TWGHs Lo Kon Ting Memorial College

School Development Plan

2022-2023

to

2024-2025

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, instill 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.

2022-2023 to 2024-2025 School Development Plan Holistic Review

Major Concerns	Extent of targets achieved	Follow-up action	Remarks
1. To Enhance	To Improve students' academic performance: Partially achieved	Continues to be a major	
Learning &	 During this SDP, new records were obtained in the percentages of 	concern in the next SDP	
Teaching	students attaining the minimum requirements of JUPAS degree courses		
Effectiveness and to	and sub-degree courses. New records were also obtained in the	 Note-taking training will be 	
Improve Students'	percentages of students obtaining Level 4 or above in English	continued in the next SDP	
Academic	Language, Chinese Language, Liberal Studies and Level 3 or above in	and good examples of	
Performance	English Language in the HKDSE Examinations.	"good" notes from the	
	More systematic approach was employed to help students establish the	alumni will be	
	habit of taking notes during their studies. Well organized lessons about	demonstrated to the	
	note taking were arranged and different subjects provided practice	students.	
	opportunities deliberately for the students. To cater for learner diversity: Partially achieved	 Further develop STEM 	
	Retired teachers and alumni were employed to conduct tutorials of some	education to STEAM	
	elective subjects for senior form students.	education in the school	
	A special Chinese curriculum was developed for the non-Chinese	curriculum and in the	
	speaking students and most of the students were admitted to JUPAS	extracurricular activities.	
	degree courses.		
	Supplementary lessons were arranged for the students actively involved	 BYOD policy will be 	
	in the extra- curricular activities (e.g. members of ball game school	extended and students will	
	teams and drama club). Students concerned agreed the lessons enabled	be encouraged to make the	
	them to overcome learning difficulties.	better use of iPad as a	
	Talent pool was established and mentor-mentee relationship was built	learning tool.	
	up between teachers and students and personal support was provided to		
	individual students.		
	With funding from the Quality Education Fund, STEM education was		
	incorporated into the curricula of relevant subjects.		
	To enhance the effectiveness in using IT for teaching & learning : Partially achieved		
	 Bring-Your-Own-Device (BYOD) policy was tried out in the senior 		
	forms and students were used to make use of the device as a learning		
	tool.		
	 At the beginning of COVID-19 epidemic, our school was one of the 		
	first schools that used Zoom system to conduct lessons online. Teachers		
	and students were quickly used to the new learning environment.		

2.	To Strengthen the
	Whole-person
	Development
	Support for Students

To implement student personal growth activities systematically: Partially achieved

- With the appointment of SEN co-ordinator, much more support was provided to the SEN students.
- A praising system was developed to appreciate students' good performance in the lessons. The aim was to encourage students to be active learners and the system was welcomed by both parents and students.

To enhance student moral education, physical and psychological health education: Partially achieved

- The Tung Wah Moral Education Curriculum was carried out successfully. Most students reflected that the curriculum was useful to them.
- "Healthy School" Project successfully raised parents and students' awareness of physical and psychological health.
- The publication, "Inspiring Stories for Your Soul (心靈加油站)", published by the School Library and the Careers Committee, inspired students' sense of striving for the excellence through the alumni's the sharing of their valuable experience.
- The Alumni Professional Talks (APT), organized by the Moral & Civic Education Committee, provided a means to pass positive values and good school traditions from the alumni to the current students.

To enhance students' careers guidance via systematic support measures: Fully achieved

Curriculum for Careers and Life Planning was set up for all forms.
 Retired teachers were employed to meet senior secondary students individually and gave them tailored advice on their career planning.

Continues to be a major concern in the next SDP

• In the next SDP, more attention will be on the value education and the national security education.

