

**Delia Memorial School
(Hip Wo No.2 College)**

**School Development Plan
2024/25 – 2026/27**



Delia Memorial School (Hip Wo No.2 College)

1. School Vision & Mission

We strive to help students achieve their full potential and nurture them to be independent life-long learners who can handle different challenges and overcome difficulties in their life. We aim to provide our students with an ideal learning environment where they can grow and equip themselves with the necessary skills, knowledge and qualities so that they can contribute to the community in future.

2. School Goals

We aim to guide students to set their own goals in life, to help students find and realize their dreams, to prepare students to contribute themselves to our society.

3. School Motto

Advancement in Adversity

Harmony in Diversity

4. Core Values of Education

We endeavour to prepare our students to be compassionate, responsible, respectful and proactive individuals who would like to serve and help others in the world.

5. Holistic Review

Effectiveness of the previous School Development Plan (2021-2024)

Major Concerns	Extent of targets achieved, e.g.: Fully Achieved; Partly achieved; Not achieved	Follow-up action, e.g.: Incorporated as routine work; Continue to be major concerns in the next SDP; Others	Remarks
1. To enhance the learning and teaching effectiveness through strengthening of our curriculum design, teaching pedagogy and assessment	Partly Achieved	Incorporated as routine work & continue to be major concerns in the next SDP	Improvement in the curriculum design in terms of the breadth and depth of subjects offered, teaching pedagogy and assessment design will continue to be the focus in the coming school development plan
2. To help enhance our student with proper values and life planning education	Mostly Achieved	Incorporated as routine work	Cultivating positive values and attitudes in students to promote healthy lifestyles involves a holistic approach that integrates education, practical activities, and community engagement

6. Evaluation of the School's Overall Performance

PI Areas	Major Strengths	Areas for Improvement
1. School Management	<ul style="list-style-type: none"> Administrative team able to articulating a clear vision and actively involve teachers, staff, parents and students in the decision-making process 	<ul style="list-style-type: none"> Increase transparency by sharing the criteria and processes used for decision-making.
2. Professional Leadership	<ul style="list-style-type: none"> Efficiency guaranteed as a small, closed group of administrators decide most policies and oversee their implementation 	<ul style="list-style-type: none"> Professional development areas in terms of the teaching pedagogies and engaging students in classroom learning Establish a data analysis framework to regularly assess school climate, staff satisfaction and student engagement, using this data to guide leadership decision and strategic planning
3. Curriculum and Assessment	<ul style="list-style-type: none"> The curriculum is designed to be both comprehensive and flexible, catering to the diverse needs and interest of students. Administrative team always provide ongoing professional development for staff, ensuring that teachers are equipped with the latest pedagogical strategies 	<ul style="list-style-type: none"> Expand the range of subjects offered, including electives that cater to students' interest and career aspirations, such as vocational courses
4. Student Learning and Teaching	<ul style="list-style-type: none"> Project Wiser provides hand-on experiences, as well as outing and study tours, has allowed students to gain more knowledge on global affairs and make meaningful connection to their learning. 	<ul style="list-style-type: none"> A wider range of assessment in needed to evaluate and nurture diverse qualities in students More constructive guidance and highlight student progress
5. Student Support	<ul style="list-style-type: none"> The school offers robust counselling services that address academic, social and emotional needs. Support for students with Special Educational Needs includes individualized education plans and specialized instruction 	<ul style="list-style-type: none"> Teachers may not have adequate training in recognizing and addressing diverse student needs. Communication between the school and families regarding available support services may be inconsistent
6. Partnership	<ul style="list-style-type: none"> A comprehensive network of professional support from social workers, NGOs and tertiary educational institutions Collaboration with other Delia branches 	<ul style="list-style-type: none"> Increased and continued involvement of parents, neighbourhood and the community is deemed necessary
7. Attitude and Behaviour	<ul style="list-style-type: none"> Teachers are approachable and actively listen to students, which contributes to a supportive learning environment Teachers promote a culture of kindness and inclusivity, leading to a strong peer relationship and sense of belonging 	<ul style="list-style-type: none"> Opportunities for students to take on leadership roles are limited Inconsistencies in behaviour management practices among teachers may lead to confusion among students

<p>8. Participation and Achievement</p>	<ul style="list-style-type: none"> • A wide range of extracurricular activities caters to various interest and talents • The school fosters a positive atmosphere that encourages achievement and personal growth 	<ul style="list-style-type: none"> • Positive behaviors may not be consistently recognized for celebrate • The effectiveness of participation and achievement programs may not be regularly evaluated
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7. SWOT Analysis of the current situations

Our Strengths

- A well-crafted mission statement that articulates its core purpose and values
- Strong support for students' academic growth and career goals
- Close relationship and strong connections between teachers and students

Our Weaknesses

- Students' inadequate academic foundation and diverse backgrounds
- Family support is insufficient
- Low academic performance and behavioural issues among students

Our Opportunities

- Extensive networks of non-Chinese speaking students
- Strong support from auxiliary organisations and NGOs
- Autonomy and flexibility in teaching strategies and curriculum design

Our Threats

- Student admission
- Students' adaptation to school particularly among highly motivated students
- Collaboration and team spirit among administrators and teachers

8. Major Concerns for a period of 3 school years (in order of priority)

1. To enhance the learning and teaching effectiveness through strengthening of our curriculum design, teaching pedagogy and assessment
2. To foster a culture of respect, promote harmonious relationship and cultivate responsible citizens

School Development Plan (2024-2027)

