LA SALLE
PRIMARY SCHOOL
School Development Plan
2022/23 - 2024/25

1. Vision

By touching the minds and hearts of the children confided to our care, and by providing the highest quality of education, we aspire to be the best primary school in Hong Kong.

2. Mission

To give a human and Christian education to the young, paying particular attention to the needy.

3. School Motto

Fides et Opera

4. Educational Characteristics

◆ To recognise the importance of moral teachings - commitments to Christian spiritual values.
◆ To strengthen the teaching and learning of Chinese, English and Putonghua - enhancement of students' biliterate and trilingual abilities.
◆ To motivate self-learning
◆ To encourage respect for others
◆ To encourage participation in extracurricular activities
◆ To enhance STREAM education
◆ To attain a good understanding of the Mainland and the world

5. Holistic Review

Effectiveness of the previous School Development Plan (19/20 - 21/22)

Major Concerns	Extent of Targets Achieved	Follow-up Action	Remarks
1. To empower students to be ready for the 21st century with a love for learning	**Partly achieved**	More will be done to inspire students to set their goals and cultivate them into self-directed pioneers and life-long learners	
2. To engage in collective inquiry and sharing to improve learning and teaching efficacy	**Partly achieved**	Good team spirit can boost the morale of all stakeholders in the School, and therefore students and teachers will continue to pursue learning and teaching excellence by fostering collaborative inquiry and sharing	
3. To nurture our boys to become 'bona fide' Lasallians	**Partly achieved**	To instil Values in Action in Positive Education into the school curriculum so as to help students to think positively and create a positive learning environment	

6. Evaluation of the School's Overall Performance

PI Areas	Major Strengths	Areas for Improvement
1. School Management	● Apart from planning and implementation, evaluation and follow up actions are included in the meetings of all teams, committees and subject panels. ● Consultation and discussion of new policies and measures are done in corresponding teams/subjects, among senior teachers, school managers and PTA directors. ● The Finance Advisory Committee, Building and Maintenance Advisory Committee, IT Advisory Committee, and Sports Advisory Committee are led by School Managers and consist of experienced teachers and external professionals. ● An independent committee, chaired by the Vice Principal, monitors all trading operations and procurement procedures. ● IMC, PTA, parents and old boys are very supportive.	● In light of the Hong Kong National Security Law, the school will implement administrative and educational measures to safeguard national security and promote national security education. ● The improvement of manpower at the middle management level in primary schools will enhance school management with a view to improving the school management standard, strengthening professional capacity and raising the quality of education.

PI Areas	Major Strengths	Areas for Improvement
2. Professional Leadership	• The mentorship programme helps to enhance the communication and sharing between experienced teachers and newly joined teachers. Peer lesson observation and peer assignment inspection are arranged to foster peer learning. • The Vice Principals facilitate communication between teachers and the middle management effectively. The management team oversees all school work and deploys resources effectively. • The importance of professional development is emphasised. School-based professional development programmes are conducted and aligned with the development goals of the School.	• School administrators should keep abreast of the latest trends and policies in educational development and try to make good use of external resources to meet the needs of students and the expectation of society. • More professional sharing among Lasallian schools should be encouraged.
3. Curriculum and Assessment	• The school-based curriculum is planned in a way to provide students with all-round development. An extensive range of co-curricular and life-wide learning activities further broadens students' horizons and nurtures their whole person development. • The Inquiry-based Learning Day (P.1-3) and Week (P.4,5) help to develop students' collaboration, communication skills as well as problem solving skills. • The School continues to monitor the curriculum implementation through the well-established mechanisms of lesson observations, assignment inspections and regular panel meetings. • A variety of formative assessments such as quizzes, self-evaluations, projects, online	• Different departments should review their subject curriculum regularly and look for collaboration opportunities with other subject departments. More cross-curricular activities can be developed so as to benefit students' learning. • Inquiry-based Learning projects can be introduced to other grades. • Student-centred learning can be further strengthened through interactive and group learning activities in class. More e-Learning platforms can also enhance students' self-directed learning ability.

PI Areas	Major Strengths	Areas for Improvement
	assessments etc. are conducted to facilitate learning. Through different types of assessments, teachers can easily identify students' strengths and weaknesses.	

