



# 3-year School Development Plan

2021/22 – 2023/24



**PLK Tong Nai Kan JS College**



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## Aims of Po Leung Kuk Schooling

- 1) Po Leung Kuk is a voluntary organization. The primary objective is to care for the young and protect the innocent. We have gradually evolved to serve the public citizens of Hong Kong. We have the same approach in serving the children of the public citizens in order to provide and ensure an excellent educational service.
- 2) The Kuk runs different types of non-profit making schools to cater for the needs of society. Our teaching objective and policies are mainly based on the social benefits we can provide. Our policies need to keep abreast with changes to ensure we can continue to make an ongoing and positive contribution to society.
- 3) Our schools adhere to the motto of “Love, Respect, Diligence, Honesty.” Apart from knowledge enrichment, skills training and ensuring the healthy physical and mental development of an individual, we aim at developing students’ character, code of conduct and correct values of life. Our schools cultivate students’ moral, intellectual, physical, social and aesthetic values with a hope that students practise what they learn, and in doing so, make a positive contribution to society.
- 4) The board of directors of our schools is an organization without political or religious affiliation. We agree with an individual’s right to basic freedoms as long as this does not in any way affect the teaching order or break any laws, different ideas, opinions and religions can co-exist in schools.
- 5) The Kuk was set up by a Chinese civil group. We care for society and the affairs of our home country. We are enthusiastic in promoting Chinese culture. Each school should encourage students to care for Hong Kong society and create a culture which promotes responsibility and an acceptance of different ethnic groups and beliefs in our country. In addition, as Hong Kong is a cosmopolitan city, each school should encourage students to broaden their horizons and be objective and open-minded.

## **Present State of School**

### **1. Strengths**

#### **1.1. With regard to school**

- A clear management structure with meetings by school committees to ensure the transparency of programmes and policies and to ensure accountability for the school actions.
- The school management board members are able to lead and guide the colleagues to continuously explore their potentials and pursue professionalism in harmony with the school's visions and missions.
- The school has a clear mission and development direction, all subjects and committees in school have appropriate plans and measures to harmony with the whole school development.
- Sufficient IT support services are provided by the school to operate in coordination with the school's development of pedagogies.
- The school has established different channels to enhance communication between all stakeholders.
- The school has already developed a transparent assessment system, and a well-established culture of self-evaluation.
- The school provides effective and sufficient professional development training to teachers, which is focused and in harmony with the school development.
- Teachers feel positive about the planning of the curriculum. The curriculum is forward-looking and can keep up with the current trend, especially in STEM education.
- Different learning adjustments in curriculum design and teaching pedagogy can cater for learners' diversity according to students' levels and needs, including students with special education needs (SEN), non-Chinese speaking (NCS) students and gifted students.
- The school provides various activities to offer different learning experiences to students.
- The school has a comprehensive and directional development plan to support the holistic growth of students.

## 1.2 With regard to students

- Students have a sense of belonging to the school. They are willing to assist in all school activities.
- Students have shown leadership skills and have outstanding performances in various positions.
- Students have shown their talents in various local and international platforms. Their performances are outstanding and hence obtained their great sense of achievement.
- All students enjoy a good peer relationship and maintain good communication with each other.

## 1.3 With regard to teachers

- Teachers are equipped with professional knowledge and are committed to education.
- The culture of professional sharing is well-established, including mutual lesson planning and lesson observation.
- Teachers have explored different teaching pedagogies.
- The observation of lessons at different levels and the preparation of lessons with peers can foster professional exchange among teachers and improve their professionalism.
- The school's online classroom teaching videos enable teachers to observe and learn from each other.
- Teachers are skillful at making online learning videos and materials.
- Colleagues are tolerant and get along well with each other, and work together to promote and create a positive and uplifting school atmosphere.
- A good teacher-student rapport is established and the school has been awarded the 'Caring School Award' for more than 18 years.
- Teachers frequently give feedback and encouragement to students to enhance their learning.

