

Po Leung Kuk Ngan Po Ling College

School Development Plan 2005 – 2006

1 September 2005

School Mission

1. We aim at providing students with a happy, harmonious and positive learning environment conducive to moral, academic, physical, social, personal and artistic development.
2. We nurture students with solid foundation for further studies and better career development.
3. We promote students' language proficiency in English, Chinese, Putonghua and other prevalent languages and skills in Information Technology.
4. We help students build up confidence, thinking skills, analytical skills and perpetual learning ability in order to better prepare them for the challenges in the 21st century.
5. We promote all round education in students' moral, intellectual, physical, social and aesthetic development.

Major Concerns 2005-06

1. To further enhance quality in students' academic performance, co-curricular and extra-curricular activities.
2. To formulate better formal communication net work to further promote teamwork and collaboration in teaching and learning, curriculum development and students' discipline and guidance work.
3. To enhance participation of teachers in decision making process & implementation.
4. To devise policies to exercise better control on students' submission of assignment, evaluation, progress in learning, classroom discipline and learning environment.
5. To enhance self-esteem, nurture good habits and good character among students.

Administration

Major Concerns	Intended Outcomes /Targets	Strategies/ Tasks	Success Criteria	Method of Evaluation	Responsible Personnel	Resources Required
1. Develop school organization structure and management of daily operation	(a) Establish a well accepted organization network which enhances participation in management and sense of ownership among teachers and staff.	➤ Establish formal or informal channels to ensure all staff have a thorough understanding of the school policies, mission, major concerns and priority of work.	➤ There are staff meeting, subject meeting and class teachers' meeting every month.	➤ Observation ➤ Records ➤ Minutes	➤ School Principal ➤ Executive committee members ➤ Committee heads	HKD90,000
	(b) Subject panels and committee can closely communicate with the school principal and School Management Parties.	➤ Establish clear policy-making procedures so that staff can share views and offer suggestions.	➤ 70% of teaching staff and supporting staff understand the school direction and consider having ample opportunities to communicate with the school principal and school management parties.	➤ Survey	➤ School Principal ➤ Executive committee members ➤ Committee heads	
	(c) The duties and responsibilities of all subject panels and committees are well defined.	➤ Encourage staff to express opinions related to school policies or practices.	➤ 70% of staff consider their duties and responsibilities are well defined.	➤ Survey	➤ School Principal ➤ Executive committee members ➤ Committee heads	
		➤ Job specifications are clearly spelt out in school documents.	➤ Procedure manuals, work files and records of school functions of previous years are properly placed.	➤ Survey	➤ School Principal ➤ Executive committee members ➤ Committee heads	

Major Concerns	Intended Outcomes / Targets	Strategies/ Tasks	Success Criteria	Method of Evaluation	Responsible Personnel	Resources Required
1. Develop school organization structure and management of daily operation (cont'd)	(d) The school has clear guidelines for staff to perform various assigned duties and to handle daily matter systematically.	➤ Work out procedure manuals for various operations of the school.	➤ School administration files, panel files and committee files are properly arranged.	➤ Records ➤ documents	➤ School Principal, ➤ Executive committee members ➤ Committee heads	
	(e) Establish a systematic filing system.	➤ Work out effective filing system through computerization and systematic hard copies filing system.	➤ School administration files, panel files and committee files are properly arranged.	➤ Records ➤ documents	➤ School Principal, ➤ Executive committee members ➤ Committee heads	
	(f) Teachers or staff are aware of their roles and duties in keeping safety measures and crisis management.	➤ Set up a crisis management team to formulate measures according to the safety guidelines; to monitor safety in areas within the school premises; and to conduct various drills. Staff and students fully understand and follow the safety rules.	➤ A crisis management committee is organized for possible school crisis.	➤ Observation	➤ Crisis Management Committee	
		➤ Establish a mechanism to deal with crisis and emergencies.	➤ 70% of staff understand their role in school crisis.	➤ Survey	➤ Crisis Management Committee	
		➤ Compile a crisis management manual with clear procedures and instructions to ensure effective and timely actions will be taken once crisis arise.	➤ Crisis management manuals are placed in staff room and general office for staff's reference.	➤ Records ➤ Documents	➤ Crisis Management Committee	

