



基督教宣道會宣基中學

Christian & Missionary Alliance Sun Kei Secondary School

School Development Plan 2021-2024

School Mission

Our school is a government subsidized secondary grammar school founded by Christian & Missionary Alliance Church Union of Hong Kong and was officially opened in September, 1999. We exalt biblical truth, and act on Christian benevolent spirit. With the responsibility to proclaim Christian truth, and a macro view of international perspective, we gaze at the broad education universe and practice high quality whole person education. We are dedicated to groom students to have a balanced development in ‘Spiritual, Moral, Intellectual, Social, Physical and Aesthetic’ Education, so that they can utilize their potential and be equipped with ability and high moral to pursue excellence and make contribution to society.

School Motto

‘Trust in the LORD with all your heart and lean not on your own understanding; in all your ways acknowledge Him, and He will make your paths straight.’ (Proverbs 3:5-6)

School Vision

- An Arena for Proclaiming Christ
- An Institution to Develop Human Potentials
- A Cradle of Leaders

Holistic Review

Effectiveness of the previous School Development Plan (2018-2021)

Major Concerns	Extent of targets achieved	Follow-up action	Remarks
1. To equip students as proactive, independent and purposeful learners who are visionary, innovative, excel in STEAM, and have broad national and global exposure. <ul style="list-style-type: none"> 1.1. Enhancing students' proactive and self-directed learning culture 1.2. Enhancing mechanisms for students' self-monitoring habit 1.3. Catering for learners diversity 1.4. Building an efficient and effective e-Learning environment and nurture STEAM innovators 1.5. Promoting self-extension of learning 1.6. Developing the existing comprehensive and systemic Career and Life Planning Education policies 1.7. Fostering collective learning and application of learning 1.8. Strengthening the use of e-Learning in teaching and learning with a whole school approach 	Fully achieved Fully achieved Fully achieved Fully achieved Fully achieved Fully achieved Fully achieved Fully achieved	Incorporated as routine work Incorporated as routine work	

2. To enrich students' learning experiences and nurture them with positive values and life competencies.	Fully achieved	Incorporated as routine work	
2.1. Promoting values education and broaden students' national and global exposure	Fully achieved	Incorporated as routine work	
2.2. Exploring life value to facilitate students in life planning	Fully achieved	Incorporated as routine work	
2.3. Strengthening students' capabilities in making wise decision	Fully achieved	Incorporated as routine work	
2.4. Facilitating students' understanding of their abilities, interests as well as career aspirations	Fully achieved	Incorporated as routine work	
2.5. Enhancing students' understanding of the relation between values and behavior, which affects the achievement of sustainable futures	Fully achieved	Incorporated as routine work	
2.6. Providing activities and other learning experiences to enrich students local and overseas life exposures	Target cannot be achieved due to epidemic of COVID19	Incorporated as routine work	
2.7. Organising leadership training programmes and enhancing leaders' self-confidence and competence	Fully achieved	Incorporated as routine work	
2.8. Promoting mentorship scheme and build an outstanding students network	Fully achieved	Incorporated as routine work	

Evaluation of the School's Overall Performance

PI Domains /Areas	Major Strengths	Areas for Improvement
<p>1. Management & Organisation (School Management, Professional Leadership)</p>	<ul style="list-style-type: none"> • The School Incorporated Management Committee members have a wealth of experience and professional knowledge of various fields. They are stakeholders of the school who are familiar with how the school operates who have a clear vision for the development of the school and render strong support. They trust the Principal and appreciate the remarkable achievements made in various facets of the school under her very good leadership. • The Principal is visionary, dynamic, insightful and committed. She has strong networking in education field, and thoroughly understands the most updated education trends in Hong Kong. The principal had also attained a doctoral degree in Education, she serves as a role model to teachers and students by her passion in continuous learning. She is able to provide strong professional support for teachers and motivate them to perform their duties with passion. • There is transparency in the formulation of school policies and identification of major concerns, teachers can reflect their views through various channels and there is great consensus among teachers with regard to the direction of the school's development. • The committee heads and subject heads generally exhibit a high level of professionalism that demonstrates competence in achieving the schools' missions and major concerns. • Views of different stakeholders are collected every year through various channels and professional dialogue. A self-evaluation and collaboration culture has been fostered for school development and teaching enhancement. Teachers' professionalism is continually enhanced through structured training, collaborative teaching, class visitation and exchange programmes. 	<ul style="list-style-type: none"> • Continue to strengthen VPs and middle managers to take up leadership roles and to oversee the works of various committees and subjects. • More interactions with educational organisations outside territory is encouraged for sharing teaching strategies among teachers and widening teachers' horizons.

