

Creative Secondary School 2011 – 2014 School Development Plan

Introduction

This new development plan has been drafted after consultations with students, parents, staff and board members. It draws upon the review of the school's first school development plan (2006 – 2011). This version has been drafted by the school principal for initial discussion with the school leadership team, and shared with staff, PTA and student council. It has been tabled at the July CSS Board of Directors meeting for consideration. After further discussion at the start of the new academic year, a final draft will be developed and presented to the Board of Directors in October for approval.

The length of the development plan is kept to three years to enable an earlier review of progress and a sharper focus on development outcomes. As a result more transparency and accountability ought to be achieved.

The three year plan will provide a framework for the drafting and implementation of three one-year plans, each of which will contain a greater level of specific detail.

The SDP will address four main areas of development:

1. Securing the school's distinctive positioning in Hong Kong
2. Further strengthening the school's curriculum and pedagogy
3. Facilitating students' achievement and progression into Higher Education
4. Developing the school campus to achieve our ambitions

Cheung Siu Ming
Principal

13 August 2011

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1. Securing the school’s distinctive positioning in Hong Kong

Strategic Task	Year	Success criteria	Lead staff member
Promote CSS as a distinctive option and a caring school for parents who aspire to a high quality, internationally-minded but locally rooted education for their children - review and update the school’s vision and mission statement	1,2, 3 1	<ul style="list-style-type: none"> • CSS perceived by the community at large and sought after by parents as a quality IB school • A renewed set of statements that embraces the aspirations of stakeholders 	Principal
Consolidate and promote the school’s unique curriculum model of using the IBMYP to prepare students effectively for the IBDP or the HKDSE	1, 2, 3	<ul style="list-style-type: none"> • Establish a 5 year plan of action for MYP/IBDP/HKDSE • Meeting EDB’s curriculum requirements & objectives • Meeting standards and practices of IBMYP 	Curriculum Director
Continue to showcase CSS students’ creative talents through drama productions, technology contests, musical performances and visual arts exhibitions Continue to build on the successes of CSS sports teams	1,2, 3	<ul style="list-style-type: none"> • Successful staging of student performances & exhibitions • Successful establishment of more sports teams and more outstanding results 	Arts & Technology Faculties PE faculty
Encourage the formation of a CSS alumni association to further strengthen the school’s profile and to draw upon the talent of former students to highlight the school’s successes	2, 3	<ul style="list-style-type: none"> • An active alumni that contributes towards the improvement and promotion of the school to parents and the general public 	Vice Principal

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2. Further strengthening the school's curriculum and pedagogy

Strategic Task	Year	Success criteria	Lead staff member
Deliver planned Form 6 courses to enable the first and subsequent cohort of students to graduate with HKDSE and IBDP qualifications	1, 2, 3	<ul style="list-style-type: none"> • Successful implementation and ongoing review of F6 IBDP/HKDSE courses • Students able to access both curriculum with a high percentage attaining the required level of success 	IBDP and HKDSE coordinators
Establish a curriculum review cycle: <ul style="list-style-type: none"> - review of Form 4 curriculum in 2011-12 - review Form 1 – 3 curriculum in 2012 – 13 - review F5 – 6 curriculum in 2013 - 14 	1 2 3	<ul style="list-style-type: none"> • Curriculum review implemented so that strengths and areas of development are identified, and plans of action developed to meet further challenges 	Curriculum Director
Complete MYP and DP action plans in readiness for forthcoming evaluation visits	2, 3	<ul style="list-style-type: none"> • Key tasks to be worked on identified through curriculum review • Plans of action –ongoing work in progress 	Curriculum Director, MYP and DP coordinators
Promote the HKDSE strongly as a viable and attractive curriculum offered in the upper school	1,2,3	<ul style="list-style-type: none"> • Parents and students made aware of the strengths and benefits of selecting the HKDSE 	Curriculum Director and HKDSE coordinator
Strengthen good pedagogical practices in the classroom, including inquiry-based learning, inter-disciplinary learning, differentiation, ESL strategies	2, 3	Teachers implementing a range of pedagogical inquiry-based strategies, through various professional development programmes and resources, such as the EDB English Enhancement Grant programme	Curriculum Director, MYP coordinator and Heads of Faculty,
Establish a consistent provision of learning support to meet individual needs	2, 3	Fully planned and implemented a learning support programme utilizing specialist teachers and support staff	Curriculum Director & Learning Support Coordinator
Sustain a high quality teaching team to deliver the above through professional development, retention and focused recruitment	1, 2, 3	<ul style="list-style-type: none"> • Identification of professional development through appraisal as well as requirements of the three curriculum programmes • Maintaining the high level of cooperation, collegiality and collaboration amongst teaching staff. 	Principal

