



ST. PAUL'S COLLEGE

SCHOOL DEVELOPMENT PLAN

2015-2016

2016-2017

2017-2018

(Revised July 2016)



OUR SCHOOL MISSION STATEMENT AND SCHOOL MOTTO

The offering to Chinese youths of a modern, liberal education in the English language (but including the subject of Chinese language in the curriculum) upon Christian principles, Protestant and Evangelical, as professed by the Sheng Kung Hui. Our school motto is **The Fear of the Lord is the Beginning of Wisdom** 寅畏上主是為智之本 (Proverbs 9:10)

OUR GOALS

The educational goals of the College, in accordance with its mission, may be described as:

- To cultivate a healthy attitude to life and the world and to expose boys to the Christian message.
- To inculcate civic awareness in boys and to develop them into responsible and useful citizens of community with respect for intellectual property, human rights, freedom and justice.
- To enable boys to develop their intellectual potential fully, to think logically and creatively, to study and solve problems independently, and to communicate effectively in English and Chinese.
- To develop boys' skills and abilities in Information Technology and to arouse interest in life-long learning.
- To develop boys' physical and musical skills and abilities and to encourage enjoyment in sports and music.
- To encourage the appreciation of the arts and development of artistic talents and skills.
- To promote respect for the views and opinions of others, harmonious relationships in school, the family and the community, and participation in community affairs.
- To develop in boys the ability to cope with adverse situations and to overcome emotional problems.

OUR ETHOS

Our ethos is summed up in the College song: “Brothers here we stand together, all for each and each for all”. The College strives to provide an active, caring, happy and healthy environment for boys’ learning based on mutual respect and trust.

OUR ENVISIONED FUTURE

For the College to be recognised locally and internationally as one of the best schools for the education of boys.

OUR STRENGTHS

- We have a long tradition of educating boys and many of our alumni take up leading roles in society serving Hong Kong in such diverse areas as politics, government, religion, education, medicine, law and social welfare.
- As a member of the International Boys' Schools Coalition, we are now part of the wider international network of schools that are dedicated to the education and development of boys.
- We are a Christian school and students are taught to use Christian values as their guiding principles in life.
- The College Council is very dedicated and supportive of the programmes initiated by the College.
- We are blessed with many experienced staff members who are committed to their work and also younger members of staff who have added much of their enthusiasm and vitality to College life.
- The College has a strong link with the alumni and many of them are not only supportive but also directly involved in various school programmes such as the careers awareness talks and the alumni mentorship programme.
- Our boys are talented in many areas, as evidenced by the awards and prizes that they have won in local and international competitions.
- Our boys enjoy plentiful opportunities for international exposure through programmes such as student exchange, our Global Classroom Programme and the Community Service Project.
- The College places significant emphasis on character formation of boys through the annual Form One Growth Camp and the Form Four Outward Bound training programme.
- The College enjoys close ties with the Parent-Teacher Association and works in partnership with parents for the development of our boys.

OUR CHALLENGES AND OPPORTUNITIES

- With many DSS schools and international schools offering diverse programmes and quality education to service the Hong Kong community, there is a need for the College to differentiate and determine its positioning.
- All the ongoing curriculum reforms and initiatives from the EDB require teachers to be highly adaptive and flexible but they also necessitate greater curriculum integration and staff collaboration.

OUR PRIORITIES

For the past three years (2012-2015), the energy of the College was on taking stock of what we had done, and identifying areas of success as well as areas for improvement. Despite the change of events that distracted some of our attention, “Reflect, Review and Refine” remained our focus in the 2012-2015 school development cycle. To know where we stand is an essential step in forward planning.

“Metamorphosis” has been chosen to be the theme of the 2015-2018 school development cycle because it represents the collective desire for progress and renewal. With “academic excellence” being made the top priority in the 2015-2018 school development cycle, we hope to foster a culture of excellence among both teachers and students. In our pursuit of academic excellence, there will be different emphasis in each year.

2015-2016 is the year for balance and coordination which will be achieved through the reorganization of programmes and administrative structure. It is also the year for strengthening discipline because learning and discipline go hand in hand together.

