

Received 16 NOV 2018
Reply
發文者：羅穎忠校長

保良局羅傑承(一九八三)中學法團校董會

受文者：主席兼屬校總校監

校監

行政總監兼校董(代)

主席參事

教育總主任兼校董

56/110

8 OCT 2018
教育事務部入件日期

檔案編號：PLK/ESD/LMY/1819/011

日期：5/10/2018

主旨	請核准 <input checked="" type="checkbox"/> 考慮 <input type="checkbox"/> 指示 <input type="checkbox"/> 簽署 <input type="checkbox"/> 報告 <input type="checkbox"/> 備考 <input type="checkbox"/> 其他 <input type="checkbox"/>
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學校發展計劃書

說明 注意：請逐項詳述要點或用圖表說明，倘有需要請作比較及分析，凡有依據者須列明出處或附影印本。總結亦請作建議及解決辦法。

背景：
按教育局指引及本校法團校董會最新審批/簽署安排，學校須提交各項學校計劃書及學校報告予法團校董會通過。

現況及建議：
本校已完成學校發展計劃書 2018-2021，請法團校董會批核有關計劃書，詳見附件。

尋求指示：
按建議進行。

附件：
學校發展計劃書 2018/21

羅穎忠

已於 5/11/2018 法團校董會傳閱通過

羅穎忠校長謹呈

教育總主任兼校董簽署	<input checked="" type="checkbox"/> 批示 <input checked="" type="checkbox"/> 傳閱	行政總監兼校董簽署	<input checked="" type="checkbox"/> 批示 <input checked="" type="checkbox"/> 傳閱
主席參事簽署	<input checked="" type="checkbox"/> 批示		
校監/主席兼屬校總校監簽署	<input checked="" type="checkbox"/> 批示 <input checked="" type="checkbox"/> 傳閱		

校董傳閱

請各法團校董會校董簽名同意後傳真至 2890 2519 教育事務部【教育總主任】兼校董收。保良局教育事務部稍後會安排收回正本。如有問題，可致電 2277 8380 向【教育總主任】兼校董查詢。

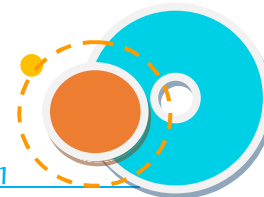
校董簽名：_____ 日期：_____

其他意見(如適用)：_____



Po Leung Kuk
Lo Kit Sing (1983) College

3 Years
School Development Plan
2018~2021



The Kuk's Spirit

Mutual Respect
United Effort
Benevolence
Charitable
Gratefulness and Recognition

Dedication to Serving
The Community

Vision

Children are nurtured, Youngsters are educated
Adults are supported to contribute
Elderly are cared for
The less fortunate are lightened with hope.

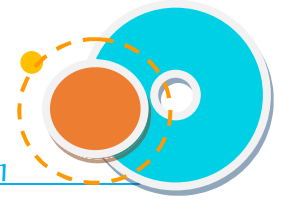
Mission

To be the most prominent and committed charitable organisation.
In the Kuk's Spirit to do good deeds with benevolence.
Dedicated in protecting the young and the innocent,
caring for the elderly and the underprivileged,
aiding the poor and healing the sick,
educating the young and nurturing their morality,
providing recreation to the public, caring for the environment,
passing on the cultural inheritance and
bringing goodness to the community

Values

Fine traditions, Accommodate the current needs
People-oriented, Care and appreciation
Sound governance, Pragmatism and innovative
Integrity, Vigilance
Optimal use of resources, Cost-effectiveness
Professional team, Service with heart

