



Do Leung Kuk Lo Kit Sing (1983) College

3 Years
School Development Plan
2015-2018



The Kuk's Spirit

Mutual Respect
United Effort
Benevolence
Charitable
Gratefulness and Recognition

Dedication to Serving
The Community

Vision

Children are nurtured, Youngsters are educated
Adults are supported to contribute
Elderly are cared for
The less fortunate are lightened with hope.

Mission

To be the most prominent and committed charitable organisation.
In the Kuk's Spirit to do good deeds with benevolence.
Dedicated in protecting the young and the innocent,
caring for the elderly and the underprivileged,
aiding the poor and healing the sick,
educating the young and nurturing their morality,
providing recreation to the public, caring for the environment,
passing on the cultural inheritance and
bringing goodness to the community

Values

Fine traditions, Accommodate the current needs
People-oriented, Care and appreciation
Sound governance, Pragmatism and innovative
Integrity, Vigilance
Optimal use of resources, Cost-effectiveness
Professional team, Service with heart





School Vision & Mission

- **Po** Leung Kuk aims at a quality education for all, advocates an all around education embracing the academic, moral, physical, social and aesthetic aspects, and takes pride in nurturing flourishing and faithful boys and girls for the community.
- Po Leung Kuk is a benevolent society. People in the lower levels of the social hierarchy benefit most from our services. For this reason, the educational services we provide should be non-profit making. As our school provide educational service with public funds, our policies should be able to reflect the needs of the community and the benefits and well-being of the general public.
- We aim at fostering all-round development in our students. Besides instilling students with book knowledge, training them skills for work and helping them develop a healthy physique, we also aim at inculcating students with correct social behaviour and moral values through programmes and day-to-day school-life. The Chinese “Five Aspects of Education” – moral, cognitive, physical, social and aesthetic, summarize the educational goals of our schools.
- Po Leung Kuk is an organization with no political or religious background. We believe people should be free to express their feelings and beliefs. Provided that social prosperity and stability are not threatened, all schools of thought and all kinds of religion can co-exist in our schools.
- Po Leung Kuk is an organization established over 100 years ago by the Chinese. It has long been our practice to promote Chinese culture, to show concern for local affairs and latest events in China. Hence in schools, we should encourage students to pay attention to developments and changes in China, and cultivate their sense of belonging and responsibility to China and the Chinese culture.





Content

	Page
Holistic Review	
– Major Concern 1: Improving Teaching & Learning Attitudes and Smartness	P.1 – 4
– Major Concern 2: Strengthening Goal Setting and Leadership Nurturing	P.5 –8
SWOT Analysis of the School	P.9 – 12
School Development Plan for 2015-2018	
– Major Concern 1: Enhancing Active Learning Capacity	P.13 – 14
– Major Concern 2: Inculcating Moral Values & Career Life Planning	P.15





Holistic Review

- Effectiveness of the previous School Development Plan

Major Concerns	Extent of targets achieved	Follow-up action	Remarks
<p>1. Improving Teaching & Learning Attitudes and Smartness</p>	<p>1. To promote students' learning attitude</p> <p>Subject departments have designed and implemented various strategies in promoting students' learning attitude in pre-lesson, post lesson and self-study:</p> <ul style="list-style-type: none"> ✓ Subject departments have provided various study strategies to strengthen students' lesson routines and effective study habit. ✓ Subject departments have designed tools to carry out 'Assessment for Learning' such as assessment rubrics which entail teachers' expectations of students' performance at different levels. ✓ Key vocabulary lists of different subjects should be compiled by students to assist their self-study for subjects using EMI in junior forms. 	<ul style="list-style-type: none"> ✓ Subject departments can devise measures that can further enhance students' ownership of learning and encourage student-centered learning. (e.g. students can create their own vocabulary list; students can be invited to present their pre-lesson preparation findings in class.) ✓ Self-assessment & peer evaluation can be used to improve learning attitude. 	