Major concerns	Intended Outcomes / Targets	Strategies/ Tasks	Success Criteria	Method of Evaluation	Responsible Personnel	Resources Required
2. Human Resources Management	(a) The work relationship between the school managers, the middle managers and the staff is harmonious.	➤ Create formal and informal channels to better communication.	➤ 70% of staff consider the relationship among school members, management parties and staff is harmonious	➤ Survey ➤ Observation	➤ Principal ➤ Executive committee members ➤ Panel heads	HKD40,000
		➤ Build up team spirits and staff ethos	➤ 70% of staff consider the relationship among school members, management parties and staff is harmonious	➤ Survey ➤ Observation	➤ Principal ➤ Executive committee members ➤ Panel heads	
	(b) The staff find it meaningful to work in the school and that a strong sense of belonging can be developed.	➤ Social activities will be periodically organized by staff welfare club.	➤ Demonstration of strong sense of belonging and team work among staff	➤ Survey ➤ Observation	➤ Principal ➤ Executive committee members ➤ Panel heads	
		(c) Create a positive and pleasant work atmosphere.	➤ Workshop, meetings and collaboration in school functions to build up teams.	➤ Low turnover rate	➤ Survey ➤ Observation	

Major Concerns	Intended Outcomes / Targets	Strategies/ Tasks	Success Criteria	Method of Evaluation	Responsible Personnel	Resources Required
2. Human Resources Management (cont'd)	(d) Teachers in different specialties e.g. in curriculum development, pastoral care, discipline and extra-curricula activities, can be proactive and responsive in devising plans to cater for changing needs of the students.	➤ Perpetual on site or staff development for teachers in different specialties.	➤ 60% of staff consider the appraisal system enable them to understand their strengths and weaknesses	➤ Survey ➤ Records	➤ Principal ➤ Executive committee Members ➤ Panel heads	
	(e) Develop a staff appraisal system to promote the professional development and accountability of the staff; and serve as a staff management policy.	➤ Develop a fair, just and open appraisal system which includes a wide range of assessment items and is well received by the staff.	➤ 60% of staff consider the appraisal system enable them to understand their strengths and weaknesses	➤ Survey ➤ Records	➤ Principal ➤ Executive committee Members ➤ Panel heads	
	(f) Enable staff to have a better understanding of their strengths and weaknesses as well as their training needs.	➤ Establish a mechanism to timely review the appraisal system and make appropriate revision to gear the needs and development plan of the school.	➤ 60% of staff consider the appraisal system enable them to understand their strengths and weaknesses	➤ Survey ➤ Records	➤ Principal ➤ Executive committee Members ➤ Panel heads	

Major Concerns	Intended Outcomes / Targets	Strategies/ Tasks	Success Criteria	Method of Evaluation	Responsible Personnel	Resources Required
3. Self-Evaluation framework and mechanism	(a) Devise a self-evaluation mechanism for the school as a whole, subject panels, committees and individuals.	➤ Develop scopes of self-evaluation	➤ The scope of self-evaluation, the school based indicators, evaluation criteria and working procedure are worked out	➤ Records ➤ Documents	➤ Principal ➤ Executive committee members	HKD20,000
	(b) Analyze self-evaluation findings to refine the development plan of the school and achieve self improvement.	➤ Work out and polish school-based indicators, evaluation criteria and working procedures	➤ A designated team is held responsible for co-coordinating the self evaluation procedures and devising a feedback system for school improvement	➤ Records ➤ Observation	➤ Principal ➤ Executive committee members	
	(c) Make good use of self-evaluation analysis to implement appropriate staff training programmes.	➤ Set up a self-evaluation team	➤ External bodies render help in the self-evaluation process	➤ Records ➤ Documents	➤ Principal ➤ Executive committee members	
		➤ Liaise with external professional bodies to seek for professional input for the self-evaluation process.	➤ Staff workshops are organized to better self-evaluation and school improvement.	➤ Records ➤ Documents ➤ Observation	➤ Principal ➤ Executive committee members	

Major Concerns	Intended Outcomes / Targets	Strategies/ Tasks	Success Criteria	Method of Evaluation	Responsible Personnel	Resources Required
4. Financial Management and Allocation and Use of Resources	(a) Deploy resources according to the needs of school development.	➤ Invite staff to participate in formulating budgets for different subjects, committees and school functions.	➤ Annual Budget is prepared for Fixed Asset procurement and recurrent expenditure	➤ Records ➤ Documents	➤ Principal ➤ Executive committee members ➤ All teaching staff and non-teaching staff	HKD40,000
	(b) Exercise good budget control over recurrent expenditure and procurement of fixed assets.	➤ Guidelines are given to all staff for budget control.	➤ 80% of the expenditures are within budget	➤ Financial statements ➤ Budgets to Po Leung Kuk	➤ Principal ➤ Executive committee members ➤ All teaching staff and non-teaching staff	
	(c) Devise proper inventory control mechanism.	➤ Prepare monthly Income & Expenditure Accounts and submit the statements to Po Leung Kuk Education Affairs section for scrutiny.	➤ 80% of the budgeted surplus can be achieved	➤ Financial statements ➤ Budgets to Po Leung Kuk	➤ Principal ➤ Executive committee members ➤ All teaching staff and non-teaching staff	
	(d) Maintain proper cash control system.					

