TWGHs Lo Kon Ting

Memorial College

Annual School Plan

2022-2023

I.   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 committed to achieving an all-round development in our young generation through the provision of a congenial learning environment. It is hoped that our young people will equipped with necessary skills and knowledge and be given the opportunity to cultivate an independent mind in order that they will become good citizens with a willing commitment to worthy causes and a genuine concern for social affairs.

II.   Major Concerns

1. To enhance learning & teaching effectiveness and improve students' academic performance
2. To strengthen the whole-person developmental support for students
3. To strengthen the inheritance and development concerning the school management team

School Plan 2022-2023

Major concern 1:   To enhance learning & teaching effectiveness and improve students' academic performance

Targets	Strategies	Success Criteria	Methods of Evaluation	Time Scale	People Responsible	Resources Required

1. To enhance the academic level of students	• To further develop students' generic skills in learning
	• To enrich the English Environment on the school campus
	• To enrich the evaluation items on the teacher lesson observations
		1. Generic skills
		  • 50% or above teachers can guide the students to understand the origin and development of the key concepts of the subjects.
		2. English Environment
		  • 70% of students agree that they have enough opportunity to be exposed to English outside the classroom.
		  • 70% of the activities organised outside the classroom have incorporated the use of English.
		  • At least 2 main activities are conducted in English.
		3. 80% of the lesson observation focus on lesson planning, effective ways of motivating students, questioning techniques in conducting the lesson and delivery of generic skills.
		4. Students' academic results
		  • Attaining a value-added level 5 or above in all subjects.
		  • Attaining level 3 or above (HKDSE) in 90% of subjects, with the percentage being higher than the average in Hong Kong.
		  • 95% or above of students achieve the Territory-wide System Assessment (TSA) basic competency.
			1. Value-addedness report
			2. DSE results
			3. TSA results
			4. Questionnaires
			5. ECA records
			6. Teachers training records
			7. Records of the programmes
			8. Minutes of subject panels
			9. Questionnaires
				Whole year	Subject Panel Chairpersons
					
					Head of English Environment Enhancement Team, ECA, Moral & Civic Ed, Committee
					
					Subject Panel Chairpersons
					
					Subject panel Chairpersons
						All Teachers
						
						All Teachers
						
						Committee Members
						
						All Teachers
						
						All Teachers

Major concern 1:　To enhance learning & teaching effectiveness and improve students' academic performance

Targets	Strategies	Success Criteria	Methods of Evaluation	Time Scale	People Responsible	Resources Required
2. To cater for learner diversity	● To optimise the mechanism in catering for learner diversity and strengthen students' motivation to study ● To build up the student talent pool and develop their potential	1. 100% of subjects have special arrangements for catering for learner divers. 2. 80% or above teachers use gifted students database to find students to participate in gifted programmes or activities.	1. Minutes of the subject panel meetings and teaching plans 2. Lesson observation records 3. Teachers' training records 4. Use Google Form to collect lesson observations data	Whole year	Committee Head of Teaching & Learning All subject panel chairpersons Committee Head of Gifted Education	Committee Members & Service Supplier All Teachers
3. To enhance the effectiveness of using IT for teaching and learning	● To conduct assessments, lesson previews and interactive teaching by using the electronic platform ● To purchase more equipment and cloud services to support interactive teaching	1. 70% or above of teachers use an electronic platform to provide self-learning resources for students. 2. 70% or above of teachers use IT to conduct assessments, collect students' responses and evaluate their performance online. 3. 70% or above of teachers use IT resources during the lesson to motivate students and demonstrate the way of organising learning content to the students.	1. Records provided by e-platform 2. Lesson observation 3. Subject Teaching Schedule	Whole year	IT-in-charge, All subject panel chairpersons	All Teachers

Major concern 1:   To enhance learning & teaching effectiveness and improve students' academic performance

Targets	Strategies	Success Criteria	Methods of Evaluation	Time Scale	People Responsible	Resources Required
4. To extend students' horizons and understand the challenges of the modern life through STEAM education	To organise more technology training and sharing activities for the students so that they can understand how the new inventions can help overcome the challenges in modern life and understand how too much reliance on convenience will lead up to undesirable consequences	1. 90% of planned training and sharing activities can be implemented as scheduled. 2. 80% or above of the STEAM related subjects can assign lessons for in-class STEAM activities.	1. Questionnaires from teachers and students 2. Subject teaching schedules 3. Students' homework	Whole year	STEAM Coordinator, Integrated Science and Mathematics, Technology subjects panels	Teachers of Integrated Science, Mathematics, and technology subjects Learning resources for conducting STEAM activities