PI Areas	Major Strengths	Areas for Improvement
4. **Student Learning and Teaching**	● The nine generic skills are fundamental in helping students to learn to both acquire and apply knowledge to solve their problems. They are developed through the learning and teaching of the KLAs and activities, for example in project learning and interactive learning on the Internet. ● STREAM education is integrated into the school-based curriculum. Online learning allows students to learn at their own pace. Technology in the classroom provides teachers with more tools to support students' learning. ● Through collaborative lesson planning, sharing sessions and lesson observations, teachers can share good teaching practices and further enhance learning and teaching efficacy.	● More multimedia tools should be used to help students to keep pace in the fast-changing world of technology. ● As e-Learning makes learning easier and more effective, more opportunities should be given to students to explore the benefits of e-Learning.

PI Areas	Major Strengths	Areas for Improvement
5. Student Support	- Good collaboration between teachers and different professionals, such as the Speech therapist, Educational Psychologist and Clinical Psychologist. - Congenial relationships among the School, the PTA, Alumni and La Salle College help organise different student activities effectively. - A School-based Speech Therapist is employed and the overall speech service is enhanced. - Teaching assistants are employed to assist the Student Support Team. - Viable strategies and plans with a view to providing students with developmental, preventive and remedial services. - A viable system to identify students with different learning needs as early as possible and provide timely support to them has been established. - Supportive strategies and accommodations are provided to support the learning of SEN students. - A broad and well-balanced curriculum has been developed which caters for students' diverse needs and interests. - Sunshine classes are organised to enhance the learning capabilities of weaker students in their academic performance. - A Talent Pool is put in place to ensure students'	- More attention should be given to the growing number of students who lack resilience and learning motivation. - The culture of inclusive education should be strengthened among the School's stakeholders. - More training should be provided to teachers so they will feel more confident in dealing with challenging SEN students. - After-school activities, community service or other group activities should be gradually resumed. - Practical parenting skills and parent-child communication skills should be introduced to parents.

PI Areas	Major Strengths	Areas for Improvement
	talent in different fields can be identified and sufficient opportunities are provided to develop their potential. ● Diversified opportunities are provided for students to develop their interests and unleash their talents. ● The enhanced IT equipment, above-standard school campus and facilities, and e-Learning tools provide an optimal learning environment for cultivating students' all round development. Participation for all students is enhanced and barriers to learning are reduced. ● Various subsidy schemes are in place to ensure no students are disadvantaged by their family financial circumstances.	

PI Areas	Major Strengths	Areas for Improvement
6. Partnership	• The School has maintained close and congenial relationships with the PTA, our alumni and La Salle College. • With a well-established PTA, it helps to maintain good home-school cooperation with strong parental support. • Collaboration with Lasallian Family schools in Hong Kong and worldwide will enhance community learning.	• The School should provide more opportunities for students to join different activities/ outings to broaden their horizons. • The School should provide more opportunities for collaboration between the School and parents as most of the events were cancelled in the past years due to the pandemic.
7. Attitude and Behaviour	• Students enjoy their school life and are very proud to be Lasallians and they continue to generate a greater bond and sense of belonging as the school year progresses. • The school continues to provide opportunities for students to develop positive attitudes and values through experiential, collaborative and interactive learning in different subjects. • Programmes such as the Good Student Award Scheme enable students to develop their sense of empathy, patience, leadership and sense of responsibility. They have made improvement in practising good manners both at school and at home.	• Students should try to have a positive mental headspace and adopt better mental attitudes when facing difficulties, failures and try to think of better ways to solve problems on their own. • Students should be aware that they can be self-directed learners. Teachers should continue to motivate and encourage students via promoting useful apps, applying different e-Learning or teaching strategies. • Students should embrace self-care routines, stay active and utilise a learning style that suits them best.

