

Heep Yunn School Development Plan for 2015 – 2018

School Vision and Mission

“Provide Equal Opportunities for Quality Christian Education with Altruism, Compassion and Grace.”

To provide our students with a Christian education that develops a whole person in the following areas: moral, intellectual, physical, social, aesthetic and spiritual; to instill in our girls a spirit of public service, and to build a firm foundation in both Chinese and English.

To inspire our students to cherish and make good use of the talents each of them has been graced with, to excel, not only in one area of their work, but holistically in their whole-person development.

Our Present Situation

Strength

- School turned into Direct Subsidy Mode of operation from September 2012, allowing greater flexibility in terms of student admission, curriculum planning, and financial support.
- School with long history and well-established school culture.
- A strong and supportive SMC with knowledgeable committee members from different sectors to provide direction, supervision and advice on School development.
- A supportive School Alumni Association and Parent-Teacher Association which can provide human and financial resources to the School when needed.
- A cooperative team of staff who is willing to work for the advancement of the school and to try out new measures to support student

development. They have great commitment and are willing to help. They are dedicated and willing to work hard and spend their time on organizing activities at lunch time or after school with students to support their growth and development in School.

- A team of 100 teaching staff who are able to give more attention to take care of the development of individual students.
- Financial subsidies to students in need are available.
- Students are self-motivated and intelligent. They are willing to learn and well-disciplined.
- The annual personal growth, exchange and study tour programme for each cohort of students provide opportunities for students to see the world and instill the spirit of cooperation and teamwork among the students themselves.
- An all-round education has been provided for all students, e.g. providing music instruments and instructors for music lessons; coaches, equipment and venues for sports training, language development and science exploration; opportunities for voluntary service to the community.

Weakness

- Insufficient and small classrooms make it difficult to accommodate for the full scale small group teaching. Has to turn some large rooms into smaller rooms.
- Staff rooms are dispersed within the school campus. A better and more efficient communication network is needed.
- Inadequate teaching time.
- Insufficient space and personal time for teachers to develop their own interest.
- Students are sometimes over-conscious to attain achievement and over-demanding on their performance which leads to unnecessary pressure.

Opportunity

- School has gained the support from the community in providing a welcoming/egalitarian/pluralistic environment to nurture students despite

their socio-economic backgrounds.

- Better links with schools locally in Hong Kong and those from other countries which can provide more opportunities for student to engage in exchange programmes to widen their horizon and develop a global vision.

Threat

- The fast changing and politically demanding social environment imposes great disturbance to the normal learning and teaching activities of the school.
- The HKDSE examination, with the demanding Chinese Language requirement, imposes great pressure to the students. Together with the Non-JUPAS admission system to local tertiary institutions which further diminishes the chance of university admission for HKDSE students, more parents opt to send their children to study overseas. This affects student enrolment especially in senior forms.
- School leavers in senior forms for overseas studies imposes great burden to the school financial management.

School Goals for 2015/16 – 2017/18

1. To enhance the effectiveness of learning and teaching through promotion of e-learning.
2. To enhance careers and life planning and personal development among students and teachers.
3. To promote a healthy school environment - physically, mentally & spiritually.

Management and Organization

1. Close liaison among (1) the School Council, (2) School Management Committee, (3) Support and Advice Subcommittee, (4) School-based Management Committee, (5) Staff and Teachers' Association, (6) Heep Yunn Primary School (HYPS) and (7) Heep Yunn School Private Kindergarten (KG) to strengthen communication.
2. Strengthening the mentoring and induction programmes for new teachers.
3. Strengthening the role of the Junior Secondary Management Committee to take care of the development of the Junior Secondary section

and establish closer ties with HYPS to help student promotion to the secondary section.

4. Expand the no. teaching staff to 100 and establishment of teaching assistant for major KLAs
5. Establishment of a preparation team to carry out feasibility study on incorporation of new additional curriculum

Teaching and Learning

1. Enhancement of results in public examinations.
2. Enhancement of students' confidence in learning through provision of more opportunities for participation in classroom learning activities.
3. Enhancement of student participation in classroom learning.
4. Enhancement students' self-learning ability through greater in-depth lesson preparation, sharing and mentoring.
5. Strengthening the use of IT in teaching and learning: (1) each teacher to be provided with virtual classroom resources; and (2) teachers to undergo training and attend experience sharing sessions for effective use of the virtual classroom.
6. Production of school-based learning materials in major subjects (Chinese, English and Mathematics).
7. All subjects will be taught by subject-majored teachers in senior forms.
8. All junior form students will take a second foreign language other than English. The school will continue to liaise with the Department of Modern Languages of HKU (or other providers) to provide tutors to school to organize language classes like Spanish, French, or others.