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3. Facilitating students' achievement and progression into Higher Education

Strategic Task	Year	Success criteria	Lead staff member
<p>Enhance opportunities for students' ownership of school life and development of their leadership qualities:</p> <ul style="list-style-type: none"> - Facilitate the further strengthening of the CSS student council as the key representative body of student opinion and action - Explore avenues to enhance the status and profile of the six Houses, their captains and other representatives; continue to prioritise house-based activities 	1, 2	<ul style="list-style-type: none"> • Vibrant student council effectively representing students' voices and aspirations, and carrying out purposeful activities and projects in and beyond the school • Students develop strong, positive sense of belonging towards their own House, with each house being effectively led by captain and representatives 	Vice Principal and G&A team
<p>Enhance opportunities for senior students to broaden their outlook and international-mindedness:</p> <ul style="list-style-type: none"> - Encourage their participation in the HKAYP, the MUN, service, study and exchange visits overseas and other programmes to learn outside the classroom 	1,2, 3	<ul style="list-style-type: none"> • High and sustained level of student participation in and commitment to activities that demonstrate international-mindedness 	Vice Principal and Head of Upper School
<ul style="list-style-type: none"> - Encourage high standards of achievement in all domains through greater promotion of the CSS scholarship scheme - Provide opportunities for senior scholars to act as role models for junior students e.g. reading buddies, peer counselling 	1, 2, 3	<ul style="list-style-type: none"> • A healthy rate of application to and success in the CSS scholarship scheme. • A healthy proportion of upper school scholars taking up leadership and service roles within the school to benefit junior students 	Vice Principal & Heads of School
<ul style="list-style-type: none"> - strengthen the role of house tutors in monitoring social as well as academic progress of students 		<ul style="list-style-type: none"> • House tutors knowledgeable about their tutees' potential and current progress 	Vice Principal & Heads of School
<p>Review and further strengthen the school's careers and higher education preparation programme:</p> <ul style="list-style-type: none"> - invite more HE representatives to visit CSS - invite CSS alumni to return as motivational speakers - encourage students to visit universities or participate in summer schools in their last summer holidays 	<p>1</p> <p>2, 3</p> <p>2, 3</p>	<ul style="list-style-type: none"> • Objectives achieved and positive feedback received from students and parents 	Head of Upper School and Careers adviser

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4. Developing the school campus to achieve our ambitions

Strategic Task	Year	Success criteria	Leadership
1. Enhance environmentally-friendly policies and practices in the use of the school campus	1,2,3	Higher awareness by staff and students matched by change of daily habits Significant reduction in the school's carbon footprint	Cassy Yu and Chris Tyrrell
2. Facilitate a further growth of student's positive usage and ownership of the campus: – to support meetings, communications, activities such as clubs and societies, programmes. - to celebrate students' creativity through visual art, murals, photography and video displays around the campus	1,2,3	Houses and Student Council take responsibility for effective use of school campus to promote a richer school life A sustained CCA programme Vibrant displays of students' creative works around the campus established and reviewed	G and A team
3. Establish new facilities for Science, Design Technology, Visual Arts and multi-purpose Hall for PE/Drama	1	Facilities developed meet the learning needs of faculties	Project Director
4. Develop ICT infrastructure and high quality AV multi-media facilities to support learning	1, 2	- Wireless access and web-based learning platforms for all staff and students, enabling ICT-supported learning to develop effectively across all areas of the curriculum - Good quality audio-visual and multi-media facilities established to support learning, particularly in performing arts and languages	ICT team supported by premises team
5. Develop further use of spaces, with necessary re-allocation of spaces, in the Blocks B and C to meet the needs of teaching and learning	2	Sufficient classroom teaching spaces achieved Allocation of teaching spaces to faculties more coherently organised	Project Director
6. Conduct feasibility study and develop a proposal on the construction of covered rooftop gymnasium – to establish costings, to devise a plan to generate income/funding, and to set a timeline for implementation	3	Clear action established to enable said facility to be developed within the timescale of a future 3 year development plan	Project Director & School Board
7. Maintain high degree of campus maintenance to ensure that CSS remains an attractive, inviting environment.	1,2,3	Visually pleasing campus that is complemented by students and parents	Premises team