#### 1.4 With regard to parents

- The school has provided sufficient channels to enhance the communication with parents and to understand parents' opinions.
- Transparent policies have ensured a strong school-PTA relationship and as a result, the parents are willing to share their opinions and are supportive of the development of the school.
- PTA has been well-developed. PTA members are willing and have been actively participating in the decision-making process of school policies, PTA activities and school services.
- Parents agree with the school's development and are willing to let their children have education in the school.
- The majority of the parents are willing to cooperate with the school through teachers' guidance and help. As a result, Home-School co-operation has been fostered.

#### 1.5 With regard to the community

- Links with external organizations in the community enable the school to effectively utilize community resources and support.
- Alumni have a strong sense of belonging to school and assist in various school activities.

## **2. Weaknesses**

### **2.1 With regard to school**

- Collaboration among subjects can still be enhanced.
- The school lays particular stress on academic development and there is a lack of balance in other areas.

### **2.2 With regard to students**

- The difficulties of catering for learners' diversity increase as there is a huge difference in students' abilities.
- Students tend to learn by rote.
- A small group of students lack confidence and their motivation of self-study is rather low.
- Students' abilities of reading and writing are below par.
- Students are passive and lack self-discipline in online learning. Students' performance in submitting online homework is unsatisfactory.
- Non-Chinese students are weak in Chinese which makes it difficult for the teaching of Chinese Language and relative subjects.
- There is a lack of an atmosphere of positive competition among students.

### **2.3 With regard to teachers**

- Some teachers have to teach more than one subject.

### **2.4 With regard to parents**

- Parents are busy at work and hence their participation rate in PTA activities is affected.
- It is difficult for parents from different countries cultural with different backgrounds to integrate into the local culture.

### **3. Opportunities**

#### **3.1 With regard to school**

- The installment of new school facilities provides a better learning environment to students.
- The school encourages teachers to pursue professional development.
- The school endeavors to seek for external resources in order to provide quality education to the students.
- The school strategically builds a caring, harmonious and mutually helpful campus, and prepares for students to attend classes and participate in school activities physically once the pandemic is over.

#### **3.2 With regard to students**

- Opportunities are provided for students to explore their abilities and potential in order to build up their sense of achievement.

#### **3.3 With regard to teachers**

- Teachers at our school and the K.T. Chong College have good communication and relationship with each other and this facilitates professional exchange and development.
- Teachers recognize the importance of appraisal by the school and the students and continually reassess and establish effective assessment systems to enhance the quality of teaching.

#### **3.4 With regard to parents**

- Parents have a higher expectation of students' academic performance.

#### **3.5 With regard to the community**

- The availability of a variety of resources and funding has encouraged the school to apply and as result, the efficiency of teaching, learning and the organization of activities is maximized.
- More tertiary institutions are providing opportunities for cooperation and professional sharing is promoted.



## **4. Threats**

### **4.1 With regard to school**

- A numerous new policies launched by EDB recently resulting an increase of workload and pressure of staff.

### **4.2 With regard to students**

- Some talented students have participated in too many competitions or activities, which increases their pressure and affects their health.
- Students' abilities of reading and writing Chinese are unsatisfactory, which may be due to their frequent use of mobile devices and have forgotten the strokes of Chinese words.

### **4.3 With regard to teachers**

- The teaching satisfaction decreases as teachers have high expectation on students' academic performance.
- The use of electronic devices to communicate is effective. However, it increases the workload of the teachers beyond school hours and sacrifices the teachers' resting time.

