



明愛華德中書院

Caritas Charles Vath College

Annual School Report 2011 – 2012

Major Area of Concern 1: To Develop a Positive School Culture

Objectives	Strategies / Implementation Plan	Success Indicators	Evaluation / Reflection / Achievement	Suggestions for further improvement
<ul style="list-style-type: none"> - Staff members maintain collaborative and collegial relationships. - Staff members have a sense of responsibility for student learning. - Staff members and students value respect, discipline and esteem for self and others. - Staff members and students identify themselves with the school. 	<ol style="list-style-type: none"> 1. Staff members will be reinforced the awareness of their code of conduct and ethics towards their professional roles, <ol style="list-style-type: none"> i. Staff members will be strengthened their sense of responsibility, ownership and accountability for different panel coordinators and team leaders; ii. Wide varieties of sharing sessions, meetings and dialogues conducted by middle management will strengthen the professional roles of staff members; 	<ul style="list-style-type: none"> - 60% of teachers agree the school actively commends teachers for their fine performance at work and/or personal achievements. - 60% of teachers agree the subject panel/committee heads provide effective guidance to the development of their panels/committees. - 60% of teachers agree staff appraisal is conducive to my professional development. 	<p>Some initiatives were introduced by the school to maintain collaborative and collegial relationships. Wide varieties of sharing sessions, meetings and dialogues with the formal school self-evaluation including lessons observation, exercise book inspections and evaluation meetings. Those initiatives had strengthened the sense of responsibility, ownership and accountability for staff members. From the stakeholder survey done by teachers,</p> <ul style="list-style-type: none"> - 92.3% of teachers agree the school actively commends teachers for their fine performance at work and/or personal achievements. - 75% of teachers agree the subject panel/committee heads provide effective guidance to the development of their panels/committees. - 69.2% of teachers agree staff appraisal is conducive to my professional development. 	<ul style="list-style-type: none"> - Wide varieties of sharing sessions, meetings and dialogues with the formal school self-evaluation including lessons observation, exercise book inspections and evaluation meetings should be retained to maintain the staff member on high harmonious terms. - Staff members should be encouraged to reflect and improve their teaching efficiency which is suitable for the students. - Staff members should be developed sense of responsibility for student learning and continuous improvement in the school.



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<ul style="list-style-type: none"> - Students have a positive attitude to life, pursue correct value and enjoy self-learning. 	<ul style="list-style-type: none"> iii. Senior teachers, panel coordinators and team leader might act as mentors to provide mentorship for new staff members. 2. Students' action plans on study, future studies or potential careers will be formulated, <ul style="list-style-type: none"> i. Life planning lessons will be organized in weekly assemblies; ii. Career oriented workshop will be held in weekly assemblies; iii. Interview skills and resume writing workshop will be held in weekly assemblies and after school; 	<ul style="list-style-type: none"> - 60% of teachers agree the subject panel/committee heads and teachers have an amicable working relationship. - 60% of teachers the staff is on harmonious terms. - 60% of teachers agree the staff cooperate with one another happily. - 60% of students agree the teachers have high expectation for us. - 65% of the students indicated that they liked the school. 	<ul style="list-style-type: none"> - 91.7% of teachers agree the subject panel/committee heads and teachers have an amicable working relationship. - 84.6% of teachers the staff is on harmonious terms. - 76.9% of teachers agree the staff cooperate with one another happily. <p>Different initiatives were introduced to help students' action plans on further studies and future careers:</p> <ul style="list-style-type: none"> - 6 Life planning lessons have been introduced to help students in goal setting. - Some career-oriented, JUPAS, interview skills and resume writing, job fair have been provided to help students acquire the practical skills for their further studies and future careers. - Some interest groups such as magic, sound management, lighting management of stage, stage makeup and post-production of multimedia have been held as taster programmes for students. 	<ul style="list-style-type: none"> - The teaching materials of Life planning lessons should be refined in order to help teachers to establish student's goals more systematically. - Regular meetings should be held to understand more student's needs.