<p>2. Learning & Teaching</p> <p>(Curriculum and Assessment, Student Learning and Teaching)</p>	<ul style="list-style-type: none"> • An updated, broad and balanced curriculum is provided to suit students' interests, needs and abilities. • Curriculum leadership and management demonstrate a high level of professionalism. Subject departments make good use of the Professional Learning Community (PLC) sharing platforms to regularly engage in purposeful professional exchange. • The school uses assessment data effectively to evaluate different aspects of teachers' teaching and students' learning. • Teachers are able to monitor curriculum implementation of the subjects through systematic use of data on students' learning and teachers' teaching, and the evaluation data in both internal assessments and public examinations. • Special rooms are especially provided for both the Chinese and English Departments to carry out language activities, and for teachers to promote STEAM education. • e-Learning at different levels is strategically incorporate into the curriculum and lessons of all subjects. Blended learning is implemented in our school which combines the advantages of face-to-face learning with online technology tools. • Promotion of reading culture has been highly effective, and the library master collaborates closely with subject panels in promoting reading across curriculum, supporting students' learning and offering a host of popular reading activities. • Students are interested and attentive in class. They are engaged in lesson activities and have sustained motivation. • Our school has a track record in promoting STEAM education in recent years, with strong supports from universities and professional organisations in Hong Kong. 	<ul style="list-style-type: none"> • Continue to review the junior and senior secondary curriculum so as to meet the changing admission requirement of the tertiary education and the society. • In view of the situation that students have been making noticeable academic progress in the recent years, a new framework should be formulated, and evidence based strategies should be implemented to promote deep learning in the coming academic years. • Introductory classes of Japanese and other language should be offered to interested students after school or during weekends.
-----------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

<p>3. Student Support & School Ethos (Student Support, Partnership)</p>	<ul style="list-style-type: none"> • A systematic policy on student development is formulated to foster students' balanced development and cultivate a caring and supportive learning environment. • The school actively nurtures students' positive values and skills, including self-confidence, perseverance, adaptability, flexibility, honesty, innovation, collaboration, leadership, integrity, benevolence, politeness, initiative, problem-solving, responsibility, appreciation through structured whole-school program, leadership training and religious functions. • The overall planning of student support and learning opportunities is guided by the school's commitment to nurture all students as future leader to serve our country and the world. • Different functional teams and student support schemes help students to identify their needs at the early stage. Besides, two social workers help to support individual student needs. • The school provides various extra-curricular activities which serve well to broaden students' learning horizons. • A harmonious and family-like relationship is well established among teachers, students, parents, and alumni. Students, parents and alumni take pride in connecting to the school. They have a strong sense of belonging towards the school. • There is effective communication between school and parents. A wide range of educational activities and parent talks are held to enhance home school cooperation and equip parents with the knowledge and skills they need to educate their children. • The school establishes associations with a wide range of external bodies, for instance, sister schools and tertiary institutions to further its cause of nurturing academic competence, developing national education, and promoting global mindset. 	<ul style="list-style-type: none"> • Empower our students with a positive and compassionate mindset. They should also be reminded to think in an optimistic way especially during the time of adversity and challenges. • Inspire students with a sense of respect and responsibility towards society, our nation and the world, regular and ad hoc moral and civic education activities can be held in due course. • Continue to develop a larger alumni network.
---------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

<p>4. Student Performance (Attitude and Behaviour, Participation and Achievement)</p>	<ul style="list-style-type: none"> • Students are motivated, amiable, cooperative and caring. They are enthusiastic about learning and receptive to teachers' guidance and advice. • Peer relationship among students are harmonious. • Student leaders are responsible and confident in performing their duties. They demonstrate good leadership attributes in organising activities for their peers and delivering school programmes. Senior form students are keen on serving and take good care for their fellow students. • In comparison with schools with similar S1 intake, the school performed well in the HKDSE examination in the past few years. In 2021, 87.4% students meet the 33222 entrance requirement of universities for degree programmes in 2021 DSE Examination, and all of them got a degree offer in JUPAS, which is much higher than the territory averages. • Students participate actively in wide range of local and international academic, aesthetic, sports, music and service activities. • In recent years, students performed well in different international STEAM competitions. In 2020-2021, Sun Kei students won the Gold Award, the Bronze Award and the Honourable Award in the Korea Science and Engineering Fair 2020, the Gold Award in the Technology Category and the IYSA Grand Award in the 'International Science and Invention Fair (ISIF) 2020', the Second Class Award in the '2nd International Artificial Intelligence Fair (IAIF)', and the Second Class Award in the 12th 'Beidou Cup' National Youth Science and Technology Innovation Competition. 	<ul style="list-style-type: none"> • Continue to enhance students' performance in HKDSE and other public examinations. • More enrichment and support should be provided to enhance students' experience academically and non-academically. • In view of students' high potential, they could be further groomed to attain more outstanding achievements in international competitions.
-------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

