



3-year School Development Plan

2024/25 – 2026/27



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 further 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.
- 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 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 2024/25 to 2026/27)

Major Concerns	Targets	Time Scale (Please insert ✓)			Outline of Strategies	Seven Learning Goals
		Year 1	Year 2	Year 3		
1. Cultivate students' positive values and attitudes	• To enhance students' sense of responsibility	✓	✓	✓	<ul style="list-style-type: none"> To provide leadership training for students. To organize the "A Student, A Duty" programme to enhance students' sense of responsibility. To keep statistics on students' service performance inside and outside the school throughout the year, and organize where appropriate. To organize the "Flying High Programme" to strengthen students' sense of responsibility in their learning. 	National and Global Identity
	• To nurture students to establish friendly, supportive, respectful relationships with their peers	✓	✓	✓	<ul style="list-style-type: none"> To organize a day camp for S1 students and conduct class building activities to foster friendly, supportive, and respectful relationships among classmates. 	National and Global Identity
	• To strengthen students' moral character	✓	✓	✓	<ul style="list-style-type: none"> To incorporate various moral values throughout the year in moral education sessions, with a particular focus on promoting the concept of "Law-abidingness." To organize community service and civic education activities, both curricular and extracurricular, to enhance sense of civic responsibility. 	National and Global Identity
	• To encourage students to become responsible citizens	✓	✓	✓	<ul style="list-style-type: none"> To implement waste reduction, recycling, and energy conservation programmes to enhance environmental protection and instill awareness of caring for public property in students. To organize information literacy seminars for students, while also invite parents to participate. To organize information literacy seminars for students, while also invite parents to participate. To design an information literacy curriculum based on the EDB's "Information Literacy for Hong Kong Students" learning framework to teach students about information literacy. 	National and Global Identity Information Literacy
	• To cultivate a sense of national identity and fostering an appreciation of Chinese culture among students	✓	✓	✓	<ul style="list-style-type: none"> To promote education on the "Constitution" and the "Basic Law". To strengthen the inclusion of elements related to the understanding of our motherland in the curriculum. To promote awareness of national security. To organize morning assemblies, assemblies, and specific events to promote activities or visits that enhance students' national identity. To hold events centered around specific themes, such as promoting Chinese culture activities or national exhibitions, provide students with accurate knowledge of the country's history and foster an appreciation for Chinese culture and traditional values. 	National and Global Identity Breadth of Knowledge
	• To enhance students' sense of well-being and achievement, cultivating positive values and resilience in students, and promote physical, mental, and spiritual health of students, creating a healthy and positive campus atmosphere	✓	✓	✓	<ul style="list-style-type: none"> To organize the "Flying High Programme" to recognize students' achievements. To organize showcases or exhibitions of student works or research outcomes to create a platform for celebration of learning achievements, fostering successful experiences. To invite award-winning students from various competitions to share their experiences with the entire school during the morning assembly, provide brief background information, and broadcast these highlights on the large TV in the school hall or in other formats To decorate the campus using visual strategies to create a positive atmosphere, including display shelves showcasing inspirational quotes, encouraging words from teachers and staff, and posters promoting learning confidence and positive values. To continue with the existing life planning education to help students understand themselves, make effective plans, and develop a sense of anticipation for the future. To organize stress-relief and relaxation activities. To arrange activities to enhance students' sense of happiness and well-being. To conduct resilience-building activities to strengthen students' ability to overcome challenges. To organize parent workshops or activities on discipline approaches at home, supporting non-Chinese students, and catering to students with diverse learning needs. These initiatives aim to improve students' well-being, positive values, and resilience, ultimately promoting their physical, mental, and spiritual health. 	Life Planning Healthy Lifestyle
	• To enhance students' physical fitness	✓	✓	✓	<ul style="list-style-type: none"> To encourage student participation in sports. To extend student activity time and provide different activities during daily breaks for students to engage in. To add facilities to facilitate physical fitness activities for students. 	Healthy Lifestyle

