

**Po Leung Kuk No.1  
W.H. Cheung College**

**School Development Plan**

**3-school-year period**

**2024/25 - 2026/27**

## **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 organization.

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, Pragmatic and innovative,

Integrity, Vigilance,

Optimal use of resources, Cost-effectiveness,

Professional team, Service with heart.

**School Vision & Mission**

The vision and mission of Po Leung Kuk No.1 W.H. Cheung College center around the provision of exceptional and comprehensive education which cultivates academic excellence, moral virtues, and personal development among students. Renowned for guiding students towards personal and academic brilliance, our school constantly strives to create a holistic learning environment.

Through the dedicated efforts of our staff and effective communication between the school and parents, our institution has emerged as one of the most sought-after secondary schools in Wong Tai Sin. With a clear and well-defined mission, we have been fostering a harmonious working relationship and dedicated team spirit among the school community.

Our curriculum places equal emphasis on the five fundamental Chinese virtues: morals, intelligence, physical development, sociability, and aesthetics. By nurturing our students with these aspects, we aim to unlock the full potential of our young talent. Moreover, we are committed to continuously providing high-quality education and fostering a caring and stimulating school life for our future leaders.

As a reputable secondary school, we always endeavour to provide our students with a well-rounded educational experience focusing not only on academic excellence but also the development of correct moral values, personal growth, and a sense of social responsibility. We are dedicated to maintaining our position as a leading secondary school by consistently providing exceptional education and unleashing the potential of our students.

**School Goals**

Through the provision of a comprehensive selection of subjects spanning the eight key learning domains, supplemented by immersive educational experiences in moral, civic, and national education, active community service engagements, and hands-on career-related opportunities, our aim is to empower students to not only acquire but also internalize the requisite attitudes, skills, and knowledge vital for navigating the multifaceted challenges awaiting them beyond graduation.

**School Motto**

The school holds a motto of love, respect, diligence and honesty.

**Core Values of Education**

Our school is committed to providing students with a values-based education that instills widely accepted ethics and principles. Furthermore, we foster critical thinking and lifelong learning skills, essential for our students to thrive in an ever-changing world. Through a diverse range of activities and experiences, we empower our students to become active contributors to society, making a positive impact in their communities and beyond.

### Holistic Review

#### Effectiveness of the previous School Development Plan

Major Concerns	Extent of targets achieved, e.g. : <b>Fully achieved ;</b> <b>Partly achieved ;</b> <b>Not achieved</b>	Follow-up action, e.g. : <b>Incorporated as routine work ;</b> <b>Continue to be major concerns in the next SDP ;</b> <b>Others</b>	Remarks
1. Nurture competent learners in a caring environment	<b>Fully achieved:</b> <ul style="list-style-type: none"> <li>• A caring and supportive learning environment was cultivated across all grade levels.</li> <li>• Teachers across various disciplines incorporated the theme of care and support into their assignments, fostering a positive atmosphere.</li> </ul> <b>Partly achieved:</b> <ul style="list-style-type: none"> <li>• Strategies for catering different students’ needs</li> </ul>	<ul style="list-style-type: none"> <li>} Incorporated as routine work</li> <li>} Will continue in the coming academic year</li> </ul>	
2. Enhance bonding with different stakeholders	<b>Partly achieved:</b> <ul style="list-style-type: none"> <li>• Bonding with teachers and students are strengthened</li> <li>• Bonding with parents is enhanced</li> <li>• Bonding with different alumni is strengthened</li> <li>• Bonding with the Principal is partly achieved</li> </ul>	<ul style="list-style-type: none"> <li>} Incorporated as routine work</li> <li>} Will continue in the coming academic year</li> <li>} The new principal resumes duty in September 2023</li> </ul>	

