

The Y.W.C.A. Hioe Tjo Yoeng College
Annual School Plan (2018 – 2019) - Appendix
Plan on the use of Capacity Enhancement Grant

Objectives:

The use of the Capacity Enhancement Grant (CEG) is to employ contract teachers to strengthen learning and teaching, namely, to achieve:

- (1) effectiveness of efforts related to the school major concern on students' intrinsic motivation to learn;
- (2) enrichment of the NSS curriculum; and
- (3) strategic measures to address learners' diversity.

Areas	Implementation	Benefits Anticipated	Schedule	Performance Indicators and Assessment	Estimated expenditure	Person-in-charge
Visual Art Department to enhance subject development	To employ 1 Contract Teacher for Visual Art	1. A Visual Art Teacher and Panel Chairperson to operate the VA Department	Sep 1 onward, to be continued upon evaluation.	1. Staff appraisal & internal assessment of students' performance	Teacher salary: (yearly salary + MPF) = HK\$371,574.00	Ms Lui CY (VA penal chairperson)
Strengthening Liberal Studies Department to enhance subject development	To employ 1 Contract Teacher for LS	2. Liberal Studies teachers reduced in workload to develop Liberal Studies (LS) curriculum and pedagogical materials 3. More teachers to share the workload of LS teaching and panel operations	Sep 1 onward, to be continued upon evaluation.	1. Collaborative lesson preparation periods for Liberal Studies teachers 2. internal assessment of students' performance	Teacher salary: (yearly salary + MPF) = HK\$371,574.00	Ms Tsoi YY (LS panel chairperson)
Strengthening English proficiency of students	To employ 1 Contract Teacher for English	1. allow for differentiated groups of smaller size to maintain effective learning & teaching 2. students strengthened in English proficiency	Sep 1 onward, to be continued upon evaluation.	1. Performance grouping of students for English in S.1-3 achieved 2. More Eng language activities 3. internal assessment of students' performance	Teacher salary: (yearly salary + MPF) = HK\$289,890.00	Ms Tsang PC (English panel chairperson)
Operations of School Library & promotion of reading to learn across subjects	To employ 1 Contract School Librarian	4. School Library having a professional librarian for operations and development 5. Promotion of extensive reading of students	Sep 1 onward, to be continued upon evaluation	1. Smooth operations of School Library and books circulation 2. Opinion survey of students use of library and participation in extensive reading	Librarian salary: (yearly salary + MPF) = HK\$68,433.75	Dr Chow WK (Vice Principal, Academic Affairs)

Supplementary note:

Contract Teachers	CEG	Other funding
Visual Art	1.0	NIL
Liberal Studies	1.0	NIL
English	0.75	Encashment from frozen post
School Librarian	0.25	Encashment from frozen post

Estimated Income:

- (i) CEG: HK\$620,000.00 (CEG, ~4% increase from 2017-18 amount)
- (ii) Encashment of 1 SGM post and 1 GM post = ~HK\$900,000.00

Estimated Expenditure: HK\$1101,471.75

Prepared by Chan Wing Kit (1.9.2018)