



# **TWGHs S. C. Gaw Memorial College**

## **REVIEW REPORT ON 3-YEAR SCHOOL DEVELOPMENT PLAN**

**(2009/10 to 2011/2012)**

# TWGHs S. C. Gaw Memorial College

## CONTENT

	ITEMS	Page
<b>I.</b>	<b>School Vision &amp; Mission</b>	2
<b>II.</b>	<b>School Goals</b>	3
<b>III</b>	<b>1. School Situation Review</b>	4 - 7
	<b>2. Overall Review on School Performance</b>	8 - 13

# TWGHs S. C. Gaw Memorial College

## I. School Vision & Mission



As one of the schools of the TWGHs, our mission in education is to provide comprehensive and multifarious services to children and young people to enable them to exert their full potentialities and, eventually, to serve the community.

We are committed to achieving an all-round development in our young generation through the provision of a congenial learning environment, equipping young people with the necessary skills and knowledge, and nurturing them to become good citizens with a willing commitment to worthy causes and a genuine concern for social affairs.

We firmly believe in the school motto: "Diligence, Frugality, Loyalty and Faithfulness" as the guiding principle in the moral and intellectual development of our children and young people. We strive to promote proper values and a positive outlook on life and encourage them to lead a full and meaningful life.

In cherishing the educational goals of TWGHs, our school is student oriented and dedicates whole-heartedly to the provision of quality education. To this end, we strive to build a happy and ideal learning environment that enables all-round development of our students. We devote ourselves to nurturing our students various potentials and abilities, so as to equip them for a fast and ever-changing future. We lay emphasis on developing in our students the capability for independent thought and on fostering a forward-looking attitude towards life, that they may acquire the right values to serve the society and the country. To keep pace with the time, we champion the professional enhancement of our teachers by raising their life-long learning capacity, and we treasure team work so as to improve the Learning & Teaching efficacy. To strive for excellence, we aspire to forge good partnership with the parents and community alike, so that we can all work hand in hand towards the students' growth and development.

## **II. School Goals**

S. C. Gawer aims at achieving the following:

1. A caring and harmonious school environment;
2. Grooming outward looking and socially responsible students;
3. Providing opportunity for excellent academic, moral and spiritual development;
4. Encouraging students' creativities and leadership through active participation in extra-curricular or co-curricular activities;
5. Building students' self-confidence and raising their self-esteem;
6. Grooming self-motivated and self-disciplined students with life skills & high EQ;
7. Cherishing solid virtues and values from the School Motto 'Diligence, Frugality, Loyalty & Faithfulness';
8. Supporting free and diverse thinking and expressions;
9. Providing opportunity for multiple intelligences, artistic, sports and aesthetic expression;
10. Giving importance to good sporting opportunities and healthy living;
11. Providing high technological facilities to support an effective learning and teaching environment; and
12. Stressing independent whole-life learning and creative thinking

## **1. School Situation Review**

### Achievement on the School Development Plan 2009-2012

<b>Matter Concern</b>	<b>Achievement Level</b>	<b>Follow-up Methods</b>	<b>Remark</b>
1. To enhance teaching skills	<ol style="list-style-type: none"> <li>1. Experienced educators were invited to be the speakers of the seminars for teachers' professional development. The topics of the seminars included 'How to conduct a successful lesson', 'How to enhance the teaching effectiveness through collaborative lesson planning, peer observation and evaluation', 'Using assessment for learning to cater for learner diversity' and 'Gifted education: Cater for individual differences and develop students' potential'.</li> <li>2. All the teachers shared their teaching experience and enhanced their teaching skills through the collaborative lesson planning.</li> <li>3. Teachers' teaching skills were enhanced and evaluated through peer observation.</li> </ol>	More effective lesson plans were designed to encourage students to participate in learning activities and self-directed learning.	
2. To raise the English standard of the students	<ol style="list-style-type: none"> <li>1. Whole school strategies on Language Enhancement were implemented</li> <li>2. English was used as a medium of instruction in Science and IH and in senior form subjects.</li> <li>3. To create an English Speaking Environment, announcement in the morning assembly was given out in English three times a week. The announcers were teachers initially and it has shifted to student centered announcements gradually. Notices were set bilingually. MCs of the Hall Assembly, Speech Day, Parents' Seminars, Swimming Gala &amp; Sports Day gave their lines in both languages.</li> </ol>	Creating a more fruitful English learning environment for the students in daily life	

