PLK HKTA YUEN YUEN PRIMARY SCHOOL

SCHOOL DEVELOPMENT PLAN

2018-2021

2018/2021
Year School Development Plan

SCHOOL MISSON

1 School Vision, Mission and Motto

   1.1 School Vision

We believe every child in our school can have excellent academic result, they can explore their potential and they know grasping the life's principles and cultivate the virtue.

   1.2. School Mission

The School is managed under Po Leung Kuk's school system. Owing to the uniqueness of our teaching and learning environment, the school preserves its own curriculum and teaching methodology. The mission of the School is to provide a quality education that develops confident children.

We are now running the school under the Direct Subsidy Scheme for the fourteenth year. With better resources, we aim to offer an excellent learning environment and ideal facilities to enhance effective and enjoyable learning, and new initiatives will be adopted to enhance learning and teaching.

We provide various learning experience and opportunities to encourage our children to develop their potential.

   1.3. School Motto

Love, Respect, Diligence, Integrity; Understanding Tao, Establishing Virtue.

2. Effectiveness of the previous School Development Plan

Major Concerns	Result	Follow up	Remarks
1. School management and organization			
1.1. Renovation and enhancement of the school premises and facilities 1.2. Management of school premises and facilities	In 15-16, ● swimming pool (halfway done) ● renovation works during summer holidays - 2/F and 4/F classrooms (new school bag cabinets, new notice boards & new white board frames) - G/F and 2/F boys' and girls' washrooms (replaced the toilet bowls) - repainted the school exterior walls - repainted the staircase handrails - replaced the wall tiles on 2/F and 4/F corridors (the light yellow and orange ones) - replaced the wall tiles at the front and back staircase walls (the purple one) - replaced the exhaust fans at school hall - added protection pads to the old covered playground pillars - repainted the old covered playground floor - replaced the stainless steel windows in room 104, 105, principal's office and general office In 16-17, ● swimming pool (all major constructions completed in June) ● Infrared thermometer was installed in Nov ● 5 air coolers were bought ● 20 sets of instant translator devices were bought ● new water fountains were installed at the new covered playground (August 2017)		

	In 17-18, ● New lockers were tailor made, they are now at the 2/F of the new annex (Feb 2018) ● New benches with hooks were tailor made, they are now at the 2/F boys and girls changing room (Feb 2018) ● New platforms were tailor made, they are now at the 1/F swimming pool ● air coolers were bought ● 13 "Biological Field" Microelectronics Insect Protect Device were installed ● Renovation works during summer holidays: - 2 new water tanks were built on roof floor - 5/F and 6/F classrooms (new school bags cabinets, new notice boards, new white board frames) - 4/F and 6/F boys and girls washroom renovations (replace the toilet bowls, basins, mirrors, new waterproof works) - upgraded the lighting system in 25 classrooms - replaced the wall tiles on 1/F, 3/F, 5/F and 6/F corridors (the light yellow and orange ones) ● New homework boards were installed in 24 classrooms ● New CCTV system has been installed ● Angela Leong On Kei Swimming Complex opened in March	● In the future, we will see if PE teams need more air coolers at the basketball court.	
1.3. Enhance teachers' professional development and appraisal	● A joint school staff development program was organized for 55 teachers on 27 and 28/11/15 at Nanshao Jinlong Primary School for lesson observations, discussion and sharing of experience. ● Special guests were invited to hold seminars and talk to our staff. ● Appraisals were done at the end of the school year.	● In the future, we suggest teaching staff to write a professional development plan after appraisal has been done. ● If possible, appraisals will be carried out earlier.	