PI Areas	Major Strengths	Areas for Improvement
8. **Participation and Achievement**	● In Hong Kong Schools Speech Festival, Hong Kong Schools Music Festival, All Hong Kong Primary School Sports Scheme and external competitions, students demonstrated extensive talents in various aspects. ● Students actively participated in extracurricular activities, showing strong sportsmanship and team spirits. ● The School exposed students to a diverse range of activities, such as after-school classes, co-curricular activities like inter-class sports and academic competitions, allowing them to gain different learning experiences and develop the lifelong ability to learn.	● Many large-scale activities like Swimming Gala, Sports Day, school picnic and Heritage Walk were cancelled due to the pandemic in the past two years. All activities should be resumed as soon as possible so that students can benefit from all-round development.

7. SWOT Analysis

Our Strengths
- The School is a well-known primary school in Hong Kong.
- The School has maintained close and congenial relationships with the PTA, our alumni and La Salle College.
- The School has established strong networks and connections with different stakeholders.
- The School has maintained good home-school cooperation with strong parental support.
- The School has a strong team of dedicated and self-motivated teachers.
- The School has a broad and well-balanced curriculum which caters for students' diverse needs and interests.
- The School has well-equipped hardware and software which enable the implementation of various teaching strategies stimulating students' learning interests.
- Students are highly motivated with capabilities to soar in both academic and non-academic aspects.

Our Weaknesses
- Attention has to be paid to learner's diversity in each class.
- Some students lack parental support.
- Due to the pandemic, students lack opportunities to work collaboratively with others.
- Special attention has to be paid to those students who have short attention span.
- Teachers need further training to handle SEN students.

Our Opportunities
- Due to the pandemic, students and teachers have more opportunities to familiarise themselves with new forms of technology.
- Students and teachers are better equipped with 21st century skills and adapt to different learning modes.
- There are more chances to promote self-directed learning by using various e-Learning tools.
- More teacher professional development on catering for the needs of SEN students allows the School to provide stronger support for SEN students.
- Collaborative lesson planning has helped teachers to be able to share insights and good practices.
- With the extension of IBL Project Week/Day to other levels, students' talents will be further developed.

Our Threats
- There is increasingly strong competition from other schools such as Direct-subsidy Scheme schools, private schools and international schools.
- The rate of technology advancement is a big challenge in education.
- Some parents are overprotective. This hinders students from self-directed learning and increases the challenges of home-school cooperation.
- Aging school facilities will need huge resource consumption which imposes a financial burden on the School.
- Due to the pandemic, students lack opportunities for group activities, off-campus visits and intercollegiate competitions. The imbalance between academic learning and extracurricular activities results in students becoming stressed and not well equipped with interpersonal skills.

8. Major Concerns for a period of 3 school years

1. To cultivate students into self-directed pioneers and life-long learners

2. To pursue learning and teaching excellence by fostering collaborative inquiry and sharing

3. To nurture students to become positive Lasallian Gentlemen possessing good morals

LSPS School Development Plan (2022/23-2024/25)

Major Concerns	Targets	Time Scale (Please insert ✓)			General Outline of Strategies
		Year 1	Year 2	Year 3	
1. To cultivate students into self-directed pioneers and life-long learners	● To develop multiple talents and potential of students	✓	✓	✓	● To realise the holistic personal development and fully develop the potential of students
		✓	✓	✓	● To provide a systematic training or activities in the Talent Hub to enhance the potential of different learners
		✓	✓	✓	● To nurture students' multiple talents by joining different competitions

	● To promote a reading culture	✓	✓	✓	● To create a reading atmosphere by organising reading related activities.
		✓	✓	✓	● To increase a wide range of library collections which include printed books and e-books to cater for the diverse reading interests and abilities of the students.
	● To master the skills of "Reading to Learn"	✓	✓	✓	● To equip students with the skills of "Reading to Learn" so as to facilitate their learning in different subjects
		✓	✓	✓	● To implement cross-curricular reading programmes which provide opportunities for students to make connections between reading across various Key Learning Areas

	● To integrate STREAM education into the school-based curriculum	✓	✓	✓	● To strengthen the professional capacity of teachers by developing a high functioning STREAM community
		✓	✓	✓	● To enhance students' critical awareness of the digital revolution and its impact on the community
		✓	✓	✓	● To promote design thinking skills across the curriculum
			✓	✓	● To empower students to be creative innovators, critical thinkers, and problem-solvers
	● To provide flexible, engaging and transformative e-Learning	✓	✓	✓	● To encourage students to apply IT skills to investigate, present, build and share knowledge
		✓	✓	✓	● To use multimedia tools and eLearning platforms to foster creativity, collaboration and self-learning