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	<ul style="list-style-type: none"> iv. Guests and past school graduates will be invited to share their achievements and successful experiences in weekly assemblies; v. Work-based and Applied Learning programs will be provided for students. <p>3. Recognition for students achievement will be strengthened.</p> <ul style="list-style-type: none"> i. Teachers will encourage outstanding students to join public competitions; ii. Teachers will nominate students to join award scheme to recognize their achievement; 	<ul style="list-style-type: none"> - 70% of the students stated that they maintained a good relationship with other students and teachers. - 60% or more of the students agree that students respect teachers. - 60% of the students agree that schoolmates are self-discipline. 	<ul style="list-style-type: none"> - Work-based Learning programmes and other specified courses such as Abacus Airline Computer Reservation and Certificate Course for Outbound Tour Escorts had been provided for students to attained recognized qualifications in its working industry. <p>Some recognition for student's achievements had been strengthened.</p> <ul style="list-style-type: none"> - Applied Learning Scholarship and Special Awards - Hong Kong Traditional Wushu Championship 2011 - Sir Edward Youde Memorial Prizes (For Senior Secondary School Students) - The Hong Kong/Canada Working Holiday Scheme sponsored by Canada-China Culture and Education Association. 	



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	<p>iii. Students' academic and non-academic achievements will be displayed in the school campus, Parent Teacher Association Newsletters, Graduate Ceremony and announced in the morning assemblies.</p> <p>4. Students will be responsible for the topics and contents of the morning assembly.</p>		<p>Some activities had helped to provide students positive attitude development.</p> <ul style="list-style-type: none"> - Beatboxing concert helped students to explore their potential. - Encouragement activity helped students to prepare for their public exams. <p>From the stakeholder survey done by students, school have to help students in their learning and sense of belonging.</p> <ul style="list-style-type: none"> - 53.5% of students agree the teachers have high expectation for us. - 50% of the students agreed they liked the school. - 44.9% of students agreed students respect teachers. - 41.3% of students agreed their schoolmates are self-disciplined and abide by school regulations. 	



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Major Area of Concern 2: To Enhance the Teachers' Competence in Teaching

Objectives	Strategies / Implementation Plan	Success Indicators	Evaluation / Reflection / Achievement	Suggestions for further improvement
<ul style="list-style-type: none"> - Teachers use effective instructional processes, strategies and classroom management techniques to enhance learning. - Panel coordinators are able to bring their leadership role to their panel members. 	<ol style="list-style-type: none"> 1. Teachers' teaching performance will be monitored and evaluated. Suggestion for improvement will also be given for their continuously development. The evaluation will be conducted from: <ol style="list-style-type: none"> i. Lesson observation; ii. Exercise Book Inspection; iii. Subject Panel Meeting, etc. 2. Teachers will be encouraged to take part in Teacher Professional Development held by: <ol style="list-style-type: none"> i. School-based training; ii. EDB; iii. HKEAA; iv. Caritas Joint-School; v. Others; 	<ul style="list-style-type: none"> - 60% of teachers agree the subject panel/committee heads provide effective guidance to the development of their panels/committees. - 60% of teachers agree subject panels are able to monitor curriculum implementation of their own subjects, e.g. through systematic use of data on Student Learning and Teaching and evaluation data to inform curriculum implementation. 	<p>Some initiatives for improving teachers' competence in teaching such as the formal school self-evaluation including lessons observation, exercise book inspections and evaluation meetings. Those initiatives had strengthened the sense of responsibility, ownership and accountability for teachers in their teaching domains.</p> <p>Varieties activities for teacher development had been provided such as school-based, EDB, HKEAA and Caritas Joint-School, etc.</p> <p>From the stakeholder survey done by students,</p> <ul style="list-style-type: none"> - 75% of teachers agree the subject panel/committee heads provide effective guidance to the development of their panels/committees. - 69.2% of teachers agree subject panels are able to monitor curriculum implementation of their own subjects, e.g. through systematic use of data on Student Learning and Teaching and evaluation data to inform curriculum implementation. 	<ul style="list-style-type: none"> - The evaluation of teaching efficiency should be retained as indicators for teacher's reflections and improvements. - Teachers should be encouraged to take part in teacher professional development activity to enrich their subject knowledge, understand the curriculum and assessment and enhance their teaching competence.



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Objectives	Strategies / Implementation Plan	Success Indicators	Evaluation / Reflection / Achievement	Suggestions for further improvement
	3. Teachers will be encouraged to take part in open lecture conducted by Head of VTES and other guests. 4. Outside support will be sought. i. School-based Support Services; ii. CEG Funding; iii. Diversity Learning Grant; iv. IT Grant; v. LS Grant;	<ul style="list-style-type: none"> - 60% of teachers agree they often arrange various learning activities such as group discussion and oral presentation in lessons. - 60% of students agree the teachers often provide us with guidance in learning strategies, such as doing pre-lesson preparation, using concept maps, tool books and on-line resources, etc. - 60% of students agree the teachers often give them encouragement in lessons. 	<p>Throughout the strategies, it was found that teachers might not be able to make use of effective instructional processes, strategies and classroom management techniques in their daily teaching.</p> <p>From the stakeholder survey done by students,</p> <ul style="list-style-type: none"> - 41.6% of teachers agree they often arrange various learning activities such as group discussion and oral presentation in lessons. - 52.7% of students agree the teachers often provide us with guidance in learning strategies, such as doing pre-lesson preparation, using concept maps, tool books and on-line resources, etc. - 53.5% of students agree the teachers often give them encouragement in lessons. 	



