



Diocesan Boys' School
School Development Plan

2015/16 – 2017/18

Diocesan Boys' School

School Vision

The vision of our school is to equip our students with sound knowledge, worthy qualities, dynamic social and technical skills to become contributors to society and leaders with integrity in a diverse and ever-changing world.

School Mission

The mission of the school is to provide a liberal education based on Christian principles.

To realize this stated mission, the school has set the following objectives:

- To offer a well-balanced education for the development of the WHOLE person through effective means and agreeable strategies.
- To maintain the well-established school traditions.
- To evolve a unique cultural identity.
- To help students acquire critical thinking and creative skills.
- To provide opportunities for the development of good character based on Christian principles and students are expected to have the following qualities: trustworthiness, a sense of responsibility, fairness and considerateness.
- To cultivate self-respect and self-esteem through relevant activities so that each student can be a man of integrity, discipline, devotion, industriousness, courage and gratitude.
- To promote multiple intelligence so that students can fully maximize their talents.
- To equip our students to become life-long learners with a solid foundation of knowledge, essential qualities of good character and proper social and technical skills to achieve success in future challenges.

Holistic Review

Effectiveness of the previous School Development Plan (2012/13 – 2014/15)

Major Concerns	Extent of targets achieved	Follow-up action	Remarks
1. Enhance students' academic development	Partially achieved	Parallel plans – partly incorporated as routine work and partly as new incentives	Quality teaching and effective student learning remain as one of the school's major concerns
2. Enhance support to the diverse needs of students	Partially achieved	Continue to be major concerns in the next SDP	Slight adjustment towards student-centered support
3. Enhance positive behavioral development among students	Partially achieved	<p>Continuous efforts with special emphases on enhancing students' self discipline and support to students with diverse learning and emotional needs.</p> <p>Continue to focus on the educational programs of leadership training and environmental protection etc.</p>	Encourage more input from discipline committee and student guidance team.

Evaluation of the School's Overall Performance

PI Areas	Major Strengths	Areas for Improvement
1. School Management	<ul style="list-style-type: none"> • Energetic; ready to face challenges and make changes • Highly transparent • United and strong team spirit 	<ul style="list-style-type: none"> • More effective deployment of manpower • Further streamline school policies and consolidate school system to deal with daily routines
2. Professional Leadership	<ul style="list-style-type: none"> • A mixture of experience and enthusiasm, veteran and youth, local and foreign knowhow, as well as a unified goal to provide pastoral care to teachers and students alike. 	<ul style="list-style-type: none"> • To further develop in depth grasp of tasks and an already positive and proactive chemistry within senior management with the horizontal transfer and new appointment of 2 Deans.
4. Curriculum and Assessment	<ul style="list-style-type: none"> • Broad, diversified and flexible curriculum • Alternative measures as accommodation to learning needs of students • Well-defined assessment policies 	<ul style="list-style-type: none"> • Remedial support for low achievers • Further optimize the curriculum framework for senior secondary students
5. Student Learning and Teaching	<ul style="list-style-type: none"> • Most students have solid foundation, confident and willing to accept new challenges • Professional, caring and dedicated teachers who are willing to support needy students outside of school hours 	<ul style="list-style-type: none"> • Strengthen academic support for students with Special Educational Needs, i.e. accommodation for assessment • Boost students' motivation in learning through e-learning
5. Student Support	<ul style="list-style-type: none"> • The school is always ready to provide extra support to the holistic development of students and students with special needs • Academic tutorials, gifted programs, sportsmen mentorship, master class, summer school etc. have been organized successfully in recent years • Students are open-minded and have academic 	<ul style="list-style-type: none"> • Explore potentials of students and prepare them to actualise their potentials through pursuit of personal goals in further studies. • Further develop the potential of students with diverse learning and emotional needs to the full. •

	progression in higher education.	
6. Partnership	<ul style="list-style-type: none"> • Strong support from alumni (DSOBA), parents (PTA, APA) and the newly established Foundations Office • Well established local and overseas connections with different companies, universities and institutions 	<ul style="list-style-type: none"> • Proper management of expectation • To have more sharing sessions and information exchange with different stakeholders to facilitate better mutual understanding • PR / more effective publicity
7. Attitude and Behaviour	<ul style="list-style-type: none"> • Students are confident, cheerful, positive and optimistic. They are loyal and proud to be a member of the Diocesan Family • The school and students are mutually supportive 	<ul style="list-style-type: none"> • Further enhance the momentum for self-discipline • Students are sometimes too self-centered • To enhance moral education through Assembly sharing • Develop effective time management / environmental awareness / character building / leadership training etc.
8. Participation and Achievement	<ul style="list-style-type: none"> • Students are actively involved in ECA and inter-school competitions with excellent achievement • Overseas training programs in sports and music are organized in a systematic manner • We have outstanding results in various sports, music and cultural activities 	<ul style="list-style-type: none"> • To further improve aesthetic education by promoting different art forms • To introduce and organize more diversified overseas study tours • To strengthen the cheering activities of the students

