their full potentialities and, eventually, to serve the community.

We are committed to achieving an all-round development in our young generation through the provision of a congenial learning environment, equipping young people with the necessary skills and knowledge, and nurturing them to become good citizens with a willing commitment to worthy causes and a genuine concern for social affairs.

2. School Goals

- (i) To improve student achievement in Chinese, English and Mathematics.
- (ii) To increase student exposure to the greater world outside.
- (iii) To maintain student interest in learning and to support independent learning
- (iv) To develop a strong moral foundation in students

3. School Motto

We firmly believe in the school motto: “Diligence, Frugality, Loyalty and Faithfulness” as the guiding principle in the moral and intellectual development of our children and young people. We strive to promote proper values and a positive outlook on life and encourage them to lead a full and meaningful life.

4. Core Values of Education

We respect the unique characteristics of all students. We believe that every student will grow with goodness through the process of education, applying knowledge in rational and creative ways and reflecting upon the beauty of life in caring for others.

We treasure the potential of our students. We strongly believe that the potential of each student can be realized with different educational content and methodologies. We are enhancing student achievement in Chinese, English and Mathematics, expanding their horizons and stimulating their creativity. Moreover, we nurture moral qualities, instil team discipline and inculcate a positive attitude towards life in students.

We believe that school is an important place for young people to seek knowledge and learn to be decent people. We strive to establish this through a nurturing spirit and harmonious and secure campus for our students. We also hope that students love themselves, care for others, participate in social services and show concern about China and International affairs.

2018-2019 to 2020-2021 School Development Plan Holistic Review

Major Concerns	Extent of targets achieved	Follow-up action
<p>1. To enhance learning & teaching effectiveness and to improve students' academic performance</p>	<p>Partly achieved</p> <ul style="list-style-type: none"> ● A series of note taking workshops is organized for Form One students to enhance their generic skills in learning. ● Three core subjects (English, Chinese and Mathematics) each have started a two-year school-based project to help students lay a firm foundation in subject knowledge. ● To further enrich the English environment in the school campus, most of the information posted on the newly purchased electronic boards is presented in English. ● The Lesson Observation Form for class visits is revised to collect more information for further improvement of teaching strategies. Starting this year, teachers of different subjects are encouraged to have mutual class visits through open invitations so as to draw inspirations across subjects. ● Various subjects have provided after-school tutorial lessons for both capable students and weaker students respectively to cater for learner diversity. ● The Talent Pool is established to help develop the capable students' potentials through small group meetings with teachers and joining challenging activities outside school. ● More than half of the subjects have been using the electronic platforms to conduct interactive teaching and learning. 	<ul style="list-style-type: none"> ● Feedback will be collected from both teachers and students for further improvement. The learnt skills will be consolidated through more practice in Geography, History and Integrated Science. ● The school-based projects will be evaluated and revised for further improvement as necessary. ● The English version of the information should be posted on the electronic boards as much as possible. Such practice will be extended to other public areas in the school campus. ● Feedback will be collected for further improvement. ● Evaluation should be made to ensure the effectiveness of the tutorial lessons. ● Feedback from both teachers and students will be collected for further development. ● The school will provide more IT equipments and teacher training to encourage the use of electronic platforms.
<p>2. To strengthen students' whole-person development</p>	<p>Fully achieved</p> <ul style="list-style-type: none"> ● Moral and civic education committee has organized several projects and activities to enhance student character and moral standard. Over 80% of students agreed that school pay good attention to moral and civic education. ● Student leaders have sufficient opportunities to practise their leadership skills through organizing activities. ● Extra-curricular activity Committee has frequently praised outstanding students in the morning assembly. ● Student Counselling Committee, Academic Committee, Discipline Committee and the school social worker have been 	<ul style="list-style-type: none"> ● Continue to cultivate good character and healthy life as the school theme ● Introduce more resources to strengthen the growth needs of students ● Enhance measure to nurture students' qualities of self-organization skills, positive values, sense of responsibility and resilience

	<p>working closely to help students with special needs.</p> <ul style="list-style-type: none"> ● Careers Committee and the library have published magazines to enhance the spirit of striving for excellence through sharing the success stories of our alumni. 	
3. To develop the framework for Life Planning	<p>Fully achieved</p> <ul style="list-style-type: none"> ● We have provided students with a comprehensive career planning course through the “MY WAY” program. ● We have organized and joined external programs to increase students' awareness of career planning and understanding different pathways of further studies. ● Through individual careers counselling by experienced counselor, help students understand their abilities and interests, and develop a personal career map. ● All subjects incorporate elements related to career planning in the curriculum to enhance students' understanding of personal career planning. 	<ul style="list-style-type: none"> ● This major concern will become yearly routine task of the school ● Work closely with the Alumni Association to invite more outstanding alumni of the school to share their experiences with all walks of life.