Major Concerns	Extent of targets achieved	Follow-up action	Remarks
<p>1. Improving Teaching & Learning Attitudes and Smartness</p>	<p>2. Strengthening students' confidence in learning Diversified teaching strategies are successfully enhanced to cater for all students in pursue of excellence and realization of their highest potential.</p> <ul style="list-style-type: none"> ✓ Nurture strategies for academically high achievers (AHAs) e.g. Smart Kids program, elite classes, annual nomination for HK Academy for Gifted Education and CUHK summer program for the gifted and talented. ✓ The school has a range of measures to cater for learners' diversity, including the after school tutorial classes, tailored teaching materials, remedial classes (small-class teaching) for English and Maths. to deal with students' diversity in learning. ✓ Good support for SEN students including the establishment of Student Support Team and the recruitment of a designated SEN social worker. ✓ Support and intervention strategies for academically low achievers (ALAs) e.g. SEN programmes, remedial classes, school holiday revision classes and detention classes. 	<ul style="list-style-type: none"> ✓ Each department is to systematically keep a profile of each learner especially for spotting gifted and talented students ✓ Subject departments are to take responsibility in providing more tuition programs with more learning effectiveness for ALAs. ✓ Different potentials of students can be explored and developed e.g. multiple intelligence. 	





Major Concerns	Extent of targets achieved	Follow-up action	Remarks
<p>1. Improving Teaching & Learning Attitudes and Smartness</p>	<p>3. Strengthening the building of professional rapport among teachers</p> <p>A positive collaboration and peer lesson observation culture has been developed amongst teaching staff in working towards improvement in teaching and learning.</p> <ul style="list-style-type: none"> ✓ Collaboration work among teachers is observed and implemented, for instance, peer lesson observations and sharings on pedagogy through Quality Circles are arranged to enhance professionalism. ✓ Frequent occasions for discussion and sharing of teaching methods, curricular and performance of students in learning. Co-teaching and co-lesson preparation are carried out by various subject departments. ✓ Course evaluation focusing on teaching of study strategies on students' responsibility in learning are completed by various subject departments. ✓ Regular subject coordination meetings are held with academically related units to enhance professional sharing of pedagogical and related matters. 	<ul style="list-style-type: none"> ✓ Post-observation conferences after peer lesson observations should be encouraged to enhance the professional sharing amongst teachers. ✓ Speakers from different schools or the education sector can be invited to keep teachers abreast with the latest development in the teaching and learning domain. 	





Major Concerns	Extent of targets achieved	Follow-up action	Remarks
<p>1. Improving Teaching & Learning Attitudes and Smartness</p>	<p>4. To nurture students' learning competence</p> <p>Extended learning activities are organized to promote a language-rich environment:</p> <ul style="list-style-type: none"> ✓ Project curriculum, life-wide learning day, stage cultural day, extensive reading scheme, top readers scheme in various subjects and co-curricular English activities are implemented at whole school level. ✓ Various cultural exchange programs are organized to allow students to broaden their exposure to different cultures. ✓ An English-rich environment in school is developed through the implementation of EMI policy in notice boards, displays and announcements. English speaking days, English drama competition, cultural exchange trips to English speaking countries, English morning speeches, English speaking ambassador and English corner are organized. ✓ The deployment of NET and CNET allows more English speaking opportunities for students within campus. 	<ul style="list-style-type: none"> ✓ Teachers can put more emphasis on enhancing and strengthening students' creativity, collaboration and communication skills. ✓ Teachers can try to explore and tap into more external resources in bringing in more subsidies, allowances and resources for students to participate in various extended learning activities. ✓ Reading for pleasure among students can be promoted as a culture. 	





Major Concerns	Extent of targets achieved	Follow-up action	Remarks
<p>2. Strengthening Goal Setting and Leadership Nurturing</p>	<p>1. Students' goal setting strategies for study and future career are developed.</p> <ul style="list-style-type: none"> ✓ Theme of the year sets goals for students to strive for at the beginning of every academic year. ✓ (a) Students undergo self-reflection throughout their learning process, self evaluation and goal setting by targeted students are practiced after the 1st UT. (b) Individual career counseling for S5-6 has benefited students in setting a study goal or clearer career goal. ✓ Alumni and senior students sharing their study and working experiences among students on the success criteria of study and career are arranged. ✓ Overseas trips have been arranged to a variety of tertiary institutions to let students explore higher education opportunities. 	<ul style="list-style-type: none"> ✓ Personal goal setting for students in junior forms could be more specific and concrete. ✓ Continue to conduct the individual career counseling as students will have a clear goal for their study. ✓ More sharings on the road to success by students who won outstanding awards could be organised ✓ May consider a mid term evaluation of SLP student profile, career planning, etc. 	