SWOT Analysis

Our Strengths

- Strong support and trust from alumni, parents, sponsoring body and friends of the Diocesan community
- Strong spirit among the Diocesan community to pursue for excellence

Our weaknesses

- Student passivity resulting from overprotection
- School performance can be better reviewed with more thorough reflections based on quantitative and objective data

Our Opportunities

- Greater participation of middle managers in school affairs at both school and subject levels
- Growing awareness among staff towards the need to support students with learning and behavioral difficulties

Our Threats

- A wealth of meaningful activities for the community makes prioritizing a challenge for all
- Effective time-management and multi-tasking continues to be a challenge for the students

Major Concerns for 2015 – 18 (in order of priority)

1. To facilitate student initiated learning and to refine overall quality of pedagogy
2. To enforce student-centered support through whole school participation
3. To perpetuate the school's cultural heritage in accordance to the educational goal of all-round excellence
4. To refine school leadership and governance

School Development Plan (2015-18)

Major Concerns	Targets	Time Scale			A General Outline of Strategies
		Year 1	Year 2	Year 3	
1. To facilitate student initiated learning and to refine overall quality of pedagogy	<ul style="list-style-type: none"> ▪ To refine overall quality of pedagogy 	✓	✓	✓	<ul style="list-style-type: none"> ▪ In addition to the appraisal-oriented lesson observation, the senior management of the school will conduct lesson observation on the teaching faculty in hopes of identifying good teaching practices and choosing suitable candidates to be master teacher(s). ▪ The culture of peer observation will be established on subject basis for mutual sharing of pedagogy. ▪ A pilot scheme for e-learning in some subjects and remedial classes using i-Pad with the availability of Wi-Fi network will be launched.
	<ul style="list-style-type: none"> ▪ To revamp the curriculum 	✓	✓		<ul style="list-style-type: none"> ▪ A new post entitled “Head of Academic Support” will be established to coordinate remedial teaching (<i>both inside and outside of the regular remedial classes</i>) in Chinese Language, English Language and Mathematics. ▪ A school-based curriculum tailor-made for regular remedial classes will be developed to enhance the effectiveness of learning by students. ▪ A Working Group will be set up to review the NSS curriculum (subject combinations including M1/M2 and number of electives taken by each student) and make proposals (if necessary) to the school.

	<ul style="list-style-type: none"> ▪ To instil a positive attitude towards continuous assessment in students and further refine the assessment and feedback framework 	✓	✓		<ul style="list-style-type: none"> ▪ An online system accessible to teachers, parents and students (Grade 7 only) will be set up as a platform for information dissemination, e.g. dates of dictation, test, homework submission, project submission etc. and remarks from teachers, e.g. misdemeanor in class, plagiarism etc. ▪ Continuous assessment marks will be issued to students and parents (Grade 7 only) through the online system before the Mid-year and Final Examinations. ▪ A coherent assessment policy at the school level will be adopted and to be enforced in all subjects.
	<ul style="list-style-type: none"> ▪ To establish mentoring programs for supporting and advising new and less experienced teachers 		✓	✓	<ul style="list-style-type: none"> ▪ Teachers with good teaching practices will be appointed as Master Teachers who serve as Mentors for new teachers through one-on-one mentoring. (mentor and mentee of the same subject if possible) ▪ Mentor and mentee conduct mutual lesson observations and post-observation meetings to help mentee improve teaching.
	<ul style="list-style-type: none"> ▪ To facilitate student initiated learning using the latest technology 		✓	✓	<ul style="list-style-type: none"> ▪ An e-learning Committee will be established to enhance e-learning by <ul style="list-style-type: none"> a. formulating e-learning policy at the subject panel level b. providing technical support to subject teachers c. monitoring the implementation of e-learning ▪ Survey will be conducted to evaluate e-learning.