**Evaluation of the School's Overall Performance**

PI Areas	Major Strengths	Areas for Improvement
1. School Management	<ul style="list-style-type: none"> <li>• The principal and vice-principals are driven by a strong passion, equipped with a clear vision and specific goals aimed at enhancing the welfare of students and fostering the growth of the school.</li> <li>• School policies align with guidelines set by Po Leung Kuk and the Education Bureau.</li> <li>• The school organization chart depicts relationships among various committees.</li> <li>• Teachers effectively fulfill their duties and have a clear understanding of their teaching and administrative responsibilities.</li> <li>• Different committees with distinct responsibilities have been established.</li> <li>• Supporting staff, including Office personnel and teaching assistants, collaborate effectively with teaching staff.</li> <li>• The teacher appraisal system is well-developed and includes teacher self-evaluation.</li> <li>• The Incorporated Management Committee is dedicated and provides comprehensive support to the school.</li> </ul>	<ul style="list-style-type: none"> <li>• Connections with middle managers will be enhanced, and the sustainability of school leaders will be ensured.</li> <li>• Increased participation from parents, alumni, and different stakeholders will be encouraged to boost contributions to the school.</li> </ul>
2. Professional Leadership	<ul style="list-style-type: none"> <li>• School leadership actively engages with educational reforms, fostering innovation and new initiatives.</li> <li>• A collaborative leadership style encourages staff involvement in school affairs and provides effective channels for feedback on policies.</li> <li>• Staff members are adequately empowered to contribute and take ownership.</li> <li>• Resources are strategically allocated in alignment with the school's development plan.</li> <li>• Strong, harmonious relationships exist among the Incorporated Management Committee, senior teachers, and staff, fostering a positive team spirit and sense of belonging.</li> <li>• Teachers stay updated on the latest trends in educational development, while the school focuses on enhancing the professional growth of middle managers and onboarding new teachers.</li> </ul>	<ul style="list-style-type: none"> <li>• Further training is essential for middle managers, and there is a need for professional development opportunities for new teachers to keep them abreast of the latest educational trends and to address diverse school requirements.</li> </ul>

PI Areas	Major Strengths	Areas for Improvement
3. Curriculum and Assessment	<ul style="list-style-type: none"> <li>• Curriculum goals and policies at the school are aligned with students' needs and curriculum reform imperatives as outlined by EDB and CDC.</li> <li>• The school tailors its curriculum development based on CDC guidelines, with regular modifications to cater for the needs of the students and the development of the school.</li> <li>• NSS subject combinations offered by the school are designed to align with students' interests and requirements.</li> <li>• Subject chairpersons facilitate the exchange of information and opinions among teachers on curriculum-related matters.</li> <li>• Close integration between curriculum and assessments is maintained, with assessment data informing the review of curriculum goals and subsequent actions.</li> <li>• The assessment system upholds fairness and transparency, with all papers collectively prepared by the respective department's teachers.</li> <li>• Assessments include questions of varying difficulty levels to accommodate diverse learning needs.</li> <li>• Multiple assessment methods involving different stakeholders such as parents and peers are incorporated to evaluate learning outcomes. Peer and self-assessment are integrated into project work and assignments across various subjects for ongoing assessment.</li> <li>• A subject-specific continuous assessment system has been put in place with greater emphasis on cultural and practical subjects. The focus on using various projects leads to a more engaging and effective learning experience.</li> </ul>	<ul style="list-style-type: none"> <li>• Regular reviews of both the formal and hidden curriculum will be continued.</li> <li>• Various formats of assessments will be further incorporated to address diverse students' needs.</li> </ul>

PI Areas	Major Strengths	Areas for Improvement
4. Student Learning and Teaching	<ul style="list-style-type: none"> <li>• The pedagogical approaches align with defined learning objectives and targets, empowering students to take charge of their learning process and fostering critical thinking skills.</li> <li>• Teachers embrace a diverse array of instructional techniques to enhance student engagement, promote active participation and cultivating student autonomy in learning.</li> <li>• Tailored support is extended to students across the learning spectrum, with initiatives such as remedial sessions, enrichment programs, and bridging courses designed to address individual learning needs.</li> <li>• Enhanced school facilities, including desktop computers, visualizers, and other IT resources, are readily available in classroom settings to enrich the learning environment.</li> <li>• Thoughtful consideration is given to scheduling assemblies, class periods, and special events to ensure a balanced learning experience for students.</li> <li>• Parental involvement in students' educational endeavors is notably high, reflecting a collaborative partnership between the school and families in supporting student learning and development.</li> </ul>	<ul style="list-style-type: none"> <li>• Enhanced teaching methodologies, such as creating worksheets with varying levels of complexity and providing additional sessions for students requiring extra support, will be implemented to address diverse educational requirements.</li> <li>• Increased emphasis will be placed on assignments aimed at fostering students' skills in articulating and sharing their perspectives as well as promoting collaborative learning through interactive discussions and constructive feedback.</li> <li>• Greater promotion of interdisciplinary collaboration across subjects will be encouraged to enhance students' holistic learning experiences and foster a more integrated approach to education.</li> </ul>
5. Student Support	<p><b>Guidance</b></p> <ul style="list-style-type: none"> <li>• Diverse initiatives have been implemented to impart students with knowledge, skills, and a positive mindset to effectively navigate challenges.</li> <li>• The themed week has fostered a sense of unity within the school community, with students actively engaging in the week's activities.</li> <li>• Regular mental health workshops and programs are conducted to heighten student awareness regarding the significance of mental well-being.</li> <li>• Various growth-oriented groups are available to cultivate a constructive outlook on life and personal development among students.</li> </ul>	<p><b>Guidance</b></p> <ul style="list-style-type: none"> <li>• It is planned to introduce additional methods for students to relax, build relationships, and enhance resilience.</li> <li>• Emphasis continues to be placed on promoting positive values, fostering appreciation, and enriching life planning education.</li> <li>• More diverse programmes are to be held in the coming year to meet the needs of the students in an ever-changing environment.</li> </ul>

