

2024-27

ST. JOSEPH'S COLLEGE

School Development Plan

150 YEARS OF EXCELLENCE
FORWARD NOR FLINCH NOR FEAR





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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

St. Joseph's College is committed to the holistic development of students, encompassing moral, intellectual, physical, social, aesthetic, and emotional growth. This development is fostered in a nurturing environment that promotes active interactions between teachers and students.

We hold a foundational belief in providing a human and Christian education to our students, as members of the Lasallian family, executed with both FAITH and ZEAL.

In partnership with parents, we dedicate ourselves to shaping the minds and characters of our students. This collaborative effort not only enhances the students' growth but also enriches our teachers, fostering mutual personal development.

We assert that educational success transcends academic performance alone. It is crucial for students to master self-directed learning, critical thinking, and virtuous living.

Our mission is deemed successful when our students:

1. Demonstrate patriotism, cultivate their talents, and embrace their cultural heritage.
2. Achieve a deep understanding and acceptance of themselves and others.
3. Develop the ability to think logically and critically, and to communicate effectively.
4. Possess a clear understanding of their beliefs and the reasons underlying those beliefs.
5. Maintain both physical fitness and mental well-being, avoiding harmful excesses and abuses.
6. Exhibit social awareness and commit to the responsibility of contributing to the common good.

School Goals

St. Joseph's College proudly upholds its rich legacy and long-standing heritage in education while actively adapting to the evolving needs of our students, their parents, the local community, the nation, and the global environment. Our commitment is to ensure that all our students:

- Engage enthusiastically in their learning journey, exhibit proficiency in bi-literacy and tri-lingual communication, demonstrate creativity, and maintain a strong sense of commitment.
- Achieve comprehensive development, which includes not only academic excellence but also proficiency in information technology.
- Cultivate the skills necessary for lifelong learning.
- Actively contribute to society, both locally and globally, including specific contributions to our country and the world at large.

School Motto

"LABORE ET VIRTUTE"

Our College bears the name of Saint Joseph, reflecting the essence of our school motto, "LABORE ET VIRTUTE" (Labour and Virtue). Saint Joseph, a carpenter by trade, epitomised the dignity of labour and the strength of moral character. His virtuous life deemed him worthy of the role as the foster father of Jesus Christ, embodying the virtues we aspire to instil in our students. This motto encapsulates the spirit of our institution – emphasising that through diligence and ethical conduct, our students are poised to succeed and honour the esteemed traditions of the College.

Core Values of Education and School Spirit

St. Joseph's College is steeped in commendable traditions. The school spirit is vividly manifested through students' loyalty to God, their diligent commitment to school duties, and their compassionate care and concern for others. Accordingly, we expect our students to embody exemplary behaviours and values, including :

- Punctuality and consistent attendance.
- Respect for teachers, schoolmates, and the broader school community.
- Personal discipline and self-regulation.
- Obedience and adherence to school rules and regulations.
- Honesty and integrity in all actions.
- Sportsmanship and fair play, both in and out of the athletic field.

Holistic Review of School Performance

Effectiveness of the School Development Plan in the cycle of 2021/22 – 2023/24

Major concern and target	Extent of the target achieved, e.g. Fully achieved; Partly achieved; Not achieved	Follow-up action(s), e.g. Incorporated as routine work; Continue to be a major concern for the next development cycle with adjusted target(s); Others	Remarks
Major Concern 1 : To Foster our Students to be Life-long Learners in order to Succeed in the 21st Century			
Targets : 1.1 Reinforce student-centred learning: engage students in the inquiry and discovery processes by building on their creativity and ability so as to reinforce their life-long learning skills and habits	Partly achieved	<ul style="list-style-type: none"> Student-centred learning approaches, including inquiry-based methods, project-based assessments, and technology integration, have been embedded across curriculum and school activities. We have significantly developed teachers' assessment literacy, enabling them to make effective use of assessment data to inform and enhance teaching and learning practices. In line with Education Bureau guidelines, we have optimized the respective curricula and assessments of the four senior secondary core subjects to create space for students and cater for learner diversity. Additionally, we have incorporated national security education into the curriculum and introduced Physical Education as a new HKDSE elective subject, expanding our academic offerings. The focus on student-centred learning will continue in the next cycle, emphasizing digital competencies, critical thinking, and a growth mindset, 	<ul style="list-style-type: none"> Ongoing challenges include motivating less proactive students and balancing new initiatives with regular teaching. While implementation varies across departments, successful cross-curricular projects and technology integration show promise.

Major concern and target	Extent of the target achieved, e.g. Fully achieved; Partly achieved; Not achieved	Follow-up action(s), e.g. Incorporated as routine work; Continue to be a major concern for the next development cycle with adjusted target(s); Others	Remarks
1.2 Provide resources for the development of information literacy, media literacy and technology literacy	Fully achieved	<p>while further leveraging assessment data to drive continuous improvement in our educational practices.</p> <ul style="list-style-type: none"> Regular IT updates, e-learning platform use, and technology-focused workshops have become routine practices. Digital resource provision and technology integration continue across all subjects. We have placed a strong emphasis on enhancing media and information literacy among our students. Furthermore, we have successfully piloted a Bring Your Own Device (BYOD) program in junior forms, further integrating technology into daily learning experiences. This goal is incorporated into the next cycle's major concerns, focusing on enhancing students' digital competencies, fostering an innovation culture, and preparing for emerging technologies. 	<ul style="list-style-type: none"> Continuous assessment of emerging technologies and their educational impact is crucial. Regular review and adaptation of digital literacy strategies will be necessary to keep pace with rapid technological advancements.
1.3 Enhance teachers' competence in adopting e-learning for teaching	Fully achieved	<ul style="list-style-type: none"> E-learning platforms and resource sharing have become routine, with professional development in this area being a continuous endeavour. In the next development cycle, the focus will shift from enhancing teachers' competencies to developing students' digital skills and innovative thinking. 	<ul style="list-style-type: none"> Challenges remain in balancing technology use across different grade levels and subjects. Ongoing attention is needed to address issues such as appropriate device use among students and ensuring equitable access to digital resources for all students.