Curriculum

Major Concerns	Intended Outcomes / Targets	Strategies / Tasks	Success criteria	Evaluation methods	Responsible Personnel	Resources Required
1. To strengthen foundation in learning and enhance learning skills	(a) Enhance students' abilities to speak and listen to English and Putonghua and their proficiency in handling written texts	➤ Requirement of English and Putonghua usage in all EMI classes	➤ 100% of respective language usage.	➤ Observation	➤ All language teachers	HKD425,000
		➤ Exchange Tour to English-speaking and Putonghua-speaking countries	➤ Students are more motivated to use the respective language.	➤ Observation	➤ All language teachers	
		➤ Devise enhancement and remedial programme to develop students' abilities e.g ✓ Holding one Putonghua Day and English Day per week respectively	➤ Improvement shown	➤ Comparing students results before and after joining the programme.	➤ All language teachers	
	(i) Students will be able to articulate themselves eloquently in English and Putonghua	➤ Students speak in respective language even when interacting among themselves and with students	➤ Observation	➤ All teachers and student ambassadors		
		(ii) Promote reading culture and arouse students' interest in reading and develop a good habit of reading	➤ Devise enhancement and remedial programme to strengthen students' language abilities e.g ✓ Participate in 'A Daily Piece' (每日一篇), organized by the CUHK (Chinese and English)	➤ Students have to read online at least 4 times a week	➤ Teachers monitor students' progress.	

Major Concerns	Intended Outcomes / Targets	Strategies / Tasks	Success criteria	Evaluation methods	Responsible Personnel	Resources Required
1. To strengthen foundation in learning and enhance learning skills (cont'd)	(ii) Promote reading culture and arouse students' interest in reading and develop a good habit of reading (cont'd)	<ul style="list-style-type: none"> ➤ Devise enhancement and remedial programme to strengthen students' language abilities e.g ✓ Establishment of 'Class Library'- each student contributes one book and share with classmates. ✓ Organize reading award scheme to award students for quality and quantity reading 	<ul style="list-style-type: none"> ➤ Students read 2 books every month ➤ Students should able to read 6 books after one year 	<ul style="list-style-type: none"> ➤ A very brief report to be handed in once after finishing a book ➤ Monitoring students' reading reports 	<ul style="list-style-type: none"> ➤ All language teachers ➤ Librarian 	HKD300,000
	(b) Develop students' mathematical thinking and science literacy	➤ Organize Mathematics Group and project works	➤ Students carry out the projects concerning their daily lives.	➤ Observation	➤ All Mathematics teachers	
		➤ Enhance teaching skills and collaboration in Maths teaching	➤ A passing rate of over 70% and 80% in internal and external examinations respectively	➤ Comparing students' examination results	➤ All Mathematics teachers	
		➤ Devise enhancement and remedial programmes to develop students' language abilities	➤ Improvement shown	➤ Comparing students results before and after joining the programme.	➤ All Mathematics teachers	

Major Concerns	Intended Outcomes / Targets	Strategies / Tasks	Success criteria	Evaluation methods	Responsible Personnel	Resources Required
1. To strengthen foundation in learning and enhance learning skills (cont'd)	(b) Develop students' mathematical thinking and science literacy (cont'd)	➤ Develop students' creativity and exploratory skills by scientific invention projects in S.1	➤ Projects are conducted	➤ Observation	➤ IS panel	HKD65,000
		➤ Develop students' problem solving skills by problem-based science projects in higher forms	➤ Problem-based science projects are conducted	➤ Observation	➤ Science panels	
		➤ Join inter-school science competitions	➤ Students take part in science competitions	➤ Observation	➤ Science panels	
		➤ Organize visits, talks and science quiz competitions to increase students' awareness of science	➤ Visits, talks and science quiz competitions are conducted	➤ Observation ➤ Questionnaires	➤ Science panels	
		➤ Cultivate students' habit of reading science articles	➤ Students read one science article every 2 weeks	➤ Observation ➤ Reflection journals	➤ Science panels	
		➤ Provide a specialized science curriculum of Physics, Chemistry and Biology in S.3 and develop the science curriculum in accordance with HKCEE requirement	➤ Physics, Chemistry and Biology subjects are provided in S.3	➤ Science panel meetings	➤ Science panels	

