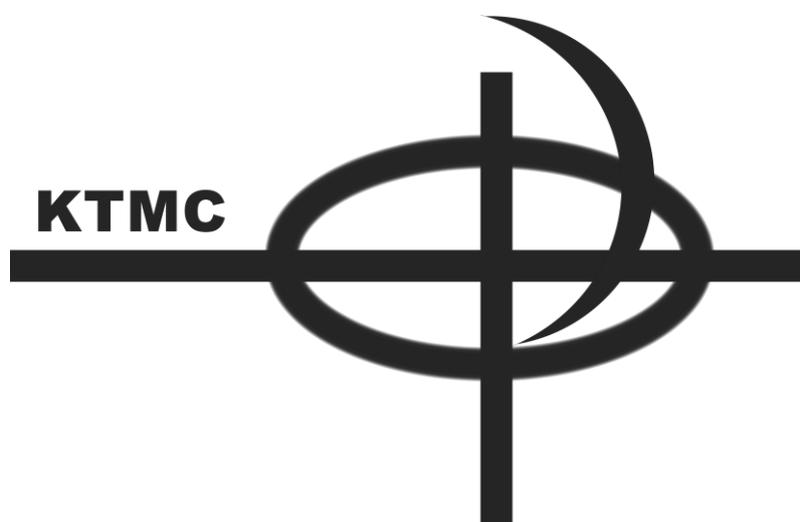


**KWUN TONG MARYKNOLL COLLEGE**

**School Development Plan**

**2015- 2018**



## **School Goals:**

- To provide students whole-person education.
- To deepen students' knowledge of the Chinese culture.
- To enable students to have reverence for God and love people through knowing Christ our Lord.

## **Educational Aims:**

### **Virtue**

1. To encourage students to admire the truthfulness, goodness and beauty of God's creation.
2. To cultivate their moral conscience and personality, enabling them to be self-disciplined, right-minded, and to foster a positive outlook on life.

### **Intellect**

1. To develop the ability to think and learn independently.
2. To increase the interest in learning through acquiring effective learning methods.

### **Health**

1. To develop an interest in sports, to form good sports habits and adherence to rules.
2. To raise the quality of the physique and the mind, so as to build a positive healthy image.

### **Community Spirit**

1. To encourage active participation in and organisation of extra-curricular activities, enhancing the sense of responsibility, the sense of belonging, and leadership training.
2. To foster the spirit of democracy, rule of law, human rights and freedom, enabling students to respect and admire both themselves and others while enriching their team spirit, thus making them socially moral, responsible and civic-minded citizens who are committed to serving the community.

### **Aesthetics**

1. To broaden their ways of thinking and of expression in order to solve problems, to enhance self-awareness, and to inspire imagination and creativity through participation in art activities.
2. To nurture the capacity for aesthetic judgement through learning the language, history and culture of art; to enable students to show concern for life and appreciate nature through aesthetic education.

# **SWOT Analysis**

## **Strengths**

- Our school has a long history and good reputation in Kwun Tong.
- The management hierarchy is democratic and willing to accept opinions from different stakeholders.
- Most teachers are experienced, responsible and diligent.
- The student council is well developed.
- A large variety of activities are provided for students.
- There is strong support from parents and alumni.
- Most of the students are willing to learn and have above average academic performance.

## **Weaknesses**

- School facilities are old and insufficient.
- Methods of evaluation are not specific enough.
- The diversity in learning ability among the students is great.
- Students' English standard is average.
- Most students lack strong family support.
- Some students are over-protected by parents.
- Self-expectation of most of the students is low.

## **Opportunities**

- Some young teachers join our school and bring new ideas in learning and teaching.
- EDB's policy on e-learning: more and more resources are available which can enhance students' self-directed learning.
- A new timetable is implemented which helps to promote interactive learning.
- A lot of funding (CEG, LSG, CLPG, etc) is provided by the government which may help improve L&T.
- NCS students can help promote the English learning environment.
- More and more NCS and SEN students are admitted and they can help promote mutual respect and tolerance.

## **Threats**

- Optimization of class structure scheme leads to a decrease in the number of teachers/staff which may increase the workload of the teachers/staff.
- A lot of experienced teachers will retire in 10 years and many of them are middle managers, which may cause succession problems.
- As the overall number of primary students will drop in the coming years, it is expected that fewer top students will enter our school.
- Learning diversity will be more serious in the future.
- Admission of more and more SEN and NCS students demands more and more additional support for them.

- Compared with the past, student leaders are less mature and this may affect the quality of activities organized by students.
- The number of students with family problems is increasing.