Major Concerns	Extent of targets achieved	Follow-up action	Remarks
<p>2. Strengthening Goal Setting and Leadership Nurturing</p>	<p>2. Students' competitive strength is enhanced.</p> <ul style="list-style-type: none"> ✓ Students are encouraged to participate in awards and competitions and strive for awards actively. ✓ Prizes & awards are granted both internally and externally. ✓ A wide variety of activities are participated by students and they strive for awards e.g. Odessey of the Mind, Junior Achievement and Mock Trial. ✓ Outstanding student award demonstrates a positive influence to students. 	<ul style="list-style-type: none"> ✓ More competitions related to academic aspects can be explored. ✓ Explore more different kinds of new programs to sustain students' motivation and curiosity. ✓ An electronic archive and profile of students can be built up to record high achievers in each domain. ✓ More potential students should be explored to take part in competitions. 	





Major Concerns	Extent of targets achieved	Follow-up action	Remarks
<p>2. Strengthening Goal Setting and Leadership Nurturing</p>	<p>3. More well-balanced student leaders are nurtured.</p> <ul style="list-style-type: none"> ✓ Activities to enhance students' leadership skills are arranged e.g. Leadership training camps, prefects training camps, Gifted program 資優學院, and Gifted Summer Program. ✓ Many student leaders are trained with the participation of different programs and activities. 	<ul style="list-style-type: none"> ✓ The collaboration among departments to reinforce leadership training can be further reinforced. ✓ Teachers' professional skills to nurture students with necessary leadership skills should be enhanced. ✓ To foster staff development, more talks and team building sharing could be incorporated. ✓ It was too focus on a small group of elite students. ✓ School can build up a centralized database showing student's performance on different aspects or areas e.g. school posts & CCA so that better allocation of school posts among students could be made. ✓ More passive students are encouraged to join the programs. 	





Major Concerns	Extent of targets achieved	Follow-up action	Remarks
<p>2. Strengthening Goal Setting and Leadership Nurturing</p>	<p>4. Students' leadership skills in different capacities are well demonstrated.</p> <ul style="list-style-type: none"> ✓ Students are provided with many opportunities to demonstrate their leadership skills throughout the whole school year. e.g. Masters of ceremonies, announcers in morning assemblies, SU committee and club leaders, prefects and ambassadors of various domains. 	<ul style="list-style-type: none"> ✓ Experience can be spread to a wider range of students. ✓ Students can organize the CCA activities on their own. 	





Where we are now

Prior to school development planning, we have conducted a context analysis known as SWOT analysis to identify external opportunities and threats as well as our internal strengths and weaknesses. Such a process serves to help determine strategic priority areas that the school needs to focus on for sustainable development and improvement of learning outcomes.

Our Strengths

1. Being a founding school of the HK Towards A Better School Movement, this school keeps abreast the global educational reform information and trends. We have a stable staff establishment. Our staff learns fast from and responds fast to new ideas. We are experts in supervising students' project work. Curriculum integration started in the academic year of 1999/00. The installation of hardware for using information technology in classroom teaching is completed. The NSS subject combination and class structure are constantly reviewed. Activity Curriculum has been established for years. Student Learning Profile has been kept.
2. School fund is well-managed to cater for short term and long-term school development.
3. The S.S.B. is proactive in leading and responding to education reforms and initiatives. The school adopts a proactive attitude towards the education reforms and challenges ahead. The proactive attitude is an important driving force for us to develop and improve the school to meet future demands & challenges.
4. Teachers are professional, well-qualified, competent and experienced. Principal, teachers and students are granted with different excellent educational awards and honours which can act as good role models to follow. Well performing middle managers promote an atmosphere of trust.
5. In these years, some competent new teachers joined the school and have brought on a dynamic climate to the school for continuing our improvement.
6. Students are active, energetic, great natured with great potentials and are receptive to teachers' instructions. They are becoming more confident. They feel comfortable with the whole-person development philosophy.





7. Our school name was dedicated to Mr. Lo Kit-Sing, who pledged a very generous donation of HK\$7.8 million for sustaining the development of our school.
8. The IMC, PTA and Alumni Association have been established and have provided positive support for the school development.
9. Through years of development, the school is now providing students with a variety of extra-curricular activities.
10. A change in school leadership enables new opportunities for further improvement.

Our Weaknesses

1. Campus is too small for further development.
2. As an estate school, we have limited freedom and independence on premise development.
3. Most students come from less well-off families, which means a heavier reliance on school resources.
4. Students' learning needs are increasingly diverse. The number of SEN students is increasing so more support is needed.
5. There is still room for improvement for students' learning attitude, self-motivation and learning skills.