Major Concerns	Intended Outcomes / Targets	Strategies / Tasks	Success criteria	Evaluation methods	Responsible Personnel	Resources Required
1. To strengthen foundation in learning and enhance learning skills (cont'd)	(c) Deepen students' understanding of the history, culture, natural and human environments of China by the introduction of the IH subject	➤ Design a school-based IH curriculum at S.3 and HKCEE levels	➤ Set up IH curriculum committee	➤ Evaluation meetings	➤ IH panel and curriculum IC	HKD36,000
		➤ Establish online teaching resources bank (lesson plan, teaching materials, worksheet)	➤ Upload not less than 16-week(1 term) teaching materials to school intranet every year	➤ Observation	➤ IH IC	
		➤ Set up common preparation lesson for IH teachers	➤ One lesson a week	➤ Observation	➤ Curriculum IC	
		➤ Attend IH related seminar/workshop	➤ IH teachers should attend at least once a year.	➤ Observation	➤ IH panel	
		➤ Better understand the community and HK	➤ Hold at least 2 field studies/visit a year for S.1/S.2 students	➤ Observation	➤ IH panel	
		➤ Participation in community/voluntary work	➤ S.2 and S.3 students should participate in community/voluntary work once a year	➤ A brief report to be handed to IH teachers	➤ IH panel	
		➤ Better understand China and strengthen national identity	➤ Hold a field trip to Shenzhen/ Guangdong province once a year for S.2/S.3 students	➤ Observation	➤ IH panel	
		➤ Help develop school-based lesson and co-curricular project learning	➤ Content of project lessons and project learning are revised	➤ Evaluation meetings	➤ IH teachers, Librarian and Curriculum IC	

Major Concerns	Intended Outcomes / Targets	Strategies / Tasks	Success criteria	Evaluation methods	Responsible Personnel	Resources Required
1. To strengthen foundation in learning and enhance learning skills (cont'd)	(d) Enhance skills learning— Students will be able to master thinking skills and project skills.	➤ Revise and conduct the school-based project lesson and co-curricular project learning	➤ The project lesson and project learning are revised	➤ Evaluation meetings	➤ Librarian ➤ IH teachers ➤ Curriculum IC	
		➤ Coordinate and consolidate project learning (S.2 (IS) and higher forms)	➤ Mapping of co-curricular projects	➤ Preparation and evaluation meetings	➤ Curriculum Committee	
		➤ Develop and conduct a trial run on thinking skills in Life Education curriculum	➤ Development of thinking skills	➤ Observation ➤ Evaluation meetings	➤ Curriculum IC	
		➤ Staff development on thinking skills	➤ A staff development on project learning is conducted	➤ Observation ➤ Evaluation meetings	➤ Curriculum Committee	
		➤ Conduct a trial run on collaborative preparation of lessons, lesson observation, assignment inspection and evaluation of teaching effectiveness by analysis of questionnaires responded by students and teacher	➤ All measures are conducted as planned	➤ Evaluation meetings ➤ Questionnaires	➤ Curriculum Committee	

Guidance

Major Concerns	Intended Outcomes / Targets	Strategies / Tasks	Success criteria	Evaluation methods	Responsible Personnel	Resources Required
1. Encourage a balanced development in personal growth	(a) A balanced development in personal growth, including better social relationship, emotional control, parent-child relationship and social awareness	➤ Reinforce positive behaviors through implementing the award schemes.	➤ 70% of teachers are satisfied with the behaviour of discipline of students	➤ Teachers' questionnaires	➤ Guidance & Discipline Teams	HKD248,400
		➤ The system of award and punishment shall be fully communicated to teachers, parents and students before the implementation of school rules and regulations..	➤ 70% students are satisfied with school life and learning environment	➤ Students' Inventory	➤ Class teachers ➤ Students	
		➤ Promote good conduct and properly handle students' misbehaviors.	➤ 70% students are satisfied with school life and learning environment	➤ Students' Inventory	➤ Class teachers ➤ Students	
		➤ Provide life education and civic education across the curriculum so as to instill correct concepts to facilitate students' future development in body and mind.	➤ 70% students are satisfied with school life and learning environment	➤ Students' Inventory	➤ Class teachers ➤ Students	
		➤ Implement the dual-class-teacher scheme and enhance the role of class teachers in providing advice and guidance to students	➤ 70% students are satisfied with school life and learning environment	➤ Students' Inventory	➤ Class teachers ➤ Students	