	<ol style="list-style-type: none"> <li>4. Various English activities were initiated. Drama lesson, Lunchtime Storytelling, Stall games, Public speaking competition, School Musical were held.</li> <li>5. Implementing English-based &amp; cross-departments or cross-subjects activities.</li> <li>6. Cross curriculum writings with topics related to IH (History / Geography) &amp; Science were done in junior forms.</li> <li>7. Incorporating English into the subjects taught in Chinese, uniform tests were done regularly.</li> <li>8. Reading of English books such as Science fictions.</li> <li>9. An English school magazine, Islanders, was published</li> </ol>		
<p>3. To create a culture of sharing among teachers and the promotion of collaborative lesson planning and peer observation</p>	<ol style="list-style-type: none"> <li>1. In order to build a platform for professional sharing and upgrade the professionalism of teachers, teachers were required to take part in collaborative lesson planning and peer observation.</li> <li>2. Each department should carry out 3 new initiatives for the lessons in order to enhance the teaching effectiveness. Then, student could learn in a more interesting, interactive and effective way.</li> </ol>	<p>All the teachers attended the sessions of collaborative lesson planning to promote the culture of professional sharing.</p>	
<p>4. To strengthen students' service spirit</p>	<ol style="list-style-type: none"> <li>1. In order to strengthen the students' service spirit, our school encouraged students to participate in different kinds of voluntary service.</li> <li>2. Voluntary service for the class: There were different posts for the students, such as homework collectors and subject helpers. There were also more responsibilities for the student who was on duty, including cleaning the blackboard and maintaining the cleanliness of the classroom, so students could have the opportunity to serve their own class.</li> </ol>	<p>More students were encouraged to participate in the voluntary service.</p>	

3. Voluntary service for the school: Students took up the leading posts of different clubs and departments, so as to serve the school through holding and organizing different activities.

Voluntary service for Kwai Tsing District:

- ✧ Students served different primary schools in the district such as providing tutorial supporting services for primary students and being the helpers of the sports days.
- ✧ Students took part in the flag days of different charities.
- ✧ Students helped the Police of Kwai Tsing District to distribute the leaflets of Winter Precaution.
- ✧ Students helped the elderly in the Elderly Academy.

Voluntary service for the districts outside Kwai Tsing:

- ✧ The Dress Casual Day was held and the donation was made to Children's Cancer Foundation.
- ✧ The Charity Plant Sale was held.
- ✧ Lunar New Year Fair was held and the donation was made to Children's Cancer Foundation.
- ✧ Students participated in Hong Kong Jockey Club OLE Programme and Community Service Day.
- ✧ Students performed in a charity ball 'Red Night' held by the Tung Wah Groups of Hospitals and Life-line Express Charity Night.
- ✧ Blood Donation Day was held.
- ✧ 175 students received awards from the Social Welfare Department in appreciation of their contribution of volunteer service to the community.

	<p>The total number of service hours carried out by all S.C.Gaw students in 2011-2012 summed up to 22,472 hours. Students needed to keep the activity log books with the personal reflection for the programme.</p>		
<p>5. To enhance National Education</p>	<ol style="list-style-type: none"> <li>1. We have integrated national education into different subjects and activities and achieved the desired results. Curriculum-wise, we have completed the implementation of P.A.T.H.S. to Adulthood among the junior forms, which aims at raising students' national qualities. We have introduced school-based programmes to help our students to care for the community, to have a better understanding of their motherland, and to think rationally and critically.</li> <li>2. We have introduced the Form-based Pastoral Care programmes into our school to provide tailor-made national education activities for students of different forms. Starting from 2010 we have been increasing the number of school clubs and teams for our students. They provide a platform for holding activities through which our students can sharpen their leadership and inter-personal skills and foster among themselves the moral characters of being a good citizen.</li> <li>3. We have been sponsoring our students to participate in exchange programmes outside Hong Kong. Besides recommending and giving financial support to individual students to join exchange programmes organized by various outside organizations, we have already developed our own form-based exchange programmes, which aim at providing chances for more students to understand the motherland and to develop a global perspective.</li> </ol>	<p>National Education takes time and its effect may not be felt immediately. However the teachers can assess its effectiveness through observing the students' responses and the school's general atmosphere. Reflections and sharing on individual activity can also help with the assessment.</p>	



