

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

**School Development Plan**

**2018/19 – 2020/21**



*Passionate to Learn, with Confidence*

敏求篤信

*Determined to Succeed, with Vision*

明辨力行

## **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 affiliated with the Hong Kong Baptist University, with high reputation in Hong Kong.
- Our school takes full advantage of the benefits of a DSS school which allow us to exercise flexibility in management, deployment of resources, medium of instruction, curriculum and student admission, etc.
- The members of School Management Committee share their expertise in different professions. This fosters an interchange of diversified ideas for the formulation of directions and strategies for the school's development.
- The Chief Principal and his management team have high caliber and rich experience in leading a through-train school.
- Our teaching and administrative staff are energetic, adaptable and committed to providing whole-person education.
- A professional development culture is well established, with a variety of local and overseas programmes regularly organized to enhance teachers' professional knowledge, skills and ethics.
- Local and international curricula are provided at senior grades to meet the students' diverse needs for further studies.
- The Middle School is established to strengthen support to students' intellectual, character and social developments at this particular learning stage through a wide range of tailor-made curricula and programmes.
- Students are provided with a wide array of local and overseas exposure and training to broaden their horizons, and develop them into global citizens and leaders of the future.
- Our campus is well equipped with modern facilities conducive to the school's academic, sports and aesthetic developments.

### Our Weaknesses

- The school's middle management is growing, thus generating strong needs for leadership training and practice.
- Our teaching staff is relatively young, with some in need of greater support for teaching and student management.
- Teachers' turnover has been stable but still slightly higher than traditional schools, thus leading to persistent needs for orientation and team building.
- Sustained efforts are required to cater for the diverse learning needs of students of different cultural backgrounds, abilities, styles and study paths.

### **Our Opportunities**

- The generous support from HKBU, the PTA and the Alumni Association brings in better resources while their high expectations drive the school to strive for excellence.
- With stronger collaboration and alignment between the primary and secondary divisions, students will benefit from coherent and comprehensive learning experiences on a 12-year through-train scale.
- With the implementation of the international curriculum and the third language curriculum, students will benefit from a wider range of choices for further studies.
- A broader network with overseas schools and universities brings in a wider variety of learning and life experiences for students.
- The greater intake of non-Chinese speaking students brings in more cultural and language diversities.

### **Our Threats**

- The students' dropout rate at senior grades has been stable but still slightly higher than traditional schools due to some parents' preference for overseas education.
- The 15% quota of the Shatin intake limits the scope of student admission. The school has to face keen competition from schools in many other districts.
- Excessive involvement of some parents places unnecessary pressure on teachers.

## Major Concerns & Objectives

### 1. Scaffolding learning and personal growth on a through-train scale

- Strengthening the coherence and continuity of policies, curricula and programmes linking the three key learning stages (Junior School, Middle School and High School)
- Enriching the Middle School curriculum and programmes on a 4-year scale
- Enhancing mutual understanding and collaboration between teachers in primary and secondary divisions

### 2. Nurturing lifelong learners with a global perspective and a positive mind

- Promoting a transdisciplinary approach to teaching and learning
- Developing a comprehensive curriculum with a wide range of learning opportunities and challenges for STEAM education
- Equipping students with the latest skills and tools as well as proper attitude in the use of technologies to enhance their learning
- Increasing students' global awareness and participation along with a good sense of national pride
- Fostering positive values towards oneself and others in order to lead an active and healthy lifestyle

### 3. Optimizing learning environment to support active learning and whole-person development

- Redesigning the classroom environment to facilitate interaction and collaboration
- Optimizing the language and reading environments conducive to good mastery of different languages and extensive reading
- Cultivating a positive school culture full of love, appreciation and mutual support
- Further promoting students' participation and expertise in aesthetics and sports with a greater variety of facilities and exposure
- Strengthening support to environmental education leading to a green and sustainable lifestyle

### 4. Enhancing teachers' professional competence and cohesion

- Equipping teachers with the latest skills and tools in the use of technologies to enhance daily teaching
- Promoting collaborative learning through lesson study and learning circles
- Extending learning beyond physical and geographical boundaries
- Enhancing career well-being, team spirit and long-term commitment