

# SCHOOL DEVELOPMENT PLAN (2007-2010)



# HKUGA Primary School

## School Development Plan (2007-10)

### A. School Vision

We believe that Education is the most important force in shaping the future development of Hong Kong in the era of Knowledge Economy. Foundation Education is the basis from where the child will continue to flourish and develop, so the vision of the Hong Kong University Graduates Association Education Foundation is to set up a new model of quality school in Hong Kong. The essence of the School is quality-focused and life-enhancing, and it is our goal that the School will become one of the leading primary schools in Hong Kong and China.

In educating the child, we believe in the power of concerted efforts made by school, family, and society. We have a dream that students love going to school and have sweet memories of schooldays, teachers will enhance their professionalism and parents will enjoy their parenting. School should be a place of growth and joy for all stakeholders.

### B. School Mission

Our School mission is to:

- ◆ Nurture lively, inquiring, discerning and creative students;
- ◆ Develop visionary, caring, innovative and professional teachers;
- ◆ Enable parents to become effective parents;
- ◆ Contribute to the Education Reforms in Hong Kong.

### **C. Our Strategies**

We firmly believe that the success of our School lies in achieving the following guiding principles as the *Four Cornerstones of the School*:

- ◆ Unity of love, care and professionalism;
- ◆ Balanced convergence of Eastern and Western cultures;
- ◆ Bonding and co-operation between school and family;
- ◆ Bonding and integration of school and community.

### **D. Core Values**

In pursuit of our goals, we hold certain core values towards our stakeholders.

- ◆ We value each student as an individual;
- ◆ We value our teachers as professionals;
- ◆ We value parents as our partners;
- ◆ We value our school as a learning organization;
- ◆ We value the community as our support;
- ◆ We care for the environment;
- ◆ We value innovation and knowledge;
- ◆ We respect laws and standards.

## **E. Our Commitments**

### To Our Students

We nurture lively, inquiring, discerning and creative students.

- ◆ They are happy and positive with self-respect and self-confidence, accepting challenges in growth and development;
- ◆ They are passionate about life and know how to take care of themselves, their family, their community, their nation and the world;
- ◆ They have team spirit, are accepting, co-operative and have leadership;
- ◆ They are healthy, have good habits and enjoy sports activities;
- ◆ They have a solid language foundation in English, Putonghua and Cantonese, and develop a good reading habit;
- ◆ They love learning and exploring, display intellectual curiosity and have broad general knowledge;
- ◆ They know how to learn and are able to think and solve problems independently;
- ◆ They are creative and show interest in arts, music, literature, sciences or sports.

### To Our Teachers

We develop visionary, caring, professional and innovative teachers.

- ◆ They care for children and love their work;
- ◆ They are sincere, communicate effectively and enjoy working together;
- ◆ They are well qualified, coming from different cultures and backgrounds and share the vision of the School;
- ◆ The School fosters an atmosphere of respect, trust and mutual understanding, through open, two-way communications, positive encouragement and involvement of staff in formulating the School policies;
- ◆ The School provides opportunities for learning as well as professional and career development;
- ◆ There are recognition and rewards for excellence in individual and team performance.

## F. Where We Are Now (SWOT Analysis)

### Strengths

- ◆ A broad and balanced school-based curriculum framework has been developed;
- ◆ A whole school approach has been adopted in student development and all class teachers are involved in the implementation of life education activities;
- ◆ A warm and loving school environment has been cultivated. Teacher-student relationship is close and positive discipline is adopted. Students enjoy going to school;
- ◆ There are ample opportunities for students to develop their basic skills, self-confidence, leadership, well-being and creativity;
- ◆ The learning of both Chinese and English is emphasised. Our students are developed to be biliterate and trilingual. They are able to communicate in Cantonese, English and Putonghua reasonably well;
- ◆ Outstanding performances in students have been observed - including both academic and non-academic performances;
- ◆ Nearly all teaching and administrative staff are very devoted members;
- ◆ Teachers are loving, professional, possess high qualifications and have a mix of cultures;
- ◆ We have a favourable class-teacher ratio (1:2.38 for 2007-2008). Besides, most teachers are hired to teach their major subjects, thus enhancing the quality of teaching and student learning;
- ◆ Staff development is emphasized and actively promoted in our school. We provide strong in-house staff development programmes to suit our school development needs. There is also substantial funding to sponsor teachers for attending quality professional development activities both locally and overseas;
- ◆ Professional collaboration is encouraged among teachers. Collaborative lesson planning is emphasized in every subject and there is co-teaching practice;
- ◆ External links and community resources have been well utilized, such as hiring external coaches for sports activities, inviting or collaborating with organizations to provide life education, etc.;
- ◆ Parents are actively involved in school activities, such as story telling Mums and Dads, lunch helpers and extra-curricular activities helpers. Parents are supportive to the School as well as to their children's learning;
- ◆ Comprehensive record of achievement and computerized reporting and grading system have been developed and used;
- ◆ A strong administrative team has been developed to provide support. Teachers can concentrate on teaching and learning;
- ◆ We have our “through-train” secondary school – HKUGA College and it has a beautiful and spacious campus;
- ◆ We have a culture of sharing our school vision and practices with the community as well as educators in the field.

