

# WAH YAN COLLEGE, HONG KONG

## Plan on Use of Capacity Enhancement Grant

School Year: 2008-2009

(Amended on 6 June

2008.)

| Task Area                                      | Major Area(s) of Concern  | Strategies/Tasks  | Benefits Anticipated (e.g. In what way teachers' workload is alleviated)   | Implementation Schedule                  | Resources Required   | Performance Indicators  | Assessment Mechanism   | Person-in-charge |
|--|---|---|--|--|--|---|--|------------------|
| School Administration & Special Education Need | To release the workload of the Teachers in school-<br><b>EDUCATIONAL PSYCHOLOGIST</b> focuses on the study of learning outcomes, student attributes, instructional processes, individual differences and testing etc directly | To employ 1 part-time Educational Psychologist to help students who have problems. He will evaluate students' thinking abilities and assess individual strengths and weaknesses. The Educational Psychologist will formulate plans to help students learn more effectively, focusing on subgroup such as gifted | Help students who have attention-deficit hyperactivity disorder (ADHD), hearing impairment and blindness to release teachers' workload | From September 2008 onwards for one year | Salary of the part-time EP for the year \$362,211.7 (including 5% MPF) | Amount of administration work of teachers to decrease by 10% in average | <p>+</p> <p>+</p> Performance appraisal on EP<br>Plan of work & student report | <b>Mr SP Tam</b> |

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|  | related to the classroom and the school. He offers professional services in School. It includes how humans learn in educational settings, the effectiveness of educational interventions, cognitive science and the learning sciences. | children and those subject to specific disabilities. Educational psychologist will also help to work together with the Student Affair Committee and the Clinical Psychologist.   |  |  |  |   |                   |   |                  |
| School Administration & Special Education Need | To release the administration workload of the Teachers in school-CLINICAL PSYCHOLOGIST offers professional services in School to promote subjective well-being and personal development.   | To employ 1 part-time Clinical Psychologist to help students inside and outside classroom who have behavioral problems, personal and family relationship counseling. She is concerned with the academic, social and emotional well-being of student within a scholastic environment. | To help students' personal growth and release teachers' workload | From September 2008 onwards for one year | Salary of the part-time CP for the year \$362,211.7 (including 5% MPF) | Amount of administration work of teachers to decrease by 10% in average | <p>+</p> <p>+</p> | <p>Performance appraisal on CP</p> <p>Plan of work &amp; student report</p> | <b>Mr SP Tam</b> |

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|                     |   | She will work together with the Students' Affair Committee and the Educational Psychologist   |  |  |  |   |  |  |
| Musical Development | To coordinate, arrange and promote all musical activities   | To employ 1 Part-time Musical Coordinator. The workload of teacher will be relieved (Music Teacher has involved in a lot of ECA duties) | Teachers' workload in musical activities and ECA duties will be relieved                 | From September 2008 onwards for 1 year   | Salary of the Music-program Coordinator for the year \$68,457.31 (including MPF) | No. of musical training classes formed and the total no. of performance both inside/outside school                          | Performance appraisal on the Music-program Coordinator | <b>Mr Mark Loh</b>                     |
| Pastoral Care       | To promote pastoral development and care in school and help with Catechism classes and organize Catholic activities | To employ 1 Pastoral Assistant  | Teachers' workload in Religious Formation and pastoral care to students will be relieved | From September 2008 onwards for one year | Salary of the Pastoral Assistant for the year \$126,000                          | The performance of the Catholic Association and the Alter Boys, and also the involvement of students in Catholic activities | Performance appraisal on the Pastoral Assistant        | <b>Mr SP Tam, Fr. William Lo, S.J.</b> |

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| Curriculum Development | To relieve teachers' workload in Chinese and to formulate the school-based Chinese Curriculum   | To employ 2 full-time teachers to teach Chinese from F1 to F5                    | No. of lessons for Chinese Teachers is relieved by 2 period per week on average | From September 2008 onwards for 1 year | Salary of two full-time teachers \$568,149.12 (including MPF)                       | Amount of Teaching work of teachers to decrease by 15% in average | Performance appraisal on the teachers          | <b>Mr KC Kwok &amp; Mr. WH Yip</b>     |
| Curriculum Development | <p>➤ To relieve teachers' workload in English so that they can concentrate on effective learning and teaching strategies</p> <p>➤ To enhance students' proficiency in English</p> | To employ 3 part-time & 1 full-time teachers to teach English from F1 to F4 & F7 | Teachers to be relieved of their workload in Remedial Classes                   | From September 2008 onwards for 1 year | Salary of the three part-time teachers and 1 full-time \$917,246.48 (including MPF) | Amount of Teaching work of teachers to decrease by 15% in average | Performance appraisal on the part-time teacher | <b>Mr KC Kwok &amp; Mrs Susan Wong</b> |

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| Curriculum Development | To relieve teachers' workload in Mathematics so that they can concentrate on effective learning and teaching strategies in SBA | To employ 1 Full-time teacher to teach mathematics                       | Teachers to be relieved of their workload | From September 2008 onwards for 1 years | Salary of the full-time teacher \$290,461.25 (including MPF) | Amount of Teaching work of teachers to decrease by 10% in average | Performance appraisal on the Full-time teacher | <b>Mr KC Kwok &amp; Mr. MK Lai</b>           |
| Curriculum Development | <b>+</b> To relieve teachers' workload so that they can concentrate on effective learning and teaching strategies in NSS       | To employ 1 full-time teacher to teach Economics & Principle of Accounts | Teachers to be relieved of their workload | From September 2008 onwards for 1 years | Salary of the full-time teacher \$421,177 (including MPF)    | Amount of Teaching work of teachers to decrease by 20% in average | Performance appraisal on the Full-time teacher | <b>Mr KC Kwok, Mr. WF Lee &amp; Ms HW Ng</b> |
| Curriculum Development | <b>+</b> To relieve teachers' workload so that they can concentrate on effective learning and teaching strategies in NSS       | To employ 0.25 part-time teacher to teach Religious Studies & Ethics     | Teachers to be relieved of their workload | From September 2008 onwards for 1 years | Salary of the part-time teacher \$152,914.6 (including MPF)  | Amount of Teaching work of teachers to decrease by 2 % in average | Performance appraisal on the Full-time teacher | <b>Mr KC Kwok &amp; Mr. Nelson Dai</b>       |

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| Curriculum & Interactive IT Learning | <ul style="list-style-type: none"> <li>✦ To release part of workload of the Teachers</li> <li>✦ Develop interactive IT learning packages for students</li> </ul> | To employ 3 TA to help teachers and to develop interactive IT teaching and to provide support of the ECA activities, Audio Visual | Teachers' administration & teaching workload will be relieved | From September 2008 onwards for one year | Salary for the TA for the year \$331,109.86 (including 5% MPF) | Amount of administration work and teachers' workload to decrease by 15% in average | ● Performance appraisal on the TA | <b>Mr KC Kwok, Mr JB Lam, Mr Paul Yip, Mr YC Lam, Mr YT Wong,</b> |
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**Total Amount of CEG & Additional CEG for the year 2008-2009: HK\$3,599,939.02.**

**Deficit of CEG A/C will be covered partly by School Base Management Grant, Substitute Teacher Grant and Gem A/C and Private Fund for the year 2008-2009.**

**Amended on 6 June 2008.**