

Heep Yunn School

School Development Plan

2018/19 - 2020/21

Heep Yunn School

1. School Vision and Mission

To provide our students with a Christian education that develops the 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 holistically in all areas of their work for an all-round development.

2. School Goals

To nurture students to become responsible global citizens and confident future leaders with compassion, conviction and courage by providing individual and collaborative learning experiences.

3. School Motto

In strength and grace we stand united
In faith and love we are committed

4. Core Values of Education

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

5. Holistic Review:

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

3-Year Development Goals	Extent of targets achieved	Follow Up Actions
1. To enhance the effectiveness of learning and teaching through the promotion of e-learning	Partially achieved	Will extend as a major concern in the next 3-year development plan
2. To enhance efforts in students' careers and life planning and personal development	Fully achieved	Will be incorporated into departmental routine practice
3. To promote a healthy school environment	Partially achieved	Will be carried on by the Healthy School Committee, Counselling Committee and the Christian Activities Committee

6. Evaluation of the School's Overall Performance:

PI Areas	Major Strengths	Areas of Improvement
1. School Management	The School Council and SMC give their full support to the continuous development of the School. They explore and deploy resources for the best interests of students. They are greatly involved in the operation of the school and take care of the school through various sub-committees.	● To enhance P-I-E at the school level to minimise the variation in the pace of development of different subject departments and functional groups.
2. Professional Leadership	The major concerns are well cascaded to the subject departments and functional groups, whose annual plans include corresponding implementation strategies in good alignment with the school plans.	● To strengthen the leadership role of the middle managers and enhance their knowledge and skills regarding the promotion of new initiatives as well as the need to monitor closely the overall implementation and progress of various plans.

3. Curriculum and Assessment	The school has been providing students with a broad and challenging curriculum to promote students' moral, intellectual, physical, social, aesthetic and spiritual growth with a wide range of life-wide learning activities to enrich their learning experiences. Students have a flexible combination of subject choices in senior forms and other languages, namely Japanese, French and Spanish, are also offered.	<ul style="list-style-type: none"> ● To review the coverage of the junior form curriculum and ensure that it is broad, balanced and challenging enough for the students. ● To promote cross KLA and STEM projects.
4. Student Learning and Teaching	Students have good self-learning habits and skills and many teachers adopt different forms of e-learning activities in class. Besides, small-group teaching is conducted in the four core subjects.	<ul style="list-style-type: none"> ● To encourage more teachers to promote e-assessment for tracking students' performance, identify their learning difficulties and give timely feedback to them. ● To cater for learner diversity through e-learning. ● To further enhance the learning and teaching of the small groups.
5. Student Support	The school provides students with a holistic education in an equal and positive learning environment whereby students are able to develop the capacity for empathy and extend their potential to the full. The strategic support services in a whole-school approach are interconnected in which students' needs as a whole and as individuals are catered for.	<ul style="list-style-type: none"> ● The school will make use of the results of the Assessment Programme for Affective and Social Outcomes to enhance the understanding of the development needs of the students. ● The school will refine the procedure to support students who do not participate in CCA.

6. Partnership	The school's stakeholders are united and willing to offer resources and support to the school and students. Besides, there is a strong connection with external organizations and tertiary institutes, overseas or local.	<ul style="list-style-type: none"> ● The school will continue to capitalise on the valuable resources from the parents and involve their expertise in improving various school programmes.
7. Attitude and Behaviour	Students are pleasant, courteous, confident and presentable. Student leaders are committed and passionate, demonstrating strong leadership skills and acting as good role models to their younger school sisters.	<ul style="list-style-type: none"> ● The school will continue to nurture the intellectual, mental and social development of students.
8. Participation and Achievement	Students, in general, have a strong sense of belonging to school, enjoy school life and participate enthusiastically in school activities. They have high demand on themselves and seldom settle for less. The overall academic performance of students is good and the non-academic performance is outstanding, be it drama, speech, debate, sports, music or service.	<ul style="list-style-type: none"> ● The school will continue to help students to strike a good balance between studies and co-curricular activities.

7. SWOT Analysis

Our Strengths

- 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 the School's 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 students. They have great commitment and are willing to help. They are dedicated and hardworking staff who spend their time organising activities at lunch time or after school for students to support their growth and development in school.
- 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 programmes provide opportunities for students to see the world and instill the spirit of cooperation and teamwork among them.
- An all-round education has been provided for all students.