### Areas for Improvement

- ◆ Though a broad and balanced school-based curriculum framework has been developed, it still needs to be further refined to ensure vertical continuity and horizontal integration;
- ◆ Further work on the documentation of curriculum materials and resources;
- ◆ The role and capacity of the middle management need to be further strengthened;
- ◆ More consolidation work are needed to cater for learner diversity;
- ◆ Further effort needs to be put into catering for learner diversity;
- ◆ Further development of responsibility in terms of students' own learning and behaviours so that they become more independent and self-reliant;
- ◆ Home-school cooperation and communication needs to be further enhanced through different channels.

### Opportunities

- ◆ Education Reforms in HK call for improvement in learning and teaching, promotion of continuous professional development and facilitation of home-school relationship. All these match with the direction of our school development;
- ◆ Considerable amount of resources and support can be sought from the HKUGA Education Foundation, HKUGA, HKU, the community, etc, to enhance school development and staff development;
- ◆ DSS allows greater flexibility in curriculum development and school management;
- ◆ We have a committed team of middle management and they are willing to put in much effort to enhance the development of the work of their departments/committees;
- ◆ Our School, having global perspectives in mind and with less historical ties, is more likely to accept changes and initiate innovations;
- ◆ Our School is well recognized by the society as a quality school and there is a great demand for our school places, the P1 admission is always very competitive;
- ◆ New teachers and administrative staff from diverse backgrounds may bring in new knowledge and experiences to enrich the school's development.

### Threats

- ◆ The young population in HK is declining and competition among different types of school is keen in HK;
- ◆ The mobility of the staff requires the school to consolidate previous practices and work further on team building;
- ◆ The teaching staff is comprised of a culturally mixed and experience diversified team. They need to adapt to the education system in HK as well as the culture of our school;
- ◆ Different teaching styles of old and new teachers need to be positively integrated;
- ◆ In the search for excellence, the demand on the staff is high and a balance has to be sought to allow for healthy and sustainable development.

# HKUGA Primary School

## School Development Plan (2007 – 2010)

### Major Concerns I. To optimize the quality of school curriculum

Goal/Objectives	Strategies	07/08	08/09	09/10
1. Advance the school-based curriculum	<ul style="list-style-type: none"> <li>- Review and refine the curriculum framework</li> <li>- Curriculum integration among KLAs and committees</li> <li>- Implement bridging strategies to interface the primary school and college</li> <li>- Global issues or international experiences are added in the curriculum</li> </ul>	✓ ✓ ✓ ✓	✓ ✓ ✓	✓ ✓
2. Promote interactive and independent learning	<ul style="list-style-type: none"> <li>- Strengthen the use of collaborative learning strategies</li> <li>- Use of ICT to provide opportunities for students to learn with their counterparts in other countries</li> <li>- Enhance the use of e-platform for students' independent learning</li> </ul>	✓ ✓ ✓	✓ ✓	
3. Catering Learner Diversity - Different type of strategies and programmes are provided, so as to enhance the learning capacity of students with different learning ability	<ul style="list-style-type: none"> <li>- Consolidate and further develop different strategies and programmes used by each subject department to cater for learners' diversity</li> <li>- School-based gifted programmes are designed to cater for the gifted child in different areas</li> </ul>	✓	✓	✓

## Major Concerns II. To enhance the learning community

Goal/Objectives	Strategies	07/08	08/09	09/10
1. Teachers - Equip teachers with effective strategies to support the school-based curriculum and support for student development - Broaden the scope of teachers	<ul style="list-style-type: none"> <li>- Staff development, including school-based and subject-based programmes, is provided</li> <li>- Further enhance the effectiveness of lesson observation and the quality of collaborative lesson planning</li> <li>- Provide opportunities for teachers to participate in local and overseas seminar, workshops and exchange programmes</li> <li>- Encourage teachers to carry out action research</li> </ul>	✓  ✓  ✓	✓  ✓  ✓	✓   ✓
2. Students - Enhance students' self responsibility and social responsibility - Develop students' sense of love and care for others - Develop students as responsible learners	<ul style="list-style-type: none"> <li>- Make use of PSE lessons and assemblies to arouse the sense of self and social responsibility in students</li> <li>- Organize whole school programmes to develop responsible behaviours in students</li> <li>- Further build up students' responsibility through leadership training</li> <li>- Strengthen class building</li> <li>- Strengthen in-school and social service experience</li> <li>- Provide service opportunities outside Hong Kong</li> </ul>	✓  ✓  ✓ ✓ ✓	✓  ✓  ✓  ✓	✓   ✓
3. Parents - Further strengthen the collaboration with parents to develop effective parenting	<ul style="list-style-type: none"> <li>- Provide parent education opportunities</li> <li>- Enhance home-school communication through different channels</li> <li>- Involve parents in life education programmes</li> </ul>	✓ ✓	✓  ✓	✓  ✓