2. Teaching and Learning		
2.1. Modify teaching, learning and assessment method by applying IT	• Some IT equipment including 150 iPads were bought for teachers and students to use in lessons. • Try to adopt a listening platform in Chinese and English listening assessment and daily practice. However the practice of adopting the platform was not feasible and there were quite a lot of constraints when adopting the platform. • Started some ECA that required IT elements. • IT element was integrated with GS subject.	• More IT equipment are needed. • The practice of using assessment platform was not satisfactory so we will keep using the original format in Chinese and English listening assessment. • Continue to have ECA that required IT elements in all grades. • Need to spare special rooms like computer room and STEM room for GS teachers to conduct GS lessons.
2.2. Enhancing the Moral and Multi-intelligence subject content	• Reviewed and modify the M&M curriculum. A structural M&M curriculum outline was established.	• Continue to review the M&M curriculum.
2.3. Promote gifted program	• Cooperated with other education organization to conduct the gifted program, however the result was not too good, only a group of P.4 students could participate and the learning outcome was not outstanding.	• Looking for other parties to work with.
2.4. Enhance professional knowledge and attitude of the teachers	• Emphasized teacher development in all subjects. Encouraged teachers to take seminars and workshops organized by different parties. A lot of professional workshops were organized by school. • School promoted lesson observations and teaching sharing among teachers to enhance teachers' professionalism.	• Saw the needs of developing teachers' professionalism. More workshops need to be introduced and organized. • Will keep encouraging teachers to develop their professionalism.

3. Student Support			
3.1. Enhancement of Loving and Caring atmosphere	Through various events and activities such as prefect training camp, the Big Brothers Big Sisters program and Adventure Ship to boost students' self-confidence and self-esteem. Also, to enhance their love and care towards their fellow schoolmates and teachers.	Through various questionnaires and observation during activities, more concerns about showing respects towards others will be the main focus of next year.	
3.2. Enhance home-school cooperation	Through various parent-child workshop and seminars, parents have a more transparent channel to know more about the policies of school and have a better way to communicate with the school.	● Will promote more kinds of workshops or seminars and encourage parents to participate in the future. ● Also, in order to strengthen communication between parents and teachers, the function of student handbook has been increased. Teachers will have to inform parents about students' performance of handling homework through the handbook so parents can have a better understanding of it.	

3. Evaluation of the school's overall performance

PI Areas	Major Strength	Area for improvement
1. School Management	• The school has promoted staff and entrusted them with great responsibilities to foster their development. • The Principal and the senior management have provided adequate opportunities for teachers to take up various administration duties with guidance and support. • The Kuk has recruited Ms. Christina Tsang to be the Principal-Elect in 2018-2019 to make sure there will be a smooth transition when Principal Cheung retires in 2019.	• In the future, we need to come up with the solution on how to reconstruct the tier of rankings according to the government.
2. Professional Leadership	• Principal Cheung and the senior management began preparing for his retirement long ago by encouraging senior teachers to take administration courses (e.g. the PFP course, Preparation for Principalship) to enhance their professional development.	• Need to encourage more senior teachers to study related courses to enhance their professionalism.
3. Curriculum & Assessment	• English curriculum is under review • IT was integrated with GS • Music atmosphere was good	• Need to keep reviewing the GS curriculum.
4. Student Learning & Teaching	• Provision of IT equipment enhancing teaching and learning • Provide a lot of OLE for students	• IT equipment needs to be updated from time to time. • Need to find a solution for evenly distributing the changes to the OLE for every single student.
5. Student Support	• Social Worker services • Various groups (e.g. Big Brothers & Big Sisters, Sunshine Kids, Adventure Ship, parent-child seminar, P.3 & P.5 students training camp) • Leadership training camps (e.g. Prefect training camp, Caring ambassador & Librarian training camp)	• Need to input more role play elements into the training • Involve more teachers' help besides the social workers

6. Partnership	• Strong PTA support	
7. Attitude & Behaviour	• Students are highly motivated to learn	• Students' self-management and respectfulness toward others still need to be enhanced.
8. Participation & Achievement	• Students are multi-talented • Students are performing well in different aspects	• Reduce the clashes among activities • Provide a wide variety of activities and resources for students