Major Concerns	Targets	Time Scale (Please insert ✓)			Outline of Strategies
		Year 1	Year 2	Year 3	
1. To enhance the learning and teaching effectiveness through strengthening of our curriculum design, teaching pedagogy and assessment	<ul style="list-style-type: none"> • Expand students' knowledge foundation and foster connections among their learning experiences across various Key Learning Areas (KLA), life experiences and global affairs. • Strengthen student-centered and self-directed learning approaches. 	✓	✓	✓	<ul style="list-style-type: none"> • Strengthen Curriculum of New Subjects (STREAM and Food and Health Sciences) for senior students under the optimization of four core subjects of Senior Secondary. • Additional Third Elective option for students of high ability to stretch their potential. • Strengthen the bridging between Junior STEM subject and Senior STREAM subject curriculums. • Implement cross-curricular project works / activities among the same or different KLA

	<ul style="list-style-type: none"> Advocate for the importance of National Security Education. 	✓	✓	✓	<ul style="list-style-type: none"> Organize various diversified life-wide learning activities and participate in Mainland exchange programmes to enhance students' sense of national identity. Enrich the content of Extensive Reading lessons in S4 & S5 by collaborating with the New Subjects. Add content of anti-drug and content related to the mainland to strengthen students' national identity. Encourage students to read during the morning Class Teacher Period by exposing them with different topics such as current affairs, global issues, technology while incorporating values education. Review the schemes of work of different subjects to ensure students' awareness of national security and promote clear understanding of national security among students.
	<ul style="list-style-type: none"> To improve on teaching content and strategies 	✓	✓	✓	<ul style="list-style-type: none"> Incorporation of assessment data into evaluation

	<ul style="list-style-type: none"> To strengthen the teaching pedagogy and encourage teachers to share their experience, knowledge and skills in teaching and learning so as to help teachers' professional development. 	✓	✓	✓	<ul style="list-style-type: none"> Encourage peer/lesson observation and exchange of professional dialogues of good teaching practices Set clear and specific focus of peer/lesson observation. Encourage teachers to share their experience, knowledge and skills to refine their instruction and further enhance effectiveness of daily practices. Collaborative Lesson Planning between Novice teachers and Experienced teachers. Training workshops will be arranged for novice teachers. Implement Peer Mentoring and Provide Ongoing Support and Feedback. Collaborative Lesson Planning between Novice teachers and Experienced teachers.
	<ul style="list-style-type: none"> To strengthen the assessment literacy so as to improve the teaching content, pedagogy and assessment focus and designs. 	✓	✓	✓	<ul style="list-style-type: none"> Set clear objectives of what Teachers and Students have to achieve. Arrange class groupings for different subjects based on students' ability to stretch their potential.

<p>2. To foster a culture of respect, promote harmonious relationships, and cultivate responsible citizens.</p>	<ul style="list-style-type: none"> To foster a safe and inclusive classroom environment where all students feel valued and respected. 	✓	✓	✓	<ul style="list-style-type: none"> To set classroom rules for students to encourage respectful communication, cooperation, and support within the classroom includes moral, civic and national educational & positive educational values To organize various activities, including assembly, morning reading, and inter-class activities to promote student respect and positive education toward teachers and students
	<ul style="list-style-type: none"> To respect and provide positive education will be our focus this year 	✓	✓	✓	<ul style="list-style-type: none"> To proceed with the “Positive Education” programme co-operated with the Hong Kong Christian Service and the University of Hong Kong To encourage students to embrace challenges, learn from failures, and believe in their ability to improve through effort and perseverance
	<ul style="list-style-type: none"> To promote positive education and a growth mindset 	✓	✓	✓	<ul style="list-style-type: none"> To encourage students to participate in various service (social or internal) activities.

	<ul style="list-style-type: none"> To promote healthy school lifestyles 	✓	✓	✓	<ul style="list-style-type: none"> To provide nutrition education programs that teach students about the importance of healthy eating, balanced diets, and making nutritious food choices. To proceed with the Health Pioneer Project (The Beat Drug Fund) and strengthen the school-based Anti-drug Education. To proceed with the Healthy School Project supported by the PTA. To co-operate with school social workers to organize sex education activities to students
	<ul style="list-style-type: none"> To strengthen students' national identity, foster a sense of belonging, cultivate responsible citizenship, and nurture a global perspective. 	✓	✓	✓	<ul style="list-style-type: none"> To promote positive attitudes and strengthen values education (including moral and civic education and National Security Education) through class-based activities, talks, and workshops. To create a diverse cultural atmosphere at school; for example, students raise the national flag at school events, share cultural activities, and have

					<p>a multicultural day in the morning assembly.</p> <ul style="list-style-type: none"> • To make students respect each other's differences and to promote a culture of appreciation. • To provide more learning opportunities outside the classroom for developing students' global vision.
	<ul style="list-style-type: none"> • To prepare students for comprehensive life planning, which includes future academic progression or working life after graduation 	✓	✓	✓	<ul style="list-style-type: none"> • To organize different activities to facilitate students' self-understanding and help students explore different pathways. • To enhance students' physical and aesthetic development for more informed career and life planning • To organize individual or group consultations to students • To provide various information regarding multiple pathways to students

	<ul style="list-style-type: none"> • To encourage students to set and accomplish meaningful goals in ECA teams or clubs, fostering a strong sense of personal and collective achievement • To encourage students to persist through challenges and setbacks, fostering a strong sense of perseverance 	✓	✓	✓	<ul style="list-style-type: none"> • To involve club/team TIC in setting achievable and measurable goals that align with their interests and skills. Review and adjust goals as needed throughout the year • To identify teams that would benefit most from expert coaching and allocate resources accordingly. Ensure coaches have relevant qualifications and experience • To establish smaller sub-teams based on specific interests or skill levels to provide more personalized attention and opportunities for leadership • To develop a structured reward system that includes both participation and performance-based awards. • To organize events and competitions that promote school spirit and healthy competition. Include diverse activities to cater to various interests and ensure all students have the opportunity to participate
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