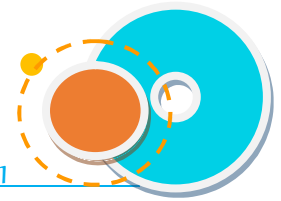




School Vision & Mission

- **Po** Leung Kuk aims at a quality education for all, advocates an all around education embracing the academic, moral, physical, social and aesthetic aspects, and takes pride in nurturing flourishing and faithful boys and girls for the community.
- Po Leung Kuk is a benevolent society. People in the lower levels of the social hierarchy benefit most from our services. For this reason, the educational services we provide should be non-profit making. As our school provide educational service with public funds, our policies should be able to reflect the needs of the community and the benefits and well-being of the general public.
- We aim at fostering all-round development in our students. Besides instilling students with book knowledge, training them skills for work and helping them develop a healthy physique, we also aim at inculcating students with correct social behaviour and moral values through programmes and day-to-day school-life. The Chinese “Five Aspects of Education” – moral, cognitive, physical, social and aesthetic, summarize the educational goals of our schools.
- Po Leung Kuk is an organization with no political or religious background. We believe people should be free to express their feelings and beliefs. Provided that social prosperity and stability are not threatened, all schools of thought and all kinds of religion can co-exist in our schools.
- Po Leung Kuk is an organization established over 100 years ago by the Chinese. It has long been our practice to promote Chinese culture, to show concern for local affairs and latest events in China. Hence in schools, we should encourage students to pay attention to developments and changes in China, and cultivate their sense of belonging and responsibility to China and the Chinese culture.

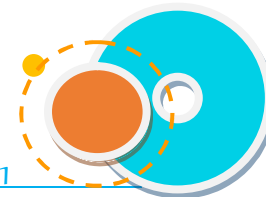




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Holistic Review

- Effectiveness of the previous School Development Plan

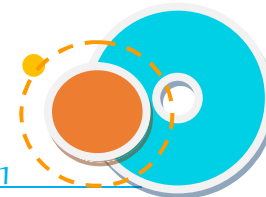
Major Concerns	Extent of targets achieved	Follow-up action	Remarks
<p>1. Enhancing Active Learning Capacity</p>	<p>1. To improve students' active learning attitude through motivation</p> <ul style="list-style-type: none"> ✓ Teachers are mobilized to participate in professional development workshops on motivating students to learn actively. Subject departments also organize internal workshops to share good practices. ✓ Each subject department develops, designs and implements effective pedagogical strategies to encourage students to take responsibility of their learning and participate actively in lessons. ✓ Ability-based grouping, e.g. elite classes, remedial classes and split classes, etc. is employed to enhance learning and teaching effectiveness. Revision classes are also arranged during long holidays to consolidate students' learning. All these are done to help students to foster a positive learning attitude. ✓ The role of Form Teachers is strengthened to encourage students to take a more active role in their learning, e.g. "Dialogue with Form Teacher", "Day for You". 	<ul style="list-style-type: none"> ✓ More professional development workshops on motivating students' active learning attitude could be continuously organized. ✓ Pre-lesson tasks and assignments could be further refined so as to encourage students to take a more active role in lesson preparation. 	





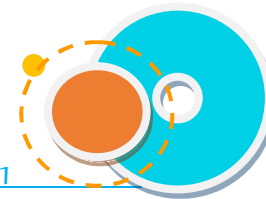
Major Concerns	Extent of targets achieved	Follow-up action	Remarks
<p>1. Enhancing Active Learning Capacity</p>	<p>2. To facilitate active learning through strengthening students' skills</p> <ul style="list-style-type: none"> ✓ Various subject departments incorporate study, revision and examination skills in curriculums. Note-taking skills, reading skills, for example, are emphasized. ✓ To encourage students to use the 'Active Learning Centre', a recording system and an award scheme are devised. Students' incentives in using the 'Active Learning Centre' are then enhanced. ✓ Active learning through e-learning platforms is strengthened. Some subjects make use of different e-learning platforms, e.g. Kahoot to promote active learning. 	<ul style="list-style-type: none"> ✓ A learning skill curriculum could be implemented so as to further reinforce students' learning skills. ✓ Good practice sharing could be arranged for students. For example, form teachers and graduates with good academic achievements can be invited to share their study skills in form teacher periods. ✓ Staff could be mobilized to make use of e-learning platforms to strengthen students' active learning skills. ✓ Students could be encouraged to contribute their own active learning strategies in lessons. ✓ Evaluation focusing on students' active learning skills could be further improved. 	