Major Concerns	Intended Outcomes / Targets	Strategies / Tasks	Success criteria	Evaluation methods	Responsible Personnel	Resources Required
2. National Education	(a) Students show respect for the National Anthem and the National Flag (b) Students acquire more knowledge about the development of China	➤ Teach students how to sing the National Anthem and explain them the theme.	➤ National flag hoisting ceremonies are held for school commencement, closing ceremony, celebrations of the National Day and HKSAR Establishment Day	➤ Minutes ➤ Documents ➤ Observation	➤ Civic and National Education Team ➤ Music teacher	HKD13,000
			➤ All students know how to sing national anthem	➤ Minutes ➤ Documents ➤ Observation	➤ Integrated Humanities subject panel	
		➤ Involve students in flag-hoisting ceremony on various occasions.	➤ At least one school wide programme is held to foster national understanding	➤ Minutes ➤ Documents ➤ Observation	➤ Integrated Humanities subject panel	
		➤ Collaborate programmes related to the development of China.	➤ At least one school wide programme is held to foster national understanding	➤ Minutes ➤ Documents ➤ Observation	➤ Integrated Humanities subject panel	
3. Promote the sense of belonging to our community	(a) Students have a sense of responsibility and are willing to contribute and serve others.	➤ Each student has to perform community services at least once a year	➤ 60% of students are satisfied with the quality and quantity of the community service performed	➤ Questionnaires	➤ Community Services Team ➤ Integrated Humanities subject panel	HKD100,000 (Community Service)
		➤ Train up the upper form students eg. S6 students to be the leader of community service and help the guidance committee to coordinate guidance activities/ programs	➤ 60% of students are satisfied with the quality and quantity of the community service performed	➤ Questionnaires	➤ Community Services Team ➤ Integrated Humanities subject panel	

Major Concerns	Intended Outcomes / Targets	Strategies / Tasks	Success criteria	Evaluation methods	Responsible Personnel	Resources Required
4. Improve communication between parents and teachers.	Parents and school develop trust and rapport with each other to help enhance students' healthy development in school and family.	➤ Set up Parent-Teacher Association to encourage parents to actively participate in school functions.	➤ 50% of parents are satisfied with the parent-teacher activities organized and the role of being partners to school	➤ Questionnaires	➤ Parent-Teacher Association IC	HKD3,000
5. Provide proper counselling to students in need	Identify students in need and offer suitable internal or external counseling services for those students	➤ Collect students' personal data including students' family background, life attitude, emotion and physical condition to identify students in need.	➤ Students in need have ample channels to seek help in school	➤ Observation ➤ Documents	➤ Class teachers ➤ Guidance and counseling team	HKD14,900 (Social Workers)
		➤ Organize parents meetings to closely liaise and cooperate with the parents of the students in need.	➤ Students in need have ample channels to seek help in school	➤ Observation ➤ Documents	➤ Class teachers ➤ Guidance and counseling team	

Major Concerns	Intended Outcomes / Targets	Strategies / Tasks	Success criteria	Evaluation methods	Responsible Personnel	Resources Required
6. Help students in career planning	(a) Prepare S.5 students for further study or job seeking after graduation.	➤ Conduct a survey among S.5 students to collect the information about their preferred working fields so as to facilitate organization of relevant career programmes.	➤ Students understand the careers path for further studies of career development	➤ Documents ➤ Questionnaires ➤ Observation	➤ Careers guidance team	HKD22,800
		➤ Teach interview skills in life education lessons.	➤ Students understand the careers path for further studies of career development	➤ Documents ➤ Questionnaires ➤ Observation	➤ Careers guidance team	
		➤ Conduct tests in helping students to know more about themselves to facilitate personal and life wide career planning.	➤ Students understand the careers path for further studies of career development	➤ Documents ➤ Questionnaires ➤ Observation	➤ Careers guidance team	
		➤ Organize exhibitions to introduce different work fields such as catering, tourism etc.	➤ Students understand the careers path for further studies of career development	➤ Documents ➤ Questionnaires ➤ Observation	➤ Careers guidance team	
		➤ Organize visits to companies	➤ Students understand the careers path for further studies of career development	➤ Documents ➤ Questionnaires ➤ Observation	➤ Careers guidance team	
		➤ Organize talks or board exhibitions on further studies (especially overseas studies and procedure on S.6 admission)	➤ Students understand the careers path for further studies of career development	➤ Documents ➤ Questionnaires ➤ Observation	➤ Careers guidance team	

Major Concerns	Intended Outcomes / Targets	Strategies / Tasks	Success criteria	Evaluation methods	Responsible Personnel	Resources Required
6. Help students in career planning (cont'd)	(b) Help S.3 students opt subjects for S.4.	➤ Organize talks for S.3 students on selection of subjects in S.4	➤ 70% of S4 students feel they have made appropriate choices of subjects.	➤ Questionnaires	➤ Class teachers ➤ Guidance of Counseling Team	
	(c) Prepare S.7 students for further studies or job seeking after graduation	➤ Organize talks on application of JUPAS and on undergraduate programmes offered by different universities.	➤ 60% of S4 graduates and S6 students know how to make choices related to their careers development	➤ Questionnaires	➤ Class teachers ➤ Guidance of Counseling Team	
		➤ Conduct board exhibition for courses offered by overseas universities and colleges	➤ 60% of S4 graduates and S6 students know how to make choices related to their careers development	➤ Questionnaires	➤ Class teachers ➤ Guidance of Counseling Team	
		➤ Teach students interview skills and skills in writing application letters and resumes	➤ 60% of S4 graduates and S6 students know how to make choices related to their careers development	➤ Questionnaires	➤ Class teachers ➤ Guidance of Counseling Team	
7. Support to new students	Facilitate students to adapt to their new school lives.	➤ Organize orientation programmes to help students to understand the school environment in advance	➤ 70% of S1 Students find school life fulfilling and enjoyable	➤ Questionnaires	➤ Class teachers ➤ Guidance of Counseling Team	
		➤ Conduct parents' meetings for new students' parents to help them better understand the school policies and system	➤ 70% of S1 Students find school life fulfilling and enjoyable	➤ Questionnaires	➤ Class teachers ➤ Guidance of Counseling Team	
8. Support to school leavers	Students are prepared for their exit	➤ Career guidance for further studies & career development	➤ School leavers obtained sufficient information	➤ Observation ➤ Records	➤ Career teachers	

