

# **Tsuen Wan Government Secondary School**

## **School Development Plan**

**2018/19 - 2020/21**

# **Tsuen Wan Government Secondary School**

## **1. School Vision**

Our students will be balanced and capable individuals, equipped to complement ongoing self-fulfillment with a keen sense of social responsibility.

## **2. School Mission**

We are committed to fulfilling the precepts of our school motto 'Integritas'. We will work closely with parents to foster a stimulating and supportive environment which ensures optimal development of our students' moral, intellectual, physical, social and aesthetic potential.

## **3. School Motto**

Integritas

## **4. Core Values of Education**

- (1) Student-oriented – We strive to provide quality education to meet the needs of students who have diverse abilities, interests, learning styles and aspirations.
- (2) Strive for excellence – We believe that every student is unique and able to shine. We encourage and support every student to excel in their endeavors.
- (3) Passion for learning – We cultivate in students a zeal for life-long learning through experiences of success and the challenges and joy associated with learning.
- (4) Character building – We value integrity, fairness, justice, responsibility, perseverance, gratitude, caring and respect for others.
- (5) Communication and collaboration – We collaborate with other stakeholders in mutual trust, respect and collegiality through open, rational and sincere communication.

## 5. Holistic Review

### Effectiveness of the previous School Development Plan (2015-2018)

Major Concerns	Extent of targets achieved	Follow-up action	Remarks
<p>1. To enable students to become self-regulated learners who strive for academic excellence</p> <p>1.1 Students' self-regulated learning habit will be developed.</p> <p>1.2 Students will become active learners</p>	<p>Partly achieved</p> <p>Partly achieved</p>	<p>Continue to be a major concern in the next School Development Plan</p> <p>Continue to be a major concern in the next School Development Plan</p>	
<p>2. To continue promoting a caring culture and further develop positive attitudes of students (including concern for others, gratitude to others and sense of responsibility)</p> <p>2.1 Positive and supportive teacher-student and student-student relationships will be strengthened so that both teachers and students will care for each other and show mutual respect</p> <p>2.2 More opportunities will be created for students to further enhance their self-confidence and develop positive attitudes (including concern for others, gratitude to others and sense of responsibility)</p>	<p>Mostly achieved</p> <p>Partly achieved</p>	<p>Incorporated as routine work</p> <p>Continue to be a major concern in the next School Development Plan</p>	

<p>3. To enhance students' capacity for career and life planning</p> <p>3.1 Students will be able to set learning and career goals.</p>	<p>Mostly achieved</p>	<p>Incorporated as routine work, reinforce goal-setting in the major concerns in the next School Development Plan</p>	
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## 6. Evaluation of the School's Overall Performance

PI Areas	Major Strengths	Areas for Improvement
1. School Management	<ul style="list-style-type: none"> <li>• The SMC is supportive, with extensive membership to take care of the interests of all stakeholders.</li> <li>• The school suitably identifies major concerns that address students' development needs, tapping into both qualitative data such as observation from teachers and parents as well as quantitative data such as SHS, APASO, surveys and internal and external assessment data, etc.</li> <li>• Open and transparent communication with stakeholders allows a clear and shared sense of its purpose in helping students to flourish in a scholarly and caring environment.</li> </ul>	<ul style="list-style-type: none"> <li>• Continuous encouragement for teachers to actively participate in decision making and policy formulation could be made.</li> </ul>
2. Professional Leadership	<ul style="list-style-type: none"> <li>• The SMC provides guidance on school development but at the same time grants the school leading panel a high degree of trust and professional autonomy.</li> <li>• Committed school leaders and capable middle managers work closely together for continuous school development.</li> <li>• Department and Committee Heads generally exhibit a high level of professionalism that demonstrates competence and commitment in achieving the school's vision and goals.</li> <li>• Staff development is conducted on the school, department and individual levels. Staff development programmes are relevant to the major concerns and professional development needs in school.</li> <li>• There is a well-established staff appraisal system to facilitate continuous development of teachers.</li> </ul>	<ul style="list-style-type: none"> <li>• Professional sharing and collaboration could be further strengthened.</li> <li>• Teachers could be encouraged to map out their short-term and long-term personalized professional development goals.</li> </ul>