## School Development Plan (Year 2021/22 to 2023/24)

Major concern (with priority)	Targets	Strategies	Time scale		
			✓ being implemented ☑ in preparation		
			21-22	22-23	23-24
1. Developing and Optimizing School-based Curriculum	1.1 Reorganize the subject departments to promote interdisciplinary learning	- Reorganize the subject departments to promote interdisciplinary learning <ul style="list-style-type: none"> <li>• Faculty of English, Faculty of Chinese Language &amp; Culture and History, Faculty of STEM, Faculty of Humanities, Faculty of Creative &amp; Performing Arts, Faculty of Sports Science</li> </ul> - Practice teaching goals in all fields <ul style="list-style-type: none"> <li>• Develop cross-faculty or subject learning experience</li> <li>• Develop cross-curricular language learning</li> </ul>	✓		
	1.2 Construct school-based comprehensive STEM curriculum	- School-based integrated STEM curriculum <ul style="list-style-type: none"> <li>• Construct biotechnology curriculum in the Integrated Science</li> <li>• Food technology and Nutrition will be added in Living Technology</li> <li>• AIoT and Block Chain curriculum will be added in Information &amp; Technology Studies</li> <li>• Smart Home Curriculum will be included in Design and Technology, and the Robot curriculum will be optimized</li> <li>• Carry out and optimize interdisciplinary MAKER curriculum</li> </ul>	✓	✓	
	1.3 Construct Social and Cultural Studies curriculum	- School-based Social and Cultural Studies curriculum <ul style="list-style-type: none"> <li>• Develop positive values and attitude towards life</li> <li>• Deepen the understanding of one country and two systems</li> <li>• Broaden worldview horizon</li> <li>• Optimize the curriculum of Social and Cultural Studies</li> </ul>	✓	✓	✓
	1.4 Revise the curriculum according to the subject changes announced by EDB to strengthen the bridging between junior and senior secondary curriculum	- According to the curriculum reform, review the exam papers, assessment method, curriculum content, etc. <ul style="list-style-type: none"> <li>• Revise the Chinese Language curriculum</li> <li>• Revise the English curriculum</li> <li>• Revise the Mathematics curriculum</li> </ul>	✓	✓	✓
	1.5 Revise the curriculum according to the “Curriculum Framework of National Security Education in Hong Kong” announced by EDB	- According to the curriculum reform, review the exam papers, assessment method, curriculum content, etc. <ul style="list-style-type: none"> <li>• All subjects</li> </ul>	✓	✓	✓