Evaluation of the School's Overall Performance

PI Areas	Major Strengths	Areas for Improvement
1. School Management	<ul style="list-style-type: none"> ● The school sponsoring body (SSB) has a strong education mission which has been closely followed by the school. ● Most members of the Incorporated Management Committee (IMC) have strong educational backgrounds and some of them have been school managers for years. As such, they have a good and thorough understanding of the school context and are able to give useful advice to the development of the school. ● School self-evaluation has been embedded into the day-to-day school work. Quantitative and qualitative surveys are conducted to facilitate in adopting a data-driven approach in reviewing and revising its school policies. 	<ul style="list-style-type: none"> ● More emphasis is needed on the monitoring and assessing the effectiveness of learning and teaching strategies in addressing the school major concerns.
2. Professional Leadership	<ul style="list-style-type: none"> ● The Principal is open and frank and has a high respect for teachers. He is able to swiftly familiarize himself with the school context and prioritize his work, bringing in initiatives to enhance the development of the school. ● The Vice-principals are committed and hardworking. They have good working relationship with the middle managers and they work in a climate of trust under the shared vision of benefitting the students. ● The middle managers have good understanding of the subject trends and have an amicable working relationship with teachers. ● The teachers care deeply about the quality of their teaching and students' performance and they closely observed the rules and guidelines set by the school management. They are committed to the duties assigned to them. 	<ul style="list-style-type: none"> ● Professional sharing among teachers may be enhanced on handling learner diversity ● The administrative workload of some panel heads is very heavy.
3. Curriculum and Assessment	<ul style="list-style-type: none"> ● The school's curriculum aligns with its mission of developing students' potentials, enhancing their logical thinking and increasing their exposure to the greater 	<ul style="list-style-type: none"> ● All middle managers need to be able to understand, analyze data available so that they can lead their panels in a

	<p>world outside.</p> <ul style="list-style-type: none"> ● The school has paid due attention to enhance the interface between the junior and senior secondary curricula. ● In the senior secondary phase, ample subject choices are offered to allow students to choose two to three elective subjects according to their abilities and interests. ● Applied Learning courses are provided to suit students' diverse interests, needs and aptitudes. ● The school has a clear policy on assessment which comprises both continuous and summative assessments. ● Teachers are provided with records of students' performance in various internal assessments to enable teachers to have a comprehensive understanding of students' strengths and weaknesses. 	<p>more effective manner.</p> <ul style="list-style-type: none"> ● More effective use of support staff, such as technician and teaching assistance
4. Student Learning and Teaching	<ul style="list-style-type: none"> ● Students are obedient and highly disciplined with good manners and positive attitudes towards learning. ● The school strives to provide a rich environment conducive to learning in English and has aptly organized various events and co-curricular activities where students are provided with ample opportunities to use English. ● Teachers are friendly and approachable. Lessons are well organized with explicit learning objectives and the activities are smoothly implemented. ● Teachers are aware of the need to cater for learner diversity in the lessons. 	<ul style="list-style-type: none"> ● Students need to be more self-motivated and confident. ● There is still room for improvement in catering for learner diversity in class- room teaching. ● Teachers should adopt a more student-centred approach focusing on engaging students in interactive learning activities.
5. Student Support	<ul style="list-style-type: none"> ● The school is devoted to providing a caring, supportive and encouraging environment conducive to students' balanced development. ● The high team spirit and harmonious culture within and among the student support committees have made a commendable contribution to the success of student support in the school. ● Moral and civic education is well in place and there is a 	<ul style="list-style-type: none"> ● To encourage and praise good behaviours so that self-confidence and satisfaction can be enhanced ● Teachers need to play a more active role in the personal development of students such as students qualities of self-organization skills, positive values and resilience

	<p>caring and positive learning atmosphere on campus which is conducive to students' whole-person development.</p> <ul style="list-style-type: none"> ● Alumni are a strong source of support for remedial work of senior form students. ● Alumni return to give advice on multiple pathways upon graduation. 	
6. Partnership	<ul style="list-style-type: none"> ● There is a close and harmonious relationship between the school and parents. The school values the views from parents who have a good understanding of the school situation through the school magazines, the school website and circulars. ● The school has strong links with other educational institutions, particularly schools under the same sponsoring body. The school is apt to solicit support from outside bodies such as the EDB and tertiary institutions to enhance the professionalism of teachers. ● Parents are generally supportive and understanding of school policies. 	<ul style="list-style-type: none"> ● The scope of assistance which can be provided by the alumni could be further explored.
7. Attitude and Behaviour	<ul style="list-style-type: none"> ● Teachers and students have a harmonious relationship. ● Students are pleasant, polite and self-disciplined. They are attentive in class and show good attitude in learning. They participate actively in various life-wide learning activities and are eager to enter various subject competitions. ● Student leaders are confident in carrying out their duties and display a strong sense of leadership in planning and organizing activities. 	<ul style="list-style-type: none"> ● Further widening of students' horizon would encourage them to achieve more.
8. Participation and Achievement	<ul style="list-style-type: none"> ● The percentage of students meeting the general entrance requirements for local undergraduate university programmes in the HKDSE Examination and that of students meeting the general entrance requirements for sub-degree courses have been above the territory averages of day school students. ● The students participate actively in a variety of academic, cultural and physical activities. They perform well in inter-school drama, speech, and sports 	<ul style="list-style-type: none"> ● There is still room for improvement for students in both academic and non-academic aspects. ● To help students grow at their own pace through formal sessions to identify their strengths and set personal goals.

