Christian Alliance Cheng Wing Gee College

School Development Plan (09-10, 10-11, 11-12)

Christian Alliance Cheng Wing Gee College

1. School Vision & Mission

Based on Christian ethos, the unified team of devoted, collaborative staff members of the school advocates whole-person and balanced education in the areas of spirituality, ethics, intellect, physique, social skills and aesthetics so that our students can develop self-confidence, self-discipline and self-learning spirit in a supportive and encouraging atmosphere. At the same time, we aim to help our students learn the redemption gospel, understand life-guiding principles, learn to be well-mannered, think discreetly and show discernment, act swiftly and be healthy, know how to appreciate others and artistry, love their families and community, contribute to the country, and ultimately glorify God and benefit mankind.

2. School Goals

We wish to:
1. Teach our students Biblical truth so that they may experience a renewed life, develop positive values and a commendable attitude to build up a harmonious relationship with God and men.
2. Teach our students how to love, how to discern right from wrong, and to foster in them a sense of responsibility, self-respect, self-consciousness and self-discipline.
3. Help students appreciate the grandeur of the universe with awe, motivate them to learn, enhance their critical and analytical thinking and cultivate in them an independent learning attitude to attain self-actualization.
4. Help students develop an active life-style and acquire good health, physical fitness and promote the qualities of desirable moral behaviors and cooperation in communal life by means of teaching them various sports skills and knowledge.
5. Help students to acquire sophisticated inter-personal skills to live up to the requirements of the society, to develop a sense of belonging to their community so that they will contribute to the society and nation.
6. Foster a spirit of appreciation towards the arts and develop their creativity potential and imaginations.

3. School Motto

"The fear of the LORD is the beginning of wisdom, and knowledge of the Holy One is understanding."   (Proverbs 9:10)

4. Core Values of Education

Staff members and students can grow both spiritually and intellectually in a supportive environment.

Holistic Review

Effectiveness of the previous School Development Plan

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 provide a good English learning environment to enhance learning through EMI	Partly achieved	Incorporated as a task in the major concerns in the next SDP	
2. To pursue excellence in academic and non-academic performance	Partly achieved	Incorporated as routine work	
3. To prepare for the implementation of the New Senior Secondary (NSS) curriculum	Fully Achieved	Incorporated as a task in the major concerns in the next SDP	

Evaluation of the School's Overall Performance

PI Areas	Major Strengths	Areas for Improvement
1. School Management	• The school has a clear objective in planning. Direction is clear and well-defined. • Planning is done with survey data and statistical tools • Implementation is effective and thorough. • Evaluations in staff meetings, subject meetings and committee meetings are done regularly. • The culture of self-evaluation is established. • The school is prompt in dealing with ad hoc issues and crises.	• Decision making process can be made more transparent to stakeholders through the provision of more communication channels and overall participation. • Deployment of resources can be made more flexible with timely reviews. • Evaluation can serve as a kind of feedback as well as a basis for planning in the future.
2. Professional Leadership	• The school management, subject panels and committees can keep abreast of the latest development. • A good hierarchy of management is established. • Middle managers have strong commitment to school and are ready to shoulder responsibilities. • The school management and middle managers work together harmoniously and are aware of the importance of communication. • A system of appraisal is established to enhance professional development and sharing. • Teachers are enthusiastic about their professionalism as they are eager to attend seminars/workshops/courses.	• Staff meetings, special short meetings and staff development days can be made more effective in building up shared vision. • Collaboration across subjects can be strengthened to enhance communication and professional sharing. • More opportunities should be provided for teachers to enhance their professional development so that they can better address the current needs of the school.

