

Chinese Y.M.C.A. Secondary School  
2022-2025 School Development Plan  
Major Concerns

Triennial concerns (in the order of priorities)

1. Enhance students' learning effectiveness
2. Cultivate students' positive life values
3. Strengthen the support for teachers' professional development

## Major Concern (1): Enhance students' learning effectiveness

### Relevant area: Learning and Teaching

Major Concern (1)	Goals	In Response to	Strategies	Implementation Period	Standard Guidelines	Unit In-charge	Resources
Enhance students' learning effectiveness	<ul style="list-style-type: none"> <li>● Enhance students' diverse learning skills</li> <li>● Strengthen students' learning habits and self-management skills</li> <li>● Encourage students to establish positive learning goals</li> <li>● Promote student accountability for their own learning</li> <li>● Continuously improve students' self-learning ability</li> <li>● Cater for learner diversity</li> </ul>	<ul style="list-style-type: none"> <li>● 2021 ESR</li> <li>● 2021-2022 SDP</li> </ul>	<ul style="list-style-type: none"> <li>● Adopt diverse learning skills to enhance students' learning effectiveness</li> <li>● Review and strengthen the examination and homework submission system</li> <li>● Develop more subject-specific success indicators to assess students' learning outcomes</li> <li>● Demonstrate students' learning outcomes and enhance students' self-directed learning ability and confidence through award scheme</li> <li>● Make good use of school network and resources to strengthen peer learning</li> <li>● Cater for learner diversity. Provide additional support for more and less capable</li> </ul>	Held throughout the three academic years	<ul style="list-style-type: none"> <li>● Teacher Questionnaire (70% of teachers agree with the school's direction and measures to improve students' learning effectiveness)</li> <li>● Student Questionnaire (60% of the students agree with the school's direction and measures to improve students' learning effectiveness)</li> <li>● Parent Questionnaire (60% of parents agree with the school's direction and measures to improve students'</li> </ul>	<ul style="list-style-type: none"> <li>● Principal</li> <li>● School Executive Committee</li> <li>● Academic Development Committee</li> <li>● Panel Head</li> <li>● SEN Support Team</li> <li>● Student Development Committee</li> <li>● School Development Committee</li> </ul>	<ul style="list-style-type: none"> <li>● On-campus manpower allocation</li> <li>● Outside Support Organisations</li> </ul>

			<p>students</p> <ul style="list-style-type: none"> <li>● Use PIE (Plan, Implementation &amp; Evaluation) mode to help students set goals, monitor progress and implement self-determined learning plans</li> </ul>		<p>learning effectiveness)</p> <ul style="list-style-type: none"> <li>● Student missing homework record</li> <li>● Documents and reports of subject departments</li> <li>● Overall student academic performance</li> <li>● Student self-determined study plan</li> <li>● Overall observation of students' performance in class</li> <li>● Demonstrate student learning outcomes</li> </ul>		
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## Major Concern (2) : Cultivate students' positive life values

