

Evangel College
2010-15
5-Year Plan

15 September 2010

“Think through. Follow through.”

Key Concerns:

1. Consolidate the professional practices in (1) teaching and learning, and (2) life value education.
2. Nurture the middle and senior management team who help the school manage and lead the school development.
3. Foster smooth transition of student learning from KS2 to KS3 as well as KS3 to KS4.
4. Strive for good public exam results – TSA and NSS.
5. Nurture the character of students with qualities of good neighbour, good learner and servant leader.
6. Consolidate administration and management systems that foster efficient and effective (1) planning, implementation and evaluation and (2) support for school development.

Teaching & Learning

	2010/11	2011/12	2012/13	2013/14	2014/15
A. Teaching & Learning					
A1 Essential learning targets	Construct coherent frameworks of essential learning targets from Key Stage 1 to 4 to ensure smooth transition, in particular, for student learning from KS2 to KS3 and KS3 to KS4.				
	Implement, monitor and evaluate students’ mastery of essential learning targets for KS 1, 2, 3 & 4.				
		Review the frameworks of essential learning targets for KS 1, 2, 3 & 4.			
A2 Psychologically appropriate and target-oriented teaching and learning materials	Develop or adopt psychologically appropriate and target-oriented teaching and learning materials – textbooks, readers, and other authentic materials – that match the teaching and learning of essential learning targets from Key Stage 1 to 4.				
	Co-work with teachers to devise plans to use the developed and adopted teaching and learning materials properly for attaining the essential learning targets.				
		Review the quality, suitability and use of teaching and learning materials.			
A3 Classroom Teaching	Consolidate the practices of school-based teaching strategies spelt out by the school.				
	Plan, implement, monitor and evaluate the school-based classroom teaching strategies.				

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A. Teaching and Learning (cont'd)					
A4 Assessment for learning	Consolidate the practices of school-based summative and formative assessment strategies: <ul style="list-style-type: none"> • Set test and exam papers that assess essential learning targets and scaffold students to achieve the targets. (Summative Assessment) • Make use of performance assessment in daily teaching to assess students' mastery of essential learning targets. (Formative Assessment) • Implement self assessment, peer assessment and parent-assisted assessment in daily teaching to provide feedback for improving learning. • Hunt for and display good work of students to illustrate the essential learning points. • Provide useful feedback to students after formative and summative assessments. 				
	Set up the Online Key-Stage Based Formative Assessment Report.				
	Develop and supervise teachers to use the Online Key-Stage Based Formative Assessment Report and implement the school-based summative and formative assessment strategies.				
A5 Coping with learning diversity	Consolidate the practices of school-based strategies of coping with learning diversity: <ul style="list-style-type: none"> • Differentiated curriculum • Classroom practices • Pull-out program • IT-support for learning • Parent-assisted learning 				
	Consolidate the practices of the Multi-sensory Learning Centre to identify and support students with special education needs:				
	Develop the On-lined Graded English Learning Program to engage students to learn English at their own pace and level.				
	Develop and supervise teachers to practise the above strategies.				

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A. Teaching & Learning (cont'd)					
A6 Independent learning habit	Design and implement practices which foster independent learning of students <ul style="list-style-type: none"> • Reading for learning • Lesson preparation • Student learning portfolio • Student-centred knowledge construction • Learning Marathon • E-Cube • High display policy • Self-assessment • Peer assessment 				
	Develop and supervise teachers and students to practice the above strategies.				
A7 New Senior Secondary studies	Devise the NSS Strategies to build the confidence and independent learning habits of students to cope with the HKDSE Examinations and various school based assessments.				
	Devise and implement the SBA Policy to support students to achieve high marks in school-based assessment.				
	Implement, monitor and evaluate the practice of the above NSS strategies.				
		Review the NSS Strategies			
A8 TSA	Devise schedule and strategies to infuse and consolidate the mastery of TSA learning objectives in teaching.				
	Implement, monitor and evaluate the above practice.				
A9 Learning to read and reading to learn	Expand the collections of books in the library and set up more reading corners at school.				
	Select purchase additional English and Chinese readers for every key stage for use in teaching and self-reading.				
	Infuse the learning of reading strategies in language teaching.				
	Implement, monitor and evaluate the school policy of reading				
		Overall review of the policy of reading			
Implement, monitor and evaluate the above practices.					

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A. Teaching and learning (cont'd)					
A10 Using IT for teaching and learning	Maintain and develop the school IT infrastructure				
	Devise and implement the school policy of IT for teaching and learning				
	<ul style="list-style-type: none"> • ECube • e-Reading • e-learning platforms for English, Math, Humanities and Science 				
	Implement, monitor and evaluate the school policy of IT for teaching and learning				
			Overall review of the policy of IT for teaching and learning		
A.11 Project learning	Devise a holistic and coherent project learning policy across key stages.				
	Implement, monitor and evaluate the school policy of project learning across key stages				
			Overall review of the policy of project learning across key stages		

Student Support, School Ethos & Student Performance

	2010/11	2011/12	2012/13	2013/14	2014/15
B. Student Support, School Ethos & Student Performance					
B1 Case identification and intervention for self-concept renew	Implement the policy of early case identification and intervention				
	Expand the social worker team to provide proactive, reactive and remedial guidance programs for students.		Provide proactive, reactive and remedial guidance program for students		
	Train teachers to handle case work.				
	Implement, monitor and evaluate the policy of case identification and intervention				
				Overall review of the policy of case identification and intervention	