## Review of the Major Concerns (2012 – 2015)

Major Concern	Extent of Target Achieved	Follow-up Action	Remarks
1. To cultivate the school spirit in our students.	Partially achieved <ul style="list-style-type: none"> <li>• Students are more aware of the school spirit.</li> <li>• Most of the students show courtesy, e.g. they will greet teachers when they meet them.</li> <li>• However not many students are able to live up with the other two school spirit: loyalty and endurance.</li> </ul>	<ul style="list-style-type: none"> <li>• Incorporated as routine work.</li> </ul>	
2. To enhance the effectiveness of teaching and learning through the implementation of assessment for learning.	Partially achieved <ul style="list-style-type: none"> <li>• Teachers are able to state clearly the lesson objective at the beginning of the lesson.</li> <li>• Assessment for learning is more effectively implemented in some subjects, e.g. English and Chinese Writing.</li> </ul>	<ul style="list-style-type: none"> <li>• Incorporated as routine work.</li> </ul>	
3. To cater for student diversity with emphasis on gifted education.	Partially achieved <ul style="list-style-type: none"> <li>• Some elite students have outstanding performance, e.g. the football team, the debating team.</li> <li>• Different training is provided for students with various talents, e.g. Mathematics Olympiad, School Sport Team training, English programmes for elite students, YC, etc.</li> <li>• Training is provided to SEN students and</li> </ul>	<ul style="list-style-type: none"> <li>• Incorporated as routine work.</li> <li>• More attention should be given to academically low achievers.</li> <li>• Using Putonghua to Teach Chinese Language Subject.</li> </ul>	

	many of them show improvement in social skills and self-control.		
4. To strengthen the language performance of students so that they can become tri-lingual and bi-literate.	<p>Partially achieved</p> <ul style="list-style-type: none"> <li>• Most students can master PTH.</li> <li>• Students can use English inside English lesson, but need more practice outside classroom and in EMI subject lessons.</li> </ul>	<ul style="list-style-type: none"> <li>• Incorporated as routine work.</li> <li>• More everyday use of English and PTH.</li> <li>• Build a more language-rich environment.</li> <li>• Using Putonghua to Teach Chinese Language Subject.</li> </ul>	
5. To enhance the global awareness of students.	<p>Partially achieved</p> <ul style="list-style-type: none"> <li>• Cultural visits outside HK can broaden the horizons of the participants.</li> <li>• The mode of sharing of the participants with schoolmates has room for improvement.</li> <li>• Social awareness of the students is not enough.</li> </ul>	<ul style="list-style-type: none"> <li>• Incorporated as routine work.</li> <li>• Various approaches/means to deepen students' experience during/after visits, e.g. log books, daily reflection, debriefing.</li> </ul>	

## School Development Plan (2015-2018)

### Major Concerns

1. To foster students' ability to demonstrate initiative and take responsibility for learning by implementing self-directed learning.
2. To encourage students to live a meaningful school life through the pursuit of their goals.

### Targets and strategies

1. To foster students' ability to demonstrate initiative and take responsibility for learning by implementing self-directed learning.

Targets	Time Scale			Strategies
	15-16	16-17	17-18	
<ul style="list-style-type: none"> <li>• To promote self-directed learning and teaching strategies.</li> <li>• Students will have a more positive and active study attitude.</li> <li>• Students will engage themselves actively in the learning activities in the classroom.</li> <li>• Students are able to monitor their own progress of learning.</li> <li>• Students are willing to take initiative and responsibility of learning.</li> <li>• Students are more confident in learning and have high self-esteem.</li> </ul>	✓			<ul style="list-style-type: none"> <li>• Workshops on self-directed learning are organized for teachers.</li> <li>• Organize sharing of good practice on self-directed learning in staff development day or other occasions.</li> <li>• Students develop the habits of doing preparation before the lesson, taking note during the lesson and making note after the lesson.</li> <li>• Implement different learning and teaching strategies such as flipped classroom, e-learning, project learning, reading scheme, etc. to promote self-directed learning skills.</li> </ul>
	✓			
		✓		
			✓	
			✓	
			✓	

**2. To encourage students to live a meaningful school life through the pursuit of their goals.**

Targets	Time Scale			Strategies
	15-16	16-17	17-18	
<ul style="list-style-type: none"> <li>• Students acquire the skills for implementing their goals, such as time management skills, self-management skills.</li> <li>• Students will be able to set SMART goals in their learning, school life and life-long planning.</li> <li>• Students will be able to plan and review their own goal and plan.</li> <li>• Students will be aware of their own strengths and weaknesses.</li> <li>• Students take part in school activities actively.</li> <li>• Student leaders take a more active role in organizing student activities.</li> <li>• Students reach their full potential through achieving their goals in different areas of school life.</li> </ul>	✓			<ul style="list-style-type: none"> <li>• Develop students' skills for setting and implementing their goals, such as how to set up SMART goals, time management skill, self-management skills, reflection skills, etc. through HRP, Ethics Lessons or Civic Education Lessons.</li> <li>• Set up themes for different forms as the guideline of their goals, e.g. F.1: explore yourself.</li> <li>• Re-design the student handbook to help students to set goals and do evaluation.</li> <li>• Students are guided to reflect on their strengths and weaknesses.</li> <li>• Students are guided by HRTs to set their individual short-term and long-term goals in different areas of school life, plan the implementing strategies and do evaluation.</li> <li>• Invite alumni to share their experience on goal pursuit with students in HRP.</li> <li>• Set up goals for the whole class, committee of club/team, school teams, etc.</li> </ul>
	✓			
		✓		
		✓		
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