PI Areas	Major Strengths	Areas for Improvement
	<p><b>Discipline</b></p> <ul style="list-style-type: none"> <li>• An effective merit and demerit system has been implemented to incentivize positive student behavior.</li> <li>• Regular talks and exhibitions are conducted to nurture a positive life outlook among students.</li> <li>• Leadership training initiatives and Interflow programs between schools are organized to promote students' leadership skills.</li> <li>• The Outstanding Class Award competition is conducted periodically to bolster students' self-discipline.</li> <li>• Students demonstrating good conduct and attendance are recognized with Good Behavior Awards.</li> </ul>	<p><b>Discipline</b></p> <ul style="list-style-type: none"> <li>• The implementation and promotion of positive discipline strategies are recommended.</li> <li>• Encouragement will be given to students to participate in the activities associated with the Outstanding Class Award to strengthen camaraderie among peers.</li> <li>• Initiatives will be undertaken to foster stronger bonds among prefects, with head and senior prefects encouraged to organize activities like BBQs and workshops for the prefect body.</li> <li>• To cater to the needs of high-achieving students, Head Prefects and senior prefects will be entrusted with more demanding responsibilities, including leadership roles in the prefect training camp and the organization of training sessions for junior prefects.</li> </ul>
	<p><b>Moral, Civic and National Education</b></p> <ul style="list-style-type: none"> <li>• Form-teachers' periods along with speeches, talks during assemblies, exhibitions, and quizzes, are organized to instill positive values in students.</li> <li>• Teaching materials for form-teachers' periods are regularly reviewed to incorporate the latest information.</li> <li>• Students show interest in mainland tours that promote their national identity.</li> <li>• Participation in external competitions focused on the Basic Law and national security enhances students' understanding of the country's development and their national identity.</li> <li>• Collaboration with other departments has been strengthened to provide comprehensive moral, civic, and national education.</li> <li>• Both students and the school are recognized with awards for their active involvement in Po Leung Kuk Flag Day.</li> </ul>	<p><b>Moral, Civic and National Education</b></p> <ul style="list-style-type: none"> <li>• Moral, Civic, and National Education will be woven into the curricula of various subjects and activities to enrich students' sense of national identity and belonging.</li> <li>• Students will be encouraged further to join more external competitions to enhance their sense of national identity.</li> </ul>

PI Areas	Major Strengths	Areas for Improvement
	<p><b>PTA</b></p> <ul style="list-style-type: none"> <li>• The annual Form One Orientation Day in late August facilitates new students' adjustment to the school environment, offering comprehensive information on school policies, regulations, and activities. A guided tour further familiarizes both students and parents with the school premises.</li> <li>• Exceptional feedback reveals that nearly 100% of students and parents were highly satisfied with the knowledgeable speakers and found the school tour extremely informative for gaining insights into the new school setting.</li> <li>• A supplementary talk for Form One parents in mid-September provides valuable insights into their children's school life, aiding parents in supporting their children's adaptation to the new academic environment.</li> <li>• Post the initial assessments in November, Form One class teachers engage with parents to discuss student performance and collaboratively devise strategies to enhance students' academic progress.</li> </ul>	<p><b>PTA</b></p> <ul style="list-style-type: none"> <li>• The school can boost parental involvement through a variety of organized programs.</li> </ul>
	<p><b>Co-curricular activities</b></p> <ul style="list-style-type: none"> <li>• Leadership training camps and workshops are conducted for club and society committee members to cultivate self-discipline, obedience, cooperation, and communication skills.</li> <li>• Energetic senior form students take charge of co-curricular activities (CCA), fostering leadership development opportunities.</li> <li>• Professional coaches are involved in specific CCA groups like bands, dance, and football, providing students with specialized training.</li> <li>• Inter-class sports competitions are introduced to enhance class spirit and engagement.</li> </ul>	<p><b>Co-curricular activities</b></p> <ul style="list-style-type: none"> <li>• Additional service-learning opportunities will be organized to expand student engagement in serving others.</li> </ul>