Student Support

1. Establishment and fine-tuning the mentorship program to support personal growth and development of students.
2. Organization of exchange / Study programs for all junior secondary students to broaden their horizons and enhance global vision.
3. Arrangement of careers-related job placement for students at Senior Secondary 1.
4. Enhancing students' involvement in voluntary services.
5. Enhancing motivation and target-setting among students.
6. Enhancing students' self-discipline in learning.

7. Enhancing students' spiritual growth through the Christian Activities Committee (CAC), Heep Kwong Tuen, and the Holy Trinity Cathedral.
8. Amalgamation of the Discipline and Counselling Teams to support students' growth.

External Liaison

1. Strengthening the existing ties with local secondary schools.
2. Strengthening the existing ties with member schools of the Grant Schools Council (GSC), the Association of English Medium Secondary Schools (AEMSS), Sheng Kung Hui Council for Secondary School Heads, and local universities.
3. Strengthening the ties with overseas schools and education institutes (Shanghai Foreign Languages School, the High School affiliated to the Beijing Renmin University, Wells' Cathedral College and Benendon College of UK).
4. Promotion of exchange programmes with schools in the North America, Australia and New Zealand.
5. Help students gain direct entry to prestigious high schools overseas
6. Strengthening of the Careers and Guidance Department to oversee all exchange programs and career development of students.
7. Help students gain direct entry to prestigious universities overseas
8. Strengthening the collaboration among the Old Girls' Association (HYOGA), Parent-Teacher Association (HYSPTA) and the Holy Trinity Cathedral to support students' development.

Infrastructure

1. Through participation in the IT4 project of EDB, increase of bandwidth of the IT backbone to allow more extensive wi-fi access within the whole school campus and facilitate e-learning.
2. Installation of Smart Boards in 50% of the classrooms.

**Heep Yunn School
School Development Plan for 2015/16 – 2017/18**

1. Major Concerns: To enhance the effectiveness of learning and teaching through promotion of e-learning.

Target	Time Scale			Strategies
	15/16	16/17	17/18	
To empower teachers with the confidence and proficiency in using the eLearning platform and preparation / acquisition of eLearning materials.	V	V	V	School-based sharing amongst teachers on preparing teaching materials to be placed on web.
To strengthen the wifi platform in school and encourage students' involvement in eLearning.		V	V	Though participation of the IT4 project of EDB
To implement eLearning in some classes / KLAs.		V	V	Through practicing flipping classroom and use of e-classrooms on school's intranet system.

2. Major Concerns: To enhance careers and life planning and personal development among students and teachers.

Target	Time Scale			Strategies
	15/16	16/17	17/18	
To help students set up a clear target in careers and life planning.	V	V	V	Through the Mentoring programme and Big Sister Programme. Teachers and Senior students will have regular meetings with junior form students to help setting targets and means to achieve the targets,

To strengthen the existing network of alumni and community in providing careers guidance and related support to students.	V	V	V	Assistant Principal will represent the school management to sit in meetings of HYSOGA to facilitate communication. Careers Team will visit different NGO to look for opportunities to provide support to students.
To strengthen teachers' understanding on careers guidance and to develop a whole school approach to careers and life planning and personal development.	V	V	V	Sharing by members and experts from outside during staff meetings / Staff Development Days.

3. Major Concerns: To promote a healthy school environment - physically, mentally & spiritually.

Target	Time Scale			Strategies
	15/16	16/17	17/18	
To encourage students and staff to build up a positive and proactive attitude towards a healthy lifestyle through understanding of one-self and building of workable targets.	V	V	V	Sharing among teachers and students on positive life style. Sharing on Christian life during morning assembly. Organize leisure walk activities for both teachers and students.
To create Space and Time for students and staff to develop their personal interests and healthy lifestyles.		V	V	Streamline administrative duties through the use of e-communication. Set aside lesson time to allow room for self reflection. Invite professionals to give talks and advices to students and teachers on positive thinking skills.

To strengthen the relationship with parents and the community to solicit support for the healthy development of students and staff.		V	V	Parents meetings for each level. Liaise with PTA to arrange talks on promoting positive life style for parents.
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