

St. Joseph's College

School Development Plan 2009/10 – 2011/12

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St. Joseph's College

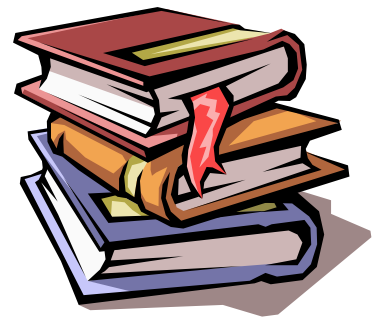
School Vision

We aim to touch the hearts of the students confided to our care; in turn they touch the hearts of many more in our society, our country, our world with the talents and virtues they developed in their young years.

School Mission

The mission of St. Joseph's College is to educate students in areas of moral, intellectual, physical, social, aesthetic and emotional development. This process will take place in an environment conducive to learning and in the context of interaction between staff and students.

We believe that our mission and spirit is to impart a human and Christian education to those entrusted to our care within the Lasallian family, and to do so with FAITH and ZEAL.



We believe that in co-operation with parents we work to form the minds and characters of students and become transformed in the process as teacher and student help each other grow as persons.

We believe that success in school means more than good examination results. Students must learn how to learn, to think and to live virtuously.

Our mission is successful when our students

1. love their country, develop their talents and appreciate their culture,
2. understand and accept themselves and others,
3. think logically and critically and express themselves effectively,
4. clearly know what they believe and why they believe,
5. maintain physical fitness and mental health – avoiding excesses and abuses,
6. possess social awareness and a sense of responsibility for the common good.

St. Joseph's College

School Goals

SJC will keep its rich legacy and long heritage in education on the one hand, and respond to the changing needs of the students, the parents, the local community, the country and the world on the other. All our students will:

- enjoy learning, be effective in communication (bi-literate & tri-lingual), be creative, and have sense of commitment;
- have all-round development (including excellence in academic work and IT competence);
- be capable of life-long learning; and
- make contributions to the society, mainland China and the world.

School Motto

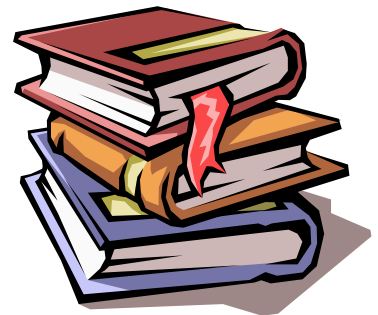
"LABORE ET VIRTUTE"

Core Value of Education (School Spirit)

St. Joseph's College is a well-established school with good traditions. School Spirit can be seen in students' loyalty to God, their commitment to their school duties and their care and concern for others.

Our school therefore expects students to acquire good practices like:

Punctuality, respect for their teachers and schoolmates, personal discipline, obedience, honesty, integrity and good sportsmanship.



Where We are Now

Our Strengths

- St. Joseph's College believes in all-round education, with strong emphasis on our students' all-round development. The school has a long and strong history of over 134 years. With the dedication and effort of the Lasallian Brothers, a fine tradition and culture has been established, which is well accepted by all sectors of the community.
- St. Joseph's College is a Catholic school. Our students are nurtured under strong Catholic moral values through intensive Religious Studies curriculum with regular supportive religious activities.
- As the majority of our students comes from our primary school, students have relatively little problem in adapting to the life in St. Joseph's. At the same time, our students display a strong sense of belonging, pride, loyalty and concern to the school.
- The school authority and the student body have built up a strong sense of trust and cooperation. While students are given freedom, autonomy and opportunities in leading and organizing various types of activities in school that are part of our well-developed Life Education Curriculum, they in turn are very truthful and sincere with their commitment. This partnership arrangement has in turn nurtured many, many outstanding Josephians over the years. The Life Education Curriculum not only encompasses a great variety of extra-curricular activities to expose students to different learning experiences and to help them explore their potential, but also enables them to experience different cultures through exchange programmes and study trips.
- The school has an excellent team of teachers and supporting staff led by our Supervisor. It is their expertise, dedication and devotion that have resulted in the outstanding performance of our students in public examinations, universities as well as the community.
- The school has supportive and understanding parents. The PTA has been established over 10 years. They never fail to give all kinds of financial, moral and spiritual support to the school, our staff and students.

- The school also has a strong body of old boys. They are always ready to offer help and support to the school. In 2005, the school's Foundation Fund was formed with the aim of raising money to improve and up-grade the school facilities. To give an example, the SJCOBA raised HKD 10 million to help the school to finish the SIP I costing HKD 12 million in total. This SIP I greatly eased the shortage of space and rooms that the school has always been facing. The school is facing the same problem again because of the NSS curriculum and the SJCOBA is going to work with the school to raise money for the SIP II, hopefully to be completed before the double-cohort year. Besides financial assistance, the Old Boys' Association also initiated the mentorship schemes and summer internships for our students to prepare them for their future career.
- Counselling and guidance are taken care of by a strong counselling team. The team members are experienced and devoted. The school social worker, who stays at the school premises 3 days a week, helps a lot by providing professional guidance to students with emotional and behavioural problems.
- The teachers and students enjoy well-equipped teaching and learning facilities. All classrooms and special rooms are equipped with computers, which are linked to projectors, visualizers and sound systems to promote IT in teaching.
- The school has strong links with the community and external organizations. Through these links students can easily participate in community service and interschool functions/projects so as to broaden their horizons.

