

## Background Information about Creative Secondary School

### Basic facts

Creative Secondary School is a co-educational day school located in the town of Tseung Kwan O in Hong Kong. The school began its operation in September 2006. Currently there are 760 students from Form 1 to Form 6 (equivalent to grade 7 to grade 12) and a teaching staff team of 90. Our first cohort of students graduated in August 2012. Typical class sizes are 20 – 25 in Form 1 to Form 4, and 10 – 20 in Form 5 & 6.

### A special kind of state school

CSS is part of the state sector, operating under the Hong Kong Education Bureau's Direct Subsidy Scheme (DSS), thus receiving the same funding per student as other Hong Kong state schools. DSS schools are privately operated and can hire their own staff, charge fees to enhance quality and introduce curriculum innovation. They must operate without profit-taking, must set aside a proportion of school fee income to offer grants to students in need and scholarships to talented students, and must principally offer the Hong Kong curriculum. CSS is governed by its own Board of Directors. (Please see school website for details).

CSS is the first DSS school to become an IB World School. It was authorised in Feb 2009 to offer the IB Middle Years Programme and in April 2010 to offer the IB Diploma. Before that, no other IB World Schools in Hong Kong offered the Hong Kong curriculum. Now there are several other DSS schools authorized as IB World Schools, but CSS remains the only MYP-authorized DSS school. Our affiliated Creative Primary School was authorized in the summer of 2011 and became the first Chinese medium IB PYP school in Hong Kong.

CSS was reviewed in May 2012 by the Hong Kong Education Bureau. The report concluded:

*"CSS values and commits itself to students' all-round development. A wide range of activities is organised to achieve the aims of enabling whole-person development and to help students to develop life-long learning capabilities. Meticulous effort has been made in developing a school-based curriculum which lays equal emphasis on academic advancement, personal growth and fostering positive attitudes. Small group teaching is extensively implemented, with appropriate curriculum adaptation, ability grouping and differentiation strategies in place to cater for the diverse learning needs of students. Assessment for learning is widely and effectively practised. Due attention has been paid to fostering students' creativity and international-mindedness. Students' interests and potential are developed and realised through inter-disciplinary and inquiry-based learning. CSS sees the importance of school self-evaluation and demonstrates strong readiness to move from good to best."*

Likewise the school has had a positive evaluation of its IB Middle Years Programme implementation in 2013, and of its IB Diploma Programme in 2015.

## **The student body and school culture**

Our student body is around 90% ethnically Chinese, mostly native speakers of Cantonese, the city's most widely spoken language. Around 5% are Chinese students from overseas. There are also a small but increasing number of native speakers of Putonghua, the national language of China. The other 10% include Caucasian, Filipino, Indian, Japanese, Korean, and Pakistani students. There are over 15 nationalities represented. A good number of students will have more than one nationality / passport.

In 2010 CSS received the Inviting School Award from the International Alliance for Invitational Education ([www.invitationaleducation.net](http://www.invitationaleducation.net)). This was followed by the IAIE's First Silver Fidelity Award received in 2015.

CSS has an active PTA and an elected Student Council. Students are organised into six Houses, named after 6 common trees in Hong Kong and they elect their House captains. All teachers belong to a house and act as house tutors to support student guidance and achievement, together with our guidance counsellor, careers adviser and a school-based social worker. There is a rich co-curricular programme that teachers and support staff contribute to. For each year group, during one week each year, the school timetable is suspended and students and staff participate in camps, excursions, overseas study visits or work-related experiences.

## **The CSS curriculum**

As a Direct Subsidy Scheme (DSS) school we principally offer the Hong Kong secondary school curriculum ([www.edb.gov.hk](http://www.edb.gov.hk)) This curriculum, with eight key learning areas (Chinese, English, Maths, Arts, Humanities, PE, Science, Technology), is delivered through the framework of the IB Middle Years Programme, which operates up to Form 4 (grade 10).

Form 4 is the last year of the MYP and is also the first year of the three-year Hong Kong Diploma of Secondary Education (HKDSE). Students who wish to opt for the IB Diploma will apply during Form 4, and the school will decide which students would be offered this option. Under the Government's guidelines for DSS schools, at least 51% of F5 students are expected to follow the HKDSE.