PI Areas	Major Strengths	Areas for Improvement
3. Curriculum and Assessment	• The school is able to align the planning of its curriculum with the recent educational trends. • The school provides all-round learning opportunities to students. • The school deploys financial resources for teachers to carry out the curriculum strategies. • Collaboration across subjects in project work provides students with wider learning experiences. • The school has collected different data in the implementation of the school based curriculum for evaluation and planning. • The school keeps a good record of students' academic and non academic performance and experience. • Data of students' academic performances form the basis for evaluating the effectiveness of learning and teaching.	• Teachers need more room to carry out the curriculum strategies and formulated plans. • More modes of learning can be devised to enhance students' interest and learning abilities. • More communication, exchange of views and collaboration can be implemented among teachers of the same KLA.
4. Student Learning and Teaching	• Students demonstrate competency in applying IT skills in their learning. • Students are teachable and attentive in classroom learning. They are able to acquire the knowledge during the lessons. • Teachers are committed, enthusiastic and skilful in conducting lessons. They have sound subject knowledge. • Teachers are flexible in devising teaching strategies and are able to furnish students with a good learning environment. • Teachers are competent in using IT skills in teaching.	• Students should be equipped with attitudes and skills for self-learning. • More cultivation in higher order thinking skills among students is expected. • A variety of teaching strategies should be adopted to address different students' abilities, interests, learning attitudes and special needs. • Assessment should be focused on how to enhance students' learning.

PI Areas	Major Strengths	Areas for Improvement
5. Student Support	• The school emphasizes whole-person development and offers various supporting services and programs to nurture students' growth. • The teacher-student and staff relationships are good, and they help build up a harmonious campus. • Teachers are caring and they are willing to offer personal support to students in different areas.	• The shaping of school culture in accordance with the vision, mission and goals can be deepened. • More resources and collaboration across different disciplines should be offered to address the needs of SEN students. • To develop a more caring and loving attitude among students is necessary. • Students should be helped to have more self-motivation for participating in different activities organized by the school or other organizations.
6. Partnership	• The school has a good relationship with the PTA, which supports the school's development. • The school actively nominates students to take part in programs and activities organized by external bodies. • The PTA members are active in giving advice to school.	• Parental education can be made more focused to improve parenting skills on the one hand; and better address students' development needs on the other. • External expertise can be brought in to enhance teacher professional development. • There can be more parent participation in school development. • The alumni can make more contributions in supporting school development.
7. Attitude and Behaviour	• Students are well-mannered and they show respect for others. • Students in general have good interpersonal relationships and social skills. • Students are positive towards learning and agree to the importance of learning. • Students have an appropriate self-concept towards themselves.	• More training should be provided for junior form students to acquire some self-management skills. • The leadership skills of students should be sharpened to stretch their potentials.
8. Participation and Achievement	• Students are of good physical fitness. • Students show promising progress in both internal and external assessments. • Students are willing to take part in internal and external activities.	• Examination skills can be sharpened. • There should be more encouragements for students to participate in external activities.

SWOT Analysis

Our Strengths
- Teachers are experienced, well qualified teaching professionals.
- Teachers are committed christians and care for the whole person development of students.
- Students are teachable and are willing to follow instructions.
- The school is shaped with Christian belief, which cultivates a high moral standard among students.
- The school management is dynamic in planning and ready to align the school with the recent educational trends.
- The school management is willing to deploy resources to enhance learning and teaching.
- The school is well equipped with information technology facilities to enhance learning and teaching effectiveness.
- Students are offered with a wide choice of NSS subjects in the new curriculum.
- The working relation among teachers is harmonious and supportive.
- The school campus is spacious to provide students with a good learning environment.

Our Weaknesses
- The heavy workload due to the ever-changing educational environment entails exhaustion to some teachers.
- There is room for improvements in students' self-motivation in their studies.
- There should be more support from parents that can meet their children's needs.

Our Opportunities
- More government financial support is provided for school to make suitable adaptation during the transition from the existing curriculum to the New Senior Secondary Curriculum.
- The NSS Curriculum furnishes us with an opportunity to re-visit the whole school curriculum development and resources re-deployment.
- The newly established IMC and appointed principal can bring about more innovative ideas for school development.

Our Threats
- The new MOI policy brings about uncertainties to schools.
- Experienced teachers are shouldered with heavy administrative workload, which limits their space of professional development and lessens their time to mentor new teachers.
- The low birth rate in Hong Kong exerts pressure on schools and affects the intake of students both in quantity and quality.
- Students are of ever-widening learning diversity which increases teachers' workload.
- The over-emphasis of academic performance in Hong Kong makes the mission of whole person development difficult to achieve.