3.	To Strengthen the
	Inheritance and
	Development
	Concerning the
	School Management
	Team

To strength the inheritance and development concerning the school administration measures: Partially achieved

Different subjects and committees developed systematic ways of keeping their rich digital resources in order to make them easier to be retrieved and utilized. The aim is to enable the senior teachers to pass their invaluable experience, school traditions and values to the next generation.

Continues to be a major concern in the next SDP

• As the experienced teachers are approaching their retirement age and some teachers are leaving the school unexpectedly, it is extremely important to hand down the school traditions and values to the younger teachers.

Evaluation of the School's Overall Performance

PI Areas	Major Strengths	Areas for Improvement
1. School Management	 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. 	More emphasis is needed on the appropriateness of the success criteria for assessing the effectiveness of learning and teaching strategies in addressing the school major concerns.
2. Professional Leadership	 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. An open, harmonious communication channel for the release of information, and collection of views from teachers has been established. The third Vice-principal is newly appointed and is responsible mainly for the student development. The support of student development will be more focused and organized. The middle managers have good understanding of the subject trends and have strong professional capabilities. 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. 	Professional sharing among teachers may be enhanced by ensuring the comments on peer lesson observation will be applied to improve teaching in later lessons.
3. Curriculum and Assessment	 The school's curriculum aligns with its mission of developing students' potentials, enhancing their logical thinking and increasing their exposure to the greater world outside. 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 three elective subjects according to their abilities and interests. Applied Learning courses are provided to suit students' diverse interests, needs and aptitudes. 	• A framework of generic skills for the junior forms will be established so as to allow mutual understanding among all the stake holders, students, parents and teachers, what would be the students' learning outcomes at the end of the junior form studies.

	 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. 	
4. Student Learning and Teaching	 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. The school has employed Language Across Curriculum in subjects to enhance the effectiveness of learning and teaching with English as the medium of instruction. 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. Teachers adhere to the language policy of the school. Teachers and students are proficient in using both English and Chinese. 	 Greater efforts to enhance self-directed learning are needed. 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	 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 caring and positive learning atmosphere on campus which is conducive to students' whole-person development. Teachers are committed and they have good rapport with their students. 	 Students' good behaviour should be encouraged and praised explicitly to enhance self-confidence. Students' qualities of self-organization skills, positive values, sense of responsibility and resilience should be nurtured on a continuous basis.
6. Partnership	 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. Alumni are often invited to share their experience on career pathways and further studies. Some alumni take up tutoring jobs in school extra-curricular activities and they give good support to students who see them as their mentors and role models. 	The scope of assistance which can be provided by the alumni could be further explored.

	• 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.	
7. Attitude and Behaviour	 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. Students actively participate in social and community services and demonstrate the potential to meet further challenges as future leaders. 	Further widening of students' horizon would encourage them to achieve more.
8. Participation and Achievement	 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 competitions and win lots of group and individual prizes. 	There is still room for improvement for students in both academic and non-academic aspects.

SWOT Analysis

Our Strengths

- 1. The external evaluation of schools is very high, good school spirit and with good social reputation.
- 2. Students have good character and are well behaved with good discipline and tidy grooming. They also have a positive and healthy self-image and confidence in the future.
- 3. School has strong support from parents and alumni.
- 4. Teachers are positive and open-minded. They are willing to participate in various collaborative teaching pilot programs and plan to enhance learning and teaching effectiveness.
- 5. The extracurricular activities of the school are outstanding. For example, our volleyball and drama teams have won awards for several years. In addition, some members are selected as the team members of Hong Kong to participate in the international tournaments or exchange programs.
- 6. The IT facilities in the school are well equipped to support teaching and learning.

Our Weaknesses

- 1. School English environment can still be strengthened.
- 2. Some students lack self-confidence. They have not yet mastered self-study methods and lack of active learning attitude.
- 3. Students' vision and living experiences are bounded, especially getting immediate pleasure from external convenience sources.
- 4. The school campus is small, which hinders the development of the school.

