



Delia – Man Kiu
English Primary School
Annual School Plan
School Year 2009-2010

School Vision & Mission

Vision and Mission:

We envision Delia—Man Kiu English Primary School to become “**OUR HOME**”. Of which, students are **O**pen-minded, strive to **U**nderstand people of different cultures and places with mutual **R**espect. Thereafter, achieving a society of **H**armony is students’ **O**bligation by fulfilling the virtues of **M**orality and **E**quality.

The school devotes to actualize the vision in accordance with the spirit of school motto “Harmony in Diversity”. The school is committed to cater appropriate education for students with diverse needs in knowledge, skills and attitude, despite their ethnicities, beliefs and socioeconomic background.

抱負與使命：

「大家庭」是地利亞—閩僑英文小學的辦學抱負，旨在培育學生以開放及互相尊重的態度去了解並欣賞不同文化與地域的人。從而以責任感、道德心和平等觀來創造和諧社會。

學校本著「和而不同」的校訓精神，致力實現「大家庭」的辦學抱負。不論種族、信仰和貧富，學校積極針對學生在知識、技能與人格等不同學習需要、為他們提供適切的培養。

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Major Concerns

- 1. Formulate identifiable school direction**
- 2. Incorporate sharing and collaborative culture**
- 3. Clarify and integrate subjects' roles under school direction**
- 4. Build up closer link with parents**

1. Major Concern: Formulate identifiable school direction

Targets	Strategies	Success Criteria	Methods of Evaluation	Time Scale	People in charge	Resources Required
<ul style="list-style-type: none"> Build up a shared vision and achievable goal. 	<ul style="list-style-type: none"> Review the positioning of the school, its relations with the community and other sister schools. Summarize the brief history and development. Through collective and planned meetings, identify the characteristics of the school, the strengths and weaknesses. Formulate possible goals and analyze the alternatives. Deduce the most commensurate goal for the school. 	<ul style="list-style-type: none"> Teachers identify the shared. Teachers agree on the common goal. 	<ul style="list-style-type: none"> Questionnaire for teachers concerning the agreed vision and goal. Interview with teachers to understand teachers' envisions and conception. 	<ul style="list-style-type: none"> 4-6 months 	Chan KP	Concerted bi-weekly meetings / Questionnaires

2. Major Concern: **Incorporate sharing and collaborative culture**

Targets	Strategies	Success Criteria	Methods of Evaluation	Time Scale	People in charge	Resources Required
<ul style="list-style-type: none"> Teachers are willing to share and exchange ideas through professional dialogues 	<ul style="list-style-type: none"> Exploit supports internally and from sister schools such as meeting arrangement, peer observations, visits, talks, etc to intensify professional dialogues 	<ul style="list-style-type: none"> Teachers are willing to share ideas for professional growth Establish staff remuneration and appraisal systems Establishment of formal and informal channels for communication Establishment of an effective mechanism to collect opinions on resources allocation 	<ul style="list-style-type: none"> Observations in teachers' meeting Evaluation after structured visits and talks Collect teachers' opinions through interviews. Evaluate the established communication channels. 	<ul style="list-style-type: none"> One year 	Cheung KW	Evaluation forms / Questionnaires
	<ul style="list-style-type: none"> Develop staff remuneration and appraisal systems 			<ul style="list-style-type: none"> One year 	Chan KP	Concerted bi-weekly meetings
	<ul style="list-style-type: none"> Formulate communication channels to facilitate professional dialogues 			<ul style="list-style-type: none"> One year 	Chan KP	All admin staff
	<ul style="list-style-type: none"> Formulate resources allocation mechanism 			<ul style="list-style-type: none"> One year 	Chan KP	Concerted bi-weekly meetings

3. Major Concern: Clarify and integrate subjects' roles under school direction

Targets	Strategies	Success Criteria	Methods of Evaluation	Time Scale	People in charge	Resources Required
<ul style="list-style-type: none"> Teaching and assessment strategies echo with shared vision and encourage life-long learning 	<ul style="list-style-type: none"> Review the development of different subjects and examine the learning process and learning outcome in relation to the school mission. 	<ul style="list-style-type: none"> Establishment of a long-term development plan and assessment method of all subjects Students become life-long learners and enjoy reading 	<ul style="list-style-type: none"> Students questionnaires on perception of learning in various subjects and school-based learning programs Panel reports Exam performances 	<ul style="list-style-type: none"> One year 	Li Kristy	
	<ul style="list-style-type: none"> Review assessment methods especially in Chinese to eliminate partiality in different streams 			<ul style="list-style-type: none"> One year 	Li Kristy	
	<ul style="list-style-type: none"> Formulate school based learning and reading programs to encourage life-long learning 			<ul style="list-style-type: none"> One year 	Li Kristy	

4. Major Concern: Build up culture-value-free relation with parents

Targets	Strategies	Success Criteria	Methods of Evaluation	Time Scale	People in charge	Resources Required
<ul style="list-style-type: none"> Build up mutual understanding among parents through home-school programs. Build up collaborative relation with parents. 	<ul style="list-style-type: none"> Employment of school social worker Implementation of home-school programs 	<ul style="list-style-type: none"> Social worker successfully launches home-school cooperation programs Establishment of remedial classes Parents are aware of the importance of attendance and punctuality 	<ul style="list-style-type: none"> Number of home-school programs Parents' questionnaire Parental involvement in home-school programs 	<ul style="list-style-type: none"> One year 	Cheung KW	Salary for social worker
	<ul style="list-style-type: none"> Build up supportive and remedial measures to assist students in need 			<ul style="list-style-type: none"> One year 	Cheng CY / Cheng YM	Salary for helpers
	<ul style="list-style-type: none"> Establishment of a recognized attendance policy 			<ul style="list-style-type: none"> One year 	All admin staff	