	• To deepen students' understanding of Chinese history and culture to enhance their sense of national identity	✓	✓	✓	• To enrich students' understanding of China's historic events, famous figures and their deeds, profile of ethnic development, and social and cultural features via visits and tours
		✓	✓	✓	• To create a learning atmosphere on the campus to promote Constitution, Basic Law and national security education through bulletin boards
		✓	✓	✓	• To enable students to explore different aspects of our country by organising various competitions and activities
		✓	✓	✓	• To strengthen students' understanding of Chinese culture by organising thematic book exhibitions
			✓	✓	• To encourage students to join the Mainland exchange programmes to learn history in actual scenes, so as to cultivate their concept of the state and national identity

2. To pursue learning and teaching excellence by fostering collaborative inquiry and sharing	● To enhance project learning for students ● To further enhance a collaborative culture among students	✓	✓	✓	● To enhance peer learning through collaboration, IBL projects, group work, performances and competitions
		✓			● To renovate some special rooms and develop a Talent Hub for collective learning
		✓			● To form an environmental project learning team
		✓	✓	✓	● To further enhance a collaborative culture through Google Suite
	● To continue to enhance collaboration among teachers ● To promote professional development among teachers	✓	✓	✓	● To enhance professional sharing during staff meetings, subject meetings, staff workshops, training sessions, as well as IT and Zoom trainings
		✓	✓	✓	● To enhance teaching efficacy of all teachers through monthly co-planning meetings of all subjects, collaborative lesson preparation, lesson observation and co-teaching.

School Development Plan (SDP)

		✓	✓	✓	● To support new staff members through the mentorship programme, assigning different mentors for subject affairs and class affairs
		✓	✓	✓	● To enhance the effectiveness of teaching Mathematics in English through planning meetings, lesson observation and peer lesson observation
		✓	✓	✓	● To further collaborate with La Salle College in the teaching and learning of core subjects, student support team and the training of school teams
	● To further strengthen the collaborative school culture	✓			● To further refine the existing school organisation
		✓	✓	✓	● To support and empower middle managers
		✓	✓	✓	● To further enhance the 2-year staff appraisal policy, with check-ins with Principal, to upgrade teaching efficacy and enhance communication

School Development Plan (SDP)

		✓	✓	✓	• To collaborate with the Lasallian Family and all HK La Salle schools in joint meetings and staff formation
3. To nurture students to become positive Lasallian gentlemen possessing good morals	• To foster the Lasallian spirit of faith, zeal and community • To instil Values in Action (VIA) in Positive Education into school curriculum • To promote emotional well-being of students • To help students adapt to new changes with positive mindset • To enhance students' resilience when meeting challenges in life	✓	✓	✓	• To strengthen the Lasallian spirit in the Religious Knowledge curriculum
		✓	✓	✓	• To progressively acquaint students with the 24 Character Strengths in VIA associated with the six virtues of wisdom, courage, humanity, justice, temperance and transcendence in their first three years of primary education
		✓	✓	✓	• To introduce the 8 Character Strengths of Perseverance, Zest, Social Intelligence, Self-regulation, Curiosity, Love of learning, Gratitude and Hope into P.1 Personal Growth Education curriculum

			✓	✓	● To introduce the 8 Character Strengths of Bravery, Love, Fairness, Forgiveness, Humility, Prudence, Creativity and Appreciation of Beauty and Excellence into P.2 Personal Growth Education curriculum
				✓	● To introduce the 8 Character Strengths of Honesty, Kindness, Leadership, Teamwork, Perspective, Judgement, Humor and Religiousness into P.3 Personal Growth Education curriculum
		✓	✓	✓	● To build students' positive emotions through school-based programmes and activities
		✓	✓	✓	● To provide students with hands-on experiences of service learning
		✓	✓	✓	● To organise talks, seminars or workshops on Positive Education for students, teachers and parents
		✓	✓	✓	● To strengthen students' resilience by means of home-school cooperation involving students, teachers and parents

				✓	● To promote mindfulness amongst students, teachers and parents