Our Opportunities

- 1. The medium of instruction of all forms is changed to English.
- 2. There is rich support from Tung Wah, such as providing Educational Psychologist support to the school and organising some Tung Wah elite nurturing programmes.
- 3. New young teachers are energetic and are willing to try new ideas to enhance student academic performance.
- 4. Many experienced teachers will retire, willing to share their teaching experiences with new teachers.
- 5. New findings in neuroscience provide useful brain development information that can enhance teaching and learning.

Our Threats

- 1. The falling population of the Form one age group children means more competition for the top-banding students.
- 2. Students' learning abilities vary, increasing the difficulty in catering for individual needs.
- 3. In the next few years, many experienced teachers will retire. We must consider future staffing arrangements and cultivate successors.
- 4. More students cannot handle their stress.

TWGHs Lo Kon Ting Memorial College School Development Plan 2022/2023, 2023/2024, 2024/2025

			Time Scal	l an 2022 le	
Maiardana	Target		(Please insert ✓)		Strategies (Implement Growth Mindset)
Major Concerns			23/24	24/25	Strategies (implement Growth Windset)
1. To enhance learning &	i. To enhance the academic level of	✓	✓	✓	1. To further develop students' generic skills in learning
teaching effectiveness and improve students'	students	✓	✓	✓	2. To enrich the English Environment on the school campus
		✓	✓	✓	3. To enrich the evaluation items on the teacher lesson observations
academic performance	ii. To cater for learner diversity	√	✓	✓	To optimise the mechanism in catering for learner diversity and strengthen students' motivation to study
		√	✓	✓	2. To build up the student talent pool and develop their potential
	iii. To enhance the effectiveness of using IT for teaching and learning	√	√	√	To conduct assessments, lesson previews and interactive teaching by using the electronic platform
		✓	✓	✓	2. To purchase more equipment and cloud services to support interactive teaching
	iv. Using STEAM to extend students' horizons and understand the challenges of the modern life	✓	✓	√	1. To organise more technology training and sharing activities for the students so that they can understand how the new inventions can help to overcome the challenges in modern life
2. To strengthen the	i. To implement student personal	✓	✓	✓	1. To further strengthen the support for students with special needs
whole-person developmental support for students	growth activities systematically	√	✓	√	2. To arrange more social services activities for students to broaden their horizons and boost self-confidence
		√	√	√	3. To make arrangements for students to enjoy external performances or invite organisations to come to school to perform and conduct speeches or various activities
		√	√	√	4. To praise students' non-academic achievements and experiences in striving for success via different media and modes
		✓	✓	✓	5. To cultivate students' leadership skills by organising more leadership training activities
	ii. To enhance student moral education	√	✓	✓	1. To enhance students' sense of accomplishment and satisfaction by using the school-based praising system to encourage collaborative peer learning
		✓	✓	✓	2. To nurture students' self-care ability and build up good habits
		✓	✓	√	3. To cultivate students' spirit of overcoming difficulties and serving the community by conducting form teacher lessons based on Tung Wah History
		√	√	√	4. To pass on positive values and good school moral traditions by inviting alumni to share their life experiences and acting as coaches to students
	iii. To help students develop positive values and attitudes through	√	✓	√	To cultivate students' values and attitudes rooted in Chinese culture and develop students' national identity
	life-wide learning and infiltrating subject groups and committees.	✓	✓	√	2. To nurture the establishment of values that equip students to face the transitions and challenges of growth and life actively
3. To strengthen the inheritance of the professional knowledge of the school organisation	i. To strengthen the inheritance and development concerning the	✓	√	√	To inherit teamwork, the successful tradition of working routine and strengthen communication channels
	teaching & learning and the school administration measures	✓	✓	✓	2. To inherit the positive teaching philosophy
		✓	✓	√	To pass on the essence of the senior teachers' teaching experience and wisdom by sharing their good teaching practice
		✓	√	√	To plan and arrange the management team's succession and support the new teachers to foster the school development