**LI CHENG UK
GOVERNMENT PRIMARY SCHOOL**

School Development Plan
2018 - 2021

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School Vision

An environment for Growth:

We focus upon providing quality learning opportunities for all children. We strive to provide a well-rounded education that values and supports the intellectual, physical, social and moral development of each child. We have a commitment to ensure that quality learning and teaching is the central focus of every classroom.

School Mission

We are committed to promoting:

 The Joy of Learning

 The Love of Learning

 The Passion for Life-long Learning

We have a very happy and positive school climate. The school provides an environment that is enjoyable, stimulating, supportive and conducive to learning.

Major Concerns for the years 2015-2018

1. To develop pupils' self-directed ability for independent learning
2. To develop positive values and attitudes through moral & civic education

Holistic Review: Effectiveness of the School Development Plan 2015-2018

Major Concern	Extent of targets achieved	Follow-up action	Remarks
1. To develop students' self-directed ability for independent learning	<u>Develop students' self-directed ability through pre-lesson enquiry - Fully achieved</u> Over 90% of the teachers agreed that the pre-lesson enquiry tasks were effective in motivating students to ask questions, search information, and apply his or her knowledge and experience to answer the questions. Over 95% of the teachers found that students can apply various study skills such as organizing ideas graphically, analyzing information and problem solving in their assignments and projects. According to lesson observation, the KWL model and diversified learning activities activated the students to learn and participate. Students demonstrated curiosity and a desire to discover knowledge. Learning has become more self-directed.	Incorporated as routine work	
	<u>Strengthen students' reflective ability on learning process - Fully achieved</u> Self-reflection was promoted by adoption of evaluation worksheet. Over 90% of the teachers agreed that the reflective worksheets were effective in assisting students to make judgment about their work. About 90% of the students agreed that self-reflection exercise helped them review, edit and finalize their work. According to assignment checking, many students were able to identify their mistakes and even improve their work after the self-reflection exercise.	Incorporated as routine work	

Holistic Review: Effectiveness of the School Development Plan 2015-2018

Major Concern	Extent of targets achieved	Follow-up action	Remarks
1. To develop students' self-directed ability for independent learning	**Enhance students' eLearning skills - Fully achieved** According to our end of term statistics, all classes have practiced using e-learning technology in lessons particularly for the core subjects. Over 70% of teachers reflected that students were familiar with using google classroom platform in doing various tasks. According to lesson observation, students had access to a variety of eLearning tools and media that can enhance their overall eLearning experience. Students were more actively engaged in learning when they learned with the eLearning tools. Most of the students can apply eLearning skills effectively.	Incorporated as routine work	As the students have already been equipped with the skills of using different e-resources, they would be further nurtured to use different technologies to solve problems.

Holistic Review: Effectiveness of the School Development Plan (2015-2018)

Major Concern	Extent of targets achieved	Follow-up action	Remarks
2. To develop positive values and attitudes through moral and civic education	<u>Increase positive virtue and discipline of the students, with the aim to help them learn to respect others and able to shoulder their own responsibilities - Fully achieved</u> Over 90% of the teachers agreed that the school-based moral and civic education programme and the whole-school approach programme are effective tools to develop students' respect as well as the sense of responsibility. 100% of the students joined the award scheme and 98% of the students were awarded for their responsible behaviour and positive attitudes shown.	23% of the teachers suggested that enriching the school-based moral and civic education programme in the facet of respect is necessary to foster cooperation and complementarity among students of different nationalities.	Hong Kong embraces cultural diversity. It is vital to reduces estrangement and help ethnic minorities to integrate into the local community. Hence, activities and programs will be devised to allow students to involve in society. Prior to this, enhancing students' respect and understanding towards others are important prerequisites.
	<u>Students are consistent to strive for successful results in completing tasks and engage the greatest effort in achieving their commitment - Fully achieved</u> 100% of the teachers agreed that students could act according to the checklist of compliant behaviours. According to teachers' observation, students could normally follow teachers' instructions and complete their tasks. They generally behave well during lessons and at recess. In addition, students were eager to finish their work and hand in their work on time.	Incorporated as routine work	
	<u>Having attended the activities, students are eager to create a caring culture and maintain a harmonious school life - Fully achieved</u> 95% of the participants agreed that both Hong Kong Rugby Spirit and Junior Tennis were effective in developing their sense of love and care towards one another. According to teachers' observation, participants supported one another to achieve the common goal of the teams.	Incorporated as routine work	

