

Delia Memorial School (Hip Wo No.2 College) School Development Plan

2018/19 - 2020/21



Delia Memorial School (Hip Wo No.2 College)

1. School Vision & Mission

We strive to help students achieve their full potential and nurture them to be independent life-long learners who can handle different challenges and overcome difficulties in their life. We aim to provide our students with an ideal learning environment where they can grow and equip themselves with the necessary skills, knowledge and qualities so that they can contribute to the community in future.

2. School Goals

We aim to guide students to set their own goals in life, to help students find and realize their dreams, to prepare students to contribute themselves to our society.

3. School Motto

Advancement in Adversity

Harmony in Diversity

4. Core Values of Education

We endeavour to prepare our students to be compassionate, responsible, respectful and proactive individuals who would like to serve and help others in the world.

5. Holistic Review

Effectiveness of the previous School Development Plan (2015-2018)

Major Concerns	Extent of targets achieved, e.g.: Fully Achieved; Partly achieved; Not achieved	Follow-up action, e.g.: Incorporated as routine work; Continue to be major concerns in the next SDP; Others	Remarks
1. To Develop a Sense of Compliance and Responsibility, and a Positive Attitude Towards Life	Partly Achieved	Incorporated as routine work	Need consistent work and keep alert
2. To Enhance Effectiveness in Teaching and Learning	Mostly Achieved	Incorporated as routine work	Move forward to new major concerns
3. To Refine School-based Life Planning Education and Career Guidance	Mostly Achieved	Incorporated as routine work	Students started their life planning and put into action

6. Evaluation of the School's Overall Performance

PI Areas	Major Strengths	Areas for Improvement
1. School Management	<ul style="list-style-type: none"> Experienced with the administrative staff of working at the school for more than 20 years Enthusiastic and passionate 	<ul style="list-style-type: none"> A need for developing an achievable vision and mission A need for developing a clear, transparent and sustainable management system
2. Professional Leadership	<ul style="list-style-type: none"> Centralized leadership with not much involvement from other teachers Decision-making mainly done by the Principal 	<ul style="list-style-type: none"> Division of labour & delegation of power are needed A systematic reflection of teachers' opinions & evaluation to the School is needed
3. Curriculum and Assessment	<ul style="list-style-type: none"> Traditional Foundation of students is strengthened as a wide provision of different subjects is offered in junior forms 	<ul style="list-style-type: none"> A need for incorporating more student-centered teaching strategies and learning content A need to assess students' abilities with appropriate difficulty levels of the exam papers
4. Student Learning and Teaching	<ul style="list-style-type: none"> Most students are willing to learn and try different things 	<ul style="list-style-type: none"> Work of lesson preparation by making use of IT learning can be introduced to students More praise and encouragement can be used to positively strengthen students' learning
5. Student Support	<ul style="list-style-type: none"> Good teacher- student relationship Strong rapport between teachers and students Two social workers stationing at school 	<ul style="list-style-type: none"> Stricter school rules should be implemented and carried out consistently among all the teachers in the school so that a strict but reasonable disciplinary atmosphere can be built up at the school
6. Partnership	<ul style="list-style-type: none"> Good working relationships with different local NGOs & GOs Strong support among different branch schools of the same group 	<ul style="list-style-type: none"> Build up closer relationships with parents and other schools including primary schools
7. Attitude and Behaviour	<ul style="list-style-type: none"> Students are generally nice and friendly Students generally enjoy their school life with teachers 	<ul style="list-style-type: none"> A need to create a reasonable but strict disciplinary atmosphere at the school so that everyone in the school respects each other

PI Areas	Major Strengths	Areas for Improvement
8. Participation and Achievement	<ul style="list-style-type: none"> Increasing number of participations and achievements 	<ul style="list-style-type: none"> A need to increase the varieties of ECAs and provide more opportunities for students to make achievements

7. SWOT Analysis of the current situations

Our Strengths

- Willing to Change
- Clear Direction and Mission
- Open Minded and Innovative

Our Weaknesses

- Diversity of Students' Backgrounds
- Students' Weak Family Support
- Academic Results and Behaviour of Students

Our Opportunities

- Networks of Non-Chinese Speaking Students
- Support from School Management
- High Teacher-to-Student Ratio and Flexibility in Teaching Strategies and Curriculum Design

Our Threats

- Competitions from Other Schools
- Adaptation of Students
- Morale and Team Spirit

8. Major Concerns for a period of 3 school years (in order of priority)

1. To enhance the learning and teaching effectiveness through strengthening of our curriculum design, teaching pedagogy and assessment
2. To help enhance the self-discipline of students, cultivate proper values education and develop a sense of belonging towards the School

School Development Plan (2018-2021)

Major Concerns	Targets	Time Scale (Please insert ✓)			Outline of Strategies
		Year 1	Year 2	Year 3	
1. To enhance the learning and teaching effectiveness through strengthening of our curriculum design, teaching pedagogy and assessment	<ul style="list-style-type: none"> • To incorporate more daily life learning materials and student-centered learning strategies in our teaching so that students are actively participating in their learning 	✓	✓	✓	<ul style="list-style-type: none"> • Adopt a more flexible curriculum design and organize more hands-on learning experience opportunities for students • Use of experiential learning strategies

	<ul style="list-style-type: none"> To enhance students' interests in learning & their problem-solving students 	✓	✓	✓	<ul style="list-style-type: none"> Encourage the use of E-learning strategies in & outside class Use of various theme-based projects to increase students' participation in their learning
	<ul style="list-style-type: none"> To show improvement in students' academic results 	✓	✓	✓	<ul style="list-style-type: none"> Use of Term Tests to provide timely and constructive feedback to students and parents for the reference of their learning progress Use of the Term Test results' analysis for identifying students' learning difficulties and providing feedback to teachers' teaching & learning strategies and curriculum design
2. To help enhance the self-discipline of students, cultivate proper values education and develop a sense of belonging towards the School	<ul style="list-style-type: none"> To implement a set of consistent school rules and develop a fair conduct system at the school 	✓	✓	✓	<ul style="list-style-type: none"> Develop a transparent award & punishment system.
	<ul style="list-style-type: none"> To help students develop a habit of self-reflections and rectify their own misbehaviour 	✓	✓	✓	<ul style="list-style-type: none"> Implement "Reflection Scheme".

	<ul style="list-style-type: none"> To provide more opportunities and increase students' participation in improving the learning atmosphere of School 	✓	✓	✓	<ul style="list-style-type: none"> To provide more school activities & competitions for students to organize and participate To disseminate students' participation and their achievements in school and on our school website (social media)
	<ul style="list-style-type: none"> To develop a sense of unity and cohesion among students in class and hence enhancing their sense of belonging towards the School 	✓	✓	✓	<ul style="list-style-type: none"> To organize more inter-class competitions To encourage students & teachers in managing and decorating their classrooms and the school campus