Major concern and target	Extent of the target achieved, e.g. Fully achieved; Partly achieved; Not achieved	Follow-up action(s), e.g. Incorporated as routine work; Continue to be a major concern for the next development cycle with adjusted target(s); Others	Remarks
Major Concern 2 : Promotion of Positive Health among Josephians			
Targets : 2.1. Develop a comprehensive and systematic implementation framework and policy	Partly achieved	<ul style="list-style-type: none"> Health-related curricula integration, and regular activities including the Healthy School Programme, sports events, and Service Month have been incorporated as routine work. Future focus will be on uniform implementation across departments, establishing measurable outcomes, and ensuring long-term sustainability. Positive health promotion will continue as a major concern in the next development cycle, emphasizing resilience building, growth mindset development, and personalized approaches to student well-being. 	<ul style="list-style-type: none"> Continuous evaluation and adaptation of health promotion strategies will be necessary to address evolving student needs and align with changing educational priorities. Regular feedback from students, staff, and parents are to be collected to inform future improvements and ensure the relevance and effectiveness of health promotion initiatives.
2.2. Introduce, prepare, and implement the programme by stages	Partly achieved	<ul style="list-style-type: none"> Stress management, mental health awareness, environmental education, and anti-addiction programs have been progressively implemented and incorporated into routine work. Expanded ECAs and collaborative events will continue as regular offerings, building on previous years' experiences. This area will be incorporated into the next cycle, tailoring initiatives to meet individual student needs. 	<ul style="list-style-type: none"> Enhanced interdepartmental collaboration and balance between academic and extracurricular activities are to be prioritized. Future initiatives are to align with the school's evolving digital strategy to maximize impact and reach.
2.3. Evaluate and develop a long-term feasibility plan for the activities	Partly achieved	<ul style="list-style-type: none"> Sustainable health promotion initiatives are now part of the school's standard operational 	<ul style="list-style-type: none"> The skills and processes developed for long-term activity

Major concern and target	Extent of the target achieved, e.g. Fully achieved; Partly achieved; Not achieved	Follow-up action(s), e.g. Incorporated as routine work; Continue to be a major concern for the next development cycle with adjusted target(s); Others	Remarks
		practices, and regular evaluation of activities have been integrated into departmental routines. We have expanded our extracurricular offerings by founding new clubs and societies, such as the Sailing Team and the Chinese Medicine Society, which contribute to our holistic approach to student development. Elements of long-term activity planning will be incorporated into the new major concerns, focusing on designing sustainable experiences that build resilience and support individual growth. These new initiatives, alongside our established programs, aim to provide diverse opportunities for students to explore their interests, develop new skills, and enhance their overall well-being.	planning will be valuable in addressing the new major concerns, particularly in designing sustainable experiences for student growth and resilience.
Major Concern 3 : Co-creation of Passion-driven Learning Experience			
Targets : 3.1. Identify students' passion and to uncover their hidden talents	Partly achieved	<ul style="list-style-type: none"> Talent pools, regular competitions, cross-departmental collaborations, and diverse ECA offerings will continue as routine practices. These efforts will be enhanced through digital tools and platforms for more integrated, school-wide talent identification and tracking. It is important to note that while we had proposed an Other Learning Experiences (OLE) week, this initiative did not materialize due to practical constraints 	<ul style="list-style-type: none"> Regular review and adaptation of talent identification strategies will be conducted to ensure alignment with evolving educational trends and student needs.

Major concern and target	Extent of the target achieved, e.g. Fully achieved; Partly achieved; Not achieved	Follow-up action(s), e.g. Incorporated as routine work; Continue to be a major concern for the next development cycle with adjusted target(s); Others	Remarks
3.2. Facilitate, assist, and support students' pursuit of passion	Fully achieved	<p>within the existing school curricula. Nevertheless, our commitment to providing diverse learning experiences remains strong. These efforts will be incorporated into the next cycle, focusing on developing digital competencies, fostering innovation, building resilience, and realizing individual potential, all in alignment with ongoing talent discovery and development initiatives. We will continue to explore alternative ways to enrich students' learning experiences within the framework of our current curriculum structure.</p> <ul style="list-style-type: none"> The diverse range of activities, competitions, and support programs across departments will continue as routine work. Cross-departmental collaborations and recognition systems program will be maintained. Elements of supporting students' pursuit of passion will be incorporated into the next set of major concerns, focusing on the empowerment of students in their pursuit of interests. 	<ul style="list-style-type: none"> Challenges remain in ensuring equitable participation across all student groups and balancing extracurricular pursuits with academic demands. Future efforts will focus on integrating digital competencies into passion-pursuit activities and developing strategies to better support low- and mid-achieving students in exploring their interests. Ongoing evaluation of the effectiveness of these programs in light of post-pandemic changes in student engagement will be crucial.

School Self-evaluation

◆ How good is my students' performance in achieving the seven learning goals ?

Students at St. Joseph's College demonstrate exceptional achievement across the seven learning goals, showcasing remarkable motivation and engagement in their learning. The school's approach to fostering national and global identity is comprehensive and effective. All S.1 students are invited to join the Junior Police Call, and participation in at least one uniformed group (Scout Group, Red Cross, or St. John's Ambulance) is encouraged. These activities help students become self-disciplined and law-abiding citizens. The school's dedicated Values and National Education lessons, integrated into various aspects of the curriculum, cultivate a deep sense of civic responsibility. This is evidenced by students' successful participation in competitions focused on constitutional knowledge, such as the 認識憲法、《基本法》－與法治同行系列比賽 and 《憲法》和《基本法》全港校際問答比賽. International youth exchange programmes further broaden students' global perspectives, transforming them into global, independent and intelligent learners. The recognition of St. Joseph's College students in prestigious awards such as the SCMP Student of the Year Award, HKSAR Outstanding Student Selection, and inclusion in the World Outstanding Student Directory further underscores their development as exemplary citizens with a strong sense of national and global identity.

