

**Hong Kong Baptist University Affiliated School
Wong Kam Fai Secondary and Primary School**

Secondary School Development Plan

2015/16 – 2017/18



School Mission

To provide quality education based on Christ's love and concern for others.
Students will explore their potential in an environment where East meets West,
giving them the best of both cultures.

School Motto

Passionate to Learn, with Confidence

Determined to Succeed, with Vision

Mission Declaration

Catering to the whole-person development

Putting students first

Empowering students to be spiritually mature,
wise and informed, artistic, physically strong, creative
and responsible to the community

Students will become global citizens with national pride at heart

Where We Are Now

Our Strengths

- Our school is affiliated with the Hong Kong Baptist University, with high reputation in Hong Kong.
- Our school enjoys the benefits of a Direct Subsidy School which allow us to exercise flexibility in terms of management, financial resources, MOI, curriculum as well as student admission.
- The members of School Management Committee share their expertise in different professions. This fosters an interchange of diversified ideas for the formulation of directions and strategies for the school's development.
- The Secondary School Principal has high caliber and rich experience in leading a high-quality school.
- Our teaching and administrative staff are energetic, adaptable and committed to providing students with whole-person education.
- We have already built up a professional development culture, with programmes regularly organized to support teachers and school leaders in different aspects.
- We endeavor to provide meaningful learning opportunities through a wide range of local and overseas exposure, thus catering for students' diverse interests and abilities.
- Our campus is well equipped with modern facilities. Students have access to first-class academic, sports and aesthetic facilities.
- Our parents have a strong sense of commitment to the school, and are willing to give their support in various aspects.

Our Weaknesses

- The school's middle management is growing, but they still need to equip themselves with more practical management experience.
- Our teaching staff is generally young, with some lacking solid experience in teaching and student management.
- Our teaching staff comes from a variety of backgrounds which might create an obstacle to the development of our school culture.
- Teachers' turnover has been slightly higher, thus leading to greater needs for orientation and team building.
- Diversity of learning ability among students is quite apparent. The school has to make persistent efforts catering for individual needs.

Our Opportunities

- The generous support from HKBU and parents brings in better resources while their high expectations drive us to strive for excellence and professionalism.
- As the primary and secondary schools intensify the advantages of a “through-train” school which promotes continuity of the curriculum, students will benefit from coherent and comprehensive learning experience.
- The intimate connection with HKBU reinforces our professional collaboration, which gives better assurance to the public.
- With the implementation of non-local curriculum, students will benefit from wider choices for further studies.
- The newly built annex is conducive to provision of a greater variety of learning opportunities for students.

Our Threats

- The decrease in the number of school children across the territory may affect the quantity and quality of the intake in the coming few years.
- Relatively high students’ dropout rate due to their need for overseas studies affects the school’s planning and administration to a certain extent.
- The 15% Shatin intake quota limits the scope of student admission. The school has to face keen competition from schools in many other districts.
- High expectation from some parents places unnecessary pressure on teachers.

Major Concerns for 2015/16 – 2017/18

1. Strengthening Learning & Teaching in order to Meet Student Needs
2. Fostering students’ Whole-Person Development in order to Build Positive School Culture
3. Optimizing Management and Administrative Systems and Practices
4. Enhancing Teachers’ Professional Growth and Commitment

Secondary School 3-Year Plan (15-18)

Strengthening our Learning Community

1. Strengthening Learning & Teaching in order to Meet Student Needs

- 1.1 To prepare students well for local and non-local curriculums
- 1.2 To make effective use of student data to fine-tune learning & teaching strategies
- 1.3 To strengthen PS-SS interfacing in terms of curriculum, assessment and other learning activities
- 1.4 To strengthen the language environment
- 1.5 To further promote e-learning as an effective learning tool
- 1.6 To provide better support to gifted and elite students

2. Fostering Students' Whole-Person Development in order to Build Positive School Culture

- 2.1 To nurture positive values towards life and studies
- 2.2 To provide diverse opportunities for students to develop talents
- 2.3 To optimize exchange programs and excursions in order to enrich students' learning experience
- 2.4 To boost students' sense of belonging

3. Optimizing Management and Administrative Systems and Practices

- 3.1 To increase transparency and participation in policy-making
- 3.2 To enhance dissemination of school information to stakeholders
- 3.3 To further develop the school's continuous evaluation system

4. Enhancing Teachers' Professional Growth and Commitment

- 4.1 To cultivate a culture of trust and empowerment
- 4.2 To enhance recognition and appreciation of teachers' contributions
- 4.3 To further develop collaborations with other schools and professional institutions
- 4.4 To seek more PD opportunities for teachers, locally and internationally