Major concern 2：To strengthen the whole-person developmental support for students

Targets	Strategies	Success Criteria	Methods of Evaluation	Time Scale	People Responsible	Resources Required
1. To implement students personal growth activities systematically	• To further strengthen the support for students with special needs • To arrange more social services activities for students to broaden their horizons and boost self-confidence • To make arrangements for students to enjoy external performances or invite organisations to come to school to perform and conduct speeches or various activities • To praise students' non-academic achievements and experiences in striving for success via different media and modes • To cultivate students' leadership skills by organising more leadership training activities	1. 90% of student personal growth activities proposed by various committees can be implemented as scheduled. 2. 70% of participants agree that programmes are supportive and helpful. 3. 70% of participants agree that the objectives of the leadership activities can be achieved. 4. 70% of students agree that the measures and platforms for sharing can boost the positive and constructive atmosphere in the classes. 5. Every lower form student can join at least 1 performance or talk. 6. 70% of students agree that they are frequently praised for being good.	1. Reports from the organisers 2. ECA and services system records 3. Questionnaires	Whole year	Coordinators of the committees involved Form-teachers External Organisers involved	Programme plans and minutes of the committees involved Questionnaires Reports from various organisers involved Funding involved

Major concern 2：To strengthen the whole-person developmental support for students

Targets	Strategies	Success Criteria	Methods of Evaluation	Time Scale	People Responsible	Resources Required
2. To enhance student moral education	• To enhance students' sense of accomplishment and satisfaction by using the school-based praising system to encourage collaborative peer learning • To nurture students' self-care ability and build up good habits • To cultivate students' spirit of overcoming difficulties and serving the community by conducting form teacher lessons based on Tung Wah History • To pass on positive values and good school moral traditions by inviting alumni to share their life experiences and acting as coaches to students	1. 70% of students agree that moral /civic education lessons can help them build their character and sense of citizenship. 2. 70% of students agree that they have a deeper understanding of TW's history and charitable contributions. 3. 70% of activities can be implemented smoothly. In addition, 70% of participants feel satisfied with the activities. 4. 70% of participants appreciate the skills or attitudes conveyed by the alumni.	1. The half-yearly and annual review reports of the committees involved 2. Questionnaires 3. Reports from the organisers of the programmes	Whole year	Coordinators of the committees involved Form-teachers External Organisers involved All subject panels	Programme plans and minutes of the committees involved Questionnaires Reports from the organisers involved Funding involved

Major concern 2：To strengthen the whole-person developmental support for students

Targets	Strategies	Success Criteria	Methods of Evaluation	Time Scale	People Responsible	Resources Required
3. To help students to develop positive values and attitudes through life-wide learning and infiltrating subject groups and committees	● To cultivate students' values and attitudes rooted in Chinese culture and develop students' national identity ● To nurture the establishment of values that equip students to face the transitions and challenges of growth and life actively	1. 75% of students understand the key contents of the value education. 2. 80% of students are active in various life-wide learning programs. 3. 100% of Subjects / Committees can penetrate the value education in curricula or activities.	1. Students self-reflection after the activities. 2. Questionnaires from teachers and students. 3. Subjects / Committees Records of the Value Education Activities Planning Table	Whole year	Subject Heads Committee Heads	All Teachers

Major concern 3：To strengthen the inheritance of the professional knowledge of the school organisation

Targets	Strategies	Success Criteria	Methods of Evaluation	Time Scale	People Responsible	Resources Required
To strengthen the inheritance and development concerning the teaching & learning and the school administration measures	• To inherit teamwork, the successful tradition of working routine and strengthen communication channels • 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	1. 80% of the staff use the discussion platform to share ideas. 2. Every staff meeting can arrange teacher sharings on good teaching practice. 3. 80% of senior teachers use the archive platform to organise and store documents and experience teaching knowledge. 4. 80% of the committees can arrange a vice coordinator. 5. All new teachers agree that the support measures can help them adapt to the new environments.	1. Records of the platforms 2. Staff Meeting minutes 3. Questionnaires	Whole year	Vice Principals Subject Heads Committee Heads	All Teachers