Major Concerns	Targets	Time Scale (Please insert ✓)			Outline of Strategies	Seven Learning Goals
		Year 1	Year 2	Year 3		
2. Develop students' potential and reach higher levels	• To enhance students' self-directed learning abilities	✓	✓	✓	<ul style="list-style-type: none"> • To implement and optimise the "Flying High Programme". • To promote e-learning and utilise e-learning in classroom teaching across subjects. • To assist each subject in using suitable electronic teaching tools (apps). • To make good use of multimedia learning and teaching resources, utilise subject-specific self-study resource database, allowing students to adjust their learning progress according to learning diversity. • To promote e-learning platforms to facilitate students' revision. • To include elements to enhance students' self-directed learning in continuous assessments across subjects. • To incorporate activities that promote students' self-directed learning into teaching strategies across subjects to enhance students' engagement and sense of involvement. • To implement "Bring Your Own Device (BYOD)" policy comprehensively, ensuring that all students have access to an iPad for in-class activities, as well as pre-class and post-class preparation and revision. • To engage students in pre-class preparation, in-class note-taking, and post-class review of the materials to enhance their self-learning abilities. • <i>To teach students to write subject notes and to master subject-learning skills by offering rewards as incentives</i> 	Breadth of Knowledge Information Literacy
	• To enhance students' reading abilities	✓	✓	✓	<ul style="list-style-type: none"> • To redesign the "Joy of Reading" programme to align with morning reading sessions. • To organize promotional activities to encourage reading, such as good book recommendation and introduction to new books. • <i>To organize reading sharing sessions via the PA system.</i> • To organize reading club sessions to foster a reading culture. • To host author sharing sessions. • To organize book fairs and thematic book exhibitions. • To integrate cross-subject reading with project-based learning to help students make connections between their learning experiences and improve reading abilities, catering for individual learning needs. 	Breadth of Knowledge Language Proficiency
	• To enhance students' proficiency in biliteracy and trilingualism	✓	✓	✓	<ul style="list-style-type: none"> • To organize English Week and PTH Week activities. • To improve the promotion of English Week and PTH Week during morning assemblies. • To arrange after-school tutorials for language subjects. • To implement reading programmes for Chinese and English subjects. • <i>To participate in various language-related activities and competitions.</i> 	Language Proficiency
	• To provide assistance to students from different learning groups to enhance their academic levels and strengthen support for students in diverse learning groups, catering to their learning diversity	✓	✓	✓	<ul style="list-style-type: none"> • To arrange different enrichment and foundational tutorials for students with varied academic abilities. • To implement the "Future Stars" programme to nurture talented students. • To organise Chinese cultural activities to expose non-Chinese-speaking students to Chinese culture. • To make appropriate use of information technology systems and online resources to enhance support for diverse learning needs and assist students from different learning groups in their learning process. • <i>To form study groups that share learning skills and support students' learning</i> 	Breadth of Knowledge Language Proficiency
	• By establishing rigorous learning routines, to cultivate a positive learning culture among students; By utilizing appropriate learning and exam strategies, to enhance students learning effectiveness and exam performance		✓	✓	<ul style="list-style-type: none"> • To revamp the curriculum of S1 Bridging Course to teach them subject-specific learning strategies, note-taking techniques, and revision methods as well as how to use handbooks effectively and manage their time efficiently. • To issue requirements on study habits and routines for the whole school. • To provide subject learning strategies to help students master various subjects. • To incorporate exam skills and strategies into the curriculum. • To enhance the "Future Stars" programme enabling high-achieving students to acquire exam techniques for public assessments at an early stage. • <i>To assist students in setting short-term and long-term goals to motivate them to make progress.</i> 	Breadth of Knowledge Language Proficiency Generic Skills
	• To broaden students' horizons and assist them in developing their individual strengths, strengthening students' self-image in various aspects, and enhancing their confidence in learning	✓	✓	✓	<ul style="list-style-type: none"> • To encourage students to participate in various activities and competitions. • To organise different types of study tours that provide students with opportunities to enhance various skills including the academic ones. • To make effective use of the talent pool to identify students with different talents and abilities, and encourage their participation in relevant competitions. • <i>To provide opportunities for students to share and exchange experiences and insights.</i> 	Generic Skills Healthy Lifestyle
	• To foster holistic development in students	✓	✓	✓	<ul style="list-style-type: none"> • To encourage and arrange for students to participate in music, performing arts, and sports competitions and activities, both inside and outside the school. • To review the activities organised by subjects and committees, ensuring that they cover various aspects of holistic education, such as self-directed learning, artistic and physical development, and service learning; and provide opportunities for students to showcase their learning achievements. 	Generic Skills Healthy Lifestyle
	• To expand students' learning experiences across different subjects	✓	✓	✓	<ul style="list-style-type: none"> • To promote interdisciplinary project-based learning and enable students to connect their learning experiences across different subjects. 	Generic Skills Breadth of Knowledge