<p>6. To promote Environmental Education</p>	<ol style="list-style-type: none"> <li>1. We have incorporated environmental education in our students' school life and have achieved satisfactory results. For example, most of our students have already formed the habits of bringing their own eating utensils to school and recycling paper in the classroom.</li> <li>2. We have organized various activities in response to the environmental concerns of our sponsoring body and the public. In general, all the activities held could achieve the desired results.</li> <li>3. We will be shifting our focus to the training of environmental leaders among our students. Our long term goal is to become a genuine green school.</li> </ol>	<p>Training students to be environmental leaders. We will continue with the promotion of environmental protection programmes.</p>	
<p>7. To raise School Operational Capacity</p>	<ol style="list-style-type: none"> <li>1. After careful examination of and deliberation on the school's operation and management, we restructured the school administration set-up and re-assigned functions to each department. New ad hoc groups were formed to meet the need of the school's development. The staff members were re-deployed according to job natures. During this period collaboration was achieved through intra-department and inter-department meetings. This helped to raise the school's operational capacity.</li> <li>2. The school administration has arranged for each subject panel several sessions of collaborative lesson planning and peer lesson observation and evaluation, which have been a great help in strengthening communication and collaboration among members of the same panel. The school's policy of language-across-curriculum has provided opportunities for different subject panels to collaborate. With more collaboration and communication among teachers, the school's operational capacity has become more efficient.</li> </ol>	<p>The situation will be monitored and assessed more regularly.</p>	

## 2. Overall Review on School Performance

Indicators	Strong Points	Improvement Measures
<b>1. School Management</b>	<ol style="list-style-type: none"> <li>1. The school has strongly promoted various activities on teachers' development. For example, English language teaching, team building workshop, teaching plan workshop, academic exchange trip, etc. All of these help upgrade the teaching quality of the entire teaching force.</li> <li>2. The school has also invested tremendous resources on IT equipment. With proper training, teachers are able to use them in their lessons. In return, classroom learning has been enhanced.</li> <li>3. To enhance quality management, the school involves vigorously senior and mid-level staff in formulating and implementing school policies.</li> </ol>	Should formulate clearer instruction and guideline for teachers in regard to the division of duties and jobs
<b>2. Professional Leadership</b>	<ol style="list-style-type: none"> <li>1. With great enthusiasm and aspiration in education, members of the school board are highly supportive and affirmative to the school policies. They are appreciative to the leadership of the Principal and all the work done by the teachers.</li> <li>2. To formulate school based development strategies and policies, the leadership team holds consultation meetings with teachers and parents as well as considering the opinions and suggestions of the various stakeholders.</li> <li>3. Flexibly, the principal utilizes internal resources and opens up new external resources. Apart from this, in order to facilitate the overall development of the school, measures are taken to support students learning and school facilities and equipments are renewed and installed.</li> <li>4. The leadership team and the mid-level management team are equipped with professional knowledge and skills so that they can coordinate in harmony with the other teaching staff, formulate and implement teaching plans of each subject team in the school.</li> </ol>	Should further strengthen communication and supervision among departments and groups