### Relevant area: School Ethos and Student Support

Major Concern (2)	Goals	In Response to	Strategies	Implementation Period	Standard Guidelines	Unit In-charge	Resources
Cultivate students' positive life values	<ul style="list-style-type: none"> <li>Establish students' sense of belonging to the campus and inherit the tradition and spirit of Ching Chung</li> <li>Enhance students' sense of personal, social and national responsibilities</li> <li>Create a culture of respect and care among students</li> </ul>	<ul style="list-style-type: none"> <li>SPDD 2022</li> <li>SHS 2022</li> <li>2021 ESR</li> </ul>	<ul style="list-style-type: none"> <li>Promote Christian and moral values through Morning Assembly and ASM</li> <li>Implement the "Life Mentorship Program" in Ethics and Religious Studies in junior forms to promote positive life values</li> <li>Promote the "Global Citizen Ambassador Training Program" to develop students' positive thinking and global outlook</li> <li>Implement "My Pledge to Act" (advanced version) to enhance students' awareness of national security and information literacy</li> <li>Systematically implement career planning guidance in all forms to cultivate students' positive attitude towards future development</li> </ul>	Held throughout the three academic years	<ul style="list-style-type: none"> <li>Teacher Questionnaire (70% of teachers agree with the school's direction and measures to cultivate students' positive life values)</li> <li>Student Questionnaire (70% of students agree with the school's direction and measures to cultivate students' positive life values)</li> <li>Parent questionnaire (60% of parents agree with the direction and measures of the school to cultivate students'</li> </ul>	<ul style="list-style-type: none"> <li>Principal</li> <li>School Executive Committee</li> <li>National Security Education Committee</li> <li>Academic Development Committee</li> <li>Student Development Committee</li> <li>Class Teachers</li> <li>Heads of the Year (HoYs)</li> <li>Subject and Functional group Panel</li> </ul>	<ul style="list-style-type: none"> <li>Outside Support Organisations</li> <li>EDB Student Activities Support Grant</li> <li>YMCA Activities</li> <li>Alumni</li> </ul>

			<ul style="list-style-type: none"> <li>Continue the tradition in order to inherit the spirit of "Once a Ching Chung Yan, Always a Ching Chung Yan": Planting Trees, Pass it On Day, and Career Mentorship Programme by Alumni</li> </ul>		<p>positive life values)</p> <ul style="list-style-type: none"> <li>Activity records</li> <li>Observation of student behaviour</li> <li>Review of subject departments' documents and reports</li> </ul>	<p>Heads</p> <ul style="list-style-type: none"> <li>Christian Education Committee</li> <li>Career and Life Planning Committee</li> <li>Pastoral Care Committee and School Social Workers</li> <li>Co-curricular Activities Committee</li> <li>Other Learning Experiences Committee</li> <li>Alumni Association</li> </ul>	
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**Major Concern (3): Strengthen the support for teacher’s professional development**

**Relevant area: Organization and Management**

Major Concern (3)	Goals	In Response to	Strategies	Implementation Period	Standard Guidelines	Unit In-charge	Resources
Strengthen the support for teacher’s professional development	<ul style="list-style-type: none"> <li>● Strengthen mid-level management. Promote potential teachers to become future administrative successors and build a more professional team</li> <li>● Increase teachers' participation and sense of belonging in school policy</li> <li>● Enhance teachers' understanding and awareness of professional development</li> </ul>	<ul style="list-style-type: none"> <li>● SPDD 2022</li> <li>● SHS 2022</li> <li>● 2021 ESR</li> </ul>	<ul style="list-style-type: none"> <li>● Encourage teachers to participate in school professional training and exchanges</li> <li>● Encourage teachers to participate in more professional seminars or trainings provided by the Education Bureau and tertiary institutions</li> <li>● Optimise the school administrative system and training arrangements to improve work efficiency</li> <li>● Organise group sharings and team activities within the subject departments. Strengthen the connection among teachers and reflect on their professional growth.</li> </ul>	Held throughout the three academic years	<ul style="list-style-type: none"> <li>● Teacher Questionnaire (70% of teachers agree with the direction and measures of the school to strengthen professional support for teachers)</li> <li>● Appraisal report</li> <li>● The percentage of professional development hours completed by teachers has increased</li> </ul>	<ul style="list-style-type: none"> <li>● Principal</li> <li>● School Executive Committee</li> <li>● Academic Development Committee</li> <li>● Professional Teacher Development Committee</li> <li>● Teacher Appraisal Committee</li> <li>● Panel</li> </ul>	<ul style="list-style-type: none"> <li>● Outside Support Organisations</li> <li>● The Education Bureau</li> </ul>

			<ul style="list-style-type: none"><li>● Optimise the "Teacher Mentorship Program" for new and old teachers. Establish effective professional support among co-workers.</li></ul>			Head	
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