Leung Shek Chee College

School Development Plan

2015/16 – 2017/18

Leung Shek Chee College

SCHOOL MISSION STATEMENT

In pursuit of the Catholic educational principles, we endeavour to provide an all-round and holistic education in accordance with the spirit of the Gospel by facilitating a balanced development of our students in the spiritual, moral, intellectual, physical, social and aesthetical aspects.

We, therefore, seek to create an environment conducive to learning, to assist our students to acquire knowledge, to develop their potentials to the full, to foster good character, to cultivate a positive outlook on life and acquire virtues, and to motivate them to know their country and its culture. Guided by the School Motto "The Lord is My Strength", our students are expected to strive to return their best to society and help to build a world full of love and justice.

SCHOOL MOTTO

The Lord is My Strength

1. **Holistic Review (2012-2015)**

Major Concerns	Extent of targets achieved	Follow-up action	Remarks
1. Promoting effective learning and teaching 1.1 To enhance students' ability to adapt to an English learning environment especially in junior forms	• Courses on phonics and pronunciation for S1 & S2 students were organised • Glossary list, required sentence patterns and relevant writing skills were identified by different panels • Differentiated pedagogy with pacing techniques for students with weaker English ability was adopted • Students used eClass for interactive learning	• Courses on phonics and pronunciation will continue to be provided to S1 & S2 students • Glossary, required sentences patterns and relevant writing skills will continue to be maintained and practised in different subjects • Further use of eClass and other learning platforms will be explored • Students will be required to do reflections in English • Small class teaching will be arranged for S1 in English • A new Language Room will be in service • Students will be arranged to take part in international assessments to understand better how they are doing compared to students in other parts of the world	
1.2 To strengthen students' basic knowledge and ability in Maths and sciences in junior forms	• Differentiated curriculum / pedagogy and remedial classes in junior forms were adopted • eClass contents for students' interactive self-learning were enriched • EDB curriculum support was sought for the review of the junior forms' curriculum • Mini projects were carried out by IS to develop students' interest in scientific investigation • Visits to Science Park, Space Museum, Maths & Science competitions were arranged • Reading materials related to science were introduced to junior students	• Bridging courses on Maths and IS will be conducted for new S1 students to strengthen their basic knowledge and ability • Self-regulatory learning will be promoted • Programmes related to exploring students' interests and abilities will be held	

1.3	To upgrade teachers' general ability in adopting IT in learning and teaching	• Performance track records and assessment results analysis were used to help improve learning and teaching • Staff Development Programmes on eClass update training was held at the beginning of every school year. • School participated in the Samsung Smart School Citizen Project • Students joined the InnoCarnival 2013 and IT Elite Competition 2015	• More possible ways of using assessment data will be explored • Further enhancement in classroom facilities and training on the use of mobile technology will be carried out to encourage more interactive learning • More participation in outside school IT activities will be encouraged	
2.	**Broadening students' horizons and strengthening their confidence**			
2.1	To build higher aspirations among students	• Workshops on career & life planning were organized for S1 & S2 • Career Day for S3-6 were organized together with Alumni Association • Workshops on interview skills and individual guidance on JUPAS choices were organized for S5-6 • Leadership training programmes were organized for students	• Workshops on interview skills will continue to be provided • A Life Planning Committee will be set up to give more focus on preparing students for their future life • Data analysis on JUPAS results will be processed for reference of teachers and students • Mock interviews for S5-6 will be carried out • Past students' pathways will be gathered for current students' reference.	
2.2	To help students develop an appropriate set of life-skills and to broaden their horizons	• Career activities for junior students and their parents so as to enable them to plan ahead for their careers were organised • A three-year scheme for junior students to cultivate an interest in sports and fine arts so as to broaden their horizons was carried out • Structured programmes on other learning experiences were organised • Students attended inter-school activities / competitions / exchange programmes and university courses	• The School Sports Programme Coordinator Scheme has been extended for another 3 years • On top of sports and music activities, junior form students will be encouraged to take part in services • Students' participation in Caritas Bazaar will be further encouraged and presale will be arranged in school beforehand • More OLE activities will be organized to help students explore the world	

