



**Yuen Long Merchants Association
Secondary School**

School Development Plan

(2012/13 – 2014/15)

Yuen Long Merchants Association Secondary School

1. School Vision & Mission

Mission Statements:

We will be collaborative in all respects to provide a positive, stimulating, supportive, aesthetic and harmonious learning environment.

We are committed to educating students in the areas of intellectual, physical, social, moral, aesthetic and emotional development.

We aim to fulfill the school motto 'Integrity, Simplicity, Diligence and Perseverance' by co-operating with parents in building up the minds and characters of students.

2. School Goal

1. To develop our students' ability to use both Chinese and English as a successful tool of thought and communication.
2. To develop in our students a love for learning and a sense of life-long learning.
3. To build a school community in which teachers, students and non-teaching staff have a spirit of mutual respect and co-operation.
4. To develop in our students a desire to work for a just society.
5. To encourage our students to be generous in placing their knowledge and competence at the service of the community.

3. School Motto

Integrity, Simplicity, Diligence and Perseverance

4. Core Values of Education

We aim to foster a spirit of self-strengthening in a positive, stimulating and supportive school culture. It is our goal to develop our students into good, responsible citizens of integrity.

Holistic Review

Effectiveness of the previous School Development Plan (2009 - 2012)

Major Concerns	Extent of targets achieved	Follow-up action
1 To enhance learning and teaching capacities	Partly achieved <ul style="list-style-type: none"> • Improvement in reading skills and thinking skills can be seen in the performance of students in HKDSE language subjects and LS subjects and internal examinations • More can still be done to cater to the diverse abilities and needs • Cooperative and interactive learning can be further enhanced 	<ul style="list-style-type: none"> - More can be done to cater to learning diversity - Students' self-direct learning attitudes and skills required to enhance effectiveness in learning - Enhancement measures for high-fliers can be further developed to strive for academic excellence
2. To build a harmonious and healthy school – to adopt a whole-school approach in nurturing positive attitudes and values	Mostly achieved <ul style="list-style-type: none"> • Most of the projects and measures are implemented smoothly and a harmonious school learning environment is generally felt 	Most of the projects and measure will be implemented as regular school projects.
3. To implement the New Senior Secondary Curriculum (NSSC)	Fully achieved <ul style="list-style-type: none"> • A full first cohort of NSS curriculum has been implemented and the HKDSE 2012 results are pleasing 	School-based and subject-based reviews will be carried out and followed up with necessary measures

Evaluation of the School's Overall Performance

PI Areas	Major Strengths	Areas for Improvement
1. School Management	<ul style="list-style-type: none"> • Well established organization • Clear direction of development 	<ul style="list-style-type: none"> • Enhancing the transparency of the school's decision-making process • Providing more channels for teachers to participate
2. Professional Leadership	<ul style="list-style-type: none"> • The Principal provides effective guidance to the continuous development of the school and oversees school work effectively • Department heads are experienced and they provide good guidance to panel members & panel members are ready to work in collaboration 	<ul style="list-style-type: none"> • Deployment of staff to optimize their potential • More CPD on leadership training
3. Curriculum and Assessment	<ul style="list-style-type: none"> • This is in line with the trend of the Education Reform • School based curricula/assessment started to develop in different KLAs • The school arranges different learning opportunities for students to experience a richer learning life. 	<ul style="list-style-type: none"> • More collaboration between different subjects • More CPD on Assessment on Learning • More co-ordination about SBA
4. Student Learning and Teaching	<ul style="list-style-type: none"> • Students are of good ability. • Teachers are experienced, diligent and professionally trained 	<ul style="list-style-type: none"> • More focus on student-directed learning and variation of teaching strategies according to students' needs, interest and abilities and use of constructivist approach
5. Student Support	<ul style="list-style-type: none"> • Different programs are run to support students' learning and extend their learning experiences 	<ul style="list-style-type: none"> • More work should be done to cater for learning diversity • More support for students with learning problems

