



**Delia - Man Kiu English
Primary School**

**Five-Year School Plan
2010 - 2015**

Delia - Man Kiu English Primary School

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 our **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 socio-economic background.

Management and Organization

Major Concerns	Intended Outcomes / Targets	Strategies	Time Scale (Please insert ✓)				
			10/11	11/12	12/13	13/14	14/15
<ul style="list-style-type: none"> ✧ Promote partnership between school and parents 	<ul style="list-style-type: none"> ✧ Formulation of PTA constitution ✧ Establishment of PTA 	<ul style="list-style-type: none"> ✧ Enhance parent education by co-organizing workshops with social worker ✧ Enhance parents' participation in school events ✧ Form the Work Group for PTA ✧ Draft PTA constitution ✧ Establish PTA 	✓	✓			
<ul style="list-style-type: none"> ✧ Management Framework 	<ul style="list-style-type: none"> ✧ Follow closely the administrative works in subject panels ✧ Teachers can follow with routines and follow instructions 	<ul style="list-style-type: none"> ✧ Define administrative structure and what documents to be examined ✧ Define steps of routines and handling critical situation and published in M Drive for easy reference 	✓				
<ul style="list-style-type: none"> ✧ Provision and Management of Teaching Resources 	<ul style="list-style-type: none"> ✧ Digitalize all borrowing record 	<ul style="list-style-type: none"> ✧ Encourage teachers to use computer for daily communication and reserve resources etc. ✧ Provide training to facilitate the uses of multimedia 	✓	✓	✓		
	<ul style="list-style-type: none"> ✧ M Drive becomes handy resources to support teachers' daily teaching 	<ul style="list-style-type: none"> ✧ Keep track maintenance records ✧ Arrange sharing and training workshops 	✓	✓			

Major Concerns	Intended Outcomes / Targets	Strategies	Time Scale (Please insert ✓)				
			10/11	11/12	12/13	13/14	14/15
✧ Staff Development and Appraisal	✧ Encourage collaborative learning and peer observation	✧ Ask senior teachers to organize demonstrations and invite other teachers to observe ✧ Arrange new teachers to be observed and follow up meetings	✓	✓	✓	✓	✓

Learning and Teaching

Major Concerns (in order of priority)	Intended Outcomes / Targets	Strategies	Time Scale (Please insert ✓)				
			10/11	11/12	12/13	13/14	14/15
✧ Increase the effectiveness of teaching and learning in class	✧ TSA results improve ✧ Teachers can teach according to students' abilities and needs ✧ Students can learn effectively in lessons through the support among one another ✧ All teachers attend at least 3 hours training workshop in one academic year ✧ Teachers can prepare at least 1 set of teaching materials in every 2 chapters	✧ Streaming students' abilities in Chinese and Mathematics to minimize individual differences ✧ Implement cooperative learning in classroom to build up supportive measures to assist students in need	✓	✓			

Major Concerns (in order of priority)	Intended Outcomes / Targets	Strategies	Time Scale (Please insert ✓)				
			10/11	11/12	12/13	13/14	14/15
✧ Curriculum Planning and Organization	✧ Establish monitoring policies and development strategies	✧ Formulate policy to monitor the works of Subject Panels	✓	✓			
✧ Assessment policy and system	✧ Establish an assessment policy which help assess students' performance, give feedback to students' learning, monitor students' academic development	✧ Review assessment policy : purpose / frequency / depth / etc	✓	✓	✓		

Student Support & School Culture

Major Concerns (in order of priority)	Intended Outcomes / Targets	Strategies	Time Scale (Please insert ✓)				
			10/11	11/12	12/13	13/14	14/15
✧ Enhance students' character as a global citizen	✧ Students are equipped with the knowledge, skill and attitude as a Global citizen	✧ Enhancement of community spirit ✧ Promotion of Value Education ✧ Enhancement of self-confidence	✓	✓	✓	✓	✓