Students display a comprehensive understanding across various subjects, demonstrating outstanding academic performance year after year. The school offers nine different electives at the Senior Secondary level, allowing students to explore diverse areas of study. The 2024 HKDSE examination results serve as an excellent illustration of the school's consistent academic prowess, particularly in STEAM subjects. In Chemistry, 88.5% of students attained Level 4 or above, with an impressive 36.1% reaching Level 5* or above. Physics saw similar success, with 87.3% achieving Level 4 or above, and 34.9% attaining Level 5* or above. Biology also demonstrated strong results, with 77% of students attaining Level 4 or above, and 21.3% achieving Level 5* or above. These results underscore the school's enduring strength in science education. The school's consistent success in academic competitions is particularly noteworthy, having been crowned Overall Champion in the Joint School Science Exhibition for five consecutive years. This remarkable achievement showcases students' ability to apply knowledge across different disciplines, particularly in STEAM fields. Students have also excelled in other STEAM-related competitions, including the Hong Kong Mathematics Olympiad, Hong Kong Physics Olympiad, and Hong Kong Olympiad in Informatics. Participation in programs like the HKUST Dual Program and the Support Measures for the Exceptionally Gifted Students further demonstrates the school's commitment to nurturing the gifted and the talented.

Students consistently exhibit remarkable language proficiency, particularly in English. The school's commitment to linguistic excellence is evident in their impressive HKDSE examination results. For instance, in the 2024 HKDSE English Language examination, 83.7% of students attained Level 4 or above, demonstrating a high level of proficiency. Even more impressively, 64% of students achieved Level 5 or above, with 14% reaching the pinnacle of Level 5**. These outstanding results exemplify the school's long-standing tradition of English language excellence. The school's emphasis on bi-literacy and tri-lingualism, including Putonghua, prepares students for the linguistic demands of a globalized world. The provision of French and Japanese as elective subjects from S.1 to S.6, with students preparing for GCE AS Level examinations, further demonstrates the school's commitment to linguistic diversity. Students' success in debating competitions and speech festivals in both English and Chinese is a testament to their ability to apply language skills practically and persuasively. Notably, students earned 30 awards in the 75th Hong Kong Schools Speech Festival, highlighting their exceptional language skills and public speaking abilities.

Students demonstrate well-developed generic skills, particularly in critical thinking, problem-solving, and collaboration. This is evidenced by their strong performance in Mathematics in, for instance, the 2024 HKDSE, where 72.1% of students obtained Level 4 or above, with 27.1% achieving Level 5* or above. These results reflect students' strong analytical and problem-solving skills. Their ability to complete projects like the Green and White Open day, Internal Talent Quest, and annual school magazine with autonomously showcases their capacity for independent work, creativity, and teamwork. Success in project-based competitions like the HKMA Business Simulation Competition further demonstrates their critical thinking and problem-solving abilities. The school's emphasis on extra-curricular activities contributes to students' holistic development of generic skills. The school's outstanding performance in sports, including championships in the 2022/23 All Hong Kong Schools Jing Ying Football Tournament and the 2022/23 All Hong Kong Schools Jing Ying Basketball Tournament, highlights students' teamwork, leadership, and physical abilities.

There are strong indicators of high proficiency in area of information literacy. The school's focus on IT development workshops and integration of technology in learning suggests a focus on digital literacy. Success in academic competitions and the ability to produce high-quality publications indicate strong research and information synthesis skills. The school's "strong and long-established culture of academic integrity" suggests that students are well-versed in the ethical use of information. Achievements in informatics competitions further imply a high level of digital competence among students.

The school's comprehensive approach to life planning is reflected in students' admissions to competitive university programs, both locally and internationally. The Summer Internship Programme for S.5-6 students provides valuable real-world career experiences. The Student Support Scheme, including counselling and goal-setting workshops, aids students in making informed decisions about their academic and career paths. The school's support for both academic and vocational pathways demonstrates a flexible approach to life planning. The effectiveness of this approach is evident in the school's impressive university admission statistics. Consistently, over 75% of students receive JUPAS offers, with the figure reaching 79.1% in 2024. Moreover, many students gain entry to prestigious overseas universities, including the University of Oxford, University of Cambridge, Imperial College, University College London, London School of Economics and Political Science, and the University of New South Wales.

The school's approach to healthy lifestyle is multifaceted. Physical well-being is promoted through sports activities and events, with strong participation and success in various sports competitions indicating a robust physical education program. The school's championships in both football and basketball at the All Hong Kong Schools Jing Ying Tournaments demonstrate the high level of physical fitness and sportsmanship among students. Mental and emotional health is addressed through the Counselling Team, the Values and National Education Team, and various support schemes. The school's emphasis on moral, intellectual, physical, social, and aesthetic development ensures a well-rounded approach to student health.

Teachers play a crucial role in facilitating student achievement across these learning goals, preparing lessons well, creating interactive learning environments, and employing diverse teaching strategies. The school's commitment to catering for diverse learner needs is evident in its comprehensive support system, including small-class teaching in core subjects, the Integrated Education Team for students with special educational needs (SEN), and gifted education programmes for talented students.

In conclusion, St. Joseph's College students excel across all seven learning goals, particularly in language proficiency, breadth of knowledge, and academic performance. The school's holistic approach, combining rigorous academics with personal development and extra-curricular activities, fosters well-rounded student growth. This is evidenced by numerous accolades in various competitions, impressive university admission rates, and individual student achievements. St. Joseph's College effectively prepares students for future challenges in both local and global contexts, producing high-achieving individuals ready to contribute significantly to society.

♦ **How good is my school in enriching students' learning experiences for their whole-person development and lifelong learning ?**

St. Joseph's College has implemented a comprehensive and multifaceted approach to enriching students' learning experiences, with a strong emphasis on whole-person development, lifelong learning, and positive health promotion. The school's curriculum and initiatives demonstrate a commitment to identifying and nurturing students' passions, providing diverse learning opportunities, recognizing achievements across various domains, and fostering physical and mental well-being.