PI Areas	Major Strengths	Areas for Improvement
6. Partnership	<ul style="list-style-type: none"> • Good teacher, student relationship • Good support from PTA and community • Good partnership with NGOs like HKACMGM and JAHK 	<ul style="list-style-type: none"> • Further enhancement of school-parent communication • Support from alumni can be further developed
7. Attitude and Behaviour	<ul style="list-style-type: none"> • Teachers are caring and eager to offer help to students. • Most students are eager to learn and they get along well with their schoolmates. 	<ul style="list-style-type: none"> • Teachers can work more collaboratively in improving students' attitude and provide more support for teachers who are less capable in coping with students problems.
8. Participation and Achievement	<ul style="list-style-type: none"> • The school provides different opportunities to foster student leadership and develop their potentials inside and outside school. • Students won prizes in various competitions. • Students perform well in HKDSE and HKALE 	<ul style="list-style-type: none"> • More support to be provided for most capable students • More students to be encouraged to participate in uniform groups / social services

SWOT Analysis

Our Strengths

- 1) *Our students are generally academically capable with good learning attitudes.*
- 2) *Our students are well-behaved and willing to organize club activities and participate in different OLEs.*
- 3) *We have a harmonious campus atmosphere with good peer relationship and good teacher-pupil rapport.*
- 4) *Our teachers are qualified, hard-working, co-operative and willing to take up responsibilities.*
- 5) *Our teachers show great concern for our students and have a strong mission to do their best for them.*
- 6) *Our teachers are keen to attend seminars, workshops and courses for staff development.*
- 7) *Our teachers are enthusiastic in teaching and willing to accept changes and development.*
- 8) *More and more teachers have the awareness to develop quality school-based curriculum.*
- 9) *Mobility of teachers is low in our school and this helps build up a strong and devoted teaching team.*
- 10) *We have a clear policy and procedure manual that gives good guidelines on the running of routine duties.*
- 11) *We have a more pleasant environment than before.*
- 12) *Through years of development, the school is now providing a variety of extra-curricular activities for students.*
- 13) *We have strong support from the IMC, the Parent-Teachers' Association and the Alumni Association.*

Our Weaknesses

- 1) *Students' generic skills and self-learning capacity need further enhancement.*
- 2) *Students' time management and work prioritization skills need further development.*
- 3) *Students' increasing different learning abilities need address.*
- 4) *Many teachers are pre-occupied by their teaching load, administrative and other duties, as well as professional development training. They have little space for reflective work and limited time on the exchange of ideas and sharing.*
- 5) *Teachers have different beliefs in quality curriculum design and effective teaching methodology. Sometimes their ideas cannot be reconciled.*
- 6) *The school as learning community needs further development.*
- 7) *There are limited resources for smaller class teaching.*
- 8) *We need more resources and space for renovation and development of some of the school facilities.*

Our Opportunities

- 1) *With the implementation of NSS curriculum, there are opportunities for the school to introduce learning and teaching initiatives to enhance teachers' pedagogy and to stretch students' potential.*
- 2) *NSS curriculum provides students with greater freedom in their choice of subjects and to pursue their interests.*
- 3) *Collaboration and closer ties with the Alumni Association and NGOs such as Junior Achievement Hong Kong provide more opportunities and resources for students to gain more horizon-broadening experiences outside the classroom and the school.*
- 4) *EDB conducts various professional development courses and seminars for teachers.*
- 5) *More collaborative learning and teaching are developed as a consequence to the education reform.*
- 6) *The school's learning atmosphere will be enhanced.*
- 7) *Parents, alumni and the community as well as the IMC have generously supported the school, enabling us to offer better resources. Consequently, higher standards of achievement and professionalism can be attained.*