Major Concerns	Extent of targets achieved	Follow-up action	Remarks
1. Enhancing Active Learning Capacity	3. To develop students' potential by participating in competitions <ul style="list-style-type: none">✓ Elite students are encouraged to apply for external scholarships and academic awards. They are also encouraged to participate in various training programs as well as district-based, territory-wide and international competitions, e.g. Junior Achievement Program, Hong Kong Inter-school Mock Trial Championship, overseas robot and dodgeball competitions, etc. The number of participants in joining the external competitions shows a steady growth.✓ Besides elite students, there are more students participating in external competitions, e.g. choral speaking competitions, project design competitions, debate competitions, etc.✓ Subject-based and department-based data banks on gifted and talented students have been set up.	✓ More academically high achievers could be encouraged to join university elite and gifted programs.	





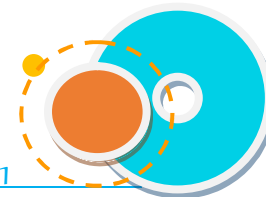
Major Concerns	Extent of targets achieved	Follow-up action	Remarks
1. Enhancing Active Learning Capacity	4. To nurture students' generic academic competence ✓ School programs are organized throughout the school year, such as extensive reading scheme, project curriculum and activities for promoting a language rich learning environment in school, for example, Putonghua broadcasting, English Morning Speech, English Speaking Days, English in the Air, employing one more English native speaking tutor, etc.	✓ More resources could be allocated to create a better reading environment in school. ✓ Teachers could be encouraged to attend more training workshops to become better equipped project advisors.	





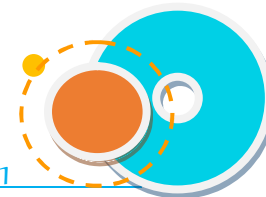
Major Concerns	Extent of targets achieved	Follow-up action	Remarks
<p>2. Inculcating Moral Values & Career Life Planning</p>	<p>1. Enrich moral values in students for whole-person development</p> <ul style="list-style-type: none"> ✓ Moral values are embedded in both formal and informal curriculum. ✓ Subject departments have adopted learning & teaching activities to infiltrate the values for evaluating right versus wrong. ✓ The matrix to summarize the moral values embedded in formal teaching curriculum has been completed regularly. Subject departments have reviewed the effectiveness of teaching the values. ✓ Executive departments have helped students to develop their qualities of self-discipline, responsibility, integrity and self-reflection. Activities and programs are arranged including Voicing our Values, Day for You, Character Day, Punctuality Campaign, Joyful @ school program, Voluntary Corp and Social Service program, Cultural Exchange trips etc.. ✓ The percentage of students attaining conduct marks over 70 has been steadily increased. ✓ More than 50% of students take their initiative to be the committee members in school teams and CCA bodies. ✓ Total number of service hours provided by all students has reached a very high level which exceeds 10,000 hours. ✓ Students excel in their performance in various competitions eg Robofest Competition World Championship, Junior Achievement Program and inter-school Competition ‘My Relationship with the Belt and Road Initiative’ etc... 	<ul style="list-style-type: none"> ✓ To foster whole-person development, self-fulfillment and self-actualization of students could be sustained. ✓ Moral values could be continued to embed in the curriculum. ✓ Thematic focus such as Courtesy Campaign, Punctuality Campaign on moral values could be arranged to reinforce positive attitude. 	