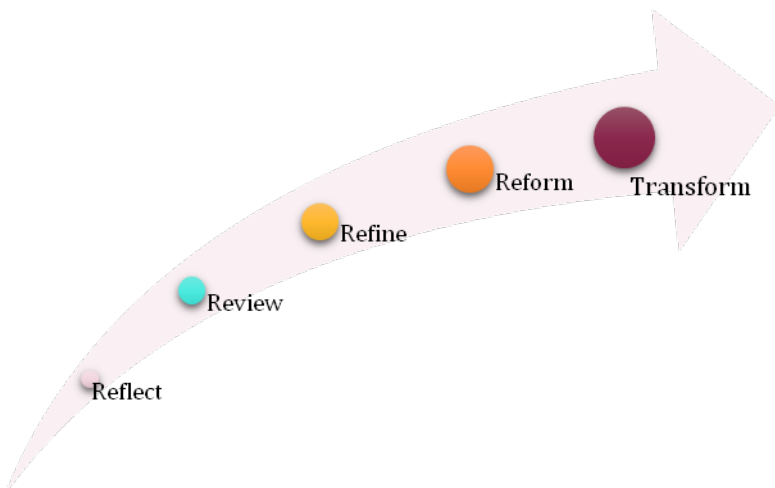
2016-2017 is the year of celebration as we celebrate the 165th anniversary of the founding of the College. E-learning, which enables students to access knowledge outside the traditional classroom through electronic means, is also consistent with the theme of our anniversary celebration which is green living.


2017-2018 is the year for consolidation and further evaluation in preparation for the next development cycle.

2015-2016	2016-2017	2017-2018
A cademic excellence	A cademic excellence	A cademic excellence
B alance	C elebration	C onsolidation
C oordination	E -learning	E valuation
D iscipline		


MAJOR CONCERNS

1. Raise Teaching and Learning efficiency by enhancing the teaching environment
2. Raise Teaching and Learning efficiency by enhancing the learning environment
3. Raise administrative efficiency to enhance teaching and learning
4. Foster core values among students



Major Concerns	Intended Outcome / Target	Strategies	Timeline		
			15-16	16-17	17-18
1. Raise teaching and learning efficiency by enhancing the teaching environment 	1.1 Improve the Information Technology (IT) infrastructure of the school	1.1.1 convert the existing Language Laboratory into an e-Learning Centre to be equipped with iPad Pro and MacBook Pro, and movable furniture to allow different configurations of classroom settings	✓	✓	
		1.1.2 upgrade IT facilities of the classrooms		✓	✓
		1.1.3 equip the MMLC with MacBook Pro for teachers to use in VA lessons, and video-making workshops	✓	✓	✓
	1.2 Greater use of IT in teaching	1.2.1 continue to promote the use of mobile devices and online Apps to facilitate more interactive and collaborative learning	✓	✓	✓
		1.2.2 continue to promote the use of Google Apps for Education to increase collaboration among teachers	✓	✓	✓
	1.3 Maximize teaching time	1.3.1 review the existing timetabling arrangements to minimize disruption to teaching due to change of lessons	✓	✓	
		1.3.2 work towards a more coordinated and balanced calendar for talks, excursions, uniform tests, practices, competitions and other co-curricular activities	✓	✓	✓

Major Concerns	Intended Outcome / Target	Strategies	Timeline		
			15-16	16-17	17-18
1. Raise teaching and learning efficiency by enhancing the teaching environment	1.4 Maintain a well-disciplined learning environment in the classroom	1.4.1 cultivate good learning habits by targeting zero lateness to school, punctuality to class during change of lessons, on-time submission of homework and classroom tidiness	✓	✓	✓
		1.4.2 provide workshops for junior form students to improve their study skills	✓	✓	✓
		1.4.3 teachers adjust their teaching strategies to help junior form students develop habits of note-taking class		✓	
		1.4.4 teachers help students to make better use of the organizer to help cultivate good learning habits in students		✓	
		1.4.5 revise the reporting of conduct grades on report cards		✓	✓
	1.5 Continue to foster a supportive and collaborative environment for teachers	1.5.1 promote sharing of good practices among Heads of Department and among teachers within a department	✓	✓	✓
		1.5.2 continue to promote the use of peer observation to improve teaching	✓	✓	✓
		1.5.3 continue the mentorship programme for new teachers	✓	✓	✓
	1.6 Raise teachers' awareness of different teaching strategies	1.6.1 arrange visits to educational conferences to learn best practices	✓	✓	✓
		1.6.2 arrange in-house training on different teaching strategies		✓	✓