Evaluation of the School's Overall Performance

PI Areas	Major Strengths	Areas for Improvement
1. School Management	- The School Management Committee (SMC) is committed and gives full support to the school. - The School has a clear direction of development and strategically formulates plans in line with it. - The school conducts systematic and comprehensive self-evaluation. - There is a well-structured organizational framework allowing for effective management of the school and the pursuit of its objectives. - There is good communication among staff and various stakeholders through formal and informal meetings.	- The school organizational chart and team tables could be fine-tuned to enhance the development of our school. - Communication and collaboration among subject panels and teams could be enhanced for even better realization of the school plans.
2. Professional Leadership	- The Headmistress is familiar with the education and curriculum reform. She is proactive in initiating new ideas that lead to further development of the school. - The Deputy Headmistresses are committed and responsible. They serve effectively as a bridge between the Headmistress and the staff. - The senior teachers and the subject panels are knowledgeable and experienced. They are familiar with the need of the students.	- More focus will be placed on optimizing the potential of the staff. - Middle managers would benefit from more professional development to understand their roles and to perform their duties and responsibilities effectively.
3. Curriculum and Assessment	- The school curriculum has catered for the diverse interests and needs of the students. All teachers strive to provide all-round education for the students. - Two-tier Chinese curriculum has been restructured and carried out to cater for the learners' diversity in Chinese learning. - STEM in Integrated Lesson is carried out which steers students towards computational thinking and real world applications of problem solving skills. - Apart from traditional assessment such as Tests and Exams, STAR platform is also adopted as an alternative assessment tool.	- Evaluation on the effectiveness of the curriculum could be strengthened. - Thought-provoking tasks could be designed as leverage for learning to provide rich experiences that encourage innovation and meaning making without the imposition of a fixed set of knowledge and skills. - STEAM subjects including Math, IT, Visual Arts and General Studies could be revised in response to the innovations in education.

Evaluation of the School's Overall Performance

PI Areas	Major Strengths	Areas for Improvement
4. Student Learning and Teaching	- Our students are equipped with different study skills. They are highly adaptive to a multitude of learning strategies inside and outside school. - The infrastructure of the school has been upgraded and various new technological products are being used to promote STEM Education in school. - Cooperative learning, reflective learning and self-directed learning are some of the teaching strategies adopted to enhance learning and teaching effectiveness. - Teachers are equipped with subject knowledge with good teaching attitude. They are able to create a good learning environment for students. Some teachers make good use of IT and eLearning strategies in the classroom to supplement their teaching. Teachers are willing to improve and actively participate in professional development programmes.	- Many students are passive receptors of knowledge. - Better teaching pedagogies emphasizing experimental, error-tolerant modes of engagement and inspiring students' innovative spirit could be explored through professional development and peer sharing.
5. Student Support	- The school places great emphasis on various kinds of student support to provide an all-round education for our students. - Various groups and committees work very closely in providing timely support necessary for students' physical, psychological and spiritual well-being. - Resources have been allocated to help students and families tackling with transition, diversity and special educational needs. - The School provides a lot of opportunities for students to stretch their talents and foster leadership and interpersonal skills.	- A more comprehensive support programme for embracing and integrating new comers could be arranged. - Afterschool language classes could be arranged to meet the diverse interests of students from different countries.

Evaluation of the School's Overall Performance

PI Areas	Major Strengths	Areas for Improvement
6. Partnership	- Multiple channels have been established for maintaining close liaison with parents. Parents are well-informed of school affairs and development. Their views are highly regarded and their opinions are well followed up. - Parents Education Programmes are conducted to equip parents with parenting skills and techniques to enhance learning and development of their children. - Members of PTA are enthusiastic and proactive. They trust the school and support its direction of development. Many parents provide strong manpower support to school by engaging themselves actively as volunteers in different school functions. - Many alumni are passionate and committed graduates who are willing to serve the school by supporting its development and participating in school functions. - Strong links have been developed with local schools, various organizations and tertiary institutions to offer support for curriculum development and students' development.	- Official Alumni Association can be set up to build up good rapport with alumni. - Liaison with various ethnic groups can be developed to enhance cross-cultural cooperation and complementarity.
7. Attitude and Behaviour	- Students enjoy their school life and most of them are optimistic and easy going. - Students are responsive to teachers' guidance and support. - Students respect teachers and treasure teacher-student relationship.	- Students' self-discipline, self-management and problem solving skills can be further enhanced. - Harmony and cooperation with peers from different ethnic groups can be further promoted through structured programmes and hidden curriculum.