<p>2. To enforce student-centered support through whole school participation</p>	<ul style="list-style-type: none"> ▪ To foster students' self-understanding and develop positive attitudes towards learning and work. ▪ To enhance teachers' professional capacity for promoting comprehensive life planning education. ▪ After professional training, teachers are able to guide students to understand their interests, abilities and orientations for making informed and responsible choices among the multiple pathways available for further studies and careers. ▪ To identify with diverse learning and emotional needs of student at an early stage and set up a database to cater for students' needs. ▪ To strengthen teachers' knowledge about the diverse learning and 	✓	✓	✓	<ul style="list-style-type: none"> ▪ Develop a new curriculum and prepare teaching materials to guide Grade 7 students to understand their interests, abilities and orientations. ▪ Develop a new curriculum and prepare teaching materials to guide Grade 8 students to relate the result of self-assessment to academic or career goal setting. ▪ Arrange professional training to equip teachers with the relevant knowledge and skills for promoting life planning education. ▪ Arrange a diversified range of activities and support services to help students set and achieve their personal development goals. ▪ Social worker and Educational Psychologist provide students with appropriate support services to help teachers cater for students' diverse learning and emotional needs more effectively. ▪ Establish a record system for SEN students allow appropriate personnel to assess the confidential information under the consensus of parents. ▪ Encourage teachers to receive professional training about the counselling strategies that are required to cater for
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	<p>emotional needs of students.</p> <ul style="list-style-type: none"> ▪ Student Diversity Committee cooperates with class teachers to develop the potential of students with diverse learning to the full and cater for their emotional needs. 				<p>diverse learning and emotional needs of students.</p> <ul style="list-style-type: none"> ▪ Establish the Student Diversity Committee to cater for students with diverse learning and emotional needs.
3. To perpetuate the school's cultural heritage in accordance to the educational goal of all-round excellence	<ul style="list-style-type: none"> ▪ To promote and preserve our collective DBS traditions, so as to strengthen the sense of belonging (i.e. unity & internal cohesion) and improve the level of commitment among all stakeholders (students, teachers, parents, old boys) 	✓	✓	✓	<ul style="list-style-type: none"> ▪ To rejuvenate the House System and to optimize the atmospheres of the Inter-House activities through various publicity work ▪ To frequently share and report the most updated contents and daily examples of the DBS Spirit (Determination, Brotherhood, Superiority) during admissions talks, parents' seminars like morning tea sessions, students' gatherings (assembly), teachers' meetings and alumni's functions etc.
	<ul style="list-style-type: none"> ▪ Proper propagation of good DBS values / image through the maintenance and coordination of information exchange, media / social networks, stakeholders' networks and internal propaganda. 	✓	✓	✓	<ul style="list-style-type: none"> ▪ To organize exhibitions on different themes in the School Museum to promote the history of DBS ▪ To update and enrich the school web pages, facebook pages, notice boards etc. for effective publicity especially in the areas of students' excellent achievement

	<ul style="list-style-type: none"> ▪ To cultivate and nurture students' attitudes and conduct, in-so-doing educate them to become good citizens, humble servants and visionary leaders of the country and the world 	✓	✓	✓	<ul style="list-style-type: none"> ▪ To organize and fine-tune the G7 Character Building Campaign as well as the G10 Leadership Training Camp ▪ To continue our green school programs (e.g. installation of recycling bins) to train our students to appreciate and protect the environment; also to instill them with the global sense of good cause and the intrinsic value of a greener earth
	<ul style="list-style-type: none"> ▪ To further enhance and diversify the development of art, design, literature and cultural activities to unleash students' potential 	✓	✓	✓	<ul style="list-style-type: none"> ▪ The Arts Development Committee fosters aesthetic education by organizing different exhibitions in the Verdant Arts Centre & Gallery such as calligraphy, photographic and ceramic art exhibitions etc. ▪ The Drama Committee, the Music Department and other subcommittees continue to explore and pursuit the possibilities of various art forms, projects and multimedia productions, e.g. film, musical, concerts, drama, documentary, publication, poetry recital etc.
	<ul style="list-style-type: none"> ▪ To strengthen the overseas learning programmes, including intensive sports training camps, world competitions, tailored study tours etc. as an integral part to the achievement of holistic education 	✓	✓	✓	<ul style="list-style-type: none"> ▪ To promote experiential learning and the concept of “education without walls” by organizing overseas study tours under various thematic categories such as music, sports, social services, ecotourism, history, robotics, arts, religion, and culture etc.
	<ul style="list-style-type: none"> ▪ To keep the outstanding performances in academics, sports, music and cultural competitions; to build, strengthen novel traditions and 	✓	✓	✓	<ul style="list-style-type: none"> ▪ To optimize the whole admissions process to ensure the recruitment of excellent students with different talents ▪ To further activate the clubs and societies and to promote trend-setting activities like robotics, water

	attain achievement in other areas step by step				polo, squash, handball, Science Olympiads, Mathamatics Olympiads etc.
4. To refine school leadership and governance	<ul style="list-style-type: none"> ▪ The goals and concerns of the school known to all stakeholders ▪ Well-defined frameworks enabling the achievements of the goals and objectives of the school ▪ Students, parents and the community have the trust to the school 	✓	✓	✓	<ul style="list-style-type: none"> ▪ Specific indicators with clear illustration adopted and disclosed to teachers ▪ Establishment of monitoring mechanisms with clear performance indicators for periodic reviews ▪ Sufficient disclosure of information and proper reporting to the concerned stakeholders ▪ Supports from different stakeholders reflected from related surveys