PI Areas	Major Strengths	Areas for Improvement
	<p><b>Alumni Association</b></p> <ul style="list-style-type: none"> <li>• The school benefits from highly supportive alumni who actively contribute to student development in multiple ways.</li> <li>• Generous alumni provide scholarships based on academic merit and financial requirements to assist students.</li> <li>• Alumni willingly share invaluable insights and experiences with senior students on elective subjects, JUPAS selections, university experiences, and career prospects in diverse fields.</li> <li>• Former students lead two-week summer tutorial classes for F.1-F.3 students with lower academic achievement, fostering academic improvement and mentorship within the school community.</li> </ul>	<p><b>Alumni Association</b></p> <ul style="list-style-type: none"> <li>• Additional collaborations with the school will be arranged to enhance access to resources, involvement, and connections within the school community.</li> </ul>
6. Partnership	<p><b>PTA</b></p> <ul style="list-style-type: none"> <li>• The school fosters a positive relationship with parents expressing satisfaction in having their children enrolled, as indicated by the stakeholders' survey.</li> <li>• The Parent-Teacher Association (PTA) members play a vital role in organizing activities and effectively bridging the gap between the school and parents, addressing concerns regarding school policies and clearing misunderstandings during committee meetings.</li> <li>• Informative talks and workshops are regularly arranged for parents, enhancing their understanding of their children and improving communication skills.</li> <li>• Initiatives to create more interest groups, held on Fridays after school, provide opportunities for parents and students to collaborate, learn new skills, and strengthen their parent-child relationships.</li> </ul>	<p><b>PTA</b></p> <ul style="list-style-type: none"> <li>• Addressing limited availability of spaces to ensure more families can actively participate in the diverse range of activities organized by the Parent-Teacher Association (PTA).</li> <li>• Enhancing resource allocation to expand the capacity for activities, allowing for a greater inclusion of families in PTA initiatives.</li> <li>• Considering additional scheduling options beyond Saturday mornings to better accommodate the diverse schedules of working parents, potentially increasing overall participation rates in PTA events.</li> </ul>

PI Areas	Major Strengths	Areas for Improvement
	<p><b>Alumni Association</b></p> <ul style="list-style-type: none"> <li>• The Alumni Association fosters a strong and harmonious relationship with the school through diverse activities like annual general meetings, ball game competitions, BBQ events, and more.</li> <li>• Alumni exhibit a profound attachment to the school, offering unwavering support for its growth. Hundreds of alumni engaged in the Alumni Manager election (2020-2021) and actively participate in school affairs, including serving as guests of honor at the Athletics Meet, showcasing talents in the Christmas Variety Show, and providing tutoring for students.</li> </ul>	<p><b>Alumni Association</b></p> <ul style="list-style-type: none"> <li>• Additional collaborations with the school will be arranged to enhance access to resources, involvement, and connections within the school community.</li> </ul>
7. Attitude and Behaviour	<p><b>Discipline</b></p> <ul style="list-style-type: none"> <li>• Most of our students display self-discipline and are receptive to advice and guidance.</li> <li>• A majority of students express fondness for their school and enjoy positive relationships with their classmates.</li> <li>• Teachers and students maintain constructive and beneficial relationships.</li> </ul>	<p><b>Discipline</b></p> <ul style="list-style-type: none"> <li>• The incorporation of increased positive messaging and teachers in school assemblies is recommended.</li> </ul>
8. Participation and Achievements	<ul style="list-style-type: none"> <li>• Our students have consistently excelled in the HKDSE and have also achieved outstanding results in a wide range of academic competitions.</li> <li>• Between 2021 and 2024, our school has garnered an impressive array of awards across a diverse range of disciplines.</li> <li>• Our students have demonstrated exceptional prowess in various competitions, including sports, writing, science, verse speaking, STEM, music, and arts, consistently securing top honors, including first, second, and third place titles. Notably, both junior and senior students have actively participated in these events, highlighting their remarkable talent and excellence.</li> </ul>	<ul style="list-style-type: none"> <li>• Strategies and platforms for students to strive for excellence in all areas are planned to be expanded, in order to better cater for individual needs and talents.</li> </ul>