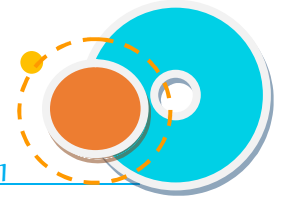
Major Concerns	Extent of targets achieved	Follow-up action	Remarks
<p>2. Inculcating Moral Values & Career Life Planning</p>	<p>2. Enhance students' self-awareness and self-fulfillment in career life planning</p> <ul style="list-style-type: none"> ✓ Activities and workshops are well-organized to help students to fully realize their potentials and enhance students' self-fulfillment in informal curriculum e.g. Life Skills Programme, JA Company programme, Mentorship Programme, Mock Trial, PLK Gifted and Talented Programme and CUHK clinical attachment programme. ✓ Students are provided with many opportunities to develop their goal setting strategies for career life planning e.g. university visits, career counseling scheme, experience sharing from alumni and guest, career action plans, S3 Career Exploration Day and workplace visits. ✓ Effective career assessment tools are used to help students have better understanding on themselves and enhancing their self-reflection to set their career goals e.g. Holland Code Career Test, the Academic Programme Preference Inventory Test, S5 Writing SLP workshop for JUPAS application. ✓ More than 70% of students agree that the career programs are useful for their career planning. ✓ 100% of students have completed at least 1 career planning related activity throughout the year as the elements of careers and life planning are integrated in formal curriculum. 	<ul style="list-style-type: none"> ✓ The activities and workshops can be more focus on students' individual interest and attitude for life-long planning, so students are equipped to meet social needs and changes, e.g. job shadowing, work experience program, workplace visits. ✓ More job information can be circulated to students, so as to help students understand more the job market situation. ✓ More self-reflection can be integrated into the programmes. 	





Major Concerns	Extent of targets achieved	Follow-up action	Remarks
<p>2. Inculcating Moral Values & Career Life Planning</p>	<p>3. Adopt a whole-school approach to promote a sense of solidarity</p> <ul style="list-style-type: none"> ✓ Different stakeholders' sense of belonging to the school has further strengthened through the 30th Anniversary Celebration events and other activities. ✓ Our school has granted the Caring School Campus Award for 9 consecutive years. ✓ Whole school approach has been adopted to cater for student growth and development. Teachers are well- supported by Educational Psychologist, 2 social workers and teacher assistants. Various programs such as Joyful @ school, Day for You, Sun Teen Healthy School, We Support You, DSE Fighters and orientation programs enable us to promote care and mutual support among students. ✓ Relevant teachers have acquired pastoral professional qualification. ✓ Parent-Teacher Association and Alumni Association fully support the school and have arranged programs and activities for the students: Parent-child trips, parenting sharings and talks, career sharings, talks and visits. ✓ Formal and informal gatherings have been arranged to enhance cohesiveness among teachers to teachers; teachers to parents; teachers to students and students to students. 	<ul style="list-style-type: none"> ✓ Collaboration among departments could be enhanced for the whole person development of students. ✓ Students are increasingly capable and should shoulder more responsibility in future to further promote the sense of solidarity. 	





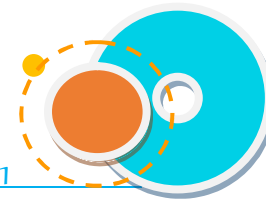
Where we are now

Prior to school development planning, we have conducted a context analysis known as SWOT analysis to identify external opportunities and threats as well as our internal strengths and weaknesses. Such a process serves to help determine strategic priority areas that the school needs to focus on for sustainable development and improvement of learning outcomes.

Our Strengths

1. Our school keeps abreast the educational reform information and trends. We have a stable staff establishment. Our staff learns fast from and responds fast to new ideas. We are experts in supervising students' project work. Curriculum integration started in the academic year of 1999/00. The Senior Secondary subject combination and class structure are constantly reviewed. Timetabling is tailored to meet students' learning needs. Activity Curriculum has been established for years. Student Learning Profile has been kept. The installation of hardware for e-learning is completed.
2. School fund is well-managed to cater for short term and long-term school development. A sustainable school finance is maintained for school development.
3. The S.S.B. is proactive in leading and responding to education reforms and initiatives. The school adopts a proactive attitude towards the education reforms and challenges ahead. The proactive attitude is an important driving force for us to develop and improve the school to meet future demands & challenges.
4. Teachers are professional, well-qualified, competent and experienced. Principal, teachers and students are granted with different excellent educational awards and honours which can act as good role models to follow. Well performing middle managers promote an atmosphere of trust.
5. In these years, some competent new teachers joined the school and have brought on a dynamic climate to the school for continuing our improvement.
6. Students are active, energetic, great natured with great potentials and are receptive to teachers' instructions. They feel comfortable with the whole-person development philosophy. The number of university entrants has been increasing.