Our Weaknesses

- As our school is situated in the prime location of the city, there is no opportunity for extension of the school campus.
- The physical constraint has resulted in limitation in carrying out many of the new teaching strategies, for instance, small-class teaching, school assemblies, group project works, etc.
- Although most of our students are Band 1 students, there is still a large diversity in their learning ability.

- Although the self-reading scheme has been launched quite successfully, some students still do not show much interest in reading at their leisure. A good reading culture has yet to be fostered.
- Although our students take a positive attitude towards life as well as their future and career, there is still room for further improvement in terms of students' ethical conduct, emphasis on social harmony, stress and emotional management.
- In the next couple of years, a big number of our experienced teachers will be retiring. While we appreciate the new ideas brought in by the new generation of young teachers, we do have worries of up-keeping our excellent and well-established culture.

Our Opportunities

- The school's mission and vision is very close to the target of the forthcoming NSS reform. This has given us the opportunity to build on our strengths which reinforce the all-round education policy that we have been focusing on in the past years.
- The EDB has focused more on moral education training in the Education Reform and by eliminating one public examination, the NSS system provides more time and room for the school to cultivate students' character.
- The NSS curriculum emphasizes on "Assessment for Learning", inquiry learning activities and flexible curriculum planning. The school/teachers have more autonomy in achieving these curriculum goals.
- In recent years, the various tertiary institutions have offered numerous courses and school-support projects to schools and teachers. These are chances to up-grade our 'teaching and learning skills.
- The EDB has given us various opportunities in establishing links with schools and educational institutes in China and overseas.
- New non-recurrent grants from the EDB can facilitate our teaching and learning.
- The provision of evaluation tools and data by the EDB such as Key Performance

Measures, Stakeholder Survey, SVAIS, and APASO enables the school and individual teachers to evaluate their work in various domains.

Our Threats

- The school is facing keen competition from DSS schools and international schools. While students and parents do appreciate the outstanding education we offer, we are of no match with these schools in terms of facilities and campus space.
- There are growing problems in students' families – parents' divorce, overprotection of children, and imposition of pressure on school. This has shifted the parents' responsibility of their children's upbringing to teachers.
- The popularity of computer games, instant online messenger (e.g. MSN), and weblogs adversely affects the attitude and studies of students.
- The Early Admission Scheme affects the normal implementation of matriculation course. It has adverse effect on the HKALE results.
- Teachers are overburdened with demands of the Education Reform initiatives and ever-changing education policies.
- The decline in the number of students entering secondary schools because of the low birth rate and less band 1 boys than girls, pose a threat to our admission of good students.
- The New Senior Secondary curriculum poses many challenges to schools: namely changes in curriculum, pedagogy, assessment and class structure.

Major Concerns for 2009/10 – 2011/12 (in order of priority)

- **First Major Concern: Building a harmonious school environment**
- **Second Major concern: Catering For Learner Diversity in Chinese, English and Math Subjects**
- **Third Major Concern: Ensuring the smooth and successful implementation of the NSS curriculum**

Our Plan

Major Concern 1: Building a harmonious school environment

Targets	Strategies	Time Scale		
		09/10	10/11	11/12
1.1 Cultivate students' positive self-image and moral values	<ul style="list-style-type: none"> To organize talks to address topics such as "No bullying" and "Caring for the minorities of our society" 	✓	✓	✓
1.2 Foster a loving and caring relationship with family members, teachers and schoolmates	<ul style="list-style-type: none"> To encourage students to participate in community services, like the 1st Hong Kong Scout Group, the Social Service Group, the Interact Club and the Red Cross 	✓	✓	✓
1.3 Nurture students to become law-abiding, responsible and social conscious citizens willing to serve the society	<ul style="list-style-type: none"> To encourage students, parents and teachers to participate in the parent-child activities and social service organized by PTA 	✓	✓	✓
	<ul style="list-style-type: none"> To arrange a Form 1 Parent Class Visit Day to encourage parents to be more involved with their children's studies 		✓	
	<ul style="list-style-type: none"> To hold the Song Dedication Fund Raising Event through which students can show their gratitude to or appreciation for the dedicated person including teachers, fellow schoolmates, parents or staff of the school 	✓	✓	
	<ul style="list-style-type: none"> To promote writing Appreciation Cards for their parents to be given to parents on Parents' Day 	✓		
	<ul style="list-style-type: none"> To hold an open forum concerning students' knowledge of school regulations and laws of Hong Kong 			✓
	<ul style="list-style-type: none"> To launch a new Conduct Assessment System to raise students' awareness of their behavior inside and outside school 	✓	✓	✓