Major Concerns	Intended Outcome / Target	Strategies	Timeline		
			15-16	16-17	17-18
<p>2. Raise teaching and learning efficiency by enhancing the learning environment</p> 	2.1 Create space and time to optimize learning	2.1.1 conduct an audit of the use of space and classrooms in the campus	✓	✓	
		2.1.2 improve the quality and quantity of existing student amenities and school facilities		✓	✓
		2.1.3 create space for students to do self-study or small group discussion	✓	✓	✓
	2.2 Greater use of IT in learning	2.2.1 continue to promote the use of interactive online applications such as Google Docs to facilitate more collaboration among students	✓	✓	✓
		2.2.2 promote the use of mobile devices for learning	✓	✓	✓
	2.3 Enhance learning support	2.3.1 expand the current student information management system to include records of homework submission and information about students' ECA activities	✓	✓	✓
		2.3.2 enhance internal communication especially between Form Teachers and Class Teachers to provide timely guidance and support for students	✓	✓	✓
		2.3.3 work towards a more comprehensive remedial, enrichment and gifted programme to cater for the different learning needs of students	✓	✓	✓

Major Concerns	Intended Outcome / Target	Strategies	Timeline		
			15-16	16-17	17-18
2. Raise teaching and learning efficiency by enhancing the learning environment	2.4 Cater for learner diversity	2.4.1 continue to implement measures to cater for learner diversity	✓	✓	✓
		2.4.2 provide more learning opportunities for able students	✓	✓	✓
		2.4.3 Greater use of statistical analysis of students' academic performance to provide feedback on teaching strategies	✓	✓	
		2.4.4 More structured use of the CCPS to focus on the use of different teaching strategies to cater for learner diversity		✓	
	2.5 Continue to foster a vibrant reading culture at school	2.5.1 more opportunities for English and Chinese teachers to recommend books for students to read	✓	✓	✓
		2.5.2 display of students' reading in the form of book reports, illustrations or book marks in the classrooms		✓	
		2.5.3 formation of book clubs to promote reading		✓	
	2.6 Offer GCE as an alternative programme for senior studies	2.6.1 finalise the programme content, timetabling and staff arrangements for the programme		✓	
		2.6.2 gauge the response of parents about the programme by holding briefing sessions		✓	
		2.6.3 conduct training workshops for teachers assigned to teach the course		✓	
		2.6.4 work with HKEAA for examination arrangements		✓	

Major Concerns	Intended Outcome / Target	Strategies	Timeline		
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2. Raise teaching and learning efficiency by enhancing the learning environment	2.7 Start planning for STEM education	2.7.1 raise teachers' awareness of STEM education		✓	✓
3. Raise administrative efficiency to enhance teaching and learning	3.1 Streamline the operation of the school	3.1.1 review the organization structure to increase staff involvement in school operations and participation in decision making		✓	
		3.1.2 towards a more comprehensive staff appraisal for staff development and staff motivation		✓	
		3.1.3 review the staff appraisal system			✓
	3.2 Facilitate daily class operation	3.2.1 implement an electronic system for processing students' attendance records to facilitate the timely provision of attendance records for teachers and administrative staff		✓	
		3.2.2 install infra-red thermal detectors at the school entrances to replace the daily temperature record forms		✓	
	3.3 Strengthen the administration management procedure / mechanism	3.3.1 continue to promote the use of Google Calendar in enhancing co-ordination, Google Forms in collecting views and suggestions, and Google Docs in sharing information among staff		✓	✓

Major Concerns	Intended Outcome / Target	Strategies	Timeline		
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3. Raise administrative efficiency to enhance teaching and learning	3.3 Strengthen the administration management procedure / mechanism	3.3.2 procure an electronic document management system (DMS) to digitalise students' profile records and store them on the server systematically for proper retention and easy retrieval of students' records		✓	
4. Foster core values among students	4.1 Promote green living among students and teachers	4.1.1 formulate and implement a green policy for the College	✓	✓	✓
		4.1.2 promote recycling and waste reduction	✓	✓	✓
		4.1.3 incorporate the importance of environmental stewardship in the junior form curriculum	✓	✓	✓
		4.1.4 assess and monitor the use of school resources such as water, energy, paper, materials and products	✓	✓	✓
		4.1.5 formulate and implement action plans to reduce waste in the use of school resources		✓	✓
	4.2 Promote positive values	4.2.1 work towards a coordinated student support programme to inculcate specific desired values in each form	✓	✓	✓
		4.2.2 identify the desirable values and attitudes based on student needs and school concerns	✓	✓	