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

1. To strengthen the school's role as a "learning community"

2. To foster students' personal development

3. To enhance the efficiency and effectiveness of school management and organization

School Development Plan (3-school-year period)

Theme: We Learn. We Care and We Serve

Major Concerns	Targets	Time Scale (Please insert ✓)			A General Outline of Strategies
		Year 1	**Year 2**	**Year 3**	
1. To strengthen the school's role as a "learning community"	• Aligning curriculum objectives to recent trends and school characteristics	✓	✓	✓	• Examining and evaluating constantly the school curriculum
	• Enhancing teaching professionalism	✓	✓	✓	• Strengthening teachers' competency in knowledge and skills in implementing NSS curriculum • Organizing internal staff development programs for the enhancement of teaching pedagogy corresponding to teaching and learning foci • Enhancing the interflow and collaboration among teachers of the same subject across one form of studies • Implementing peer observations among staff members of the same subject
	• Enhancing teaching pedagogy	✓	✓	✓	• Devising teaching strategies for consolidating learning in junior form studies and bridging students to NSS learning • Devising teaching strategies to cater for diversified learning needs within one class • Organizing a variety of learning activities outside classroom/after classroom teaching to arouse students' interest, motivation and participation • Implementing systematic lesson planning and smooth delivery in conducting lessons

	• Enhancing learning effectiveness	✓	✓	✓	• Enhancing students language proficiency through implementing reading across the curriculum, school MOI policy across curricular and activities outside the classroom • Implementing goal setting, pre-lesson preparation, reflective learning and revision skills in various subjects to promote self-directed learning among students • Enhancing students' critical thinking skills in junior form humanities subjects (LS, Geog, Hist & CHist) • Strengthening students' confidence and positive attitudes in learning through recognition, encouragement, participation and feedback • Enhancing students' communications skills and creativity through the campus TV • Equipping students well with skills and knowledge in public examinations
	• Implementing assessment for learning	✓	✓	✓	• Adopting more flexible and diversified assessment methods to recognize the different potentials and abilities of students • Promoting the use of appropriate and clear teacher feedback for improvements in learning • Devising the assessment content and expectation for gradual bridging to NSS curriculum • Stipulating in junior form assessments the proportions addressing to the priority generic skills: Communication(C1), Creativity(C2) and Critical thinking(C3)

2. To foster students' personal development	• Shaping a Christian-valued culture in school according to school mission and vision for supporting students' growth	✓	✓	✓	• Encouraging Christian students with good faith to give testimonies • Sharing the stories of a few courageous and self-confident people in the Bible / sharing the stories of brave Christians about facing problems by having faith in God • Promoting hymn sharing / teacher sharing to foster student positive values & attitudes • Preparing morning reading passages, promoting prayer cell groups / bible study cell groups of teachers & students • Strengthening ties with Tai Wai Church to increase student participation in church-organized activities
	• Nurturing students' growth in respecting and caring for others	✓	✓	✓	• Promoting a caring class spirit among students • Enhancing students' self-esteem for strengthening their caring role • Promoting good characters of a person: respecting self, others & environment • Imparting students with knowledge of physical & mental growth, thinking & social skills • Promoting a culture of caring from the senior form students • Supporting students with special educational needs in getting along with others

	• Encouraging students to be an active member at school, in the territory and in the country	✓	✓	✓	• Providing opportunities for students to share their viewpoints on social issues • Developing students' potentials / talents by participating in social service / concerts, art museums, sports or drama appreciation • Organizing inter-house and inter-class competitions and internal services for school • Encouraging students to participate in inter-school competitions • Encouraging students to develop a sense as a responsible national and global citizen • Strengthening the channel of communication between students and school management for better understanding of students' needs • Arranging community service opportunities (e.g. computer lessons for the elderly) for F4 & F6 students • Promoting exchange programs and visits to the mainland China
3. To enhance the efficiency and effectiveness of school management and organization	• Enhancing collaboration across subjects	✓	✓	✓	• Strengthening the role and duties of KLA coordinators in coordinating subjects in different key learning areas
	• Strengthening the communication network among all stakeholders	✓	✓	✓	• Providing staff members with opportunities of in-depth discussion and giving feedback • Providing students with opportunities to express their views and communicate with the school management • Informing well parents of school recent developments and policies
	• Encouraging whole-school participation in policy making	✓	✓	✓	• Planning well the school decision-making procedure and providing stakeholders with opportunities to have a part in the decision-making process