	<ol style="list-style-type: none"> <li>5. The leadership team and the mid-level management team hold regular meetings every week to discuss matters concerning the whole school.</li> <li>6. To strengthen the progressive force of the teaching staff, the leadership team vigorously boosts professional development among teachers with both its internal and external resources of the school.</li> </ol>	
<p><b>3. Curriculum and Assessment</b></p>	<ol style="list-style-type: none"> <li>1. The school has rearranged the NSS Elective combinations to offer a wider and more balanced choice of curriculum for students. This measure is a better way to match up the NSS reform as it allows students to choose electives according to their interests and wishes.</li> <li>2. In order to better co-ordinate the Fine-tuning policy of the Medium of Instruction (MOI), the school has adopted the “By Session Arrangement”. All our junior form students are required to study Integrated Science and Integrated Humanities in English so that their ability to learn in English can be further enhanced.</li> <li>3. Our school has employed the school-based curriculum when designing the content of junior form subjects (such as Integrated Science and Integrated Humanities). Through joining EDB’s School-based Curriculum Support Programme, our teachers received external support to optimize curriculum content.</li> <li>4. In accordance with education policy objectives, our school has adopted both formative and summative assessment strategies to help improve students’ learning performance and outcomes.</li> <li>5. Apart from systematically recording students’ academic performance, our school also helps students to build up their own learning portfolios which reflect their non-academic achievements and talents in various perspectives.</li> </ol>	<p>Strengthen the supervision and guidance on the implementation of the curricula.</p>

<p><b>4. Student learning and Teaching</b></p>	<ol style="list-style-type: none"> <li>1. Most of our teachers are experienced and knowledgeable. They are able to maintain a harmonious teacher-student relationship and this helps create a positive learning atmosphere. In addition, our classrooms were upgraded with new IT facilities. This further enhances students' learning efficiency and effectiveness.</li> <li>2. The learning objectives of each lesson are clearly stated (on the board) to allow students to have a better understanding of the learning objectives of the lesson.</li> <li>3. In order to cater for learners' differences in Chinese Language and English Language, our school has assigned NSS students into different teaching groups according to their language ability. Remedial classes of Chinese Language, English Language and Mathematics are also arranged in junior forms to support weak students to keep up with their fellow classmates. These classes are highly welcome by both students and parents and there is a continuous rise in the total enrolment.</li> <li>4. Many subject teachers have designed school-based curricula which can better suit our students' interests, abilities and basic knowledge. This allows higher teaching flexibility which further helps boost our students' learning effectiveness.</li> <li>5. Common lessons are arranged by the school to enhance collaboration between teachers. Through sharing good practices and overcoming teaching difficulties among subject teachers of the same form, the teaching efficiency and effectiveness can be further enhanced.</li> <li>6. Our students have established a set of class learning routines. They are able to use their note-book to record the highlights of the lessons and such practice can help them to learn more effectively.</li> <li>7. Our students have mastered the skills of group discussion, presentation, project learning and Information Technology in junior forms. Such training can enable students to better manage the IES project in the NSS Liberal Studies curriculum.</li> </ol>	<p>Reinforce teachers' understanding of quality assignments and further help students' learning by raising the standard of assignments.</p> <p>Enhance the collaboration between our school and other organizations to help students with diversified learning needs to get rid of their learning difficulties.</p> <p>Increase the number of mobile teaching aids to attain higher teaching flexibility so that better learning effectiveness can be achieved.</p>
--	--	---

<p><b>5. Student Support</b></p>	<ol style="list-style-type: none"> <li>1. School has adopted a whole school approach to discipline and guidance in order to implement the discipline and counselling work as well as student pastoral care. ‘Dual class-teacher System’ has been implemented. This school policy aims at catering for students’ needs and motivate student learning effectiveness.</li> <li>2. School has provided different support for different students and the work is comprehensive. Counselling Department has adopted theme-based approach and has established Peer Group Guidance, Student Support Team and individual counselling service. Discipline Department has adopted both discipline and counselling approach to deal with students’ problems. Careers Guidance Department has helped junior form students to understand themselves and set some goals while the department has provided senior form students comprehensive counselling service about selection of subjects.</li> <li>3. Life Education Department has helped students develop correct value judgement, cultivate civic responsibility, raise their awareness of environmental protection, strengthen their commitment to the community and strengthen their sense of belongings to their own country through organising different activities.</li> </ol>	<p>School can encourage more teachers to attend some courses about counselling skills and catering for learners’ diversity so as to further support the growth of students.</p>
<p><b>6. School partnership</b></p>	<ol style="list-style-type: none"> <li>1. School and parents have forged close cooperation and school has sufficient channels for communication with parents such as Parent-Teacher Association, Parents Meetings etc.</li> <li>2. Parent-Teacher Association has highly supported and recognised the work and policies of the school. It is also concerned about the direction of school development. Representatives of Parent-Teacher Association have joined the Incorporated Management Committee and participated in planning the school policies.</li> <li>3. Some representatives of Alumni Association have joined the Incorporated Management Committee and participated in planning school policies. Alumni Association has held various activities regularly so as to keep contact with the alumni.</li> </ol>	<p>School can strengthen the connection with alumni.</p>

