Delia Memorial School (Hip Wo)

Annual School Plan

2023/24

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1. **School Vision and Mission**

   Vision

   Since our establishment, Delia Memorial School (Hip Wo) has been providing educational services to local ethnic groups and newly-immigrated families from the Mainland. It is our vision to strive for and make equity in education a reality for the disadvantaged groups. With more than 50 years of experience, we become a specialized school offering education to both the ethnic minority students and the newly-arrived students in Hong Kong.

   Mission

   Our school motto is 'Strive for advancement despite adversity'. We aim at taking action in reversing the historical and social disadvantages that prevent our students from accessing and benefiting from education on equal grounds.   We are devoted to providing quality educational services facilitating our students to integrate in Hong Kong and equipping them with the skills for upward mobility in the society. We are committed to developing our school a place characterized with 'integration of multicultures', 'a balanced-development of five virtues' and we strive to 'create opportunity of success' for students. The school also makes use of the community resources to cater for the learning needs of the students as well as helping them integrate not only within, but also beyond the school campus through collaboration with various non-governmental organizations (NGOs) in order to make the support and services more responsive to the needs of our students.

2. **School Goals**

   We focus on:

   - developing students to their full potentials including the development of their generic skills, knowledge, values and attitudes, as well as enabling them to have an all-rounded development of five virtues namely ethics, intellect, physique, social skills and aesthetic skills;
   - developing multicultural education and cultivate students' multicultural values and perspectives, enabling them to understand and appreciate different ethnic groups and the cultures, and at the same time equipping them with an international vision;
   - constructing an inclusive campus with harmony. We believe that everyone can have chance for success. We have a strong belief that education leads one to the path of success rather than failure. We are committed to establishing a campus that is full of success opportunities, thus motivating students to try their best in all aspects.

3. **Major Concerns (2023/24)**

   (1) Promoting and supporting active and independent learning
   (2) Guiding students to build positive values and equip them for future workplace

Major Concern 1: <u>Promoting and supporting active and independent learning (*Learning & Teaching*)</u>

Target	Implementation Strategy	Success Criteria	Method of Evaluation	Time Scale	Responsible person	Resource Required
(1) To cultivate students; learning habits to raise learning effectiveness	• Stimulate learning motivation, provoke thinking and active learning through designing active homework • Strengthen students' learning skills and habits, e.g., pre-lesson preparation, note-taking skills, revision skills • Optimize the current reading scheme to enhance students' language learning and knowledge acquisition • Organize "Learning Celebration" to provide students with opportunities to appreciate their learning outcomes • Integrate the e-platforms, new teaching tools and e-textbooks to enrich students' learning resources	• Most of students hand-in their homework punctually • About half of the students jot down notes and key points during lessons and complete all exercises in their subjects' folder • 60% of the students complete most of the tasks specified in the reading report • About half of the students could accumulate "Little Success" in different learning stages and finally acquire the "Big improvement" at the end of academic year • The e-platform has adequate resources for self-study	• Evaluate by using KPM data, stakeholders' survey, valued-added report • Teacher observation • Quality of students' homework • Feedback from students	Sep 2023 to Aug 2024	L&T KLA representative	• Support of Class teachers • Support of Subject Departments
(2) To provide	• Direct students to suitable	• 80% of students report that they are	• Feedback from students	Sep 2023	L&T	• Support of