Our Opportunities

1. Our school has gained recognition from parents and students in the district.
2. Student intake is consistently desirable which allows us more flexibility to cultivate students to meet the challenges of globalization.
3. Smart kids benefit much from the participation of high order activities, including military camp and judicial training and that provides great opportunity for development of lifelong skills.
4. Our school has received a substantial amount of donation. With sufficient budget, we can promote more reforms and activities.
5. The cooperation with the community, including NGO continue to increase. It provides us with more resources and experiences. Principal and teachers are ready to explore external resources and funds to enhance learning and teaching effectiveness.
6. Wifi 900 project will be launched in 2016/2017 which can facilitate mobile learning.
7. IMC is set up, stakeholders can reflect their opinions and participate in the running of the school through the committee.
8. 30th Anniversary enables precious opportunities to promote the school and to collaborate with students, alumni and parents.





Our Threats

1. The continued drop in youth population in the district has created a general threat arising from the surplus of school places.
2. The low socio-economic status of most families tends to generate inadequate support for the students to develop OLE or to participate in Applied Learning.
3. Some school stakeholders, including staff, students and parents, are concerned about the possible adverse effects of the School Donor being involved in a looming court case.
4. The role of teachers has grown immensely since parents have many expectations on them.
5. Many students are the only child and lack of self discipline. Parents may over protect their children. Some students fail to stay under pressure.
6. There may be a trend of retirement of teachers in a few year time.





• **School Development Plan (3-school-year period)**

Major Concerns	Targets	Time Scale			A General Outline of Strategies
		2015/16 Year 1	2016/17 Year 2	2017/18 Year 3	
1. Enhancing Active Learning Capacity	1. To improve students' active learning attitude through motivation	✓✓	✓✓	✓✓✓	1.1 Conduct and mobilize teachers to participate in professional development workshop on motivating students. Subject departments to organize internal workshop in sharing of good practices. 1.2 Each subject is to develop, design and implement effective pedagogical strategies in encouraging students to take responsibility of their learning and to actively participate and contribute in lessons. Subject based focused peer lesson observation on the implementation of such strategies 1.3 Course evaluation focusing on students' active learning. 1.4 To enhance the effectiveness of ability based grouping's teaching and learning strategies and long school holiday revision tuition programs for active learning. 1.5 To strengthen the role of Form Teachers in support of students' positive and active learning attitude.
	2. To facilitate active learning through strengthening students' skills	✓✓	✓✓	✓✓✓	2.1 To incorporate various subject based and level appropriate study, revision and examination skills for students within the taught curriculum. 2.2 To encourage students in contributing their own active learning strategies. 2.3 To implement subject based incentives in using the 'Active Learning Centre'. 2.4 To explore and develop active learning through e-learning platforms.





Major Concerns	Targets	Time Scale			A General Outline of Strategies
		2015/16 Year 1	2016/17 Year 2	2017/18 Year 3	
1. Enhancing Active Learning Capacity	3. To develop students' potentials by participating in competitions	✓✓	✓✓	✓✓✓	3.1 To select and encourage elite students to participate in external academic and scholar awards, training programs and competitions of district based, territory –wide and international scale. 3.2 To systemically profile and form a subject based gifted and talented students databank.
	4. To nurture students' generic academic competence	✓✓	✓✓✓	✓✓✓	Continuing school programmes – extensive reading, project learning, learning skills and promotion of English learning environment. Extended learning activities to promote a language-rich environment.





School Development Plan (3-school-year period)

Major Concerns	Targets	Time Scale			A General Outline of Strategies
		2015/16 Year 1	2016/17 Year 2	2017/18 Year 3	
2. Inculcating moral values and career life planning	1. Enrich moral values in students for whole-person development.	✓✓	✓✓	✓✓✓	1.1 Subject departments adopt learning and teaching activities to infiltrate the values for evaluating right versus wrong. 1.2 Executive departments help students to be self-discipline, responsibility and integrity in junior students and self-reflection, self-fulfillment and self-actualization in senior students in informal curriculum.
	2. Enhance students' self-awareness and self-fulfillment in career life planning	✓✓	✓✓✓	✓✓✓	2.1 Develop appropriate goal setting strategies for career life planning. 2.2 Develop students' self-reflection skill in career life planning.
	3. Adopt a whole-school approach to promote a sense of solidarity	✓	✓✓	✓✓✓	3.1 Organize 30 th Anniversary Celebration events or other activities to strengthen and sustain stakeholders' sense of belonging to the schools. 3.2 Construct a Caring School Campus.

Stages of development: ✓ Awareness Building ✓✓ Pilot ✓✓✓ Develop



School Development Plan 2015~2018



Address: Cheung Hong Estate, Tsing Yi

Tel: 2497 7110

Fax: 2431 1156

E-mail: info@plk83.edu.hk

URL: www.plk83.edu.hk