In the Hong Kong Diploma of Secondary Education (HKDSE), students study 4 core subjects – Chinese, English, Liberal Studies and Mathematics. At CSS students also follow a Physical Education course and can also opt for up to three elective subjects, from:

- Sciences - Biology, Chemistry, Physics
- Humanities - Geography, History, Economics,
- Technologies - Business (BAFS), Design & Applied Technology, ICT, Technology & Living (Food)
- Arts - Visual Art & Music.

In the IB Diploma, we offer the following subjects:

- Language & Literature – Chinese, English (+ self-taught 1<sup>st</sup> language option)
- Language Acquisition - English, Chinese, Spanish ab initio (online course)
- Individuals & Societies – Business Management, Economics, Geography, History
- Science – Biology, Chemistry, Design Technology, Health & Sports Science and Physics
- Mathematics – Mathematics HL, Mathematics SL, Mathematics Studies
- Arts – Music, Visual Art, Theatre

## **Language courses and languages of instruction**

CSS offers Chinese and English courses to all students. Both languages are offered as Language & Literature (first language) and as Language Acquisition (2<sup>nd</sup> language) courses. About 30% of students study English as a first language and about 85% study Chinese as a first language. About 15% of students study Chinese Language Acquisition and about 15% study both English and Chinese first languages courses concurrently. For most students, English is their second language and many of them typically switch over from Cantonese-medium primary school to English-medium learning at CSS. Supporting their successful transition is a major whole-staff effort; all teachers are also expected to be teachers of language and expected to model good use of instructional language.

Students with other home languages are encouraged to maintain these and study them to examination levels. In the IB Diploma, we offer ab initio Spanish as an online course. In the HKDSE, we offer Chinese GCSE to students who do not speak Chinese as a home language, and encourage students to consider taking the GCSE examination in their home language whenever possible.

Chinese is taught through the medium of Putonghua in the MYP. In both Diploma programmes, students following Chinese first language courses may opt to be taught through the medium of Cantonese or Putonghua in HKDSE as well as in the IB Diploma. All other courses throughout the school are delivered through the medium of English.

Languages are also supported through a programme of co-curricular activities – debating in English, Cantonese and Putonghua; drama in English & Cantonese, French, Korean and Spanish as club activities etc.

## **Examination results & Destinations of Graduates**

Over 95% of students continue to tertiary education. IBDP average score over past 4 years is 34 – 35 pts. Details are on the school website.

## **Leadership and management of the teaching staff team**

The school's executive leadership team consists of the Principal, Vice Principal (Academic Advancement), Vice Principal (Guidance & Achievement), Assistant Principal (Administration) and the Head of School Operations.

The Vice Principal (Guidance Achievement) oversees the work of the Head of Student Development and three Heads of School. The three heads of school are each responsible for two horizontal year groups, and the Head of Student Development is responsible for student development and the vertical dimension of student life on and off campus, through the house system. The Vice Principal (Academic Advancement) oversees the work of three curriculum coordinators for MYP, IBDP and HKDSE respectively and eight Heads of Faculty. The Assistant Principal (Administration) oversees school finances, procurement, student data management, timetabling and other aspects of school administration. The Head of School Operations oversees the day-to-day operations of the school and its campus, the system of reporting to parents and key events such as the Open Day & Graduation.

## **Teaching at CSS**

The teaching team is strongly collaborative, inter-culturally aware and good-humoured, with an exciting synergy between local and overseas colleagues from a dozen countries. The school is committed to promoting teachers' professional growth and development through training opportunities, collaborative curriculum planning and sharing of good practice.

For August 2017 we wish to invite applicants for the following positions:

1. **Head of Faculty (Individuals & Societies)** – to lead a culturally diverse faculty which includes MYP (I&S), History, Geography, Business, Economics and Liberal Studies teams. Leadership experience and IB MYP/IBDP expertise essential.
2. **Teachers of English** – to join the English Faculty, currently 16 strong, and teach in both MYP / IB Diploma programmes, both Language & Literature as well as Language Acquisition. Applicants are invited to state their most preferred courses & age groups.
3. **Teacher of Physics** - to join as the third member of the Physics team and teach both IBDP and HKDSE Physics, as well as MYP Science, as a member of the Science Faculty.
4. **Assistant Teacher of Technology** – to teach one or two MYP technology classes, plus supporting other teachers in the Technology Faculty.

Other teaching vacancies will be posted later in the year.

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