The school's curriculum is broad, balanced, and closely aligned with the institution's mission to help students discover and develop their potentials while preparing them for future challenges. This curriculum design places emphasis on both intellectual and personal development, while simultaneously inculcating positive attitudes and values. The annual program plans of all subject departments are meticulously formulated to align with the school's vision, mission, and major concerns, complete with detailed implementation and support strategies.

St. Joseph's College has shown a strong commitment to fostering lifelong learners by optimizing the curriculum for the development of information and technology literacy. The adoption of a bring-your-own-device (BYOD) policy strengthens e-learning initiatives, preparing students for the digital age. Furthermore, the school has formulated both short-term and long-term development plans to support education in the 21st century, demonstrating a forward-thinking approach to curriculum design and implementation.

The school's curriculum is notable for its breadth and responsiveness to both local and global educational needs. Basic Law and national security education is emphasized across different subjects through various means including curriculum content, competitions, and activities, reflecting the school's commitment to civic and values education and local governance understanding. Additionally, the curriculum extends beyond local focus, offering French and Japanese classes as after-school Extra-Curricular Activities. This provides students with opportunities to explore additional languages and cultures, enhancing the global perspective of their education. The inclusion of both local civic education and international language offerings demonstrates the school's effort to balance local awareness with global competence in its curriculum design.

STEAM education has been a focus area in recent years, with cross-curricular projects implemented to foster students' development in this crucial field. The school has also enriched its Other Learning Experiences (OLE) lesson content, allowing students to explore their interests in different domains. Study trips, such as the Business Studies Trip, Chinese Culture Trip, English Study Tour, Greater Bay Area Trip, and STEAM Exchange Tour, have increased students' global exposure and learning experiences beyond Hong Kong.

The establishment of various functional teams and student support schemes underscores the school's integrated approach to student development. These teams work collaboratively to identify students' needs at an early stage and provide timely, targeted support. The school counselling team, for instance, focuses on repeaters, conditional promoters, and newcomers, helping them improve their learning attitudes and adapt to challenges. The Integrated Education Team not only organizes diverse learning activities for students with special educational needs but also actively involves all students in fostering a culture of inclusiveness within and beyond the school. This approach ensures that the entire student body develops an understanding and appreciation of diversity. The employment of two full-time student counsellors further enhances the school's capacity to address the increasing demand for support services and promote an inclusive environment for all learners.

St. Joseph's College offers a wide array of programs and activities catering to different aspects of student development. The school's commitment to academic support is evident in its provision of summer classes for repeaters and conditional promoters, as well as Saturday classes for selected students requiring additional attention. These initiatives, led by trained teachers, aim to better prepare less able students for the following academic year.

The school's focus on positive health promotion and pastoral care is particularly noteworthy, especially in the post-pandemic context. Efforts to build rapport among students and promote resilience and optimism are integrated into various aspects of school life. The Values and National Education team, with support from educational psychologists, has incorporated positive education into the curriculum. This approach, combined with workshops on stress management and creative therapeutic activities, provides students with practical tools to maintain good mental health and handle challenges effectively.

As part of its holistic approach to student development, St. Joseph's College places strong emphasis on Christian education. From S1 to S4, Religious and Moral Education/Religious Studies is a compulsory subject, exposing students to religious education and enhancing their understanding and interest in the Catholic faith. This foundational knowledge is complemented by various religious activities organized throughout the year in collaboration with the Christian Union, including weekly mass and an annual Religious Week. These initiatives provide students with opportunities for spiritual growth and reflection, nurturing both their intellectual and spiritual development in alignment with the school's mission to provide a well-rounded, values-based education.

Complementing these efforts, the Career and Life Planning Team offers comprehensive support to students in shaping their future paths. The team, which includes a significant number of counselling teachers, provides individual career guidance to S5 and S6 students. This personalized approach helps students better understand their own needs and make informed decisions about their tertiary education and future careers. The involvement of old boys in offering career guidance through talks and workshops further enriches this aspect of student support. Notably, the Old Boys Association (OBA) runs a mentorship program for S5 students, allowing them to shadow professionals in their chosen fields for an extended period. This program offers invaluable real-world exposure in various professions, including law, medicine, and engineering, providing students with practical insights into potential career paths.

The school's extracurricular activities program is extensive and diverse, providing students with numerous opportunities to acquire various other learning experiences. These include physical and aesthetic development courses, community service, and career-related experiences. The introduction of an OLE week further broadens students' horizons and encourages community service. Service learning has been introduced into the school curriculum recently, with students engaging in practical activities such as serving the elderly or helping family members at home, followed by reflective writing exercises.

St. Joseph's College actively encourages students to develop their talents in both academic and extracurricular areas. Students are motivated to participate in a wide range of inter-class, inter-school, and international competitions, including sports competitions, Music Festival, speech contests, and various academic Olympiads. The school also promotes participation in international youth exchange programs and Lasallian exchange programs, further expanding students' global perspectives.

The school's commitment to technology integration is evident in its IT Prefect training courses, which empower students to facilitate IT learning and teaching at school. This initiative not only enhances students' technological skills but also fosters peer learning and leadership development.

The curriculum implementation and evaluation processes at St. Joseph's College are robust and data-driven. Teachers monitor curriculum implementation through systematic use of data on student learning, teaching, and evaluation from both internal and external assessments. Panel heads play a crucial role in monitoring the effectiveness of

learning and teaching within their respective panels through lesson observations, homework and test/exam paper reviews, and evaluation of students' academic results. This systematic approach to performance assessment and curriculum evaluation ensures continuous improvement and adaptation to students' needs.

