



**Christian Alliance
Cheng Wing Gee College**

**School Development Plan
(18-19,19-20,20-21)**

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 balance 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, 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:

- 2.1 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 man.
- 2.2 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.
- 2.3 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.
- 2.4 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.
- 2.5 Help students 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 will contribute to the society and nation.
- 2.6 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.

Christian Alliance Cheng Wing Gee College
School Development Plan (2018-21)
Major Concern I

Major Concern I: To nurture students with the essence of being self-directed learners

Targets	Time Scale (Please insert ✓)			A General Outline of Strategies
	2018-19	2019-20	2020-21	
1.1 Building up students' intrinsic motivation in learning	✓	✓	✓	1.1.1 To enhance the learning initiative of students having different abilities so as to uplift their willingness to devote time and energy to studies
	✓	✓	✓	1.1.2 To devise and implement strategies related to curriculum content, pedagogy, learning & teaching materials and assessment so as to enhance the mastery of learning for students having different abilities
	✓	✓	✓	1.1.3 To promote thoughts and ideas exchange in the learning process with teachers' guidance and support so as to enhance the collaboration among students

1.2 Expanding students' learning capabilities	✓	✓	✓	1.2.1 To develop a solid knowledge base among students and enhance their interests in science, technology and mathematics so as to appreciate and understand STEM-related applications
	✓	✓	✓	1.2.2 To implement pedagogies in classrooms involving the use of electronic media such as digital resources and communication tools to achieve the learning objectives
	✓	✓	✓	1.2.3 To foster a reading-rich environment for the enhancement of students' reading interest and their knowledge enrichment
	✓	✓	✓	1.2.4 To refine current practice in students' pre-lesson preparation and learning consolidation to achieve the learning objectives
1.3 Enhancing teachers' teaching professionalism	✓	✓	✓	1.3.1 To organize workshops to support teachers' applications in designing lessons for building up students' learning motivation and implementing e-learning pedagogies
	✓	✓	✓	1.3.2 To create time and space to facilitate teachers' interflow and collaboration

Christian Alliance Cheng Wing Gee College
School Development Plan (2018-21)
Major concern II

Major Concern II: To empower students to shoulder responsibilities and explore their potential

Targets	Time Scale (Please insert ✓)			A General Outline of Strategies
	2018-19	2019-20	2020-21	
2.1 Empowering students to demonstrate responsibility and cooperation in class & school activities and services	✓	✓	✓	2.1.1 To reinforce the importance of team work and responsibilities via the Super-Class Scheme, mass events, life education lessons and inter-class competitions
	✓	✓	✓	2.1.2 To conduct constant regular conferencing with target student-leaders to ensure effective planning implementation and evaluation of student-led activities
	✓	✓	✓	2.1.3 To develop students a habit of making self-reflection on their learning experiences both inside and outside classroom so as to nurture students' personal growth and cultivate a self-perfection mindset
2.2 Stretching students' potential for further development as leaders	✓	✓	✓	2.2.1 To develop a school-based talent pool and mapping strategies to help students realize their full potential in the areas of music, arts, STEM, sports and leadership
	✓	✓	✓	2.2.2 To organize systematic leadership training or workshops for student-leaders so as to expand their leadership capacity
	✓	✓	✓	2.2.3 To open up opportunities for student-leaders to shine out their potential and be role-models in school
	✓	✓	✓	2.2.4 To extend students' global horizons with various school parties and external organizations

2.3 Promoting a 'Mentoring Culture' to foster a supporting spirit in school and prepare future leaders	✓	✓	✓	2.3.1 To promote the 'mentoring scheme' in student service groups in which alumni share their expertise and experiences with the student-leaders who in turn support the committee members to take up their duties
	✓	✓	✓	2.3.2 To provide serving and co-working opportunities for S.2 to S.3 students in various ECA clubs/societies; and service groups so as to prepare and stretch their leadership potential
	✓	✓	✓	2.3.3 To celebrate and recognize the many diverse achievements of students and alumni so as to develop a sense of pride in CWGC community

Christian Alliance Cheng Wing Gee College
School Development Plan (2018-21)
Major Concern III

Major Concern III: To empower middle management team for school future sustainable development

Targets	Time Scale (Please insert✓)			A General Outline of Strategies
	(2018-19)	(2019-20)	(2020-21)	
3.1 To empower the middle management team by enhancing their leadership and management skills	✓	✓	✓	<p>3.1.1 To invite educational professionals to share with middle management team (chairperson of subjects and committees) their expertise on leadership in the areas of strategic planning, implementation and evaluation</p> <p>3.1.2 Chairperson of subjects and committees (hereafter called ‘chairpersons’) are empowered to make good use of the PIE model for the development of their subjects or committees.</p> <p style="padding-left: 20px;">3.1.2.1 Chairpersons are empowered to lead their respective units with direction and effectiveness in the areas like arrangement of meetings, writing-up of development plans and follow-up of tasks as stipulated.</p> <p style="padding-left: 20px;">3.1.2.2 Chairpersons are empowered to make use of performance indicators and data</p>

				<p>from stakeholders' survey as the ground for evaluation and enhancement.</p> <p>3.1.2.3 Chairpersons are empowered to be able to effectively assess colleagues' performance in their respective units for professional growth and development.</p>
	✓	✓	✓	<p>3.1.2.4 To empower chairpersons in the areas of sustainable development; administration in general;resources management; as well as inter-personal relationship and stress management by having formal or informal meetings among themselves</p>
	✓	✓	✓	<p>3.1.3 To empower chairpersons by paying school visits for having first exposure and implementation in school later</p>
	✓	✓	✓	<p>3.1.4 To arrange chairpersons' taking professional development courses/ workshops by stages and make evaluation of the arrangements regularly</p>
	✓	✓	✓	<p>3.1.5 To arrange meetings by chairpersons with colleagues in respective subjects and committees for sharing of implementation and reflection for future working focus</p>
	✓	✓	✓	<p>3.1.6 To compile and furnish what has been learned and experienced by writing a booklet for middle</p>

				management team
3.2 To support professional development of teachers who can take over the work of middle management team in future for school sustainable development	✓			3.2.1 To review and formulate succession plans
		✓	✓	3.2.2 To provide opportunities for potential teachers to take up some leadership roles or administration work
		✓	✓	3.2.3 To assign some middle management staff members to serve as mentors to support those potential teachers
3.3 To foster the bridging function of the middle management team by increasing communication with the school administrators and teachers	✓	✓	✓	3.3.1 To offer more chances for middle management team to participate in the discussion of school development direction and formulation of school policies
	✓	✓	✓	3.3.2 To arrange regular meetings (group/individual) among school administrators and middle management team for better communication