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Major Area of Concern 3: To Improve Students' behavior

Objectives	Strategies / Implementation Plan	Success Indicators	Evaluation / Reflection / Achievement	Suggestions for further improvement
<ul style="list-style-type: none"> - Students have a sense of responsibility for their behaviour. - Students have a sense of responsibility, accountability and self-management. 	<ol style="list-style-type: none"> 1. To strengthen student responsibility, accountability and self-management, <ol style="list-style-type: none"> i. Prefect Team, Student Union and Clubs Committee assist teacher to handle simple discipline tasks and run school activities; ii. The element of responsibility, accountability and self-management will be integrated in whole school activities. 2. Inter-class competitions will be organized to reinforce and recognize desirable behavior and to discourage undesirable behavior. 	<ul style="list-style-type: none"> - 60% or more of the students agree that schoolmates participated in school activities actively. - More than 60% of the students agreed that schoolmates were self-discipline. - 70% of the teachers are satisfied with the performance of Perfect team, Student Union and Committee member of ECA clubs. - Students absent and late records are significantly reduced. 	<ul style="list-style-type: none"> - Students had involved in organizing the school activities including different ceremonies, inter-class competitions, camping and school team competitions. Also, they had involved in taking part in outside school activities such as voluntary services. - 3 leadership training activities had been provided for school prefects. - From the stakeholder survey done by students, 47.4% of students agreed that their schoolmates actively participate in extra-curricular activities. - Discipline and Guidance Team had held class meetings upon the student's performance. 	<ul style="list-style-type: none"> - Regular inter-class competitions should be held in OLE(PE) periods. - Leadership training activities should be held in order to strengthen the role of leadership and its responsibility. - Marching training and sharing activities would be provided for school prefects. - Late students should be required to submit a report for morning assembly according to the recording.



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Annual School Report 2011 – 2012

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	<p>3. Committee members will be assigned in ECA Clubs and school teams in order to provide more opportunities for students to organize activities and to promote desirable behavior.</p> <p>4. A new late and truancy procedure will be set up to monitor and take follow-up action to the students' attendance problem.</p> <p>i. A standard procedure will be introduced.</p> <p>ii. Meetings will be held among class teachers and Discipline & Guidance Team.</p>	<ul style="list-style-type: none"> - There are 8 meeting held between class teachers and Discipline & Guidance Team to take the follow-up actions for students' attendance problem. - Students are motivated in morning assemblies. - Prefects should complete all three goals set at the beginning. - 30% of the students who has high potential in touch with drugs are successfully recruited by this program, will be giving follow-up services to them. - 		<ul style="list-style-type: none"> - Class teachers were suggested handling the late and absent students more seriously. They should look into the problem with social workers, some focus groups and improvement schemes. - Discipline and Guidance should provide the guidance for class teachers to help them in duty allocation



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Annual School Report 2011 – 2012

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	<p>5. Students will be reinforced the awareness of their behaviour.</p> <p>i. The activity of “One Rule per Week” will be implemented. The school prefects would explain the meanings and significance of school rules to all students once a week during the morning assembly.</p> <p>ii. The activity of “Self-enhancement for Prefect’s team” which strengthens the effectiveness of the prefect’s team and enhancing students’ sense of identity.</p>	<ul style="list-style-type: none"> - 60% students should raise the awareness of their own body and health. - 70% students agree that the activities are helpful. - 80% teachers satisfy the arrangement for the suspension classes - 80% of participated students can pass the probation scheme. 		



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	<p>iii. Varieties of activities will be provided to help students to develop a better behaviour.</p> <ul style="list-style-type: none"> - Acme healthy living program: Medical examination and personal / activity training - Meditation time activities: Power ignition - Student's Seminar: Mental health, Sex education and Dating with compensation - Festival Lunch Special functions: - Behaviour Improvement program (I): Cocoon / individual interviews 			



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	<ul style="list-style-type: none"> - Behaviour Improvement project (II): Youth action and adventure camp - School and community support scheme iv. Some arrangements will be strengthened to develop students' a sense of responsibility, accountability and self-management. - After-school suspension class - Student uniform, lockers and school bags' inspection - Students Probation Scheme 			