In conclusion, St. Joseph's College exhibits a comprehensive, well-structured, and adaptive approach to curriculum design, implementation, and evaluation. The school's initiatives in identifying and nurturing student passions, providing diverse learning opportunities, promoting positive health, and recognizing achievements have shown positive results, as evidenced by high levels of student engagement and achievement across various domains. The school's multifaceted approach to student support, career guidance, and talent development, combined with its forward-thinking curriculum design, serves as a model for comprehensive education that goes beyond academic achievement to foster well-rounded, socially responsible, and resilient individuals. As the school continues to refine and expand its initiatives, it is well-positioned to further enhance its students' personal, academic, and health-related growth, preparing them holistically for the challenges and opportunities of the future.

♦ **How good is my school in leading its continuous improvement and development for students' whole-person development and lifelong learning ?**

St. Joseph's College demonstrates a commendable approach to continuous improvement and development, with a clear focus on students' whole-person development and lifelong learning. The school's strategies are well-structured, comprehensive, and grounded in evidence-based practices.

The institution's commitment to strategic planning is evident in the formulation of the new set of major concerns for the 2024-27 development cycle. The process for developing these new concerns exemplifies a bottom-up approach that is both inclusive and thorough.

Led by school heads, teachers were guided through a comprehensive needs analysis of the school, examining its strengths, weaknesses, opportunities, and challenges. This process involved small group discussions where all colleagues shared ideas and concerns. Group leaders then collated and reported these insights to the school heads, ensuring that a wide range of perspectives was considered.

The school's leadership, including the Principal, Vice Principals, and Prefect-of-Studies, then engaged in detailed discussions of the raised concerns and collected ideas. This senior team worked to formulate a direction for the new major concerns, taking into account multiple factors: student needs and characteristics, the school's SWOT analysis, educational innovations, and the evolving local and global landscape. This holistic approach demonstrates the school's commitment to aligning its development with both internal needs and external trends.

Further exemplifying the school's thorough approach, three selected senior management representatives were each tasked with formulating one major concern. These representatives formed committees to discuss and develop their assigned concern, with the process overseen by the Principal and Vice Principals. The submitted major concerns underwent further discussion and refinement before being finalized, ensuring a rigorous and collaborative development process.

This comprehensive approach to formulating the new major concerns underscores the school's dedication to continuous improvement and its responsiveness to the evolving educational landscape. It also highlights the institution's commitment to inclusive decision-making and evidence-based planning.

A notable strength of St. Joseph's College lies in its self-evaluation culture. The institution employs a variety of evaluation tools under the Enhanced School Development and Accountability (SDA) framework and Key Performance Measures (KPM) framework. These include APASO, SVAIS, and school-based questionnaires, as well as external data such as the PISA study. This data-driven approach enables the school to identify areas for improvement accurately and implement targeted strategies. To gather valuable qualitative data on school concerns and feedback, school heads conduct focus groups with a diverse and representative sample of students. Furthermore, the school prioritizes home-school cooperation, collecting parents' feedback year-round through events such as Parent-Teacher Association (PTA) meetings and coffee corners. The regular meetings of panel heads and functional team leaders, coupled with the Principal's interviews with teaching staff, demonstrate a commitment to ongoing monitoring and evaluation of school initiatives. This comprehensive approach to evaluation ensures that the school considers perspectives from all stakeholders in its continuous improvement efforts.

The school's adaptability is particularly evident in its response to technological changes and unforeseen challenges. The continuous development of e-learning capabilities over the past three years has not only enhanced communication among teaching staff but also improved administrative efficiency, especially during the COVID-19 pandemic. This proactive approach to integrating technology aligns well with the goal of preparing students for lifelong learning in an increasingly digital world.

Professional development is another area where St. Joseph's College excels. The institution organizes annual Staff Development Days, with recent focus areas including mental health and mindfulness, reflecting the school's commitment to holistic well-being. The college encourages attendance at Education Bureau training workshops and provides specialized training in areas such as IT and STEAM education. The emphasis on cross-departmental collaboration and experience sharing fosters a culture of continuous learning among staff, which directly benefits the quality of teaching and, consequently, students' learning experiences.

The school's leadership structure, comprising the Principal, Vice-Principals, and Prefect-of-Studies, provides a solid foundation for coordinating and monitoring various aspects of school life, including curriculum development, extra-curricular activities, and pastoral care programs. This comprehensive oversight ensures that all facets of students' whole-person development are adequately addressed.

While St. Joseph's College demonstrates many strengths in its approach to continuous improvement, there are areas identified for further development. These include enhancing inter-school communication through joint class observations, particularly in STEAM education, and increasing participation in joint school teaching seminars to stay abreast of current pedagogical trends. Additionally, the school recognizes the value of broadening its horizons through increased interaction with educational organizations outside its immediate territory.

In conclusion, the evidence suggests that St. Joseph's College is performing exceptionally well in leading its continuous improvement and development efforts for students' whole-person development and lifelong learning. The institution's strategic planning, inclusive decision-making, robust self-evaluation processes, and commitment to professional development create a strong foundation for ongoing enhancement of educational offerings. While there is always room for improvement, as acknowledged by the school itself, the overall approach is comprehensive, well-structured, and effective. This positions St. Joseph's College favourably to continue evolving its educational practices in response to changing student needs and emerging educational challenges.

How My School Can Be Better

♦ What are my students' needs ?

The students at St. Joseph's College have consistently demonstrated exceptional achievement across the seven learning goals established by the Education Bureau. This is evidenced by their outstanding performance in public examinations, success in both academic and non-academic competitions, and high rates of university admissions. However, as we analyse the evolving global landscape and the challenges our students will face in the future, several critical areas of need have been identified.

Firstly, while our students exhibit a strong sense of civic responsibility, there is a growing necessity to deepen their understanding and appreciation of Chinese history, culture, and values. This need is particularly salient given the increasing complexity of global affairs and China's rising prominence on the world stage. Our students require a more nuanced comprehension of modern China's development and its implications for their personal and professional lives. We aim to cultivate students who are going to thrive in a city that enjoys the strong support of the Motherland while being closely connected to the world, capitalising on the unique geographical, political, and socio-economic position of Hong Kong. Furthermore, in light of recent global events, there is an imperative to enhance our students' awareness of national security issues, preparing them to be responsible citizens in both local and global contexts. This dual focus on national identity and global connectivity will equip our students with the cultural intelligence and adaptability needed in an increasingly interconnected world.