PI Areas	Major Strengths	Areas for Improvement
3. Curriculum and Assessment	<ul style="list-style-type: none"> <li>• The school curriculum is broad and well-balanced, aligned with students' needs and education development.</li> <li>• Implementation of school-based curriculum is closely monitored by panel heads.</li> <li>• The senior curriculum is tailored to incorporate OLE lessons which enhance students' physical and aesthetics development.</li> <li>• Different assessment modes are employed to measures students' learning performance and formative feedback is provided.</li> <li>• Assessment data is used to evaluate the effectiveness of student learning.</li> </ul>	<ul style="list-style-type: none"> <li>• Cross-subject / KLA collaboration in curriculum planning and implementation could be further enhanced.</li> <li>• Self and peer assessment could be further promoted to reinforce self-directed learning.</li> </ul>
4. Student Learning and Teaching	<ul style="list-style-type: none"> <li>• Students are generally motivated and capable in learning. They adopt a serious attitude to learning and are attentive in lessons.</li> <li>• Teachers are able to master a rich repertoire of strategies to meet specific learning goals and various needs and abilities of students.</li> <li>• Teachers are devoted and willing to put in extra time and effort to help students achieve in learning activities.</li> <li>• There are many opportunities, such as inter-school competitions and exchange tours, for students to extend their learning outside classroom or the school campus.</li> </ul>	<ul style="list-style-type: none"> <li>• Due care and attention should be paid to the diverse learning needs and abilities of students.</li> <li>• Students' abilities in self-reflection and setting proper learning goals should be strengthened.</li> <li>• Reading culture is to be cultivated to facilitate life-long learning.</li> </ul>
5. Student Support	<ul style="list-style-type: none"> <li>• The school cultivates a positive environment and provides rich learning experiences for students' whole-person development.</li> <li>• The school's ECA and OLE serve well to broaden students' learning horizons.</li> <li>• Comprehensive guidance and support is provided to students by various functional teams under the Student Whole-person Development Committee.</li> <li>• There is good teacher-student relationship.</li> </ul>	<ul style="list-style-type: none"> <li>• Class Teachers could play a more active role in the personal development of students.</li> <li>• More effort in enhancing students' resiliency and emotional and mental well-being is required.</li> </ul>

PI Areas	Major Strengths	Areas for Improvement
6. Partnership	<ul style="list-style-type: none"> <li>• The school cultivates a welcoming atmosphere for parents and alumni.</li> <li>• Parents are well informed of school affairs and its development. Adequate channels for parents to express their views to the school are provided.</li> <li>• The PTA trusts the school and supports its activities and policies.</li> <li>• Alumni provide strong support for the school through sponsorship, scholarships, sharing of their experiences and professional knowledge as well as participation in mentorship schemes.</li> <li>• The school establishes linkages with some external organizations to further its cause of nurturing academic excellence, cultivating exemplary character and developing students' potentials.</li> </ul>	<ul style="list-style-type: none"> <li>• The school could further explore other professional support from both academic and non-academic external bodies.</li> </ul>
7. Attitude and Behaviour	<ul style="list-style-type: none"> <li>• Students are disciplined and well-mannered in general.</li> <li>• Students are motivated and competent in learning.</li> <li>• Peer relationships are harmonious.</li> <li>• Students have a strong sense of belonging to the school and enjoy school life.</li> </ul>	<ul style="list-style-type: none"> <li>• Self-management skills and information literacy of students should be enhanced.</li> <li>• Students should learn to balance between school work and ECA.</li> <li>• Positive thinking should be further promoted.</li> </ul>
8. Participation and Achievement	<ul style="list-style-type: none"> <li>• Students attained good performance in HKDSE.</li> <li>• Students participate and perform well in ECA/OLE and external competitions of various nature – academic, aesthetics and sports.</li> </ul>	<ul style="list-style-type: none"> <li>• Students' performance in HKDSE can be further improved.</li> <li>• Students' initiatives in participation of community services is to be strengthened.</li> </ul>

## 7.SWOT Analysis

### **Our Strengths**

- The school is blessed with highly motivated students with capabilities to soar in both academic and non-academic aspects.
- Experienced and dedicated teachers closely cooperated with the school management in creating an inviting and caring environment for the learning and growth of students.
- A broad and balanced curriculum is provided to cater for the diverse needs and interests of students.
- The close ties with our Alumni and PTA is evident in their enthusiasm and generous support in many aspects of the school's development.
- IT infrastructure of the school is well-built and rich IT resources are procured to facilitate effective learning and teaching.
- Our school enjoy recognition from the local community.

### **Our Weaknesses**

- Students' self-learning capacity and reading habits are to be further developed.
- Students lack self-management and time-management skills as well as the ability and drive to cope with adversity.
- Students are showing inadequate respect to and concern for others and being passive in reaching out to learn or to serve.
- Old school building and limited space hinder school development.

### **Our Opportunities**

- Teachers are willing to adopt new learning and teaching strategies and are getting more adapted to professional sharing culture.
- Professional support to school such as School-based Support Services and QSIP Projects are available.
- There are increasing learning opportunities outside classroom for students.

### **Our Threats**

- Learning diversity among students is getting wider.
- Emotional and stress problems of students hinder their health and development.
- Teachers are overloaded with increasing administrative and counselling duties.
- The pursuit of material comfort that prevails in society and distorted values on the internet confuse students' life and moral values.



