

St. Paul's Secondary School



Annual School Plan
2011 - 2012

Annual School Plan 2011-2012

Content	Page
School Vision, Mission and Theme	2
Major Concerns 2011 - 2012	2
Major Concern 1 – To maximize the effectiveness of the implementation of NSS through consolidation and evaluation	
1. Consolidating the refined NSS plan by monitoring new initiatives to enhance learning and teaching effectiveness	3
2. Enhancing administrative effectiveness and deploying resources strategically	4
3. Conducting a holistic evaluation of NSS progress to sustain future development	5
Major Concern 2 – To further foster students' self-concept through stretching their learning capacity	
1. Stretching the full potential of students and improving learning efficiency	6
2. Enhancing students' whole-person development by means of maximizing the effective implementation of Other Learning Experiences (OLE)	7
3. Further fostering a healthy school environment to address the developmental needs and promote the physical and psychological well-being of students	8

Our Vision

That with a dynamic thinking culture, SPSS will become an excellent learning and caring community.

Our Mission

We are committed to providing

- ❖ an all-round education based on Christian values that enhance the quality of life both spiritually and materially for our Paulinians so that they can contribute positively to their home, profession and society with "7Cs" – *charity, conscience, courage, creativity, confidence, competence and commitment*; and
- ❖ a **positive learning environment** that enhances **each student's** opportunity to develop through a balanced educational programme which recognizes the needs for growth in 7 areas of knowledge, skills and attitudes, namely the *moral, intellectual, physical, social, aesthetic, emotional and spiritual* — known as the "*Paulinian Spectrum*".

School Theme

Maximize Potential Empower to Excel

Major Concerns

1. To maximize the effectiveness of the implementation of NSS through consolidation and evaluation.
2. To further foster students' self-concept through stretching their learning capacity.

Annual School Plan 2011-2012

School Theme: Maximize Potential Empower to Excel

1. Major Concern: To maximize the effectiveness of the implementation of NSS through consolidation and evaluation

Targets	Strategies	Success Criteria	Methods of Evaluation	Time Scale	People in Charge	Resources Required
1. Consolidating the refined NSS plan by monitoring new initiatives to enhance learning and teaching effectiveness	-Further encourage and empower teachers to develop pedagogies through various staff development programmes	- Sharing of pedagogies is consolidated among teachers of the same subjects or same KLAs - Over 80% of teachers agree that the staff development programmes enhance teaching effectiveness	- Report form Staff Development Team - School survey	- Sep. 11 to May 12	-Staff Development Team -Head of Subject Departments	- Teaching assistants - *CEG
	-Integrate the implementation of assessment of learning and school-based assessment to inform teaching and review pedagogies	- SBA is conducted efficiently without overburdening teachers - Teachers are confident in using assessment results to inform teaching - Performance of students in SBA shows improvement	- Teachers' observation	- Whole year	-NSS Unit - Head of Subject Departments	
	- Use updated resources from HKEAA and EDB to equip students with the capabilities	- Over 75% of teachers and NSS students agree that they understand the level	- School survey - Examination results	-Whole year	-Head of Subject Departments	

Targets	Strategies	Success Criteria	Methods of Evaluation	Time Scale	People in Charge	Resources Required
	to meet the requirements of HKDSE and tertiary institutes	descriptors and university admission requirements - Students' performance and results in public examination are satisfactory			-Careers Guidance Team	
2. Enhancing administrative effectiveness and deploying resources strategically	-Use CEG and SSCSG to employ additional teachers and teaching assistants	- Over 80% of the teachers agree that their workload has been lessened	- School survey - Feedbacks from teachers	-Whole year	- The Principal	- *CEG, *SSCSG
	-Continue to procure resources, additional manpower, conduct split class and iLearning for Liberal Studies	-Teachers agree that resources are deployed to facilitate the development and make smooth the implementation of the subject teaching -Over 80% of students get satisfactory results in Liberal Studies	-Scrutiny of minutes and annual report of Liberal Studies Department -Examination results	-Whole year	- Liberal Studies Department	- *LSCSG
	-Streamline administration e.g. staff appraisal system, SSE mechanism, NSS arrangement, etc. to enable teachers to channel their energy towards the successful implementation of the NSS	- Over 80% of teachers agree that the refined measures are more efficient and the NSS implementation can be refined and consolidated as a result of the lessened workload	-School survey -Academic meetings	-Whole year	- SDET - Academic Committee - NSS Unit	

