

Major Concern I: Students' academic achievements**Intended Outcome 1: Students with different abilities can learn more effectively**

Strategy	Teacher(s) i/c	Success criteria	Method of evaluation
a To teach subject-based study skills and enhance self-directed learning through IT and goal setting	SCs	<ul style="list-style-type: none"> ▪ ≥ 3.5 marks attained in related items in stakeholders' survey (SHS) 	SHS report
b To formulate plans for less able students, students with special education needs (SEN) and high achievers	AAC + SCs + social worker + Gifted Education Sub-com + SEN Sub-com	<ul style="list-style-type: none"> ▪ $\geq 70\%$ of teachers and students/parents consider the plans effective 	<ul style="list-style-type: none"> ▪ end of term survey
		<ul style="list-style-type: none"> ▪ $\geq 80\%$ of SEN identified perform as required 	<ul style="list-style-type: none"> ▪ Teachers' observation during lessons and SEN's performance
		<ul style="list-style-type: none"> ▪ $\geq 80\%$ of selected high achievers have received relevant coaching/training (e.g. study skills) 	<ul style="list-style-type: none"> ▪ Records of training/coaching and students' performance
c To offer training/in-house workshops for teachers	AAC+ PD Sub-com + social worker	<ul style="list-style-type: none"> ▪ at least one in-house workshop is arranged for teachers 	<ul style="list-style-type: none"> ▪ Task completed
		<ul style="list-style-type: none"> ▪ $\geq 70\%$ of teachers and consider the workshop helpful 	<ul style="list-style-type: none"> ▪ post-workshop survey

Intended Outcome 2: Curriculum reform and pedagogical enhancement

Strategy	Teacher(s) i/c	Success criteria	Method of evaluation
a To ensure a smooth transition of junior and senior curriculum	AAC+ SCs	<ul style="list-style-type: none"> ▪ A comprehensive plan is formulated and followed through 	<ul style="list-style-type: none"> ▪ Subject plans and reports
		<ul style="list-style-type: none"> ▪ $\geq 80\%$ of S4 students can be promoted to S5 	<ul style="list-style-type: none"> ▪ Promotion meeting records
b To review NSS curriculum	AAC + SCs + Careers Sub-com	<ul style="list-style-type: none"> ▪ A new NSS curriculum is in place by November 2012 	<ul style="list-style-type: none"> ▪ AAC meeting records
		<ul style="list-style-type: none"> ▪ $\geq 80\%$ of S3 students can be allocated to subjects of their priorities 	<ul style="list-style-type: none"> ▪ Streaming records
c Teachers to acquire skills of classroom interaction and questioning through workshops	AAC + SCs	<ul style="list-style-type: none"> ▪ At least one workshop to be arranged in the year 	<ul style="list-style-type: none"> ▪ Task completed
		<ul style="list-style-type: none"> ▪ $\geq 70\%$ of teachers consider the workshop useful 	<ul style="list-style-type: none"> ▪ post-workshop survey

Major Concern II: Students taking up responsibility

Intended Outcome 1: Students are aware of their rights and responsibilities

Strategy	Teacher(s) i/c	Success criteria	Method of evaluation
a To adopt a whole-school approach in cultivating students' sense of responsibility (e.g. self-management; help maintain the school campus)	SCs + TICs	<ul style="list-style-type: none"> ≥70% of subject departments and committees have included related programmes in their annual school plan 	<ul style="list-style-type: none"> plans and reports
b To formulate policies in awarding behaviours demonstrating sense of responsibility	D&G + MCE	<ul style="list-style-type: none"> ≥70% of subject departments and committees consider policies effective in inducing proper behaviours 	<ul style="list-style-type: none"> survey
		<ul style="list-style-type: none"> ≥3.5 marks attained in related items in stakeholders' survey (SHS) 	<ul style="list-style-type: none"> SHS report
c To raise parents' awareness of the theme through talks and workshops	Social Worker +PTA	<ul style="list-style-type: none"> 1 talk/workshop each term 	<ul style="list-style-type: none"> social worker report
		<ul style="list-style-type: none"> At least 30 parents participate in each workshop 	<ul style="list-style-type: none"> social worker report
		<ul style="list-style-type: none"> ≥70% of participating parents agree that the workshops are helpful and practical 	<ul style="list-style-type: none"> post-workshop survey
d to include this theme in our EFL (Education for Life) programmes	SAC + Social Worker	<ul style="list-style-type: none"> approximately 50% of the contents devoted to this theme 	<ul style="list-style-type: none"> MCE report
		<ul style="list-style-type: none"> ≥70% of teachers agree students have improved in this aspect 	<ul style="list-style-type: none"> observation

HKFYG Lee Shau Kee College
Annual School Plan (2012/13)

Intended Outcome 2: Students grow in leadership

Strategy		Teacher(s) i/c	Success criteria	Method of evaluation
a	To arrange leadership training sustainable for further development among students	MCE + D&G	<ul style="list-style-type: none"> ▪ $\geq 70\%$ of student leaders who participate consider the training useful 	<ul style="list-style-type: none"> ▪ MCE report & questionnaires to students
b	To extend students' outlook through inter-schools exchanges	SAC	<ul style="list-style-type: none"> ▪ at least 1 inter-schools exchange in a year 	<ul style="list-style-type: none"> ▪ SAC report
			<ul style="list-style-type: none"> ▪ $\geq 70\%$ of student leaders attending the exchange consider it useful 	<ul style="list-style-type: none"> ▪ Questionnaire
c	To provide more opportunities for students to practise leadership/management skills	SAC + SCs + TICs	<ul style="list-style-type: none"> ▪ $\geq 50\%$ of school functions (e.g. MTs, assemblies, House activities) are chaired by students 	<ul style="list-style-type: none"> ▪ plans and reports

Major Concern III: Professional Development

Intended Outcome 1: Teachers grow in leadership

Strategy	Teacher(s) i/c	Success criteria	Method of evaluation
a To draft human resources inventory with the school's needs	Principal + MAC	▪ Needs analysis completed by end of first term	▪ Task completion
b Teachers to plan career path	Principal + SCs + TICs	▪ All teachers produce a personal development plan during appraisal meeting after consulting SCs and/or TICs	▪ Task completion

Intended Outcome 2: Teachers' specific needs are met

Strategy	Teacher(s) i/c	Success criteria	Method of evaluation
a To arrange tailored management course(s) for senior teachers	Professional Development Sub-com	▪ $\geq 70\%$ of senior teachers have attended the management course(s)	▪ Attendance records
		▪ $\geq 70\%$ of participating senior teachers consider the course(s) useful	post-course survey
b To formulate mentorship policy and induction course for novice teachers	Professional Development Sub-com	▪ $\geq 70\%$ of novice teachers consider the mentorship programmes useful	Attendance records
		▪ $\geq 70\%$ of novice teachers pass the requirement of induction course	post-course assessment and appraisal