The Hong Kong Management Association

K S Lo College

School Development Plan
2003/04 – 2005/06

September 2003

Part 1: School Mission & Vision

1.1   Mission

- To improve students' standards and skills
- To influence secondary school curriculum
- To develop a new approach in school management

1.2   Vision

The HKMA K S Lo College strives to care for all stakeholders of the school community and help students to excel academically and morally. The two core values that are upheld by staff are "Caring" and "Excellence". The school motto is "In Search of Excellence"

1.3   SWOT Analysis

Our Strengths
- Strong support and strategic leadership of the School Management Committee.
- Effective leadership of the school senior management team.
- Strong team spirit amongst all stakeholders.
- Strong sense of belonging amongst students.
- Staff are able to add value to students through the teaching and learning process.

Our Weaknesses
- Staff are not able to ensure academically low achievers achieve 5Es in the HKCEE.
- Poor English standards amongst students.

Our Opportunities
- Members of the local community regard the college as one of the good band 2 schools in Tin Shui Wai.
- The image of the college as a "value-added" school helps to attract many new S1 students of average ability (band 2).

Our Threats
- More and more primary schools will feeder link with secondary schools operated by the same school sponsoring body (SSB) under the "through train" mode. The college may have difficulties to recruit students from primary schools.
- Many students are "internet" or "on-line game" addicts and spend inadequate time on their studies.

1.4 Major Concerns for 2003/04 – 2005/06

1.4.1   To implement a challenging junior form (S1 – S3) curriculum in 3 major subjects ie English, Chinese and Mathematics.

1.4.2   To improve students' English language standards.

1.4.3   To organize a series of events to celebrate the college's 10th anniversary in the 2004/2005 school year.

Part 2: Targets, Strategies & Implementation

Major Concerns (in order of priority)	Intended Outcome / Targets	Strategies	Time Scale (Please insert X) 03/04	04/05	05/06
To implement a challenging junior form (S1–S3) curriculum in 3 major subjects ie English, Chinese and Mathematics.	● Staff will be responsible for reflection and setting teaching & learning goals for improvement	● Implement a new staff appraisal system	X		
		● Departmental study skills guidelines	X		
		● IQEA project will focus on Lesson Study: Maths, Economics, Chi English, Geog Science	X	X	X
		● Detailed curriculum & assignment plan	X		
	● S1-S3 students will do regular daily assignments	● Regular daily assignments in 3 major subjects	X	X	X
		● Involve parents to monitor student homework through the Homework information system and parents' information sessions	X	X	X
		● English teachers will hold weekly quizzes on the items covered.	X	X	X
	● To find room to teach English across the curriculum	● Implement the Mini-summer Term	X	X	X
	● Staff will participate in professional development opportunities (PDO) that will enhance teaching & learning	● Principal set requirements on the number of PDO that staff pursue	X	X	X
		● Peer observation	X		
	● Use of data to assess, revise and improve instructional and assessment strategies to improve student achievement learning opportunities	● Use of P6 Banding & Language Ability Profile, HKAT, SVAIS & Yellis data	X	X	X
		● Report of value-addedness to SEC and presentation at staff meetings	X	X	X

Major Concerns (in order of priority)	Intended Outcome / Targets	Strategies	Time Scale (Please insert X)		
			03/04	04/05	05/06
To improve students' English standards	• All English teachers will achieve level 3 or above of the Language Proficiency Requirement (LPR) by 8/06	• Grant study leave to teachers • Monitor progress by the Principal	X	X	X X
	• Staff and students will use English in English classes	• S1 bridging progamme • Issue departmental guidelines • S1 lunch oral programme • Enforcement through class visits by the HOD	X X X	X X X	X X X
	• Students are grouped into different ability sets	• Implement 3 sets in S1 • Implement 3 sets in S2 & S4 • Implement 3 sets in S3 & S5	X	X	X
	• At least 70% of students can pass the HKCEE (English)	• Qualifying exam for S5 students to stream them to sit for different HKCEE syllabi • 60% pass rate • 70% pass rate • Mobilize all English GMs to teach after-school tutorial groups for S5 students	X X X	 X X	 X X
	• Compile an English self-learning package (6 stages; reading, audio-visual, games and computer)	• Divide English teachers into different working groups for the 4 different components of the package (gathering and designing material) and hire a TA to help with the worksheets	X		
	• English self-learning center in operation, with S1-S3 students actively involved in the self-learning scheme	• Visit different self-learning centers and learn form their experience • Refurbish the existing English Corner and turn it into an English self-learning center. • Students use the self-learning center during specified English lessons and in their spare time	X X	 X	 X

Major Concerns (in order of priority)	Intended Outcome / Targets	Strategies	Time Scale (Please insert X)		
			03/04	04/05	05/06
To organize a series of events to celebrate the college's 10th anniversary in 2004	● Set up an organizing committee to coordinate all events ● Internal promotion campaign ● 10th Anniversary Ceremony & Open Day ● Home-coming and reunion dinner ● Variety show ● 10th Anniversary Journal	● Formation of organizing committee ● To involve all stakeholders	X X	X X X X	