Discipline

Major Concerns	Intended Outcomes/ Targets	Strategies/Tasks	Success criteria	Evaluation methods	Parties responsible	Resources Required
1. Fostering an orderly and safe learning environment	(a) Good personal habits are cultivated: politeness, respect, responsibility, punctuality and personal appearance.	➤ Discipline and routine training.	➤ Students are polite and tidy, have low punishment rate, satisfactory attendance record, lateness record and classroom discipline.	➤ Questionnaires ➤ Statistics from student attendance	➤ Discipline Team ➤ All teachers	HKD185,000
		➤ Whole school approach to discipline and guidance	➤ Teachers understand and perform discipline and guidance work confidently	➤ Questionnaires	➤ Executive Committee ➤ Discipline and Guidance Committee	
		➤ Enhance the acceptability of award and punishment system.	➤ Rules and regulations are accepted by different stakeholders	➤ Questionnaires	➤ Discipline Team	
		➤ Developing student self-monitoring organizations, e.g. prefects	➤ Assertive and respected prefects who understand their role and authority and are effective in student discipline management	➤ Questionnaires	➤ Discipline Team	
	(b) To establish good class ethos: cohesive, supportive and participating	➤ Enhance role of class teachers (2-class teacher policy)	➤ 70% class teachers are satisfied with the class ethos and school ethos	➤ Questionnaires	➤ Executive Committee ➤ Discipline and Guidance Committee	

Major Concerns	Intended Outcomes/ Targets	Strategies/Tasks	Success criteria	Evaluation methods	Parties responsible	Resources Required
1. Fostering an orderly and safe learning environment (cont'd)	(b) To establish good class ethos: cohesive, supportive and participating (cont'd)	➤ Strengthening collaboration among class teachers at their same level	➤ A clearly defined structure of class management structure developed ➤ Coordination of class teachers in the same form	➤ Documents ➤ Minutes	➤ Class teacher coordinators	
	(c) sustain an orderly and safe school environment	➤ Formulation of student routine requirements, duty and campus monitoring system	➤ Structure and system of campus monitoring completed	➤ Documents	➤ Class teacher coordinators	
	(d) Good school reputation/ school ethos	➤ In-school requirement and trainings on personal appearance/ behaviour/ voluntary services outside school	➤ Student-in-take upgraded	➤ Number of admission/enrollment ➤ Questionnaires from parents	➤ Discipline and guidance committee	
		➤ Monitoring of student behaviour outside school	➤ Staff is deployed for patrolling duty on a regular basis	➤ Number of misbehaviour reports	➤ Discipline Team	
2. Personal development: good virtues among students	Cultivation of confidence, good citizenship and acceptance of multicultural interaction	➤ Leadership training ➤ Preventive mass programmes	➤ Annual programme conducted	➤ Participation rate of programmes ➤ Questionnaires	➤ Discipline and guidance committee	HKD33,000

Extra-Curricular Activities

Major Concerns	Intended Outcomes / Targets	Strategies / Tasks	Success criteria	Evaluation methods	Parties responsible	Resources Required
1. Develop sports and aesthetic skills and cultivate healthy hobbies.	(a) To diversify the interests of students and to help them develop their potential in different aspects of skills, intelligence and learning.	➤ Introduce different kinds of activities in accordance with the interest of students.	➤ The attendance of the students have to reach 80 % or above	➤ Attendance of students in the courses.	➤ ECA committee	HKD750,000
		➤ Each student should participate in 2 different activities in one semester.	➤ The attendance of the students have to reach 80 % or above	➤ Attendance of students in the courses.	➤ ECA committee	
	(b) More than 55 different kinds of extra-curricular activities being provided in the ECA sessions	➤ Employ qualified coaches to conduct the ECA training.	➤ Students can learn effectively in the ECA sessions.	➤ 60 % of the students show great interest in the ECA activities.	➤ ECA committee	