2. Improving students' academic performance, enhancing whole-person development and broadening students' horizons	2.1 Improve the academic quality of students	<ul style="list-style-type: none"> <li>- Create an atmosphere that promotes reading               <ul style="list-style-type: none"> <li>• Create more reading commons for students</li> <li>• Bookmarks for new book introductions distributed by librarians</li> <li>• Enhance reading promotion</li> </ul> </li> <li>- Improve students' reading ability               <ul style="list-style-type: none"> <li>• Organize cross-curricular language learning activities</li> <li>• Revise and promote the cross-curricular reading plan</li> </ul> </li> <li>- Broaden students' exposure to English and other languages               <ul style="list-style-type: none"> <li>• Organize activities in different languages</li> <li>• Organize different study tours</li> </ul> </li> <li>- Optimize learning assessment and feedback, enhance learning and teaching effectiveness, elevate student academic performance               <ul style="list-style-type: none"> <li>• Optimize schoolwork and test or exam papers design</li> <li>• Apply and optimize ability indicator in curriculum and homework design</li> <li>• Adjust teaching focus and suggest specific teaching strategies according to assessment data</li> </ul> </li> <li>- Strengthen support for different learning groups               <ul style="list-style-type: none"> <li>• Support for non-Chinese speaking students</li> <li>• Cater for learner diversity</li> <li>• Provide gifted curriculum in order to support gifted students</li> <li>• Strive for participating in international competitions</li> </ul> </li> </ul>	✓	✓	✓
	2.2 Improve students' ability to self-directed learning	<ul style="list-style-type: none"> <li>- Optimize homework policy               <ul style="list-style-type: none"> <li>• Adapt to learning diversity</li> </ul> </li> <li>- To promote self-directed learning by using e-learning, consolidate students' learning habits and cater for students' learning diversity               <ul style="list-style-type: none"> <li>• Subjects create self-study resource database</li> <li>• Adjust learning progress according to learning diversity</li> </ul> </li> <li>- Organize activities to enhance students' self-directed learning</li> </ul>	✓	✓	✓
	2.3 Create an atmosphere of improving academic performance	<ul style="list-style-type: none"> <li>- Encouraging peer group learning</li> <li>- Praising students who got brilliant result               <ul style="list-style-type: none"> <li>• Posting top 10 list in form level</li> <li>• Posting top 3 list in class level</li> </ul> </li> <li>- Launching incentive scheme</li> </ul>	✓	✓	✓
	2.4 Encourage and arrange students to participate in non-academic activities to achieve whole-person development	<ul style="list-style-type: none"> <li>- Developing all aspects of whole-person education: self-directed learning, physical and artistic development, service learning, etc. Students can demonstrate their learning outcomes</li> </ul>	✓	✓	✓
	2.5 Broaden students' horizon	<ul style="list-style-type: none"> <li>- Organizing different kind of visiting activities and study tours in order to broaden students' horizon</li> </ul>	✓	✓	✓
	2.6 Broaden students' horizon	<ul style="list-style-type: none"> <li>- Organizing different kind of visiting activities and study tours in order to broaden students' horizon</li> </ul>	✓	✓	✓
3. Strengthening student morality and nurturing each student to be a responsible citizen with a sense of national and global identity, to uphold positive values and attitudes, to cherish our Chinese culture, and to respect for pluralism in society	3.1 Strengthen student morals, cultivate positive values and attitudes with respect for the diversity of society, and create a healthy and positive campus atmosphere	<ul style="list-style-type: none"> <li>- Organize different activities to promote value education               <ul style="list-style-type: none"> <li>• nine priority values and attitudes: Perseverance, Respect for Others, Responsibility, National Identity, Commitment, Integrity, Care for Others, Law-abidingness and Empathy</li> </ul> </li> <li>- Promote school's motto and Kuk's spirits</li> <li>- Construct the curriculum of Social and Cultural Studies</li> </ul>	✓	✓	✓
	3.2 Cultivate students' sense of national identity and appreciation of Chinese culture	<ul style="list-style-type: none"> <li>- Promote the Constitution and the Basic Law               <ul style="list-style-type: none"> <li>• Revise Chinese History Curriculum</li> <li>• Construct Social and Cultural Studies curriculum</li> <li>• Visit the Hong Kong Museum of History and the Basic Law Library</li> </ul> </li> <li>- Deepen the understanding of our motherland, China               <ul style="list-style-type: none"> <li>• Related elements included in the curriculum of each subject</li> <li>• Organize study tours to Mainland China</li> </ul> </li> <li>- Participate in and respect the flag-raising ceremony               <ul style="list-style-type: none"> <li>• Play and sing the national anthem, raise the national flag and the regional flag for specific days and occasions</li> </ul> </li> <li>- Deepen the understanding of national security               <ul style="list-style-type: none"> <li>• Organize activities for the "National Security Education Day"</li> <li>• Organize or participate in other activities to deepen the understanding of national security</li> </ul> </li> </ul>	✓	✓	✓

4. Enhancing the professional development of teachers	4.1 Promote the professional development of teachers and enhance the effectiveness of learning and teaching	<ul style="list-style-type: none"> <li>- Provide IT teaching training for teachers</li> <li>- Cooperate with tertiary institutions or Education Bureau               <ul style="list-style-type: none"> <li>• Participate in cooperation/support projects of tertiary institutions / Education Bureau</li> </ul> </li> </ul>	✓	✓	
	4.2 Enhance teachers' professional disposition	<ul style="list-style-type: none"> <li>- Organize professional development activities related to national security</li> <li>- Strengthen the supervision mechanism               <ul style="list-style-type: none"> <li>• Review and monitor learning and teaching materials</li> </ul> </li> <li>- Encourage teachers to participate in advanced studies related to the Constitution, the Basic Law, and the Hong Kong National Security Law</li> </ul>	✓	✓	
5. Maximizing the use of information technology to enhance the efficiency of teaching and learning	5.1 Strengthen teachers to use e-teaching strategies to enhance teaching	- Successfully prepare IT teaching materials in each chapter of each subject (VR/AR/Keynote/video etc.)		<input checked="" type="checkbox"/>	✓
		- Flexible use of multiple teaching strategies	✓	✓	✓
		<ul style="list-style-type: none"> <li>• Proper use of information technology in teaching</li> <li>• Make good use of blended learning mode in teaching</li> <li>• Promote self-directed learning</li> </ul>	✓	✓	✓