various academic pathways to cater for students' diversified development	pathways according to their learning interests and abilities • Cooperate with the Career Guidance Committee to consolidate the implementation of Applied Learning (ApL) courses • Explore and implement low-cost and sustainable GCE(IAL) curriculum • Form an elite group and allow the fast learners to acquire additional academic qualification	satisfied with the suggested pathways or studies after graduation • More than 70% of students satisfy with program choice of the ApL courses • GCE(IAL) curriculum could launch as scheduled on Sept 2024 and sufficient number of students apply for the curriculum • At least 10 students join gifted education programmes by HKAGE or acquire additional academic qualification through IGCSE examination	• Complete GCE(IAL) curriculum planning and administrative procedures on time and monitor teachers' readiness • Number of gifted students recommended by teachers to join gifted programmes or attempt additional examinations.	to Aug 2024	Career Guidance Committee	L&T division • Support of Career Guidance Committee
(3) To utilize different assessment tools and platforms to facilitate curriculum planning	• Analyze data collected by different assessment tools and platform, e.g. homework platform, APASO, stakeholders' survey, KPM data, valued-added report, HKDSE School Statistical Reports and etc. • Explore useful e-platforms, apps and educational courseware to	• At least 50% of curriculum planning or decision-making is based on data collected in response to the needs of student and school development • At least half of the subject teachers start to use e-platforms to deliver and share teaching notes or resources. Students are able to access subjects resources at home	• Feedback from KLA representatives • Qualities and quantities of the teaching and learning resources in the e-platform	Sep 2023 to Aug 2024	L&T IT Admin. Committee Staff Development	• Support of the IT Department • Support of the staff development Committee

					Committee	
	facilitate learning and teaching • Conduct staff development programme to enrich teachers' knowledge on curriculum planning and development and values education • Conduct new teacher mentorship programme to accelerate newly-joined teachers adapting to the school culture and mastering the subject resources and teaching tools	• At least ONE workshop will be conducted to enhance teachers' understanding towards values education and the other workshop will focus on making good use of educational tools such as interactive whiteboard and/or varies e-platform • At least two-third of the newly-joined teachers find the new teacher mentorship programme enable them to immerse into the school quickly	• Survey results in staff development day • Feedback from newly-joined teachers			

Major Concern 2: <u>Guiding students to build positive values and equip them for future workplace (Student Support)</u>

Target	Implementation Strategy	Success Criteria	Method of Evaluation	Time Scale	Responsible person	Resource Required
(1) To cultivate students with positive values, attitude and skills, helping student to build a positive attitude in life	• Implement the "I Can Do It" Award Programme, encouraging students to actively participate and establish a positive outlook in life • Encourage teachers and students to share their life stories in "Speech Under the Flag" during assemblies • Cooperate with external organizations or invite professionals for sharing to enhance diverstity of values education	• The "I Can Do It" Award Programme is implemented smoothly in S.1 & 2, and students are rewarded timely • At least 1 teacher or student share their life stories in each "Speech Under the Flag" session. Students find the sharing sessions inspiring • At least 3 external organizations or professionals are invited for sharing. Students find the sharing sessions inspiring	• Teacher and stundent survey conducted by the Moral and Civic Education Committee • Interviews with students by the Moral and Civic Education Committee • Interviews with students by departments and committees concerned	Sep 2023 to Aug 2024	L&T Department and SSD Committee Heads	• Budget for student rewards • Budget for inviting external organization and professionals • Support of Class Teachers and Teaching Assistants

(2) To provide more experiential learning opportunities to support students' diversified life development	• Promote vocational and experiential learning, including workplace visits and Applied Learning studies • Establish networks with external organizations and institutes to strengthen support to students • Organize workplace visits and internships, enabling students to explore different professional sectors and plan for their multiple possible pathways	• 80% of students agree that the vocational and experiential learning experiences they participate in are effective • A list of external organizations and institutes is created • At least 3 workplace visits 2 internships are arranged for selected senior form students. Students find the programmes benefit their career and life development	• Teacher and stundent survey conducted by the Career Guidance Committee • Interviews with students by the Career Guidance Committee	Sep 2023 to Aug 2024	Career Guidance Committee	• Budget and manpower support for workplace visits and internships • Support of the IT Department
(3) To enhance consultation effectiveness	• Establish an electronic portfolio to store student interests, results of career tests and development preferences • Establish lists of targeted-student groups in order to provide effective consultation	• Each S.2 and S.3 student has created an electronic portfolio • A list of S.3 targeted-student groups is created. Students find the consultation sessions effectively assist them in career and life development	• Records of electronic portfolio • Interviews with students by the Career Guidance Committee	Sep 2023 to Aug 2024	Career Guidance Committee	• Support of the IT Department • Support of Class teachers and Teaching Assistants