Sir Ellis Kadoorie Secondary School (*West Kowloon*)

School Development Plan

2006/07 - 2008/09

Sir Ellis Kadoorie Secondary School
(West Kowloon)

Our School Vision

Appreciating the cultural diversity of the students and reflecting on the changing demands of the modern world, the school aims at the holistic development of each individual student in order to enable them to become lifelong learners, and valuable members of the local and global community.

Our School Mission

To develop in our students:
1. all-roundedness and multiple intelligences
2. respect for other cultures
3. a sense of social awareness and responsibility

Major Concerns for 2006/07 – 2008/09

1. Improving the organizational efficiency

2. Strengthening the self-evaluation mechanism

3. Improving the effectiveness of learning and teaching

School Development Plan (2006/07 – 2008/09)

Major Concerns (in order of priority)	Intended Outcomes / Targets	Strategies	Time Scale		
			06/07	07/08	08/09
1. Improving the organizational efficiency	• to review the school vision and mission	• consulting teachers and other stakeholders	✓		
	• to solicit staff views on formulating essential school policies and management issues and nurture participatory planning and decision making in strategic planning	• inviting teachers to attend meetings of management teams to participate in planning and decision making on various issues	✓	✓	✓
	• to strengthen the role of middle management in facilitating communication between teachers and school management	• informing HODs of the agenda before management team meetings	✓	✓	✓
	• to facilitate coordination and monitoring of work of various departments and functional committees	• streamlining the organizational structure • revising the staff manual and procedure manual	✓	✓	✓ ✓
	• to improve the school organisational culture	• to make use of data from stakeholder surveys to identify the areas needed to be improved	✓	✓	✓

Major Concerns (in order of priority)	Intended Outcomes / Targets	Strategies	Time Scale		
			06/07	07/08	08/09
2. Strengthening the self-evaluation mechanism	• to make effective use of examination data to plan for improvement on effectiveness of learning.	• providing training to equip staff on data management	✓		
		• making use of data from examination results, TSA, and MCQ response analysis to identify the strengths and weaknesses of students	✓	✓	✓
		• improving the examination evaluation form for more focused analysis on students' examination performance	✓		
	• to make effective use of data from APASO to formulate plans to foster positive development of students	• basing on the results of APASO survey to identify school's needs and to draw up priority development areas each year	✓	✓	✓
	• to develop amongst students the practice of self-evaluation	• to promote peer evaluation in academic subjects	✓	✓	✓
		• developing a prototype for the Student Learning Profile	✓	✓	

Major Concerns (in order of priority)	Intended Outcomes / Targets	Strategies	Time Scale		
			06/07	07/08	08/09
3. Improving the effectiveness of learning and teaching	• To improve the learning attitude of students	• reviewing and revising the present curriculum to match better with the needs and interest of students	✓	✓	✓
		• revising the award system and making it clearly known to students	✓		
		• cultivating a good reading habit among students through subject departments	✓	✓	✓
		• promoting project learning in subject departments	✓	✓	✓
		• promoting academic learning through ECA	✓	✓	✓
		• upgrading IT and AV facilities to encourage IT teaching	✓	✓	
		• cultivating the sense of responsibility through moral and civic education	✓		
	• To promote student-centred pedagogy amongst teachers	• encourage teachers to attend seminars/workshops on student-centred pedagogy	✓		
		• implement the DOLACEE Project	✓		
		• organizing experience-sharing sessions for teachers to learn from one another, e.g. on effective use of appropriate IT facilities in lesson	✓	✓	✓

Major Concerns (in order of priority)	Intended Outcomes / Targets	Strategies	Time Scale		
			06/07	07/08	08/09
		• arrange peer lesson observation	✓	✓	✓
		• conduct workshop for all teachers on Staff Development Day	✓	✓	✓
		• Conduct collaborative lesson preparation for teachers to share their knowledge, skills and experiences on student-centred pedagogy and to learn from each other		✓	✓
		• members of each subject department work collaboratively to design lesson plans with emphasis on student-centred pedagogy			✓
	• To promote students' self-learning	• setting on-line exercises for students' self-studies	✓		
		• S1-3 students to be given time to reflect on things learnt in their learning diaries	✓	✓	✓
	• To foster closer collaboration with parents in helping students to learn	• issue Parents' Handbook to provide school information to parents at the beginning of school year.	✓	✓	✓
		• invite parents to attend school functions and assemblies	✓	✓	✓
		• invite parents to have regular meetings with the Principal	✓	✓	✓
		• invite parents of students with special educational needs to sit in lessons	✓	✓	✓