SWOT Analysis

Our Strengths

- The School Board members have a wealth of experience and professional knowledge of various fields. They are stakeholders of the school who are familiar with how the school operates. They have a clear vision for the development of the school and render strong support. They trust the Principal and appreciate the remarkable achievements made in various facets of the school under her very good leadership.
- The Principal is visionary, dynamic, insightful and committed. She has strong networking in education field, and thoroughly understands the most updated education trends in Hong Kong. The principal had also attained a doctoral degree in Education, she serves as a role model to teachers and students by her passion in continuous learning. She is able to provide strong professional support for teachers and motivate them to perform their duties with passion.
- The school authority has regular consultation with staff by various means. The decision-making process is transparent and involves the participation of all panel/functional heads through formal and informal meetings.
- The school places emphasis on the careful nurturing of students' all-round abilities, character and morality, it is dedicated to fostering the students' development with love and care. The students are generally well-behaved, courteous, and cooperative, with no explicit discipline problem. They are moulded with the positive values, national identity and global mindset anchored on the Christian culture.
- Many Sun Kei students excel in Arts, Music and Sports. Under the guidance of our teachers, these talented students perform outstandingly well and won many commendable awards in various local, regional and even international competitions.
- The school owns a solid STEAM learning foundation. The principal steers the STEAM teaching and learning direction. She develops the professionalism of the STEM teaching team and establishes the Maker Lab and Science Innovation Centre which boost the development of STEAM education. Students have excel themselves in local and international STEM activities and competitions.
- With the concerted efforts of the dedicated teachers and under the strong leadership of the Principal, the school has become a very popular school in Hong Kong and the students have attained good academic results and achievements in extra-curricular activities.

Our Weaknesses

- Although most of our students are Band 1 category, learners' diversity has to be catered effectively.
- Teaching time is insufficient especially in NSS and it is a rush to cover the full curriculum and the school-based assessments.
- Having ample OLE opportunities, high achievers are often occupied by extra-curricular activities after school. Without proper time management, some of them cannot handle different tasks at the same time.

Our Opportunities

- The school gains its reputation over the years and has become popular among the community. It has an extensive local and overseas sibling school network and the students can broaden their cultural horizons and global perspective.
- A lot of funding (CEG, TRG, LWLG, CITG, LSG etc) is provided by the government which may help improve L&T.
- Various staff development opportunities provided by Staff Development Committee (SDC) are offered to all teachers. Our principal aims at building a strong Professional Learning Community of academic staffs who can inspire students.
- Under the fine-tuning in the Medium of Instructions (MOI) in junior forms, English is adopted as the major MOI in our school. It strengthens students' English ability across different subjects which facilitate better transition to senior forms.
- Some young teachers join our school and bring new ideas in learning and teaching. They are enthusiastic and committed to the profession as well.
- More supports from professionals in universities can further boost our development of STEAM education.

Our Threats

- In a fast changing world, students are influenced by the contemporary culture and social impact from the internet, the school needs to strengthen the positive values and Christian beliefs of students.
- Parents who have high expectations on their children exert certain pressure to the students.
- Due to the social distancing measures under COVID-19, many activities scheduled last year were suspended. Even when school resumes, it is difficult to organise face-to-face or mass activities according to the guidelines from the EDB.

2021-2024 Major Concerns

1. To promote deep learning and to nurture self-motivated learners.
2. To empower our students with a positive and compassionate mindset; to inspire students with a sense of respect and responsibility towards society, our nation and the world.

School Development Plan (2021-24)

First Major Concern: To promote deep learning and to nurture self-motivated learners.

