



**Yaumati Kaifong
Association School
School Development Plan**

3 Year Plan

2009-2010 to 2011-2012

Yaumati Kaifong Association School

School Mission

To provide education for students from all walks of life and of different races and tailor teaching to their diverse needs so that their talents and potential can be fully developed.

School Motto

Our school motto is Honesty and Honour. Honesty is how our students are nurtured to be honest, thereby being fair, truthful and morally upright. Honour is for them to gain the respect they deserve and be the source of pride to their alma mater, parents and teachers.

Our Goals

Our school epitomises a global cultural community, with students of various countries like India, Nepal, Pakistan, The Philippines, Bangladesh, Sri Lanka, Nigeria and other parts of the world. We hold the belief that education should be impartial and the rights of all students, regardless of race, language or religion. English is the main medium of instruction in all subjects except Chinese; however we stress on bilingualism in school, thus equipping our students with the basic knowledge of Chinese to help their integration into the society.

Holistic Review

Effectiveness of the previous School Development Plan

Major Concerns	Extent of targets achieved	Follow-up action	Remarks
1. Curriculum Development	Partly Achieved	Continue to be major concerns focusing on the three main subjects: English, Chinese and Mathematics	<ol style="list-style-type: none"> 1. The P.1 Chinese curriculum is in place and this will be the precedent of the curriculum for P.2 to P.6 in the subsequent years 2. Changes implemented include; <ul style="list-style-type: none"> - Moral & Civic Lessons, - two Computer lessons per week for all classes and fully equipped IT classrooms
2. Staff Development and Appraisal System	Fully Achieved	Incorporated as routine work	<ol style="list-style-type: none"> 1. All teaching staff was set a minimum CPD hours and relevant seminars attended were shared during Saturdays on a monthly basis. 2. An appraisal system was set up and all staff was involved in interviews with their mentors and the

			principal on different occasions.
3. School Self-Evaluation	Partly Achieved	Incorporated as routine work	<ol style="list-style-type: none"> 1. Evaluation and reviews were done after each assessment, test and examinations. Events such as school picnic, sports day and graduation ceremony were also routinely evaluated for improvement and feedback. 2. The school joined the Hong Kong School Self-evaluation Network to constantly monitor itself and make adjustment with feedback from outside sources. 3. Stake Holders' report were conducted and the results taken into account for future planning.

Evaluation of the School's Overall Performance

PI Areas	Major Strengths	Areas for Improvement
1. School Management	<ul style="list-style-type: none"> • Good support from the SMC • Clear and concise management committees • Mentorship program provides a proper channel of communication 	<ul style="list-style-type: none"> • Reinforce monitoring effort and management knowledge of the middle management • Provide more opportunities for new staff to integrate into the school environment and culture
2. Professional Leadership	<ul style="list-style-type: none"> • Good leadership • Good management of resources 	<ul style="list-style-type: none"> • More delegation to improve the involvement of most, if not all, the staff
3. Curriculum and Assessment	<ul style="list-style-type: none"> • Curriculum adjustment to suit the need of the school • Constantly evaluated and reviewed 	<ul style="list-style-type: none"> • Students can be further classified into different learning abilities to better cater to their needs • Chinese & Mathematics; integration of TSA based items into the school curriculum • Better coordinated cross-curricular collaboration
4. Student Learning and Teaching	<ul style="list-style-type: none"> • Very enthusiastic students • A good variety of teaching activities; e.g. excursion, school exchanges etc 	<ul style="list-style-type: none"> • Limited facilities for activities