Major Concerns	Intended Outcomes / Targets	Strategies / Tasks	Success criteria	Evaluation methods	Parties responsible	Resources Required
2. Develop the leadership talents of the students	(a) Students demonstrate a sense of responsibility, positive attitudes and habits in a wide range of activities.	➤ Establish 4 houses (Red, Yellow, Blue, Green) and organize inter-house competitions, including ball games, musical competition.	➤ Students initiate or organize different kinds of activities or competitions in the school.	➤ Observation and comment from the house-advisors.	➤ House advisor	HKD100,000
		➤ Develop the ethos in different houses.	➤ Students initiate or organize different kinds of activities or competitions in the school.	➤ Observation and comment from the house-advisors.	➤ House advisor	
	(b) Students demonstrate their leadership abilities in organizing activities	➤ Establish Student Union to provide chances for students to develop their leadership skills.	➤ Students can organize different kinds of activities independently	➤ Observation of the SU-advisor	➤ SU advisor	
		➤ Provide leadership training to the students	➤ 50% of student leaders in school	➤ By questionnaires ➤ By observation from teachers	➤ ECA committee	

Major Concerns	Intended Outcomes / Targets	Strategies / Tasks	Success criteria	Evaluation methods	Parties responsible	Resources Required
3. Promote school image through external competitions.	A number of school teams in Sports and Music Education being set up with students' active participation	➤ Select and train up potential students in athletics, volleyball & swimming teams; school choir, and Chinese musical and Western musical teams.	➤ 70 % of staff are satisfied with the participation rate in the inter-school or external competition	➤ Questionnaires ➤ Students' participation in the training or competition.	➤ ECA committee	HKD50,000
			➤ 70% of staff are satisfied with the student's effort, performance or awards received in external competitions.	➤ Questionnaires ➤ Students' participation in the training or competition.	➤ ECA committee	
4. Provide performance opportunities to boost confidence esteem	An annual school performance is organized to examine students' talents in aesthetic skills and performance art	➤ Annual School Concert or drama performance will be organized in order to promote the school image.	➤ Students' ability to perform in public/school	➤ Observation from teachers.	➤ All TIC of school teams	HKD300,000
5. To raise language standard of students through different kinds of language courses in the ECA session.	To arouse students' interest in learning different kinds of languages	➤ Provide different kinds of language courses. (E.g. IELTS, French, Japanese and Putonghua)	➤ 20 % of the students' population take part in language electives.	➤ The attendance of the students and the percentage of students who get the certificates.	➤ ECA committee	HKD50,000
		➤ Certificates will be provided to students who can satisfy the set requirement.	➤ 20 % of the students' population take part in language electives.	➤ The attendance of the students and the percentage of students who get the certificates.	➤ ECA committee	
		➤ Assist students to take part in some external language tests.	➤ 20 % of the students' population take part in language electives.	➤ The attendance of the students and the percentage of students who get the certificates.	➤ ECA committee	

