



Diocesan Boys' School
School Development Plan

2018/19 – 2020/21

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.
- To maintain well-established school traditions.
- To nurture a unique cultural identity.
- To achieve self-respect and self-esteem so that each student can be a man of integrity, discipline, devotion, industriousness, courage and gratitude.
- To promote multiple intelligences so that students can fully develop 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 in order to achieve success in the future.

Holistic Review

Effectiveness of the previous School Development Plan (2015/16 – 2017/18)

Major Concerns	Extent of Targets Achieved	Follow-up Action	Remarks
1. To facilitate student-initiated learning and to refine overall quality of pedagogy	Partially achieved	Incorporated as routine work for further exploration and refinement	
2. To enforce student-centered support through whole school participation	Partially achieved	Incorporated as routine work for further exploration and refinement	
3. To perpetuate the school's cultural heritage in accordance with the educational goal of all-round excellence	Partially achieved	Keep on improving and fine-tuning the related policies and strategies for better effectiveness	The coming 150 th Anniversary is a significant milestone which provides a golden opportunity for further reflections and optimization

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"> • The Headmaster deploys school resources flexibly and external resources are tapped actively to support implementation of different developmental areas. • A committed Leadership Team consisting of the Headmaster, three Deans and three curriculum coordinators set the direction of strategic development plan. 	<ul style="list-style-type: none"> • With the new appointment of the 2 Curriculum Coordinators, more in-depth meetings and practical sharing sessions can be held strategically in a professional manner. • Leadership roles of Subject Panel Heads in monitoring panel members and assuring quality of teaching.
3. Curriculum and Assessment	<ul style="list-style-type: none"> • Broad and balanced curriculum including Innovation & Design (STEAM Education) as a formal curriculum in junior forms • Flexible combinations of 14 elective subjects in the HKDSE curriculum in senior forms • Applied Learning Courses as additional choices • Well-defined assessment frameworks 	<ul style="list-style-type: none"> • Enhancement programmes for high achievers • Academic support and remedial curriculum for low achievers
4. Student Learning and Teaching	<ul style="list-style-type: none"> • Small class teaching for all subjects in junior forms • Small class teaching for all core subjects in senior forms • Provision of iPads to all teachers for eLearning in daily teaching 	<ul style="list-style-type: none"> • Support for elective subjects in senior forms • Classroom setting, facilities and equipment to be upgraded for eLearning
5. Student Support	<ul style="list-style-type: none"> • The school is always ready to provide extra support for the holistic development of students and students with emotional 	<ul style="list-style-type: none"> • Explore potentials of students to think from different perspectives and help them clarify the related values before

PI Areas	Major Strengths	Areas for Improvement
	<p>needs</p> <ul style="list-style-type: none"> • Academic tutorials, gifted programs, sportsmen mentorships, master classes, summer school, etc. have been organized successfully in recent years • Students are open-minded, logical and cooperative. They always strive for excellence and are willing to accept advice. 	<p>making sensible judgments</p> <ul style="list-style-type: none"> • Provide students with appropriate preventive and developmental services to consolidate their experience gained in relation to their personal growth
6. Partnership	<ul style="list-style-type: none"> • Tremendous support from alumni (DSOBA), parents (PTA, APA) and the newly established Foundation Limited in terms of human and financial resources • Well established local and overseas connections with different companies, universities and institutions 	<ul style="list-style-type: none"> • More sharing sessions and information exchange with different stakeholders to facilitate better mutual understanding • PR / more effective publicity / social media
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 • Students are highly motivated to strive for excellence 	<ul style="list-style-type: none"> • Further enhance the momentum for self-discipline and respect of others • Students are sometimes too self-centered • To enhance moral education through different means and strategies • Keep on cultivating the virtues and good character of our boys and educate them to be more humble, thoughtful, disciplined and kind-hearted, showing empathy and mutual respect to each other. • To optimize character-building programs and fine-tune leadership training activities, etc.
8. Participation and	<ul style="list-style-type: none"> • Students are actively involved in ECA and inter-school competitions with excellent achievements 	<ul style="list-style-type: none"> • To further improve aesthetic education by promoting different art forms and exhibitions

PI Areas	Major Strengths	Areas for Improvement
Achievement	<ul style="list-style-type: none"> • Overseas training programs of sports and music are organized in a professional and systematic manner • We have outstanding results in various sports, music, cultural and science contests 	<ul style="list-style-type: none"> • To introduce and organize more diversified overseas study tours to maximize every student’s potential • 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
- High morale and school spirit among the Diocesan community to pursue excellence
- Good and unique traditions have been established in the course of 150 years