Our Weaknesses

- Teachers are overloaded with various duties including documentation.
- Insufficient and small classrooms make it difficult to accommodate the full scale small group teaching and student activities.
- IT hardware is insufficient to meet the needs for the further promotion of e-learning and STEM Education.
- Students are sometimes over-conscious of attaining achievement and over-demanding on their performance, which may lead to unnecessary pressure and competition among peers.

Our Opportunities

- 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 students to engage in exchange programmes to widen their horizon and develop a global vision.
- The Comprehensive Review conducted in May 2018 provides suggestions for the school to perfect our efforts.

Our Threats

- 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 enrollment especially in senior forms.
- School leavers in senior forms for overseas studies imposes great burden to the school financial management.

8. Development Goals for a period of 3 school Years

1. To cater for learner diversity through e-learning
2. To enhance the effectiveness of small group teaching in the core subjects
3. To promote the social well-being of students

School Development Plan (2018-2021)

Development Goals	Targets	Time Scale			Outline of Strategies
		18-19	19-20	20-21	
To cater for learner diversity through e-learning	<ul style="list-style-type: none"> To further address students' learning difficulties through e-learning 	✓			<ul style="list-style-type: none"> Strengthen the use of assessment data, G-Suite for Education (GSFE) and/or other e-platforms to identify students' learning difficulties. Academic departments will incorporate relevant e-learning strategies to help students cope with their learning difficulties.
	<ul style="list-style-type: none"> To help students realise their potential by offering more challenging tasks through e-learning 		✓		<ul style="list-style-type: none"> Academic departments will incorporate relevant e-learning strategies to help students realise their potential. The Enrichment Team will formulate a holistic plan on the provision of relevant programmes to address the needs of the gifted students. The STEM Education Team will explore the feasibility to establish a "STEM Room" on campus and purchase relevant equipment and materials through applying for the Quality Education Fund, and launch the junior STEM curriculum.
	<ul style="list-style-type: none"> To promote flexible and self-paced learning by providing diversified e-learning materials. 			✓	<ul style="list-style-type: none"> Academic departments will provide graded and diversified e-learning materials for students to learn, revise or practise.

To enhance the effectiveness of small group teaching in the core subjects	● To improve the learning environment and the streaming policy of small group teaching	✓			<ul style="list-style-type: none"> ● The four core subject departments will analyse the assessment data and collect views from teachers and students on the learning environment and report to school. ● The School, the Academic Committee and the four core subject departments will review the streaming policy of small group teaching based on the assessment data and interviews. ● The Campus Development and Management Committee will seek resolutions to improve the learning environment of the small group teaching rooms.
	● To enhance pedagogies in small group teaching		✓		<ul style="list-style-type: none"> ● Promote professional development and peer observation and sharing regarding pedagogies in small group teaching.
	● To adopt apt differentiated measures for different ability groups of students			✓	<ul style="list-style-type: none"> ● The four core subject departments will provide varied learning experiences to maximise the potential of students of varied abilities. ● To identify core curriculum and design extended curriculum. ● To design assignments with different levels of difficulty for students.
To promote the social well-being of students	● To strengthen the bonding among students	✓			<ul style="list-style-type: none"> ● The Moral, Civic and National Education Committee will collect views from teachers and students on how to promote social well-being of students. ● The Co-curricular Activities Committee will strengthen the support to students who have no CCA records ● The Staff Development Committee will provide training to teachers for promoting students' bonding among themselves.

					<ul style="list-style-type: none"> ● Strengthen the promotion of non-competitive and/or class-based events like Picnic Day and Fun Fair etc. ● The Campus Development and Management Committee will follow up on the development of the Student Development Centre on campus.
	<ul style="list-style-type: none"> ● To strengthen the rapport between students and teachers 		✓		<ul style="list-style-type: none"> ● The Moral, Civic and National Education Committee will suggest ways to strengthen the roles of the class teachers. ● The Staff Development Committee will provide relevant training to promote rapport between students and teachers. ● The Mentoring Team will explore ways to strengthen the rapport between mentors and mentees.
	<ul style="list-style-type: none"> ● To foster positive affectivity among students 			✓	<ul style="list-style-type: none"> ● The Counselling Committee and Healthy School Committee will arrange talks and activities to promote positive affectivity among students. ● The Christian Activities Committee will share relevant messages during morning assemblies. ● The Religious Studies Department and Family and Life Education Department will incorporate relevant elements in the curriculum.