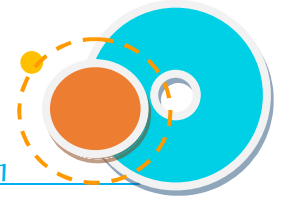


7. Our school name was dedicated to Mr. Lo Kit-Sing, who pledged a donation for sustaining the development of our school.
8. The IMC, PTA and Alumni Association are well-established and have provided positive support for the school development.
9. Through years of development, the school is providing students with a variety of co-curricular activities. Students have more chances for participating in cultural exchange trips which can broaden their scope of view.
10. Principal embraces with a strong and clear vision on school development. The new administrative enables opportunities for future improvement.

Our Weaknesses

1. Campus is too small for further development. The school premises have reached an age of over 30 years. Many facilities have reached their limits of life span.
2. As an estate school, we have limited freedom and independence on premise development.
3. Student's learning attitude, self-motivation, learning skill and resilience level have room for improvement.
4. Students' learning needs are increasingly diverse. More resources on SEN support are needed.
5. Most students come from less well-off families, which means a heavier reliance on school resources.
6. There is a trend of retirement of teachers in a few years time.

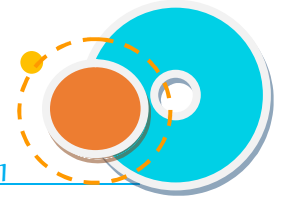




Our Opportunities

1. Our school has gained recognition from parents and students in the district. School reputation is increasing due to students' achievement in academic, aesthetic, sports, service and leadership domains.
2. Student intake is consistently desirable which allows us more flexibility to cultivate students to meet the challenges of globalization.
3. Smart kids benefit much from the participation of high order activities, including international competitions, cultural exchange programs, JA company program, debate program and judicial training and that provide great opportunity for development of lifelong skills.
4. Our school has received a substantial amount of donation. With sufficient budget, we can promote more reforms and activities.
5. The cooperation with the community, including NGO continues to increase which provides us more resources and experiences. Principal and teachers are ready to explore external resources and funds to enhance learning and teaching effectiveness.
6. Wifi 900 project has been launched and can further facilitate the development of e-learning.
7. Stakeholders can reflect their opinions and participate in the running of the school through the IMC.
8. 35th Anniversary provides a precious opportunity to promote the school and to collaborate with students, alumni and parents.

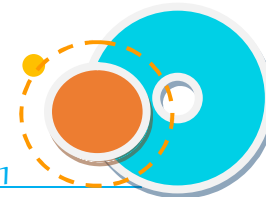




Our Threats

1. The continued drop in youth population and band 1 pupils in the district has created a general threat arising from the surplus of school places.
2. The low socio-economic status of some families tends to generate inadequate support for developing whole-person development.
3. Many students are the only child and lack of self-discipline and self-management. Parents may over protect their children. The resilience level of some students may be low.
4. The role of teachers has grown immensely since parents have many expectations on them. Morale of teachers may be undermined.
5. The society is developing fast and some of the moral values & attitude of the new generation may bring challenges towards the belief from the educational point of view.