Our weaknesses

- Students are self-centered and lack of experience in making reasonable judgement due to overprotection from family.
- School performance can be better reviewed with more thorough reflections based on quantitative and objective data
- Current classroom facilities were installed nearly two decades ago and they can no longer keep pace with the latest trends in education

Our Opportunities

- Greater participation of middle managers in school affairs at both school and subject levels
- Growing awareness among staff of the need to support students with learning and behavioral difficulties
- 150th Anniversary is a significant milestone for further planning and enhancement

Our Threats

- A wealth of meaningful activities for the whole community makes prioritizing a challenge for all stakeholders
- Effective skills of time-management and multi-tasking continue to be a challenge for the students
- Curriculum and assessment need to be reviewed and refined timely to cater for learner diversity and students with special educational needs

Major Concerns for 2018 – 2021 (in order of priority)

1. To further optimize learning and teaching efficacy
2. To foster students' positive attitude and ability to make reasonable judgement
3. To cultivate our sense of belonging, strengthen commitment and uphold our tradition of whole-person education

School Development Plan (2018-21)

Major Concerns	Targets	Time Scale			A General Outline of Strategies
		Year 1	Year 2	Year 3	
1. To further optimize learning and teaching efficacy	<ul style="list-style-type: none"> ▪ To review the curriculum in junior and senior forms 	✓			<ul style="list-style-type: none"> ▪ Set up an ad hoc committee to review the academic support for sportsmen and remedial curricula of English, Chinese and Mathematics in both junior and senior forms ▪ Set up an ad hoc committee to review the curriculum and subject combinations in senior forms ▪ Submit proposal for refining the academic support for sportsmen by the ad hoc committee ▪ Submit proposal for refining the remedial curricula of Chinese, English and Mathematics in both junior and senior forms by the ad hoc committee ▪ Submit proposal for refining the curriculum and subject combinations in senior forms by the ad hoc committee
	<ul style="list-style-type: none"> ▪ To implement the refined curriculum in junior and senior forms 		✓		<ul style="list-style-type: none"> ▪ Submit the first evaluation report on the refined curriculum and suggestions for further refinement by the respective subject panels ▪ Revise the curriculum by the ad hoc committee with reference to the evaluation reports
	<ul style="list-style-type: none"> ▪ To implement the revised curriculum in junior and senior forms 			✓	<ul style="list-style-type: none"> ▪ Submit the second evaluation report on the revised curriculum and suggestions for further refinement by the respective subject panels ▪ Finalize the curriculum by the ad hoc committee with reference to the evaluation reports

Major Concerns	Targets	Time Scale			A General Outline of Strategies
		Year 1	Year 2	Year 3	
	<ul style="list-style-type: none"> To integrate eLearning into daily teaching through upgrading classroom facilities and equipment 	✓			<ul style="list-style-type: none"> Set up two experimental dream classrooms with upgraded classroom facilities and equipment for a 6-month trial period by two G10 classes Move the two G10 classes to G12 classrooms after G12 classes have left and convert the two experimental dream classrooms into special rooms for a 3-month trial period by other classes Collect feedback and suggestions on the dream classrooms from teachers and students after the trial period and propose a refined dream classroom for final adoption
	<ul style="list-style-type: none"> To upgrade other classrooms by phases according to the proposal for the refined dream classroom 		✓	✓	<ul style="list-style-type: none"> Continue to collect feedback and suggestions from teachers and students and make necessary amendments to the setting of the refined dream classroom
2. To foster students' positive attitude and ability to make reasonable judgements	<ul style="list-style-type: none"> To provide more support to teachers so as to enhance the guidance and discipline work in the school 	✓	✓	✓	<ul style="list-style-type: none"> Establish a counselling record system and allow appropriate personnel to assess the confidential information Set up a sub-committee in the Student Guidance Team to refine the counselling record system. Use data collected by the counselling record system for data analysis to identify the needs of students to provide support Arrange a Staff Development Activity for junior teachers about "Sharing session on discipline and counselling skills – nurturing reasonable judgement?" Arrange regular meetings for class teachers, discipline committee, student