4. SWOT Analysis

   4.1. Our Strengths
- Passionate teachers and good teacher-student relationship
- Students are highly motivated to learn
- Students are multi-talented
- Good foundation of e-learning (e.g. have started using ipads in junior grades)
- Teachers have more chances to visit sister schools in mainland China, in order to enhance our professional development
- We pay more importance to vertical curriculum in most subjects
- STEM room will be in use
- School Team reputation (ie. teams not only in sports are performing well)
- Teacher/Student Harmony - recognized by outside parties
- Our students are adaptable to an international culture
- Teachers are multi-talented
- Activities and events are executed professionally
- The students have great potential, and the school offers plenty of opportunities for students to reach their potential
- The campus has an excellent reading atmosphere
- Abundant resources
- The school's teaching facilities are getting better and better
- The music atmosphere on the campus is very strong
- A popular school in Tuen Mun with a good reputation
- Many opportunities for cultural exchange in mainland China / foreign countries
- Large variety of extra-curricular activities available for students
- Co-teaching
- School provides teachers a work environment to try out new ideas and teaching strategies
- Majority of students have a happy school life as they don't have much homework
- There are lots of extra-curricular activities provided for students to experience
- Different school teams have a remarkable achievement and performance
- Our school adopts a more flexible curriculum
- Maintenance of facilities: a new STEM room and old facilities are renovated every year

   4.2. Our Weaknesses
- No foreign students come to our school
- Not enough e-teaching training for teachers
- Insufficient IT support (e.g. not enough IT equipment other than ipads, not enough IT staff)

- Too many activities so teaching quality is affected
- Abundant resources, less motivation to seek for more resources (QEF)
- More organized school plan of activities and training, any time or space can buffer the adhoc activities and trips
- Lack of main linkage of whole curriculum e.g. moral education / STEM / self learning
- P.5 and P.6 students are showing discontent compared to HK norm
- We are expanding a lot quicker than our school infrastructure can handle
- Appraisal completed only at the end of the school year
- Too much responsibility is given to too few people
- Some campus facilities require maintenances
- The development of electronic campus is low
- No through-trained secondary schools
- More and more activities required a balance between activities and teaching
- Retirement of the Principal
- Insufficient coordination between different departments when planning school activities and curriculum
- There is a room for improvement in student self-management and discipline – School lacks a coherent curriculum for developing students' values and attitudes
- Immature STEM curriculum
- Allocation of resources and opportunities (chance to go on cultural exchanges, award trips, participation in school teams seem to go to the same students all the time etc.)
- Insufficient preparation and consideration when it comes to planning activities
- Need to enhance the school security
- We don't have much support and opportunities for the average students since most overseas experience are for high performing students
- Students have poor self-management skills
- Not enough support for SEN students including both low ability and gifted ones

4.3. Our Opportunities
- Many ECAs to develop students' potentials
- Many exchange tours for students
- Alumni and parents' resources (e.g. alumni and PTA help ECA or school events)
- Increasing number of sister schools in mainland China
- Students are given many opportunities to experience different cultures. (e.g. oversea study trip, sister school exchange program.)
- New Principal, new ideas (e.g. managing swimming pool)
- Manpower gain i.e. young and energetic teachers
- New principal
- Growing network of relationships with schools worldwide

- Growing reputation and popularity with the education field of Hong Kong
- Enhanced technological developments can better cater to student learning
- Collaboration with other schools within Hong Kong
- There are more and more foreign cultural exchange activities, which can increase the knowledge of teachers and students
- The new principal is very experienced in the development of the swimming team
- Both Musical and the pool are good for publicity
- The school has sufficient resources and is very supportive of teachers' development of effective new teaching reforms
- Good relationship with parents is conducive to promoting school policy
- Government funding
- Potential learning experiences that come with cultural exchange in mainland China / Foreign countries – require concise reforms
- New networking by the new Principal
- EDB has invested more in education so we can get more funding for the school
- Maintain a good relationship with alumni (We can invite them to give a talk to our senior grade students to share their experiences
- Connection with sister schools (enhance students' PTH and other areas like sports.)
- More APSM posts (STs can share their experience more with other teachers: better knowledge management.)

