

**The Y.W.C.A. Hioe Tjo Yoeng College**  
**Annual School Plan 2023 – 2024**

**1. Major Concern : Being positive towards learning and life**

**Briefly list the feedback and follow-up actions from the previous school year:**

- **Good results in ASP questionnaire, showing that most students can use learning skills well.**
- **Excessive strategies for subject departments to focus on with limited time and resources.**
- **The high percentage in the ASP questionnaire indicates that most students have positive values, understand their strengths, and possess optimistic attitudes towards life. Additionally, the students have declared that they comprehend the teachings and values of the Bible.**

Target	Implementation Strategy	Success Criterion	Method of Evaluation	Time Scale	Responsible person	Resource Required
Students are able to apply study skills and learning strategies with a positive mindset.	<ul style="list-style-type: none"> <li>Enrich students' LWL Intellectual development with learning through learning by doing, such as hands-on experiences and experiential learning.</li> <li>*Introduce a new STEM subject in S1-3.</li> </ul>	<ul style="list-style-type: none"> <li>Students enjoy and show more interest in learning.</li> <li>Students are able to learn by doing hands-on experiences in STEM and good applications in PBL.</li> <li>Teachers observe students are able to apply these learning strategies in their learning.</li> </ul>	Questionnaires (ASP and SHS)  Teachers' observations  Inspections of students' work  Evaluations and reports of subject departments	All the year	ACA, CDLT, KLAS, subject departments, all subject teachers	
Facilitating school members to love God, themselves, and others with positive attitudes	<ul style="list-style-type: none"> <li>Organising assembly / home class / talk / workshop on positive education, growth mindset and character strengths</li> <li>Reinforcement of HTYC Spirit through sharing, assemblies, activities, and campaigns</li> <li>Strengthening this notion and practice through thematic weeks</li> <li>Cultivating love and care through regular activities and social service</li> <li>Encouraging caring actions through special campaigns on community concerns (e.g. 溫情加油站)</li> </ul>	<ul style="list-style-type: none"> <li>≥70% of students agree that they know more about their strengths and try to stretch their potential</li> <li>≥70% of students agree that there is a good school atmosphere and positive T-S/S-S relationships.</li> <li>≥70% of students agree that they are more engaged in caring actions</li> </ul>	Questionnaire survey  Teachers' observations  Feedback from students	All the year	PSA (CE, CHS, DE, ECA)	

Strengthening students' awareness of and abiding by proper moral values, law-abiding ethics, social responsibility, and the importance of national security	<ul style="list-style-type: none"> <li>Talk/ home class/ morning assemblies (weekly motto) on proper moral values, law-abiding ethics, social responsibility</li> <li>Cultivating students' citizenship, national identity, and sense of national security via related subjects</li> </ul>	<ul style="list-style-type: none"> <li>≥70% of students show a stronger awareness of moral values, law-abiding ethics and social responsibility</li> <li>≥70% of students show a stronger sense of national identity and national security</li> <li>Students exhibit the sense of national security in their assessments of the related subjects</li> </ul>	Questionnaire survey Student behavioural records of DE Teachers' observations Feedback from students	All the year	PSA (CE, DE, CHS), CN, ACA	
Strengthening students' ability to self-reflect and self-evaluate.	<ul style="list-style-type: none"> <li>Reinforce students' ability to self-reflect and self-evaluate by providing them with more opportunities for self-reflection and self-evaluation, as well as chances to share their learning experiences after various learning activities such as educational visits, programs, projects, competitions, and so on.</li> </ul>	<ul style="list-style-type: none"> <li>≥70% of students agree that the self-reflection/self-evaluation practice or debriefing sessions of the learning activities helped them improve their self-reflection and self-evaluation skills.</li> <li>Students exhibit the abilities of self-reflection and self-evaluation in the learning activities</li> </ul>	Teachers' observations Feedback from students	All the year	PSA, ACA, Class Teachers	

## 2. Major Concern : Professional development of teachers

**Briefly list the feedback and follow-up actions from the previous school year:**

- The Collaborative Lesson Planning (CLP) was initiated last year and is expected to be systematised and extended to more KLAs to facilitate greater professional sharing.**
- The training of middle management was initiated last year, and it is expected to be further developed in a more systematic and practical manner.**

Target	Implementation Strategy	Success Criterion	Method of Evaluation	Time Scale	Responsible person	Resource Required
Strengthening teachers' professional development atmosphere and ability by professional sharing, lesson observations, appraisal, and training of middle management	<ul style="list-style-type: none"> <li>Promoting professional sharing</li> <li>Strengthen the effectiveness of the lesson observation by CLP</li> <li>Further expand the number of teachers participating appraisal system and further promote the self-evaluation culture</li> <li>Strengthening training of middle management</li> </ul>	<ul style="list-style-type: none"> <li>≥70% of teachers agree that they have more confidence and competence in their professional development.</li> <li>≥70% of middle managers agree that they have improved in their leadership skills and abilities.</li> </ul>	Questionnaire Survey Records of lesson observation Evaluation of CLP Feedback from teachers	All the year	P, PD, SE, all teachers	