3.	**Fostering collaboration for sustainable development of the school**		
3.1	To promote a rich harmonious school life	• Activities to promote teacher-student relationship were organised • Theme-based activity weeks and inter-class competitions/activities were held • Big Sister Scheme has been launched to develop students' leadership skills • Workshops on emotional support, NLP, mediation, legal knowledge, etc. were provided to help promote a harmonious and supportive atmosphere	• Inter-class and inter-house activities will continue to be held. • Activities of the Big Sister Scheme will be further enhanced • Further training on emotional support will be given to help students learn empathy
3.2	To encourage students to adopt a healthy life style	• Sports and recreational activities along the theme of "Active Life Style", training students to be physically and mentally fit were held • Talks and courses on leading a healthy life style were held	• Lunchtime physical training programmes will be offered
3.3	To build a learning community among teachers	• Various professional development courses were organized • Teachers took up professional development programme other than their own subjects • Sharing of good practices in and outside school were conducted	
3.4	To review and upgrade the School's IT infrastructure to facilitate teaching and learning as well as to enhance internal and external communication	• IT-based techniques in teaching and learning through enhanced teacher training were broadened • Exchanges of materials on-line were encouraged • Students were encouraged to take advantage of the School's IT infrastructure in self-learning and group learning	
3.5	To prepare for and effect change-over to an IMC structure by September 2014	• Teachers and alumni drew up proper election procedures for IMC membership by the end of 2013 • Audit of school assets and other structural preparations were completed by the end of 2013	

3.6	To enhance communication with students and teachers	• Meetings were organized with student leaders to reflect students' opinions to the School • School organization structure was reviewed to facilitate more collaborative management	• School organization structure will be reviewed to facilitate more collaboration among teachers and students	
3.7	To enhance students' pride in being a member of the LSCC community both while at school and as alumni	• Newly graduated alumni were invited to share their past experience on DSE application with S6 students • "Careers Prospects and Experience Sharing from Alumni" for both junior (S3/4) and senior (S5/6) students were held • A pilot "Mentoring Scheme" was designed to provide sharing and practical advice for the students. The teams met 2 or 3 sessions in the form of luncheon meetings or visit to the alumni's offices to give the students an authentic experience in the workplace • Several alumni were invited to join the "Rainbow Scheme" to help and guide S1-2 students in their study skills and habits	• More resources will be needed to bring in alumni for various programmes • "Mentoring Scheme" will be modified to encourage closer relationship and greater sisterhood by using more informal communication channels like WhatsApp.	
3.8	To strengthen collaboration with parents	• S1 and S2 Parents' sharing, S3 Parents' Talk on Subject Selection and Parents' gathering for senior forms were organized.	• eClass Parent App will be used to strengthen communication with parents	
3.9	To adopt a more outreach approach to promote the School	• An upgraded School website was introduced to facilitate external communication and to promote the School • The School Promotion Committee contacted primary schools on a more proactive basis. • Teachers served in CDI, HKEAA and other public bodies. • Students participated actively in inter-school activities and competitions.	• An External Relation Committee will be set up to strengthen relation with different stakeholders and outside parties	

2. Evaluation of the School's Overall Performance

PI Areas	Major Strengths	Areas for Improvement
1. School Management	- The school management understands the needs of the school and can formulate appropriate policies to sustain the development of the school - School policies and directions are clearly disseminated to the teaching staff - Teachers are hard-working and effective - Most middle managers are experienced and loyal to the School	- More discussion within panels and committees are to be encouraged - More involvement of parents and alumni in school development will be helpful - Workload of staff needs revision - The need of a clear succession plan is pressing
2. Professional Leadership	- Middle managers are given autonomy to exercise their professional leadership - Teachers take part in different professional training to keep themselves up to date in leading changes	Leadership among teaching staff is not yet fully developed and utilized
3. Curriculum and Assessment	- Block system in senior forms curriculum provides a wide range of choices on subject combination - School curriculum is generally well-balanced in providing sufficient learning time for different KLA subjects	- Teachers have to keep themselves updated to the changing requirements of the curriculum and assessment - More resources have to be put in to train teachers to inform their pedagogy with data from assessments
4. Student Learning and Teaching	- The sharing of good teaching practices among teachers is much welcomed - Most teachers are well aware of diversity in learning and are trying their best to cope with the challenges	- More support is required for teachers to deal with special educational needs of students - More exposure to good practices of other schools can help to broaden teacher's horizons
5. Student Support	- Teachers are caring and have good rapport with students - Extra support from the Educational Psychologist, Social Worker and Guidance Assistant are of great help in supporting teachers' work	- Smaller classes can help teachers focus more on individual care for students - More involvement of parents and alumni in supporting students is desired
6. Partnership	- Parents and alumni are very supportive to the work of the School - The School maintains very close connection with the CEO and other Diocesan Catholic schools	More connections are to be established with primary schools of the area

PI Areas	Major Strengths	Areas for Improvement
7. Attitude and Behaviour	• Most students are well-disciplined and good natured • The School has a very good tradition of nurturing positive values of Catholic faith	• Students need to take more initiative in showing their talents
8. Participation and Achievement	• Students participated actively in activities in school and in areas they are comfortable with.	• Students are less enthusiastic in activities which take up their study time.