4.4. Our Threats
- Old and dangerous campus
- E-learning/ STEAM / STEM development is slower than other schools
- E-administrative platforms start later than other schools
- Not many staff are willing to take up middle management duties
- Retirement of senior management
- Manpower loss i.e. more permanent teacher posts than other schools
- Lack of the main linkage of whole curriculum e.g. moral education/STEM/self learning)
- Negative feeling and attitude towards school among higher form students
- Low security
- New Principal
- The 1 year contract policy has the potential to create BIG problems in September
- Due to our lack of hygiene, incoming viruses and sickness could easily cause an epidemic
- Cyber attacks
- Decreasing number of students looking for schools
- Some of the students' data in the APASO assessment were below the territory level and were worse than in previous years

- The access control of campus entrances and exits is weak, and outsiders have the opportunity to enter the campus
- The IT department has a high turnover rate
- The interview for P1 was not very smooth due to technical reasons, which slightly damaged the image of the school
- The team of teachers is not stable
- Change in administration
- Change of policies by the new principal
- Lower birth rate in HK may affect the intake of students
- Good teachers are leaving because of a better offer e.g. Permanent posts of teachers from other subsided schools
- Pressure on students from different parties e.g. SSPA, parents
- Our school takes full responsibility of the swimming pool management if anything happens

5. Major Concerns for 2018/21
    5.1. Enhance cross-curricular teaching and learning
    5.2. Incorporate moral education into all subjects
    5.3. Provide every student with opportunities to develop his/her potential

	Target	Time Scale			Strategies
		2018/19	2019/20	2020/21	
1. Enhance cross-curricular teaching and learning	Establish a platform for teachers from different subjects to share the learning content	✓	✓		Share teaching activities / projects among different subjects. Panels of different subjects fill in the subject activities and projects which will be organized throughout the whole year in the same file/sheet. Panels discuss with the team members about the rooms to cooperate with other subjects.
	Cross-subject activities / projects were organized and introduced to students in different grades	✓	✓	✓	Subject coordinators discuss the rooms to cooperate among different subjects. Introduce and organize the cross-subject activities/projects. Record the cooperated works.
	Establish curriculum outline for cross-subject cooperation		✓	✓	Subject coordinators write the cross subject curriculum outline according to the records of the past cross-subject cooperation works. Make review accordingly.
	Whole school activities are organized by different subjects			✓	Invite different subjects to organize the whole school activities.
2. Incorporate moral education into all subjects	Establish "Respectfulness" as the moral topic base on the major concern this year that will be used to carry out all seminars and lessons during M&M lessons.	✓			M&M and D&C coordinators write proposal and plans to promote respectfulness to all students through seminars and lessons every Thursday.
	Encourage all subjects to set up teaching materials that will focus on "Respectfulness" and	✓			Each subject panel will write strategies and proposals to inform the whole school how and what they do in the

	announce it to the school.				lessons throughout the years.
	Hold whole school events to enhance respectfulness to all students throughout the year	✓			D&C team form various small groups to hold different events (e.g. award cards, cleanliness competition and signs design competitions).
	In 2019 and 2010, will suggest another theme to promote a more all-round development		✓	✓	Through using the same strategies (e.g. M&M, all subjects and holding whole school events to promote different themes).
3. Provide every student with opportunities to develop his/her potential	Digitizing all information for better accuracy and easier access.	✓	✓		e-Enrollment and e-Attendance will be introduced. We will keep using these platforms afterwards.
	To introduce activities that can involve the whole school to improve students' confidence and sense of belonging.	✓	✓	✓	Provide a wide variety of activities and resources for students. Will review every year.
	Keep the regular whole school events to provide other learning opportunities (e.g. games day, variety show)	✓	✓	✓	Students can gain learning experience and have chances to perform from various school events.