

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

**2021/22 - 2023/24**



# **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 (2018-2021)

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 the self-discipline of students, cultivate proper values education and develop a sense of belonging towards the School	Mostly Achieved	Incorporated as routine work	Emphasis to be transferred from actively advancing virtues in students to taking an auxiliary role in promoting their self-directed learning & leadership training together with another focus of career & life-planning work for the students

## 6. Evaluation of the School's Overall Performance

PI Areas	Major Strengths	Areas for Improvement
1. School Management	<ul style="list-style-type: none"> <li>• Presided by a hybrid team of experienced and young teachers</li> <li>• Offers to uphold and modernize traditional values of education</li> </ul>	<ul style="list-style-type: none"> <li>• A more coherent, effective and efficient response in face of issues is being sought after</li> </ul>
2. Professional Leadership	<ul style="list-style-type: none"> <li>• Efficiency guaranteed as a small, closed group of administrators decide most policies and oversee their implementation</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Professional development areas in terms of the teaching pedagogies and engaging students in classroom learning</li> </ul>
3. Curriculum and Assessment	<ul style="list-style-type: none"> <li>• Up-to-date and student-oriented in the provision of subjects</li> <li>• Frequent cross-subject collaboration</li> </ul>	<ul style="list-style-type: none"> <li>• Subjects offered, difficulties and formats of assessments not on par with other schools in Hong Kong</li> </ul>
4. Student Learning and Teaching	<ul style="list-style-type: none"> <li>• Ample learning opportunities inside and outside classrooms</li> <li>• Self-directed and experiential learning is common</li> </ul>	<ul style="list-style-type: none"> <li>• More varieties of assessments in need to evaluate and foster different qualities in students</li> </ul>
5. Student Support	<ul style="list-style-type: none"> <li>• Close and intimate relationships between teachers and students</li> <li>• Timely responses from stationing professionals and the special educational needs team</li> </ul>	<ul style="list-style-type: none"> <li>• The present, one-off and reactive events are on course to provide a backbone for a more organized, thematic-based and proactive frame of life-career planning and consultative programme</li> </ul>
6. Partnership	<ul style="list-style-type: none"> <li>• A comprehensive network of professional support from social workers, NGOs and tertiary educational institutions</li> <li>• Collaboration with other Delia branches</li> </ul>	<ul style="list-style-type: none"> <li>• Increased and continued involvement of parents, neighbourhood and the community is deemed necessary</li> </ul>
7. Attitude and Behaviour	<ul style="list-style-type: none"> <li>• Students are nurtured to be of discipline, gratefulness and a public serving spirit</li> </ul>	<ul style="list-style-type: none"> <li>• The School will look to provide more opportunities to exhibit the many different sides of students to the public</li> </ul>
8. Participation and Achievement	<ul style="list-style-type: none"> <li>• Delighting public exam results</li> <li>• Improving value-addedness on incoming students' academic attainment</li> </ul>	<ul style="list-style-type: none"> <li>• Up-to-date activities, e.g. new sports, are to be included in the School's upcoming events.</li> </ul>

## **7. SWOT Analysis of the current situations**

### **Our Strengths**

- Inclusive of backgrounds and ideas
- Strong support for students' academic progression and career aspirations
- Intimate relationships and strong bonds between teachers and students

### **Our Weaknesses**

- Students' poor academic foundation
- Disentangled involvement of some working parents
- Inadequate personnel and resources

### **Our Opportunities**

- Extensive networks of non-Chinese speaking students
- Rich assistance from auxiliary bodies
- Autonomy and flexibility in teaching strategies and curriculum design

### **Our Threats**

- Admission of students
- Adaptation of students
- Well-being of the administrative and teaching team

## 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 nurture students with proper values and attitudes; to broaden their horizon with life planning education

### School Development Plan (2021-2024)

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"> <li>• To enhance student-centred / self-regulated learning</li> </ul>	✓	✓	✓	<ul style="list-style-type: none"> <li>• Introduction of STREAM (“R” for reading) to aid students’ whole-person development across academic spectrums</li> <li>• Modification of Project Wiser to allow students increased autonomy for investigating specific areas of interests and promote student-initiated projects of higher relevance to daily life</li> </ul>

	<ul style="list-style-type: none"> <li>To advance teachers' professional development needs</li> </ul>	✓	✓	✓	<ul style="list-style-type: none"> <li>Formulation of improvement targets</li> <li>Stimulation of professional dialogues and exchanges following lesson observation</li> </ul>
	<ul style="list-style-type: none"> <li>To improve on teaching content and strategies</li> </ul>	✓	✓	✓	<ul style="list-style-type: none"> <li>Incorporation of assessment data into evaluation</li> </ul>
2. To nurture students with proper values and attitudes; to broaden their horizon with life planning education	<ul style="list-style-type: none"> <li>To enhance the present values education for all students, which includes moral, civic and national educational &amp; positive educational values</li> </ul>	✓	✓	✓	<ul style="list-style-type: none"> <li>Promotion of the nine priority values and attitudes: "Perseverance", "Respect for Others", "Responsibility", "National Identity", "Commitment", "Integrity", "Care for Others", "Law-abidingness" and "Empathy"</li> </ul>
	<ul style="list-style-type: none"> <li>To refine career &amp; life planning education</li> </ul>	✓	✓	✓	<ul style="list-style-type: none"> <li>Emphasis be put on training students' leadership qualities</li> <li>Adoption of whole-school approach, involving students in life-planning from an early stage</li> </ul>