7. SWOT Analysis

7.1   General: School Management, School Ethos, Administration, School Facilities

Strengths	Weakness
• An IMC comprised by professionals and different stakeholders • A reputable EMI school among the neighborhood	• Heavy teaching and non-teaching duties • Lack of job shuffling / succession plan
Opportunities	**Threats**
• WiFi 900 project provides whole school wireless network coverage	• Worn out school facilities needs constant repair or upgrade

7.2   Learning and Teaching: Professional Development, Curriculum, Assessment, Catering for diversity

Strengths	Weakness
• A team of dedicated and experienced teachers. • Teachers are actively engaged in CPD workshops and the school is supportive. • Students' performance in public examinations is stable.	• Students are timid and passive, lack motivation, confidence and exposure; those coming from lower stratum lack resources and vision to excel. • Declining student population and S1 intake led to greater learners' diversity.
Opportunities	**Threats**
• Taking the advantage of declining student population, deployment of manpower is more flexible, split-classes and remedial classes were possible	• Further declining student population and thus S1 intake. • More SEN students likely to emerge; limited number of teacher attend SEN training course

7.3   Student Support and Formation: Values Formation, Attitude and Behaviour, Leadership and Spirit of Service

Strengths	Weakness
• Students are well-disciplined, diligent and receptive to guidance. • Experienced Discipline, Counselling teachers, SSW and EdPhy.	• Students might not be willing to serve or take up leaders' role • Weak religious atmosphere.
Opportunities	**Threats**
• Regular prayer sessions, moral lessons, talks and events to instill Catholic values and proper attitude.	• Peer influence and social problems becoming more complicated. • Decreasing number of Catholic students

8. **Major Concerns for 2015/16 to 2017/18**
   1. To enhance students essential competence for future challenges in study and work
   2. To form students of good character based on Catholic Core Values and guided by the School's Motto
   3. To maintain a well-established school organization and learning environment to cope with the changing needs of the School and society

School Development Plan (2015-2018)

Major Concerns	Targets	Time Scale (Please insert ✓)			Outline of Strategies
		Year 1	**Year 2**	**Year 3**	
1. To enhance students essential competence for future challenges in study and work	• To strengthen students' language proficiencies so as to equip them for future life in study and work; • To enhance students' ability to achieve personal highest in academic performance; • To guide students to aim high in setting clear goals for future life; • To broaden students' exposure and horizon in perspectives of life; • To understand and cater for learner diversity and students' needs; and • To develop in students a sense of self-directed learning.	✓	✓	✓	• *bridging course for S3 students to prepare them for the NAS curriculum of English Language* • *organize Chinese enhancement courses for S3, S5 and S6 and writing course for S6 high achievers* • *encourage students to attend inter-school activities, visits, competitions, exchange programmes, university courses and study tours*

2.	To form students of good character based on Catholic Core Values and guided by the School's Motto	• To promote Catholic core values as principles of students' life; • To guide students in seeking strength from the Lord in times of challenges; • To instill in students positive values and attitudes towards life; • To nurture students' virtues as illustrated in the School Song; • To encourage students to learn proper manners and social etiquette; and • To help students build confidence through a culture of encouragement and appreciation.	✓	✓	✓	• *use School Motto and five Catholic core values as educational themes of coming six years* • *organize manners, make-up and beauty workshops, joint-school activity on social etiquette and interpersonal skills with a boys' school* • *offer new scholarships or prizes to more students with outstanding academic achievements or remarkable improvement*
3.	To maintain a well-established school organization and learning environment to cope with the changing needs of the School and society	• To enhance staff capacity to maintain a sustainable development of professionalism and leadership of the staff team at different levels of responsibilities ; • To restructure the school organization for better utilization of human resources and staff talents for actualization of the school vision and the character of the School; and • To upgrade learning facilities and infrastructure so as to empower student learning through an enhanced learning environment with modern technologies and human interactions guided by Catholic identities and the School's core values.	✓	✓	✓	• *set up an English Language Room* • *replace computers in classrooms and ITLC; replace air-conditioners, upgrade furniture and facilities in classrooms* • *install WiFi 900, introduce mobile learning strategies and the use of tablet PC in learning and teaching* • *launch eClass APP for releasing school notices and information to parents*