Secondly, the rapid digitalization of society necessitates a focus on enhancing our students' digital competencies. Despite their strong academic performance, particularly in STEAM subjects as evidenced by their excellent HKDSE results and consistent success in science competitions, there is a need to further cultivate critical thinking, creativity, collaboration, and communication skills essential in the digital age. Our students require more opportunities to explore and innovate using technology, both within and beyond the classroom setting, to prepare them for future challenges and opportunities in an increasingly digital world.

Thirdly, given the high-achieving environment at St. Joseph's College, there is an increasing need to focus on students' emotional well-being and personal development. Our students need support in building resilience, particularly in navigating and recovering from challenges. This includes developing strategies that honour individual learning differences and help students thrive amid adversity. There is also a need to cultivate a growth mindset, enabling students to consistently pursue self-improvement and view challenges as opportunities for growth. This is particularly important given the competitive nature of higher education and the job market our students will enter.

Furthermore, while our students generally perform at a high level, there is a need to further personalize learning experiences to cater to individual strengths and needs. This applies across the spectrum, from students who may need additional support to our highest achievers. Our students need more opportunities and experiences designed to help them realize their full potential, regardless of their starting point. This aligns with current educational research emphasizing the importance of differentiated instruction and personalized learning pathways.

Additionally, to prepare for complex future challenges, our students need more opportunities to integrate knowledge across different subject areas and apply their learning to real-world scenarios. This includes expanding internship programs, fostering industry partnerships, and engaging in problem-based learning projects that bridge multiple disciplines. Such experiences are crucial in developing the adaptability and practical skills required in the future workforce.

Lastly, building on our students' strong English language proficiency, as demonstrated by their excellent performance in language-related competitions and examinations, there is a need to further develop multilingual skills and advanced communication abilities. This is crucial for success in both national and global contexts, particularly as Hong Kong maintains its position as an international business hub.

In conclusion, while St. Joseph's College students have demonstrated remarkable achievements, these identified needs reflect the evolving demands of our rapidly changing world. Addressing these needs will ensure that our students continue to excel academically while also developing the skills, mindsets, and cultural understanding necessary for success in the 21st century. By focusing on these areas, we aim to provide a comprehensive education that not only maintains our tradition of academic excellence but also prepares our students to be well-rounded, resilient, and globally competent individuals ready to face future challenges and opportunities.

♦ **What is my school's capacity for continuous improvement and development ?**

St. Joseph's College demonstrates a robust capacity for continuous improvement and development across multiple facets of its educational provision. This capacity is evidenced by several key factors, each contributing to the school's ability to evolve and enhance its educational offerings.

The school's commitment to curriculum development and innovation is particularly noteworthy. St. Joseph's College has successfully secured funding and support for upgrading facilities and developing quality curricula across various subject areas. This comprehensive approach to curriculum enhancement is indicative of the school's dedication to providing a well-rounded education that meets the evolving needs of its students.

Financial resource management stands out as another significant strength. The school adeptly leverages diverse funding sources, including government allocations, Approved Collection of Specific Purposes, Tong Fai, and contributions from the SJC Foundation. This financial acumen allows for strategic investments across different departments, enabling the hiring of specialized part-time teachers and coaches. Such resource allocation flexibility significantly enhances the school's capacity to offer diverse and high-quality educational experiences across all disciplines.

Leadership and decision-making processes at St. Joseph's College are characterized by transparency, openness, and inclusivity. Regular consultations with staff and the involvement of all panel and functional heads in decision-making foster a culture of shared responsibility. The cross-department collaboration facilitated by this approach promotes the sharing of effective learning and teaching strategies. Furthermore, the School Self-evaluation Committee's guidance in cultivating a self-evaluation culture underscores the institution's commitment to ongoing improvement and reflective practice.

The school's approach to holistic student development is exemplified by its well-developed Life Education Curriculum. This comprehensive program encompasses a wide array of extra-curricular activities and exchange programs, providing students with diverse learning experiences that extend beyond traditional academic boundaries. By offering opportunities for leadership and autonomy, the school demonstrates its capacity to nurture well-rounded individuals prepared for the challenges of the 21st century. Community support plays a crucial role in the school's improvement efforts. The unwavering backing of the PTA and OBA provides St. Joseph's College with additional resources and expertise. This community engagement manifests in various forms, including financial contributions, moral support, professional consultations, and educational programs that benefit both staff and students across multiple disciplines.

The school's commitment to infrastructure development is clearly evidenced by the ambitious Vision 22 project. This multi-phase redevelopment initiative represents a significant investment in modernizing the school's physical environment to meet contemporary learning needs. The completion of the Innovation Hub, Faculty Hub, Learning Hub, Activity Hub, and other facilities demonstrates the school's capacity to create state-of-the-art learning spaces that support diverse educational activities and promote interdisciplinary collaboration.

St. Joseph's College's focus on enhancing teaching effectiveness is reflected in its implementation of small class teaching at both junior and senior levels. This strategic approach, combined with the creation of improved spaces for staff collaboration and professional development in the new Faculty Hub, illustrates the school's dedication to continuously improving the quality of instruction and staff support across all departments.

The positive school culture at St. Joseph's College is characterized by a strong sense of trust and cooperation between the school authority and the student body. Students' keen sense of belonging and pride in their school creates a supportive environment that is conducive to implementing improvements and new initiatives. This cultural strength enhances the school's overall capacity for change and growth.

Lastly, St. Joseph's College recognizes the importance of external networking and collaboration. The school has formed sister school relationships with several prestigious institutions in mainland China, including 西關廣雅實驗學校 (Xiguan Guangya Experimental School), 台山市第一中學 (Taishan No.1 High School), and 四川省成都市第七中學 (Sichuan Chengdu No. 7 High School). These partnerships have facilitated enriching exchanges, such as a swimming camp and a Chinese Medicine Society trip, allowing students to gain firsthand experience of education and culture in mainland China. Additionally, plans to strengthen relationships with other Lasallian schools and increase interactions with educational organizations beyond Hong Kong demonstrate the school's commitment to broadening perspectives and sharing best practices. This extensive networking capacity, both within China and internationally, has the potential to significantly contribute to the school's continuous improvement and development across various operational aspects, while providing students with diverse learning experiences and cultural insights.