Major Concerns	Targets	Time Scale			A General Outline of Strategies
		Year 1	Year 2	Year 3	
					<p>guidance team and social workers to cater for the needs of students and provide additional support to teachers if necessary.</p> <ul style="list-style-type: none"> ▪ Assign a grade coordinator of discipline committee and student guidance team respectively to each grade to support class teacher in following up the attendance record and lateness of students. ▪ Arrange discipline and counselling teachers to explain the expectations of the schools to cultivate a respectful attitude of students during assembly for 2 times throughout the year.
	<ul style="list-style-type: none"> ▪ To create a sensible environment for nurturing students with the necessary competencies to achieve reasonable judgements. 	✓	✓	✓	<ul style="list-style-type: none"> ▪ Set up a subcommittee in the Discipline Committee to revise the uniform policy. ▪ Submit a revised uniform policy for teachers, prefects and the Consultative Committee to review before implementation ▪ Implement the revised uniform policy to educate students ▪ Implement the new mobile phone policy to educate students ▪ Evaluate the effectiveness of the new mobile phone policy and refine if necessary ▪ Implement the revised mobile phone policy ▪ Provide professional training workshops for new and junior teachers on reasonable judgement ▪ Provide guidelines for the implementation of uniform and new mobile phone policies to teachers ▪ Provide briefing session to teachers to explain the principle of reasonable judgement behind these policies

Major Concerns	Targets	Time Scale			A General Outline of Strategies
		Year 1	Year 2	Year 3	
					<ul style="list-style-type: none"> ▪ Implement appropriate guidance and discipline activities to instil positive values and to promote respect among students ▪ Evaluate the effectiveness of the guidance and discipline activities and refine if necessary ▪ Implement the revised guidance and discipline activities to instil positive values and to promote respect among students

Major Concerns	Targets	Time Scale			A General Outline of Strategies
		Year 1	Year 2	Year 3	
3. To cultivate our sense of belonging, strengthen commitment and uphold our tradition of whole-person	<ul style="list-style-type: none"> ▪ To promote and preserve our collective DBS traditions, so as to strengthen the unity and school spirit; and improve the level of commitment among all stakeholders (students, teachers, parents, old boys) 	✓	✓	✓	<ul style="list-style-type: none"> ▪ To plan and implement the 150th Anniversary Celebration Activities with Foundation Limited, DSOBA, PTA etc. in the academic years of 2018-19 and 2019-20, e.g. Inauguration Ceremony, Concerts, Exhibitions, Gala Dinner, Education Conference and so on ▪ To continue to rejuvenate the House System and to optimize the atmospheres of the Inter-House activities through a variety of publicity work ▪ To frequently share and report daily up-to-date examples of the DBS Spirit (Determination, Brotherhood, Success) during admissions talks, parents' seminars, morning tea sessions, students' gatherings (assembly), teachers' meetings and functions for alumni etc.

Major Concerns	Targets	Time Scale			A General Outline of Strategies
		Year 1	Year 2	Year 3	
education	<ul style="list-style-type: none"> Effective propagation of good DBS values / image through the maintenance and coordination of information exchange, social networks, and internal propaganda. 	✓	✓	✓	<ul style="list-style-type: none"> To further strengthen the operations of our “Diocesan Media” and produce more well-edited video clippings to share the lively, exciting and enjoyable school life with all stakeholders To keep on organizing exhibitions on different themes in the School Museum to promote the history and heritage 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 achievements and diversified school events
	<ul style="list-style-type: none"> To cultivate and nurture students’ attitudes and conduct, and by 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 implement the Mandatory Social Services Programs for all G7 to G9 boys. Students are encouraged to care and concern our society more by visiting elderly homes and the rehabilitation centers to support the minorities and the underprivileged Junior boys’ outstanding performances in social services will be acknowledged in the final school report. Devoted students with more than 30 hours’ participation in community services will be awarded a gold prize To organize and fine-tune the G7 Character Building Programs as well as the G10 Leadership Training Camp Moral Education Committee will keep on having more collaboration and interdisciplinary projects with the Civic Education Committee, Green School Committee, Spiritual Education Committee etc., so as to achieve the long-term targets of moral excellence

Major Concerns	Targets	Time Scale			A General Outline of Strategies
		Year 1	Year 2	Year 3	
	<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, photography and ceramic art exhibitions etc. The Drama Committee, the Music Department and other interest groups continue to explore and pursuit the possibilities of various art forms, projects and multimedia productions, e.g., film, musical, concerts, drama, documentary, publication, poetry recitals and talk shows.
	<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 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, I.T., ecotourism, history, robotics, arts, religion, language and culture.
	<ul style="list-style-type: none"> To keep the outstanding performances in academics, sports, music and cultural competitions; 	✓	✓	✓	<ul style="list-style-type: none"> To optimize the whole admissions process to ensure the successful recruitment of excellent students with different talents To further activate our Clubs & Societies and to promote trend-setting activities like robotics, water polo, squash, handball, rope skipping, bridge, Science

Major Concerns	Targets	Time Scale			A General Outline of Strategies
		Year 1	Year 2	Year 3	
	to build, strengthen novel traditions and attain achievements in other new areas step by step				Olympiads, Mathematics Olympiad, Informatics Olympiad, etc.