PI Areas	Major Strengths	Areas for Improvement
5. Student Support	<ul style="list-style-type: none"> • Provide a need-base assessment for student • Provide a solid learning foundation for students 	<ul style="list-style-type: none"> • Limited resources • Students in the borderline category needs to be looked into too
6. Partnership	<ul style="list-style-type: none"> • Good parent-school relationship • SEN – Special education group • Social Guidance Personnel; speech therapy, 	<ul style="list-style-type: none"> • More participation and involvement by the staff as a whole
7. Attitude and Behaviour	<ul style="list-style-type: none"> • Students are participative and friendly • Students are active and cheerful 	<ul style="list-style-type: none"> • Social skills has room for improvement • Personal responsibility is weak • Personal hygiene needs to improve
8. Participation and Achievement	<ul style="list-style-type: none"> • Actively involved in community and non-Chinese events and function • Participated actively in extracurricular activities like inter-school speech and music Festival, sporting events, arts and handicraft competition. 	<ul style="list-style-type: none"> • Academic performance has room for improvement • Self esteem among students is low

SWOT Analysis

Our Strengths

- Clear objectives and mission.
- Qualifies teachers that are experienced in teaching non-Chinese students.
- Students are adapted to English as the medium of instruction.
- Recognition from both parents and the Education Bureau as a school that caters to the needs of non-Chinese students.
- Good teacher-student relationship.
- After school tutorial classes to help students assessed with learning difficulty.
- The school organise activities that caters to the needs of its students.

Our Weaknesses

- The Chinese curriculum for non-Chinese students is only in its preliminary phase.
- Small school premises restrict the learning potential of students.
- Cultural differences among certain ethnic groups hinder the involvement of parents in school.

Our Opportunities

- The recognition of the school among parents as one that caters to non-Chinese students allows great potential (to the school) for further expansion and learning opportunities for non-Chinese students in the district.
- The participation of experience personnel from the education sectors allows the school good opportunities for growth.

Our Threats

- Mainstream schools are accepting non-Chinese students.
- In facing the various issues with non-Chinese students and parents, as well as involvement with ethnic minorities functions and events, teachers bear additional workload as compared to mainstream teachers.

Major Concerns for a period of 3 school years

1. To enhance teaching and learning and the academic result of students.
2. To enhance the school reading culture and self learning among students.
3. To promote a harmonious and caring culture in school.

School Development Plan (3-school-year period)

Major Concerns	Targets	Time Scale (Please insert ✓)			A General Outline of Strategies
		Year 1	Year 2	Year 3	
1. To enhance teaching and learning and the academic result of students.	<ul style="list-style-type: none"> To enhance students' learning and academic results in the area of Chinese, English and mathematics subjects. 	✓	✓	✓	<ul style="list-style-type: none"> Chinese <ul style="list-style-type: none"> <i>Continue in fine tuning the school based Chinese curriculum</i> <i>Enhance students' oral and listening proficiency</i> <i>Reinforce the foundation of Chinese for students from P.1</i> English <ul style="list-style-type: none"> <i>Develop a school based writing program starting with P.4 with collaboration with the AT from the NET Department</i> <i>Gifted poetry writing program</i> <i>Graded Reading Scheme</i> Mathematics <ul style="list-style-type: none"> <i>Participate in the 'Professional Development School Scheme'</i> <i>Enhance students' interest through mini projects and after examination activities</i> <i>A minimum of two quizzes per term</i>

<p>2. To enhance a good reading culture and self learning among students.</p>	<ul style="list-style-type: none"> Promote students' interest in reading. Development students' language and higher order thinking through reading. 	<p>✓ ✓</p>	<p>✓ ✓ ✓</p>	<p>✓ ✓ ✓</p>	<ul style="list-style-type: none"> Promote reading through reading scheme and awards. Inclusion of morning reading time for both English and Chinese. Cross curricular learning projects.
<p>3. To promote a harmonious and caring culture in school.</p>	<ul style="list-style-type: none"> Develop the concept of respecting teachers and caring for their peers among students. Enhance the understanding and tolerance of one another's cultural differences among themselves. 	<p>✓</p>	<p>✓</p>	<p>✓</p>	<ul style="list-style-type: none"> Organise theme based events and activities focusing on moral and civic issues.