In conclusion, St. Joseph's College exhibits a comprehensive and multi-faceted capacity for continuous improvement and development. The school's strengths in curriculum innovation, resource deployment, leadership, community engagement, infrastructure development, and student empowerment provide a solid foundation for ongoing enhancement of its educational offerings. The Vision 22 project, in particular, stands as a testament to the school's forward-thinking approach and commitment to providing a modern, supportive learning environment. By leveraging these internal strengths and external opportunities, St. Joseph's College is well-positioned to continue evolving its educational practices, ensuring the provision of high-quality, holistic education that prepares students for the diverse challenges and opportunities they will face in their future endeavours.

◆ What are the development priorities of my school for enhancing the whole-person development and lifelong learning of my students?

St. Joseph's College, in its continuous pursuit of educational excellence, has identified key development priorities aimed at enhancing the whole-person development and lifelong learning of its students. These priorities have been meticulously formulated based on a comprehensive analysis of student needs, the evolving educational landscape, and the school's capacity for improvement.

Foremost among these priorities is the strengthening of national identity and cultural understanding. This initiative seeks to deepen students' appreciation of Chinese history, culture, and values, while simultaneously fostering an awareness of national security issues. The school emphasizes that through learning about and appreciating Chinese culture, history, and art, students can enhance their cultural foundation and refinement, which in turn provides nourishment for their creativity and innovation. By integrating these elements across the curriculum and extracurricular activities, the school aims to cultivate responsible citizens who can navigate both local and global contexts with confidence and cultural sensitivity. This approach not only strengthens students' national identity but also equips them with the cultural knowledge and appreciation necessary for creative and innovative thinking in a global context.

Equally crucial is the enhancement of digital competencies and 21st-century skills. Recognizing the pervasive influence of technology in modern society, St. Joseph's College is committed to developing students' digital literacy, critical thinking, creativity, collaboration, and communication abilities. The school will leverage its state-of-the-art Innovation Hub and existing strengths in STEAM education to provide students with ample opportunities to explore, innovate, and apply technological skills across various disciplines.

The fostering of emotional well-being and resilience forms another cornerstone of the school's development priorities. This focus acknowledges the integral role of mental health in academic success and personal growth. St. Joseph's College will implement strategies to help students build resilience, effectively manage stress, and maintain a positive outlook in the face of challenges. The cultivation of a growth mindset will be emphasized, encouraging students to view obstacles as opportunities for learning and self-improvement.

Personalized learning approaches constitute a significant priority, reflecting the school's commitment to catering to individual student needs and strengths. By implementing differentiated instruction and flexible learning pathways, St. Joseph's College aims to support students across the academic spectrum, ensuring that each student can realize their full potential. This tailored approach will be particularly beneficial in addressing learning differences and nurturing high achievers.

The promotion of interdisciplinary learning and real-world application of knowledge is another key focus area. St. Joseph's College recognizes the importance of preparing students for the complexities of the modern world and workforce. To this end, the school will expand internship programs, foster industry partnerships, and engage students in problem-based learning projects that span multiple disciplines. These initiatives will provide students with valuable experiences in applying their knowledge to real-world scenarios, thereby enhancing their adaptability and practical skills.

Advancing multilingual proficiency and communication skills remains a priority, building upon the school's strong foundation in English language education. St. Joseph's College will place particular emphasis on Putonghua proficiency while also offering opportunities for students to develop skills in other languages. This focus is crucial for students' success in both national and global contexts, particularly given Hong Kong's position as an international business hub.

Finally, the cultivation of a supportive and innovative learning environment underpins all of these priorities. St. Joseph's College will maximize the potential of its new facilities, including the Innovation Hub, Faculty Hub, Learning Hub, and Activity Hub to create spaces that foster collaboration, creativity, and holistic growth. This priority reflects the school's commitment to providing an educational environment that is conducive to both academic excellence and personal development.

In conclusion, these carefully considered development priorities reflect St. Joseph's College's dedication to providing a comprehensive education that not only maintains its tradition of academic excellence but also prepares students to be well-rounded, resilient, and globally competent individuals. By focusing on these areas, the school aims to equip its students with the knowledge, skills, values and attitudes necessary for lifelong learning and success in a rapidly changing world. These priorities will guide

St. Joseph's College in its mission to nurture students who are academically proficient, emotionally intelligent, culturally aware, digitally literate, and prepared to face the challenges and opportunities of the 21st century with confidence and competence.

Major Concerns of the 2024/25 – 2026/27 School Development Cycle (In order of priority)

- ♦ Based on the above holistic review of school performance, the major concerns in order of priority are :
- 1. Enhancing Students' National Identity and Sense of National Pride through Comprehensive National Education**
- 2. Unlocking the Power of Students' Digital Competencies Needed to Succeed in a Rapidly Changing World**
- 3. Empowering Josephians to Thrive in their Full Potential in Everyday Life and Amid Adversity**

Our Plan

Major Concern 1 : Enhancing Students' National Identity and Sense of National Pride through Comprehensive National Education