## **8. Major Concerns for 2018 – 2021**

1. To enhance students' motivation and capacity for life-long learning
2. To nurture students' positive values and attitudes and to help them develop healthy lifestyles

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Major Concerns	Targets	Outline of Strategies	Time Scale (Please Insert ✓)			
			18/19	19/20	20/21	
1. To enhance students' motivation and capacity for life-long learning	1.1 Learner diversity will be catered to enhance students' motivation and capacity for learning	1.11 To reinforce self-regulated learning habit of students (a) developing students' note-making skills (b) promotion of self and peer assessment (c) equipping students with goal-setting and reflection skills	✓	✓	✓	
		1.12 To cater for learner diversity in curriculum tailoring, teaching and assessment strategies (a) strengthening Gifted Education (b) enhancing basic competence of low achievers in junior levels in the 3 core subjects	✓	✓	✓	
			✓	✓	✓	
		1.13 To foster on-going professional development and sharing culture of teachers	✓	✓	✓	
		1.2 Reading culture will be cultivated among students	1.21 To promote reading across the curriculum with collaboration of the school library and different KLAs	✓	✓	✓
			1.22 To enhance the effectiveness of reading period	✓	✓	
	1.23 To establish the school library as a learning common with enriched resources		✓	✓		
	1.24 To organize various reading activities to cater for the interest and needs of students		✓	✓	✓	
	1.3 The spirit of enquiry and exploration among students will be fostered by promotion of STEM education	1.31 To embed STEM education in the curriculum	✓	✓	✓	
		1.32 To organize internal STEM activities	✓	✓	✓	
		1.33 To support students in external STEM programs and competitions	✓	✓	✓	

Major Concerns	Targets	Outline of Strategies	Time Scale (Please Insert ✓)		
			18/19	19/20	20/21
2. To nurture students' positive values and attitudes and to help them develop healthy lifestyles	2.1 Students will be responsible, caring and respectful persons	2.11 To develop students time management skills so that they will be able to fulfill their commitments and lead a balance life between academic pursuit and co-curricular activities	✓	✓	✓
		2.12 To inculcate in students the virtues of respecting and caring for others through moral and value education	✓	✓	✓
		2.13 To enhance students' information literacy	✓	✓	
	2.2 Physical and mental well-being of students will be elevated	2.21 To develop students' abilities in goal-setting, self-reflection and life-planning	✓	✓	✓
		2.22 To cultivate positive ethos in the school with merit system	✓	✓	
		2.23 To enhance students' resilience with problem solving and emotion management skills	✓	✓	✓
		2.24 To organize sports programs for students for promotion of physical health and cultivation of sportsmanship, perseverance and team work	✓	✓	✓
		2.25 To provide diversifying life-wide learning experiences for students to broaden their horizon and enrich their life	✓	✓	✓

**Appendix to SDP (2018-2021)**

		<b>2018-2019</b>	<b>2019-2020</b>	<b>2020-2021</b>	<b>Remarks</b>
Major Concern 1	Note-making	S1 Chin Geo S2 Eng CHist S3 LS Hist	S1 Chin CL S2 Eng IS S3 LS Phy	S1 Chin CL S2 Eng IS S3 LS Bio Chem	<ul style="list-style-type: none"> <li>• QSIP workshop for staff (TBC)</li> </ul>
	Self-assessment & Peer-assessment (At least 1 for junior and 1 for senior/year for both assessment modes)	All subjects	All subjects	All subjects	<ul style="list-style-type: none"> <li>• Need to complete record form (to be designed by L &amp; T Com) with the following information:                             <ul style="list-style-type: none"> <li>✓ Levels</li> <li>✓ Mode of assessment</li> <li>✓ Term of the year</li> </ul> </li> </ul>
	Assessment Literacy	Econ Eng	BAFS Phy CHist	Bio Chem Geog	<ul style="list-style-type: none"> <li>• QSIP supported subjects (TBC)</li> </ul>
	Including Challenging Bonus Questions in Assignments (At least 2/term)	S1	S1 – S2	S1 – S3	<ul style="list-style-type: none"> <li>• All subjects counted in the calculation of Overall Mark on Report Card.</li> <li>• At most 5 students selected by each subject teacher will be awarded a prize at the end of the school year.</li> </ul>
	Differentiated Lesson Materials	S1	S1 – S2	S1 – S3	<ul style="list-style-type: none"> <li>• Eng, Chin, Maths</li> </ul>
	STEM activities	IS Math CL D&T Phy Chem Bio	IS Math CL D&T Phy Chem Bio	IS Math CL D&T Phy Chem Bio	<ul style="list-style-type: none"> <li>• 18 - 19: Activities embedded in school curriculum</li> <li>• 19 - 20: In-house STEM Day</li> <li>• 20 - 21: STEM Day for the community (Primary students)</li> </ul>

Major Concern 2	Inculcate Respecting & Caring Culture	S1 LS S2 Music S3 VA S4 - S5 Chin	S1 LS S2 Music S3 VA S4 – S5 Chin	S1 LS S2 Music S3 VA S4 – S5 Chin	• Sharing/Displaying of quality students' work on the theme, eg. album
	Information Literacy	CL (S1 - S2)	CL (S1 - S2)		
	Physical Health Program	PE (S1 - S6) HE (S1)	PE (S1 - S6) HE (S1 - S2)	PE (S1 - S6)	• Nutritional Knowledge embedded in HE curriculum