Evaluation of the School's Overall Performance

8. Participation and Achievement	- An extensive range of extra-curricular activities are provided for students. - Students actively take part in a wide range of activities and competitions. - Students have made outstanding achievements in sports competitions and Speech Festival. - Students are given plenty of opportunities to perform inside and outside school. - Students' confidence and potentials are greatly developed and fostered through internal and external activities. They also contribute to promoting a good school image to the public when they perform outside school. - Students have good language proficiency in English and they often get good results in TSA. - Students are eager to engage themselves in voluntary work such as visiting elderly and flag selling.	- More opportunities can be offered to high achievers, allowing them to gain experience of tackling different challenges. - More extra-curricular activities related to Chinese culture can be implemented to help students integrate into the local community. - More students can be encouraged to participate in voluntary work in order to enable them to become a more active and responsible citizen.

SWOT Analysis

Strengths	- The School Management Committee fully supports the school and a well-structured organizational framework has been established allowing for effective management of the school and the pursuit of its objectives. - Teachers are well qualified, experienced and dedicated. They possess up-to-date subject knowledge and are willing to learn and improve. Most importantly, they identify with the vision and mission of the school. - Students generally enjoy going to school and have a good command of English. Most of them are well-behaved and show interest in learning. - Parents are supportive. Home-school cooperation is well-practiced. The school atmosphere is harmonious. - The infrastructure of the school has just been upgraded and various new technological products are being used to promote STEM Education in school. students have access to a variety of eLearning tools and media that can enhance their overall learning experience. Teachers make good use of eLearning strategies in the classroom to supplement their teaching. - The multi-cultural backgrounds of the staff and students help facilitate the development of a global outlook among the students. External links have been developed and community resources have been well utilized for facilitating integration of students and families into the local community.
Weaknesses	- The small campus of our school has limited the groupings and varieties of activity being held. - Teachers need more exposure to new ideas and technologies. - Most students are passive receptors of knowledge. Their creativity, critical thinking and innovation spirit need to be further enhanced. - Family support for students' learning is limited. Students have limited access to the Internet at home. - Ethnical diversity obstructed cooperation and complementarity among students of different nationalities.
Opportunities	- A wide range of teacher training programmes are provided by EDB and also tertiary educational institutions. - Additional funding gives valuable resources for developing new programmes to support both learning and teaching, as well as guidance and counselling services.
Threats	- Students' moral behavior could be influenced negatively by the mass media and the decline moral and ethical standards in the society. - Parents and students have yet to adjust to fulfil the academic requirements for career development and further studies.

Major Concerns for the years 2018-2021

1. To nurture students' innovative spirit
2. To promote harmony in diversity

Major Concern 1: To nurture students' innovative spirit

Major Concern	Targets	Time Scale			Outline of Strategies
		18-19	19-20	20-21	
1. To nurture students' innovative spirit	To offer solution-based challenges to students in different KLAs inspiring critical thinking and real-world application	✓	✓	✓	- enriching learning activities for students - providing learning and teaching resources - renewing the curricula of KLAs including Mathematics, General Studies, IT and VA
	To launch Project-Based Learning engaging students in deep thinking while connecting their learning across disciplines to the world around them	✓	✓	✓	- nurtures tech skills such as coding, robotics and a variety of Apps to bring ideas to life - Design Thinking approach will be adopted in STEAM project which allows students to understand the importance of testing ideas, to identify and overcome challenges by learning from failures and mistakes
	To build a culture of innovation	✓	✓	✓	- educational visits - inter-school competitions - school-based competitions - peer sharing
	To enhance teachers' professional development	✓	✓	✓	- Design Thinking approach of teaching - application of modern technology in teaching

Major Concern 2: To promote harmony in diversity

Major Concern	Targets	Time Scale			Outline of Strategies
		18-19	19-20	20-21	
2. To promote harmony in diversity	To foster understanding and respect for different ethnic groups	✔	✔	✔	- School-based moral and civic education programme - Whole-school approach programme - Thematic talks and exhibitions - Educational excursion - Play-based activities - After-school culture and language interest groups - Cultural Day
	To enhance cooperation, complementary and integration into the local community	✔	✔	✔	- Participating in community services - Visits and workshops - Study tour to Mainland China - Mentorship programme - School-based parent education programme - Liaison and counseling services - Angel Teacher Programme - Level meetings and case sharing