Targets	Time Scale			Outline of Strategies	Seven Learning Goals
	24/25	25/26	26/27		
1.1 To enhance students' appreciation of Chinese history, culture and values	✓	✓	✓	<ul style="list-style-type: none"> To integrate the elements of Chinese history, culture and values into classes, and instil correct values in students through various subjects, form teacher sessions, IL lessons, etc. To arrange thematic learning activities for students to enhance their sense of national identity such as board decoration, quizzes, visits, roving exhibition, cross-curricular project, Chinese Culture week, etc. To stimulate students' interest in reading China related articles to broaden their perspectives 	<ul style="list-style-type: none"> National and global identity Breadth of knowledge Language proficiency Generic skills Information literacy Life planning Healthy lifestyle
1.2 To increase students' exposure to and deepen their understanding of modern China and its relevance to their own life	✓	✓	✓	<ul style="list-style-type: none"> To cultivate students' affection and care for our country through first-hand experience and observation, (visits to Mainland China and sister schools, student exchange/service programmes, sharing after Mainland Study Tours, CLP talks, etc.) To organise patriotic activities and knowledge enrichment activities relating to National Education and National Security Education in various subjects 	

Targets	Time Scale			Outline of Strategies	Seven Learning Goals
	24/25	25/26	26/27		
1.3 To enhance students' awareness of safeguarding national security	✓	✓	✓	<ul style="list-style-type: none"> To cultivate an accurate view of national security through engaging students in reading and multifarious activities on different issues such as importance of stabilizing food supply, reducing carbon emissions, preserving Chinese culture, etc. To deepen students' understanding of the Constitution, Basic Law, National Security Law and national symbols through conducting different school-based activities on the key days 	

Major Concern 2 : Unlocking the Power of Students' Digital Competencies Needed to Succeed in a Rapidly Changing World

Targets	Time Scale			Outline of Strategies	Seven Learning Goals
	24/25	25/26	26/27		
2.1 To adopt diversified pedagogical approaches to enhance students' critical thinking, creativity, collaboration and communication skills inside and outside classroom	✓	✓		<ul style="list-style-type: none"> To promote students' critical thinking and creativity by engaging them in hands-on projects that require them to combat daily-life or global challenges 	<ul style="list-style-type: none"> National and global identity Breadth of knowledge Language proficiency Generic skills Information literacy
	✓	✓	✓	<ul style="list-style-type: none"> To develop students' competency in collaborative problem-solving using group decision-making tasks 	
	✓	✓	✓	<ul style="list-style-type: none"> To encourage students to participate in relevant external programmes and competitions 	
		✓	✓	<ul style="list-style-type: none"> To equip students to understand, analyse, and address complex issues and difficulties through an integrated multidisciplinary approach in learning and teaching 	
2.2 To cultivate a school culture of exploration and innovation by enhancing students' digital competencies and technology skills	✓	✓	✓	<ul style="list-style-type: none"> To promote our country's effort and achievements in technological advancements of different aspects (e.g. AI, IoT, robotics, science and medicine, etc.) 	
	✓	✓		<ul style="list-style-type: none"> To promote students' data literacy by enriching subjects' learning and teaching activities 	
	✓	✓		<ul style="list-style-type: none"> To establish a culture of using data to improve learning and teaching 	

Targets	Time Scale			Outline of Strategies	Seven Learning Goals
	24/25	25/26	26/27		
		✓		<ul style="list-style-type: none"> To promote a fundamental and vital understanding of AI among stakeholders 	
			✓	<ul style="list-style-type: none"> To foster a conducive learning environment that values curiosity, risk-taking and a growth mindset in the new era 	
			✓	<ul style="list-style-type: none"> To infuse digital technology and AI skills into the learning and teaching of various subjects and activities 	
	✓	✓	✓	<ul style="list-style-type: none"> To empower teachers to become facilitators and motivators of learning in the new era 	

Major Concern 3: Empowering Josephians to Thrive in Their Full Potential in Everyday Life and Amid Adversity

Targets	Time Scale			Outline of Strategies	Seven Learning Goals
	24/25	25/26	26/27		
3.1 To prepare students to confidently navigate and recover from challenges, building resilience through strategies that honour individual learning differences	✓	✓	✓	<ul style="list-style-type: none"> To foster a supportive and inclusive learning environment where students feel comfortable expressing themselves and taking intellectual risks To promote collaboration, empathy, and respect among students to cultivate a sense of belonging to the school and develop resilience To challenge students through adventure, leadership, and team-building activities and help them discover and develop their ability to care for themselves, others and the world through challenging experiences by organizing Outward Bound or similar experiences To build students' understanding about mental well-being by engaging the VNE and Counselling Teams in covering topics on resilience, mindfulness, and stress management To nurture students to be a better learner by identifying their strengths and weaknesses and assessing their understanding and performance through metacognitive practices 	<ul style="list-style-type: none"> Generic skills Life planning Healthy lifestyle

Targets	Time Scale			Outline of Strategies	Seven Learning Goals
	24/25	25/26	26/27		
3.2 Cultivate a growth mindset among students, enabling them to consistently pursue self-improvement and embrace challenges as valuable opportunities	✓	✓	✓	<ul style="list-style-type: none"> To educate on growth mindset to help students see challenges as valuable opportunities for growth and learning To cultivate a mindset in students that appreciates growth and development by emphasizing the value of the learning process while teachers give positive feedback to students To foster reflection on the learning processes and guide students in developing metacognitive skills that help increase students' abilities to transfer or adapt their learning to new contexts, tasks, and challenges To establish strong partnerships with parents in order to support the holistic development of students and share insights on individual learning needs and progress, and strategies to nurture a growth mindset and resilience To inspire teachers to appreciate the value of developing a growth mindset and equip teachers with effective strategies and techniques to promote a growth mindset and character development among students 	
3.3. To realize the full potential of every student, from the most challenged to the highest achievers, by providing	✓	✓	✓	<ul style="list-style-type: none"> To inspire students to understand themselves by helping them identify their strengths and weaknesses, enabling the development of a strong and positive 	

Targets	Time Scale			Outline of Strategies	Seven Learning Goals
	24/25	25/26	26/27		
opportunities and experiences designed to meet their individual strengths and needs.	✓	✓	✓	personal character <ul style="list-style-type: none"> To expose students to different career opportunities and to help them formulate personal goals and make informed decisions about their future To provide platforms for students to showcase their skills and talents, enhancing their confidence and personal growth while broadening their horizons which ultimately brings about a sense of fulfilment and enables students to reach their full potential 	

Labore et Virtute