Information Technology

Major Concerns	Intended Outcomes/ Targets	Strategies/Tasks	Success Criteria	Evaluation	Personnel Responsible	Resources Required
1. Develop college network infrastructure	(a) Allocate resources for network, hardware and software.	<ul style="list-style-type: none"> ➤ Equip classrooms with Computer and LCD Projectors. ➤ Open and support computer rooms during lunch and after school. 	<ul style="list-style-type: none"> ➤ IT equipment can be fully utilized. 	<ul style="list-style-type: none"> ➤ Feedback from teachers through online questionnaires. ➤ Record the usage of computers by students. 	<ul style="list-style-type: none"> ➤ IT Committee ➤ Technicians ➤ IT Prefects 	HKD145,600
2. Promote the quality of teaching and learning and work in line with the balanced education vision.	(a) Support curriculum reform and related changes	<ul style="list-style-type: none"> ➤ Provide collaborative learning and creative learning area in the Intranet. 	<ul style="list-style-type: none"> ➤ Students can learn collaboratively and creatively. 	<ul style="list-style-type: none"> ➤ Collect feedback from teachers through informal interviews. 	<ul style="list-style-type: none"> ➤ IT Committee ➤ Subject panels 	HKD45,000
		<ul style="list-style-type: none"> ➤ Organize school-based IT training courses for teachers. 	<ul style="list-style-type: none"> ➤ Teachers can effectively use IT facilities in the school. 	<ul style="list-style-type: none"> ➤ Collect feedback from teachers through online questionnaires. 	<ul style="list-style-type: none"> ➤ IT Committee 	
	(b) Initiate IT/AV Prefect Education	<ul style="list-style-type: none"> ➤ Promote interests and enhance knowledge of the students in information technology. 	<ul style="list-style-type: none"> ➤ Interest and knowledge in IT have been increased among IT prefects 	<ul style="list-style-type: none"> ➤ Collect feedback from IT prefect through online questionnaires and informal observation. 	<ul style="list-style-type: none"> ➤ IT Committee ➤ IT Prefects 	HKD13,800
		<ul style="list-style-type: none"> ➤ Assist teachers in IT Committee teachers for the maintenance work on IT facilities. 	<ul style="list-style-type: none"> ➤ IT facilities can be operated smoothly. 	<ul style="list-style-type: none"> ➤ Collect feedback from teachers through online questionnaires 	<ul style="list-style-type: none"> ➤ IT Committee ➤ IT Prefects 	
		<ul style="list-style-type: none"> ➤ Support various IT related activities organized by the college. 	<ul style="list-style-type: none"> ➤ IT related activities can be run smoothly. 	<ul style="list-style-type: none"> ➤ Collect feedback from teachers through informal interviews. 	<ul style="list-style-type: none"> ➤ IT Committee ➤ IT Prefects 	
		<ul style="list-style-type: none"> ➤ Initiate/organize IT related activities/training in the college, such as IT Day and software trainings. 	<ul style="list-style-type: none"> ➤ 50% or above IT Prefect were involved in the training or IT related activities. 	<ul style="list-style-type: none"> ➤ Record the number and types of activities conducted. 	<ul style="list-style-type: none"> ➤ IT Committee ➤ IT Prefects 	
		<ul style="list-style-type: none"> ➤ Join outside school IT competitions/awards such as the Hong Kong Olympiad in Informatics, Computer-assisted Project Design and IT Leader Award. 	<ul style="list-style-type: none"> ➤ Awards received in various outside schools IT competitions. 	<ul style="list-style-type: none"> ➤ Analyse the performance during and after the competition. 	<ul style="list-style-type: none"> ➤ IT Committee ➤ Computer teachers 	

Major Concerns	Intended Outcomes/ Targets	Strategies/Tasks	Success Criteria	Evaluation	Personnel Responsible	Resources Required
2. Promote the quality of teaching and learning and work in line with the balanced education vision (cont'd)	(c) Build up relationship between parents, students and the school.	➤ Conduct parent-child workshops such as the use of software and digital video editing.	➤ At least 20 families have joined the workshop(s)	➤ Collect feedback from parents and students from online questionnaires and informal observation.	➤ Computer teachers and IT Prefects	
	(d) Prepare students to be valuable human capital amidst the rapidly emerging technologies, enable students to develop technological capability, understanding and awareness to become competent and confident members of the world of technology and the society at large.	➤ Organize Digital Day in the school.	➤ 20% or above subjects were involved in the Digital Day.	➤ Collect opinion from students and teachers from online questionnaire and informal observation.	➤ IT committee, subject panels and IT prefects	HKD5,000
	(e) Enhance the use of information technology for interactive teaching.	➤ Provide technical support to teachers for conducting IT aided teaching and learning.	➤ Lessons can be run smoothly.	➤ Collect feedback from teachers through informal interviews.	➤ IT Technicians ➤ IT prefects	HKD45,000
		➤ Provide technical support to subject panels for developing and maintaining subject webpages.	➤ Subject webpages can be produced and updated.	➤ Collect opinions from subject panels through informal interviews.	➤ IT Technicians ➤ IT prefects	

Major Concerns	Intended Outcomes/ Targets	Strategies/Tasks	Success Criteria	Evaluation	Personnel Responsible	Resources Required
3. Computerize school management and administration procedure.	(a) Enhance efficiency in school administration by the use of WebSAMS	➤ Organize school information related to subjects, classes, facilities and calendars.	➤ General school information can be organized through WebSAMS.	➤ Collect opinions from School Management Module in-charge through formal meetings.	➤ General Affairs Committee	
		➤ Update staff information	➤ Staff information is updated.	➤ Collect opinions from Staff Management Module in-charge through formal meetings.	➤ General Affairs Committee	
		➤ Organize and maintain students' general information, attendance, activities, award and punishment records.	➤ Students' general information, attendance, activities, awards and punishment records are organized and maintained.	➤ Collect opinions from different Modules in-charge through formal meeting.	➤ Discipline Committee, ➤ Extra-Curricular Activities Committee	
		➤ Maintain and create the student assessment records effectively.	➤ Student assessment records are effectively created and maintained.	➤ Collect feedback from Assessment Module in-charge.	➤ Curriculum Development Committee ➤ IT Committee	
	(b) Enhance communication between students, parents and teachers.	➤ Set up intranet system for parents, students and the school to enhance communication	➤ 70% of parents using the Intranet satisfied with the communication between parents, students and the school.	➤ Collect feedback through ➤ online questionnaires	➤ IT Committee	