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B. Student Support, School Ethos & Student Performance (cont'd)					
B2 Voluntary service and training	Implement the policy of voluntary service and training: <ul style="list-style-type: none"> • One Student One Post Policy • Community Service 				
	Implement, monitor and evaluate the policy of voluntary service and training				
			Overall review of the policy of voluntary service		
B3 Life-wide-Learning (ECA) & OLE	Implement the One-Student-One-Activity Policy				
	Implement the Policy of Other Learning Experience and Student Learning Portfolio for NSS students.				
		Overall review of the policy of ECA & OLE			
B4 Life Value Education (Moral & Civic Education, Health Education, Gender Education)	Revise the formal Life Value Education Curriculum Framework				
	Set up LVE Room and compile the LVE Handbook				
	Implement and supervise the formal curriculum of Life Value Education in formal and informal curriculum.				
			Overall review of the implementation of LVE		
B5 Guidance Programs	Conduct programs to promote and train students to be good neighbour, good learner and servant leaders.				
	Conduct Class Climate Building Program conducive to learning and character building				
	Engage senior students to share their views and experience to junior students.				
	Train class teachers to develop students, class climate and school climate.				
B6 Junior EC Cadet and EC Cadet Team	Expand the Junior EC Cadet Team (for primary students) and EC Cadet Team (for secondary students)				
	Develop leaders in Junior EC Cadet Team and EC Cadet Team				
	Review the training program for Junior EC Cadet and EC Cadet Team and the transition				
	Develop more teachers to lead the Junior EC Cadet Team and the EC Cadet Team				

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B. Student Support, School Ethos & Student Performance (cont'd)					
B7 Diversified award and recognition schemes for holistic development	Implement diversified award and recognition schemes to build the sense of achievement of students and reinforce attitude and value acquisition.				
	Improve the infrastructure to display the good performance and achievement of students.				

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C. Organization & Management					
C1 School vision and mission	Share the school vision and mission to the whole staff.				
	Identify the key concerns of the school to sustain the school development.				
C2 Strategic and program planning and school evaluation.	Develop SDC members to conduct evidence-based school self-evaluation.				
	Conduct annual school program planning based on school self-evaluation.				
	Conduct annual school self-evaluation.				
					Conduct 5 year planning based on school self-evaluation
	Conduct focus inspection	Conduct external school review			
C3 Staff Development & Supervision	Develop the EC Teacher Academy to take up the task of teacher training.				
	Organize school-based staff development program based on the needs of the school:				
	<ul style="list-style-type: none"> • Conduct induction program for new teachers • Conduct school-based in-service programs for all teachers • Conduct weekly collaborative lesson preparation • Conduct training for form coordinators and key stage form coordinators 				
	Make arrangement for lesson preparation				
	<ul style="list-style-type: none"> • Peer lesson observation • Lesson observation by members of Academic Development Committee 				
	Make arrangement for collaborative learning				
	<ul style="list-style-type: none"> • Weekly collaborative lesson preparation • Collaborative teaching • Sharing in class teacher meetings • Sharing of professional writing of teachers 				
Promote the vision, mission, strategies and tactics of the school through media, posters and writing.					
Work with external partners to provide training and supervision for teachers					
<ul style="list-style-type: none"> • Chinese Language (HKU) • Liberal Studies (HKU) • ICT (EDB) 					
Promote the use of EdCity to support teaching and learning.					

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C. Organization & Management (cont'd)					
C4 Staff Appraisal	Train heads of departments to support the principal to do staff appraisal.				
	Conduct measures to monitor and evaluate the quality of service of teachers:				
	<ul style="list-style-type: none"> • Lesson observation by the members of Academic Development Committee • Homework inspection by the members of Academic Development Committee 				
	Monitor and evaluate the implementation of staff appraisal				
					Review the staff appraisal procedure
C5 Communication channel	Set up supervisory committees to strengthen the communication between the school authority and teachers in major areas:				
	<ul style="list-style-type: none"> • School Development Committee (Primary Section) • School Development Committee (Secondary Section) • School Self-Evaluation Committee • Life Value Education Committee • Crisis Management Committee • EC Teacher Academy 				
	Conduct staff meetings in summer and at the end of each term.				
	Expand the Academic Committees and School Ethos Committees and delegate responsibilities to teacher leaders and “change agents” below to scrutinize the development in each key learning stage and the transition from key learning stage to key learning stage:				
	<ul style="list-style-type: none"> • Head of Committees • Key Stage Coordinators • Form Coordinators 				
	Elect Teacher Representative and Parent Representative into SMC.				
C6 Filing system	Develop the filing system for keeping and retrieval of essential documents				
C7 Resource management	Improve and enforce the resource management system for school development.				
	Set up 3-year purchase plan and school venue development plan.				
C8 Crisis management	Review the crisis management procedure				
	Conduct safety check and emergency drills				

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C. Organization & Management (cont'd)					
C9 Home-school partnership	Recruit parent representative into PTA.				
	Expand and train the Parent Helper Team.				
	Expand and train the Parent Choir.				
	Develop the Parent Centre to conduct parent education program.				
	Make use of e-platform to implement parent education.				
	Recruit and train more teachers to support the mission.				
	Re-election of the committee members of the Parent Teacher Association		Re-election of the committee members of the Parent Teacher Association		Re-election of the committee members of the Parent Teacher Association
C10 External partnership	Sustain partnership with the tertiary and EMB to support school-based development programs.				
C11 School promotion	Conduct school briefing meetings to promote the school for student admission.				
		Conduct the 5 th Anniversary Celebration			
	Produce publications to promote the school.				
	Improve the school website to promote the school.				
C12 School set up	Furnish the school to sustain school development.				
	Set up the purchase plan on three year-basis				
C13 Finance management	Tap the full potential of FMP for accounting and finance management.				
	Conduct and review the financial control, accounting and reporting system.				
C14 Alumni		Set up alumni.			
C15 Transition	Assign teachers to teach both senior primary and junior secondary classes and devise strategies to ensure smooth transition of learning.				