Major Concern 2: Catering For Learner Diversity in Chinese, English and Math Subjects

Targets	Strategies	Time Scale		
		09/10	10/11	11/12
2.1 Enhance the sense of achievement among students	<ul style="list-style-type: none"> • To enhance peer learning in S2-3 • To address S4-6 learner diversity by clear achievement requirement and assignment guidelines • To set exam papers with questions which clearly indicate the levels of difficulty (S1-6) 	✓ ✓	✓ ✓ ✓	✓ ✓ ✓
2.2 Enhance students' learning efficiency and effectiveness	<ul style="list-style-type: none"> • To stream S4-6 students into different ability groups and address each group's needs through curriculum adaptation and appropriate teaching strategies • To adopt a more flexible streaming policy for S4-6 Maths students • To provide more tutorial classes for the less able students in S1-3 through strategic teaching methods and assignments 	✓ ✓	✓ ✓ ✓	✓ ✓ ✓
2.3 Broaden the horizon of gifted students	<ul style="list-style-type: none"> • To provide school-based programmes for gifted students • To encourage gifted students to participate in inter-school competitions 	✓ ✓	✓ ✓	✓ ✓

Major concern 3: Ensuring the smooth and successful implementation of the NSS curriculum

Targets	Strategies	Time Scale		
		09/10	10/11	11/12
Curriculum				
3.1 Develop and implement the curriculum for the core and elective subjects	<ul style="list-style-type: none"> Examine the junior form curriculum to ensure that students are well prepared for the NSS curriculum Set up curriculum plans based on the strengths and weaknesses of the school and draw up the subject implementation plans Review and refine the curriculum framework and class structure for 2010 – 11 	✓		
3.2 Explore opportunities for introducing ApL and Other Subjects	<ul style="list-style-type: none"> Explore Network Programmes for extra subjects 	✓		
3.3 Develop systematic learning programmes in OLE	<ul style="list-style-type: none"> Devise a school plan to coordinate and ensure the smooth implementation of all OLE namely 'Aesthetic Development, Physical Development, Moral and Civic Education, Community Services and Career Related Experience to realize our mission statements Implement a flexible time-table arrangement to facilitate the OLE 	✓		
Teaching and Learning				
3.4 Enhance students' independent learning and generic skills to prepare them for life-long learning	<ul style="list-style-type: none"> Motivate students to pursue self-directed learning through talks and seminars Equip students with the generic skills to ensure effective life-long learning 	✓	✓	✓
3.5 Restructure the timetable to accommodate different requirements of the NSS curriculum	<ul style="list-style-type: none"> Review the time-table so as to facilitate the block time-table system for the electives and core subjects. Refine the classroom-subject allocation to ensure the smooth running the new time-table 	✓	✓	✓
3.6 Enhance teachers' capacities in adopting new strategies for effective learning and teaching of the NSS curriculum	<ul style="list-style-type: none"> Assist teachers to keep abreast of the latest pedagogical development of the NSS by encouraging them to attend workshops, seminars and courses Provide more opportunities for collaboration and professional sharing among teachers Offer relevant professional training and development for teachers 	✓	✓	✓

3.7 Improve learning effectiveness through more strategic planning of split class/small class to cater for learner differences	<ul style="list-style-type: none"> • Implement small class teaching in NSS for relevant subjects to facilitate more interactive teaching and learning. • Consolidate and refine teaching strategies to cater for learner differences 	✓	✓	✓
Assessment				
3.8 Coordinate school-based assessment for all levels in related subjects	<ul style="list-style-type: none"> • Subject department prepare a 3-year plan for SBA for individual subjects • Upload relevant materials for assessment at different stages for teachers' and students' reference 	✓		
3.9 Develop the Student Learning Profile (SLP) for S4-6 students for recording students' achievements both inside and outside the school as well as for reflective learning	<ul style="list-style-type: none"> • Develop an electronic platform for SLP • Establish a security system for checking the input of achievements • Cultivate positive attitude among students towards keeping attainment records • Induce in students the importance of reflective learning 	✓		
3.10 Develop formative and summative forms of assessment to achieve the goal of assessment for learning	<ul style="list-style-type: none"> • Introduce both formative and summative assessment system to facilitate assessment for learning • Familiarize students with different assessment methods • Organize staff development programmes on Assessment/Standard-reference reporting system 		✓	✓
Resources				
3.11 Deploy resources to meet the demands of the NSS Curriculum and continuous professional development for teachers for the NSS curriculum	<ul style="list-style-type: none"> • Work out the tentative 'period allocation plan' and 'teaching staff establishment' for 09-12 • Work out a plan for room conversion for the needs of the NSS curriculum for 09-12 • Work out a plan for teacher professional training and development for the implementation of the NSS curriculum • Deploy additional staff to facilitate substitution for teachers attending training/other administrative needs resulting from the implementation of NSS 	✓	✓	✓
3.12 Develop an electronic platform to facilitate the management of data and files for SLP	<ul style="list-style-type: none"> • Provide training on the use of the electronic platform to facilitate the management of data for effective teaching and learning 	✓		