Targets	Time Scale			Outline of Strategies
	21/22	22/23	23/24	
<ul style="list-style-type: none"> • Implementing the ideas of deep learning 	✓			<ul style="list-style-type: none"> • To formulate a “Model of Learning” • To develop the resource package with research-based teaching strategies to teachers • To apply different strategies to promote deep learning
<ul style="list-style-type: none"> • Enhancing students deep learning skills and to become a self-motivated learner 	✓	✓	✓	<ul style="list-style-type: none"> • To introduce the idea of the “Model of Learning” • To establish students’ goal setting habit • To get students into a habit of self-reflection • To develop self-management learning habit • To enhance students’ lesson preparation habit • To conduct data analysis on students’ learning performance
<ul style="list-style-type: none"> • Promoting deep learning by creating an English-rich environment 	✓	✓	✓	<ul style="list-style-type: none"> • To enrich students’ learning experiences and broaden their exposure • To offer a great variety of learning opportunities beyond the classroom • To collaborate with Project Learning in S2 curriculum and facilitate students’ learning in report writing

<ul style="list-style-type: none"> Promoting deep learning through STEAM education and e-Learning 	✓	✓	✓	<ul style="list-style-type: none"> To offer platforms for students to showcase their learning outcomes that involve deep and transfer learning To implement and take part in cross-curricular STEAM activities/projects To enrich the environment for applying Deep Learning to students
<ul style="list-style-type: none"> Providing students with multi-dimensional and diversified reading experience to enhance the deep reading 	✓	✓	✓	<ul style="list-style-type: none"> To collaborate with Chinese and English Department to organise “Battle of the Books” To collaborate with Chinese Department to organise “Book Club” activity To collaborate with English Department to organise “Audio Book” activity
<ul style="list-style-type: none"> Empowering teachers with professionalism in implement teaching ideas regarding deep learning 	✓	✓	✓	<ul style="list-style-type: none"> To implement the Professional Learning Community Session To encourage reflection of all teachers using the Key Performance Indicators (KPI) To share the good practices among teachers To conduct Lesson Observation to see how deep learning skills are put into practice

Second Major Concern: To empower our students with a positive and compassionate mindset; to inspire students with a sense of respect and responsibility towards society, our nation and the world.

Targets	Time Scale			Outline of Strategies
	21/22	22/23	23/24	
<ul style="list-style-type: none"> Developing students with a positive and compassionate mindset, to inspire students with a sense of respect 	✓	✓	✓	<ul style="list-style-type: none"> To organise Moral Education Day in the context of developing students with a positive and compassionate mindset, to inspire students with a sense of respect To organize activities to develop students with a positive and compassionate mindset, to inspire students with a sense of respect
<ul style="list-style-type: none"> Improving the main experiential activities of each form to foster students' positive value and affective 	✓	✓	✓	<ul style="list-style-type: none"> To organise different experiential activities to foster students' positive value and affective characteristics in different growth stages To organise value and affective education activities in class teachers periods and assembly
<ul style="list-style-type: none"> Nurturing positive and proactive leaders with goals and view 	✓	✓	✓	<ul style="list-style-type: none"> To organise and promote intramural events including Academic and Life Planning, Student Quality Management, Moral, Civic and National Education, Student Support and Administration of Extra-curricular Activities To organise Sun Kei forum To organise activities related to academic and life planning To organise activities for promoting Arts Education and other learning experiences
<ul style="list-style-type: none"> Building up positive values like self-confident, caring for others and commitment by promoting "Service Learning" 	✓	✓	✓	<ul style="list-style-type: none"> To encourage S1-S5 students to participate both on and off campus volunteer service To participate the 4C Youth Volunteer Leadership Programme (S3-S5 students)
<ul style="list-style-type: none"> Promoting an I.E. (Invitational Education) Environment by the whole school 	✓	✓	✓	<ul style="list-style-type: none"> To organise I.E. activities To promote I.E. atmosphere

<ul style="list-style-type: none"> • Exploring a sense of responsibility towards society filling citizen's responsibility through routine and special civic activities 	✓	✓	✓	<ul style="list-style-type: none"> • To organise National Flag Hoisting Ceremony & National Anthem Playing and Singing in Morning Assembly and Students Sharing: Promote National Education and develop students' national consciousness • To participate in national security education activities and competitions and • To organise seminar to enhance the knowledge on national conditions • To organise Sun Kei Forum: Let students concern themselves with and understand Hong Kong issues & development situation so as to enhance their sense of citizenship • To participate in Citizenship Education activities and competitions • To organise Class Teacher Lesson Activities to educate national security and civic learning.
<ul style="list-style-type: none"> • Implementing the curriculum framework of National Security Education 	✓	✓	✓	<ul style="list-style-type: none"> • To include the learning elements covered in the curriculum framework into the formal curriculum of relevant subjects • To ensure the teaching material is appropriate chosen according to the guideline of the curriculum framework