## SWOT Analysis

### Strengths:

- **Unified Vision:** Our staff share a common vision and mission, ensuring a cohesive approach to education.
- **Positive Student Attitude:** The majority of students are hard-working, well-behaved, and receptive to advice, creating a conducive learning environment.
- **Strong Teacher-Student Relationships:** Our teachers adopt a variety of teaching strategies, and good relationships with students foster a positive learning atmosphere.
- **Excellent reputation:** Our strong reputation and welcoming environment contribute to a high student intake.
- **Alumni and Parental Support:** Our parents, as well as our engaged alumni, are supportive of the school, which enhances our ability to provide a quality education.
- **Comprehensive support :** Po Leung Kuk provides support & resources in all areas. Under the current leadership, the school has brought in measures to further strengthen opportunities for student achievement and support their individual needs.

### Weaknesses:

- **Socio-Economic Challenges:** Many students come from comparatively less affluent families, which can affect their access to resources and opportunities beyond school.
- **Space Shortage:** Insufficient space for expansion of extracurricular activities & opportunities for student enrichment
- **Increasing workload of teachers:** Teacher workload is on the rise, undermining their capacity to offer students optimal support.

### Opportunities:

- **Community Recognition:** Our school has gained recognition from parents and students in the district, providing a strong foundation for growth and development.
- **Collaborative Culture:** We have a good team spirit and harmonious relationships among staff members, which facilitates effective collaboration and innovation.
- **Strong Partnerships:** We have close ties with the PTA, Alumni Association, and other stakeholders, enhancing our ability to provide a well-rounded education.
- **Broadening Horizons:** Numerous external competitions and scholarships broaden students' horizons, enhance their learning experiences, and strive for excellence across all areas.

### Threats:

- **Declining Student Population:** The number of students in Hong Kong is dropping, which can impact our school's sustainability and resource allocation.
- **Competition from Other Schools:** We face keen competition from traditional DSS and international schools, which can attract our students and affect our reputation.
- **Diverse Student Needs:** Our students increasingly vary in terms of learning abilities, characteristics, and strengths, requiring more tailored approaches to teaching and learning.
- **Internet and Smartphone Addiction among Youth:** The increasing trend of internet and smartphone addiction among young people is a pressing concern that requires proactive measures to address.
- **Ever changing & frequent fine-tuning of the DSE curriculum:** The change of assessment criteria inevitably increases teachers' workload and destroys the public's confidence in the system.

### 2024/25 - 2026/27 School Development Plan (SDP)

**Major Concern (1) Fostering positive values, cultivating an atmosphere of appreciation and promoting students' well-being**

**Major Concern (2) Empowering students with new opportunities and broadening their educational horizons as 21<sup>st</sup> -century learners**

Major Concerns	Expected Outcome / Targets	Outline of Strategies	Seven Learning Goals	Time Scale		
				24/25	25/26	26/27
<b>(1) Fostering Positive Values, Cultivating an Atmosphere of Appreciation, and Promoting Students' Well-being</b>	1.1 Foster positive values & cultivate an atmosphere of appreciation among students	1.1.1 Assist students in developing and nurturing their personal strengths	National & Global Identity	✓	✓	✓
		1.1.2 Strengthen the implementation of value education	Healthy Lifestyle	✓	✓	✓
	1.2 Build up a healthy lifestyle among students	1.2.1 Assist students in developing & achieving healthy lifestyle and healthy inter-personal relationships		✓	✓	✓
		1.2.2 Promote the Physical and Mental Well-being of different stakeholders		✓	✓	✓
<b>(2) Empowering Students with New Opportunities and Broadening their Educational Horizons as 21st Century Learners</b>	2.1 Strengthen students' learning skills and habits in enhancing students' learning efficacy	2.1.1 Nurture good learning habits among students	Breath of Knowledge	✓	✓	✓
		2.1.2 Uplift the development of teachers' professionalism	Language Proficiency	✓	✓	✓
	2.2 Empower students with new opportunities	2.2. Build up a variety of learning platforms and provide different learning opportunities for students	Generic skills	✓	✓	✓
	2.3 Further raising awareness of catering for learner's diversity	2.3 Fine-tune the school policies and curriculum to better cater for students' needs	Information Literacy	✓	✓	
	2.4 Enhance career guidance and life planning	2.4.1 Consolidate teacher's awareness and understanding of careers and life planning	Life Planning	✓	✓	✓
		2.4.2 Equip teachers with life planning counselling skills			✓	✓