Our Threats

- 1) *Students, teachers and the school have to face and cope with the great changes brought about by the implementation of new academic structure.*
- 2) *Reduced banding in the recent decade has resulted in the admission of students with wide-ranged learning capabilities. Our school-based curriculum has to be tailored to address the challenges that emerge.*
- 3) *The pursuit for material comfort which is prevalent in this era poses a threat to our students' outlook on life. Our students need to be taught the importance of respect, responsibility and concern for others.*
- 4) *Students' abilities become more diverse and the need to cater for students' diverse learning capabilities has imposed an extra burden on teachers.*
- 5) *There are going to be more competitors for competent students as more schools are running EMI classes and the Pre-S1 student population is dwindling in the territory.*
- 6) *Family problems and weakening parental support affect students' emotion and performance.*
- 7) *Many parents lack time and skills to support students' learning.*
- 8) *Some students may have more behavioral problems and lower motivation to learn, which may not only adversely affect their learning efficacy and academic standard but also do much harm to the school learning atmosphere and culture.*

Major Concerns for 2012/13 – 2014/15 (in order of priority)

- 1** To develop students' academic potential, facilitate their academic pursuit & enhance their academic performance
- 2** To enhance our students' whole-person development to meet the challenges of an ever-changing world

School Development Plan (2012/13 – 2014/15)

Major Concerns	Targets	A General Outline of Strategies	Time Scale (Please insert ✓)		
			12/13	13/14	14/15
1 To develop students' academic potential, facilitate their academic pursuit & enhance their academic performance	1 To enhance students' self-directed learning habits towards subject knowledge & current issues	• Encourage students to exercise self-learning	✓	✓	✓
		• Promote the use of e-class & e-learning	✓	✓	✓
		• Encourage students & co-ordinate students to take part in external inquiry learning bound conference, competitions & seminars	✓	✓	✓
	2 To promote good learning skills/ strategies	• Subject departments to focus on 2 learning skills/ across all levels & provide occasions for students to present & share good learning strategies	✓	✓	✓
	3 To enhance students' inquiry learning attitude	• Review & develop Science curriculum, pedagogy & assessment	✓	✓	✓
		• Encourage students to participate in external inquiry learning or project competitions	✓	✓	✓
		• Co-ordinate inquiry learning activities	✓	✓	✓
		• Organize S1-S3 inter-class current issue competitions & activities	✓	✓	✓
	4 To adopt subject-based strategies & programmes to cater for learners' diversity	• Encourage teachers to tailor-make or teach the same material to different depths to cater to learning diversity	✓	✓	✓
		• Provide opportunities for more students to participate in various competitions inside & outside school	✓	✓	✓
		• Organize after school support programmes for S1 & S2 students	✓	✓	✓
		• organize mentoring programmes in some subjects	✓	✓	✓

2 To enhance our students' whole-person development to meet the challenges of an ever-changing world	1. A stronger motivation & initiative to gain better personal growth	• Provide more academic awards including class-based ones	✓	✓	✓
		• Invite alumni & professionals to share experiences & run mentoring programmes	✓	✓	✓
		• Enrich students' school experience by offering more OLE	✓	✓	✓
	2. A greater sense of responsibility, respect & self-management	• Encourage students to plan their OLE and organize activities for school	✓	✓	✓
		• Run self-management workshops in class teacher periods	✓	✓	✓
		• Run time-management workshops	✓	✓	✓
		• Empower more student leaders to organize a wide variety of programmes within and outside school so as to increase students' opportunities to be accountable leaders	✓	✓	✓
	3 Appreciation of rational value judgment, healthy living & holistic development	• Hold activities to promote good health and stress-management activities	✓	✓	✓
		• Organize inter-class competitions	✓	✓	✓
		• Organize health education talks & seminars e.g. how to cope with stress	✓	✓	✓
		• Post related mottos on the boards, in the corridor & staircases	✓	✓	✓
		• Encourage less motivated students to take part in some team building activities held by NGOs	✓	✓	✓
	4 Care for others, our	• Encourage students to take part in CYC programmes	✓	✓	✓

	community, our nation & the environment	<ul style="list-style-type: none"> Organize school-based voluntary service programmes Encourage students to sign up for voluntary services 			
5	A broader horizon & an enthusiastic, positive life attitude	<ul style="list-style-type: none"> Maximize students' abilities & independence in encountering challenges in their future careers & facing multi-pathways under the NSS education system by holding more careers-related programmes Organize trips & visits Encourage students to set challenging goals in their studies & everyday life 			