

**Hong Kong Baptist University Affiliated School
Wong Kam Fai Secondary and Primary School**

Primary School Development Plan

2012/13 – 2014/15

School Mission

To provide quality education based on Christ's love and concern for others.

Students will explore their potential in an environment where East meets West,

giving them the best of both cultures.

School Motto

Passionate to Learn, with Confidence

Determined to Succeed, with Vision

Mission Declaration

Catering to the whole-person development

Putting students first

Empowering students to be spiritually mature,

wise and informed, artistic, physically strong, creative

and responsible to the community

Students will become global citizens with national pride at heart

Where We Are Now

Our Strengths

- Our school is founded by the Hong Kong Baptist University, with high reputation in Hong Kong.
- Our school has the benefits of a Direct Subsidy School which allow us to exercise flexibility in terms of management, financial resources, MOI, curriculum as well as student admission.
- Our financial condition is healthy and stable. Steady growth is expected in the coming years.
- The members of School Management Committee share their expertise in different professions. This fosters an interchange of diversified ideas, setting directions and devising plans for future school development.
- The School administration and staff are energetic, adaptable, harmonious and committed to provide students with whole person education.
- We have already built up a tradition in professional development culture, regularly programmes are organized to support teachers and school leaders in different levels.
- Our school endeavors to provide meaningful learning opportunities through a wide range of exposures, catering for students' diverse interests and abilities.
- Our campus is well equipped with facilities. Students have access to first-class educational and sporting facilities.
- Our parents have a sense of commitment to the school. Parents are willing to take part in school activities enthusiastically and give their support in various aspects.
- The Primary School's senior management team is a stable and experienced group of professionals.

Our Weaknesses

- Our teaching staff is relatively and generally young, and lacks practical teaching and student management experiences.
- Diversity of learning ability among students is quite apparent. The school has to make persistent efforts catering for individual needs.
- Annual PS staff turnover has been high over the past few years thus causing great instability in the teaching team, thus slowing progress.
- Our school's commitment to be a multi-lingual medium school presents both great benefits and tremendous challenges if not managed well.
- The established learning culture of the PS exacerbates the transitional challenges between Grade 6 and the Secondary School's Grade 7.

Our Opportunities

- The generous support from HKBU and parents help the school to get better resources while their high expectation fosters us to strive for excellence and professionalism.
- As the primary and secondary school intensify the advantages of “Through-Train” school which promotes the continuity of the curriculum, students will be provided with a coherent and comprehensive learning experience.
- The intimate connection between HKBU and the affiliated school further reinforces the subordinate and inseparable relationship between them, which gives assurance to the public.
- The school’s strong technology infrastructure presents a tremendous opportunity to explore and expand mobile learning platforms to enhance teaching and learning.
- Strong parent support and advocacy is an untapped resource.
- The ‘through-train’ model provides great flexibility to explore and implement innovative practices, programs and curriculum through a complete six year Primary School setting

Our Threats

- The decrease of the number of school children over Hong Kong may affect the quality and quantity of the intake in the coming few years.
- The 15% Shatin intake quota constrains the scope of the student admission. The school has to face keen competition among schools from different districts.
- High expectation from parents who commonly ‘compare results’ of the A-School and other more established and academically focused schools, presents an additional challenge to our teaching team.
- The seemingly incongruent paths of ‘whole person’ development and academic achievement per DSE and University placement, presents a formidable challenge for our school to maintain our core values.

Major Concerns for 2012/13 – 2014/15

1. To Strengthen Learning & Teaching in order to meet diverse student needs

2. Fostering students’ whole person development in order to build Positive School Culture

1. Enhance the stability of the teaching team

3. Enhancing teachers’ professional growth

Primary School 3-Year Plan (12-15)

2. To Strengthen Learning & Teaching in order to meet diverse student needs

- a. Closely examine and identify learning targets and outcomes at all levels and within each subject to ensure continuity and scaffolding.
- b. Identify and implement to the fullest possibility, a united approach, framework and common language around our pedagogy and assessment processes and measures that are most beneficial to our students.
- c. Examine teaching and learning strategies for effectiveness

3. Fostering students' whole person development in order to build Positive School Culture

- a. To enlarge the scale for the exchange programs in order to broaden students' globalize visions
- b. To nurture positive values in life for the students
- c. To develop students' ability of expression in other learning environment
- d. To strengthen our aesthetic programs

4. Enhance the stability of the teaching team

- a. Develop a culture of support, trust and empowerment
- b. Work with teacher leaders to enhance recognition and appreciation of teacher contributions
- c. Review and revise the current appraisal system to focus on professional growth and improvement while delinking it as a tool for contract renewal.
- d. Strengthen the teacher mentoring model.
- e. Seek greater opportunities for staff to enter positions or enhanced responsibilities

4. Enhancing teachers' professional growth

- a. Develop linkages and relevant PD opportunities for all staff and the EDUC members of HKBU.
- b. Seek external PD opportunities, locally, nationally or internationally, for teachers to participate
- c. Build opportunities for teacher-teacher in-house sharing and mini-teach sessions.
- d. Redesign QCM to include professional sharing and dialogue about teaching and learning practices and strategies