	competitions and win lots of group and individual prizes.	
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SWOT Analysis

Our Strengths

- Tung Wah Group of Hospitals has provided the school strong support on students' development.
- The external evaluation of our school is positive. We have a good school spirit and high reputation in the community.
- Students are good-natured and well behaved.
- Teachers are positive and open-minded to new teaching strategies and training for I.T. teaching. They are willing to participate in various collaborative programmes and projects.
- Our school enjoys a strong support from parents.
- The extensive alumni network allows our school to benefit from the valuable experience and skills of our graduates. They offer generous support in both areas of academics and extra-curricular activities.

Our Weaknesses

- The school campus is small and it hinders the development of the school.
- The school English environment needs further improvement as most students need not use English outside classroom.
- Some students lack self-confidence and effective learning strategies.
- Some senior form students have difficulty in managing both studies and extra-curricular activities well simultaneously.
- Students' exposure to the outside world is limited.
- Diverse learning needs have become more noticeable in school.

Our Opportunities

- The medium of instruction in all forms has been changed to English.
- Students who are good at English can help promote English and encourage others to enhance their language skills.
- Tung Wah funded elite programmes can widen students' horizons and exploit their potentials to the fullest.

Our Threats

- Learner diversity is great and it has become a challenge in catering for individual needs.
- The experienced teachers will retire in the near future and there is an urgent need to equip the younger teachers for the development of the school.
- Students' personal development is greatly influenced by their socio-economic background.
- Students are deeply influenced by social trends and distorted values delivered by the mass media.

TWGHs Lo Kon Ting Memorial College
School Development Plan 2018/2019 , 2019/2020 , 2020/2021

Major Concerns	Target	Time Scale (Please insert ✓)			A General Outline of Strategies	
		18/19	19/20	20/21		
1. To enhance learning & teaching effectiveness and to improve students' academic performance	i. To enhance students' academic performance	✓	✓	✓	● To further develop students' generic skills in learning	
		✓	✓	✓	● To enrich the English Environment in the school campus	
		✓	✓	✓	● To enrich the content of teacher observations	
	ii. To cater for learner diversity	✓	✓	✓	● To optimize the mechanism in catering for learner diversity, enhance student learning motivation	
		✓	✓	✓	● To build up students talent pool and develop their potential	
	iii. To enhance the effectiveness in using IT for teaching and learning	✓	✓	✓	● To conduct assessment, lesson preview and interactive teaching by using electronic platform	
		✓	✓	✓	● To purchase more equipment and cloud services so as to support interactive teaching	
	iv. To promote STEM Educations	✓	✓	✓	● To organize more technology training and sharing activities so as to support the implementation of the cross-subjects STEM education	
	2. To strengthen students' whole-person development	i. To implement student personal growth activities systematically	✓	✓	✓	● To enhance support for students with special needs
			✓	✓	✓	● To arrange more social services activities for students so as to broaden their horizons and boost self-confidence
✓			✓	✓	● To enrich students experiences by arranging more extra-curricular activities, such as external performances or talks	
✓			✓	✓	● To praise students non-academic achievements and striving to success experiences via different media and mode	
✓			✓	✓	● To cultivate students leadership skills by organizing more leadership training activities	
✓			✓	✓	● To enhance sense of resilience of students by joining "Joyful" project	
ii. To enhance student moral education, physical and		✓	✓	✓	● To enhance students' sense of accomplishment and satisfaction by using praising system to encourage peer collaborate learning	

	psychological health education and	✓	✓	✓	● To nurture students' qualities of self-organization skills and positive values so as to building up a good habit
		✓	✓	✓	● To raise up parents and students awareness on physical and psychological health by organizing “Healthy School” Project
		✓	✓	✓	● To cultivate students' spirit of meeting the difficulty and serving the community by implementing form teacher lessons based on Tung Wah History
		✓	✓	✓	● To pass on positive values and good school moral traditions by inviting alumni to share their experiences and acting as coaches to students
	iii. To enhance students careers support via systematic support measures	✓	✓	✓	● To equip students in mastering the latest trends in career, employment and work world
		✓	✓	✓	● To provide work-related experiences and activities for students
		✓	✓	✓	● To provide professional advices on career planning for senior form students
3. To strengthen the inheritance and development concerning the school management team	To strengthen the inheritance and development concerning the school administration measures	✓	✓	✓	● To enhance team spirit and communication channel amongst staff
		✓	✓	✓	● To enhance support measures for new teachers
		✓	✓	✓	● To strengthen the inheritance and development of the expertise of experienced teachers
		✓	✓	✓	● To strengthen the monitoring measures of school development