Targets	Strategies	Success Criteria	Methods of Evaluation	Time Scale	People in Charge	Resources Required
	-Extended lesson time is provided to ensure the full implementation of NSS curriculum	- Over 85% of teachers and students involved agree that the arrangements and strategies help them to have a good grasp of the curriculum	- Teachers' observation	- Whole year and Aug. 12	- Timetabling Team - Academic Committee	
3. Conducting a holistic evaluation of NSS progress to sustain future development	-Review the implementation of NSS curriculum and evaluate new NSS initiatives during academic and NSS meetings	- Over 80% of teachers agree that NSS initiatives are effective - A rating of either good or excellent is achieved in the annual reports of subject departments and Curriculum Development Team	- Academic meetings - Subject Departments meeting - Scrutiny of annual reports	-Feb. 12 and Jul. 12 -Jul. to Aug. 12	- Academic Committee - NSS Unit - Head of Subject Departments	-Teaching assistants
	- Evaluate teaching effectiveness through making reference to students' performance in both the internal and public examinations	- Students' performance in internal examination and HKDSE is in line with the public examination results of recent years - Teachers refine their breadth and depth of teaching according to students' performance	- Internal and public examination results - Scrutiny of minutes of Subject Department meeting	-Jan. to Feb. 12 and Jul. 12		
	-Sustain curriculum development by proposing holistic NSS plan for the future	- Teachers agree that the new NSS plan can achieve the educational goals	- Scrutiny of minutes of academic meeting - Scrutiny of NSS plan	-Jul. 12		

2. Major Concern: To further foster students' self-concept through stretching their learning capacity

Targets	Strategies	Success Criteria	Methods of Evaluation	Time Scale	People in Charge	Resources Required
1. Stretching the full potential of students and improving learning efficiency	- Provide multifarious programmes to stretch the potential of the gifted students and to cater for the less able students	- Teachers agree that the learner diversity is being catered for by these programmes - Non-Chinese speaking students attain basic Chinese competency	- Teachers' observation - Performance of students - Survey	- Whole year	- Head of Subject Departments - Gifted and Remedial Unit	- Teaching assistants - *DLG
	- Strengthen students' learning capacity by enhancing English standard through provision of Academic Writing Skills Programme	- Skills acquired can be applied and sustained in subjects across the curriculum - Teachers are confident in conducting similar programmes in the future	- Teachers' observation - Survey	- Oct. 11 to May 12	- Head of English, Science and Humanities Departments	- *REES - Language coordinator
	- Reinforce self-directed learning through the upgraded e-learning platform and the refined Reading to Learn scheme	- Over 75% of teachers and students agree that the upgraded e-learning platform motivates students to learn beyond the classroom - Over 80% of students agree that reading is interesting and can broaden their horizons in learning	- Teachers' observation - School survey	- Whole year	- IT Team - Reading to Learn Team - Head of Subject Departments	- *CITG - Grant for Procurement of e-Learning Resources - IT technician

Targets	Strategies	Success Criteria	Methods of Evaluation	Time Scale	People in Charge	Resources Required
	- Promote autonomy in learning by encouraging students to seek advice from teachers	- Over 80% of teachers agree that they have worked out strategies to encourage students to seek advice - Over 70% of students agree that they are more active in seeking advice from teachers and peers	- Teachers' observation - School survey	- Whole year	- Head of Subject Departments - Academic meetings	
2. Enhancing students' whole-person development by means of maximizing the effective implementation of Other Learning Experiences (OLE)	- Boost the self-confidence and leadership of students by strengthening the student-led OLE activities	- Over 80% of students and teachers agree that students develop their potential through student-led OLE activities	- OLE Team Evaluation Reports - School Survey	- Whole year	- OLE Coordination Team - Careers Guidance Team	- Teaching assistants - *CEG - *HKJCLLF
	- Arrange effective, interactive and well-coordinated OLE activities to link up classroom teaching and real-life experience	- Both teachers and students agree that OLE activities provide students with experience to maximize classroom learning	- Evaluation from OLE Student Assistants	- Whole year	- Head of Subject Departments - Club Advisors	
	- Reinforce students' self-concept through the introspective use of SLP and JUPAS	- Over 75% of students have a balanced development in OLE activities as reflected in the SLP	- Scrutiny of SLP report - JUPAS results - School survey	- Whole year		

Targets	Strategies	Success Criteria	Methods of Evaluation	Time Scale	People in Charge	Resources Required
3. Further fostering a healthy school environment to address the developmental needs and promote the physical and psychological well-being of students	- Continue to organize Stress Management Programmes for students	- 80% of the student participants agree that they are able to maintain a healthy life style and their self-concept is enhanced	- Students' feedback	- Sep. 11 to May 12	- Discipline Team - Counselling Team	- *CEG - Teaching assistants
	- Arrange interactive workshops and preventive programmes for students, parents and teachers to enhance students' personal growth	- Over 80% of the stakeholders agree that the workshops and programmes are effective	- Stakeholders' feedback - Survey	- Whole year	- Staff Development Team - Counselling Team	- Teaching assistants - Service providers
	- Refine school-based curriculum in FLE to reinforce students' self-concept	- Teachers agree that self-concept of students is strengthened	- Teachers' and students' feedback	- Whole year	- FLE Department	- School social worker
	- Enhance students' well-being through conducting activities in environmental conservation on the school campus	- Both teachers and students agree that the activities enhance students' well-being	- Teachers' observation - Students' feedback	- Whole year	- Green Team	

*CEG: Capacity Enhancement Grant

*SSCSG: Senior Secondary Curriculum Support Grant

*LSCSG: Liberal Studies Curriculum Support Grant

*DLG: Diversity Learning Grant

*REES: Refined English Enhancement Scheme

*CITG: Composite Information Technology Grant

*HKJCLLF: The Hong Kong Jockey Club Life-wide Learning Fund