	4. School has held different students' growth & support activities with government, voluntary groups and other organizations.	
<b>7. Attitude and Behavior</b>	<p>1. Students understand the importance of learning and the purpose of learning. They realized the significance of implementing the school policy, which enhances their learning efficiency, widens their horizon and enriches their self-fulfillment. This can be reflected from their excellent performance inside and outside school. For example, Form 6 students attend the after-school tests arranged in every Monday and Thursday on time. Also, students are eager to participate in various competitions and achieve outstanding result.</p> <p>2. In the aspect of students' conduct, most of the students respect the school rules and understand their importance. To nurture students to be well-behaved ones, our school has set up a variety of award schemes to acknowledge and show appreciation to those who have achieved marvellous performance. More than two hundred students were awarded Major and Minor Merits while around four hundred students were awarded Merit Points. This reveals that students love themselves and they love the school.</p> <p>3. The spirit of volunteering is also highlighted. There are quite a number of students volunteered themselves for serving both the school and the community. Last year, students are given the chance to serve the community for 20,000 hours via taking part in the scheme "Volunteer Movement" launched by the Social Welfare Department. This symbolized that our students care about the society with love.</p>	Strengthen students' sense of self-discipline so that they become the role models of others.
<b>8. Participation and Achievement</b>	1. There are a variety of extracurricular activities for students to participate. To develop students to be all-round individuals, gifted education, multi-intelligence development and other learning experience have been incorporated into the school curriculum as to work towards the realization of the cherished aims of "One Sport and One Art and Community Services in a Lifetime among students. There are over 60 clubs, uniform teams and school teams for students to choose in accordance with their interest. Also, 15 professional trainers and tutors are in line with us for this.	Explore more external resources to bring about more training opportunities for students.

	<ol style="list-style-type: none"> <li>2. Starting from 2010, students have achieved outstanding performance in both academic and non-academic areas. In 2009-2010, they only scored about 50 prizes while in 2011-12, they have achieved about 1500 prizes &amp; awards in various inter-school and open competitions.</li> <li>3. Regarding the aspect of sports, students also achieved tremendous performance in Rugby, Fencing, Netball, Kickboxing, Gymnastics, Table Tennis, Badminton, Tennis, Swimming and Track and Field Events. To help students form a healthy lifestyle by doing regular exercises, they are encouraged to join the SportAct Award Scheme organized by Leisure and Cultural Services Department. Over 300 students were awarded the gold medals, silver medals and the bronze medals. Our school was honourably awarded as “Campus of Life Award”.</li> <li>4. In the aspect of aesthetic, apart from the outstanding performance achieved by the school Marching Band and the Chinese Dance Team for consecutive years, the school Latin Dance Team, which is only formed less than 9 months, has achieved distinguished result. They have obtained 400 awards in diverse inter-school inter-district and open competitions in 2011-12. S.C.Gawers are also talented in other aspects such as Arts, sports dancing, language, workplace activities, creative design, leadership and services. Therefore, special appreciation should be given to all the teaching staff for their professionalism and enthusiasm and to all the students for their full engagement. This definitely echoes with the school mission and vision.</li> <li>5. Our school has achieved profound development in nurturing students in terms of quality and quantity. In the coming days, we hope to pass on the well-established traditions and further development in the nurturing of students with all-round attainment --- so as to achieve the objectives of the Whole-person Development &amp; Balanced Attainment Framework of S. C. Gaw.</li> </ol>	
--	---	--