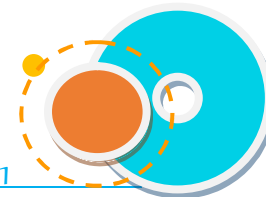


• **School Development Plan (3-school-year period)**

Major Concerns	Targets	Time Scale			A General Outline of Strategies
		2018/19 Year 1	2019/20 Year 2	2020/21 Year 3	
1. To develop effective teaching and learning strategies for academic pursuit	1. Enhance effectiveness of classroom teaching to student- centered learning.	✓	✓✓	✓✓✓	1.1 Subject departments focus on development of pedagogies 1.2 Subject departments promote student learning through effective use of pre- lesson preparation and post-lesson assessments. 1.3 Subject departments run pull-out programs for high-achievers and the less able students.
	2. Students acquire good learning skills/ strategies and establish good habits for lifelong learning (focus on : Skills building, Note-taking, Active participation and Persistence)	✓	✓✓	✓✓✓	2.1 Developing a school-based learning skill curriculum. 2.2 A strategic plan for students to acquire good learning skills and establish good habits for lifelong learning. 2.3 Sharing by alumni / teachers / education professionals on study skill and lifelong learning attitude.

Stages of development: ✓ Awareness Building ✓✓ Pilot ✓✓✓ Develop



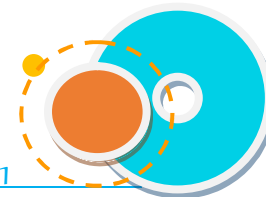


School Development Plan (3-school-year period)

Major Concerns	Targets	Time Scale			A General Outline of Strategies
		2018/19 Year 1	2019/20 Year 2	2020/21 Year 3	
1. To develop effective teaching and learning strategies for academic pursuit	3. To facilitate active learning by strengthening e-learning	✓	✓✓	✓✓✓	<p>3.1 Some subjects (Liberal Studies, Science and Maths) will be pilots to explore the effectiveness of e-learning, followed by lesson observation and discussions.</p> <p>3.2 Inviting other departments for trials, followed by lesson observation and discussions.</p> <p>3.3 Exploring the possibility of applying funding for purchasing mobile devices.</p>
	4. To build a learning family with reading culture	✓	✓✓	✓✓✓	<p>4.1 Implementing “ Books everywhere ” scheme to boost reading culture.</p> <p>4.2 Inviting students to recommend books for library and students recommend their books to their peers.</p> <p>4.3 Subject departments carry out reading programs to help students develop good learning habit.</p> <p>4.4 Exploring the possibility of applying funding for creating reading culture.</p>

Stages of development: ✓ Awareness Building ✓✓ Pilot ✓✓✓ Develop



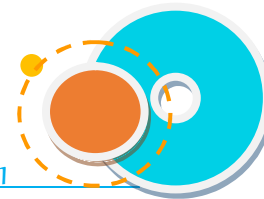


School Development Plan (3-school-year period)

Major Concerns	Targets	Time Scale			A General Outline of Strategies
		2018/19 Year 1	2019/20 Year 2	2020/21 Year 3	
2. Nurturing students to develop a positive and purposeful life	1. Help students develop core positive values.	✓✓	✓✓✓	✓✓✓	<p>Core positive values are recognized for students to develop a positive and purposeful life.</p> <p>Core positive values: Creativity, Love of learning, Perseverance, Honesty, Kindness, Teamwork, Leadership, Forgiveness, Prudence, Self-regulation, Gratitude and Hope.</p> <p>1.1 Subject departments adopt learning and teaching activities to infiltrate the values to uphold positive values.</p> <p>1.2 Executive departments organize activities to develop students' positive values.</p>
	2. Promote a well-balanced development of students.	✓✓	✓✓✓	✓✓✓	<p>2.1 Departments develop strategic plans to promote a well-balanced and active participation in academic, co-curricular activities, social service, leadership and aesthetic aspects of students.</p> <p>2.2 Students find sources of interest and passion in lives.</p>
	3. Build up rapport and connectedness of students.	✓✓	✓✓✓	✓✓✓	<p>3.1 Develop a positive and supportive school climate through an increasing cohesiveness among different stakeholders.</p> <p>3.2 Better equip teachers to sustain a Caring School Campus.</p>

Stages of development: ✓ Awareness Building ✓✓ Pilot ✓✓✓ Develop





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