

WAH YAN COLLEGE, HONG KONG

Plan on Use of Capacity Enhancement Grant

School Year: 2009-2010

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 administration workload of the Teachers in school- EDUCATIONAL PSYCHOLOGIST focuses on the study of learning outcomes, student attributes, instructional processes, individual differences and testing etc directly related to the	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 children and those	Help students who have attention-deficit hyperactivity disorder (ADHD), hearing impairment and blindness to release teachers' workload	From September 2009 onwards for one year	Salary of the part-time EP for the year \$381,371 (including 5% MPF)	Amount of administration work of teachers to decrease by 10% in average	+ Performance appraisal on EP + Plan of work & student report	Mr SP Tam

	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.	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 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 also taking 4 periods of Life Education in Junior Forms. She is concerned with the academic, social and emotional well-being of student within a	To help students' personal growth and release teachers' workload	From September 2009 onwards for one year	Salary of the part-time CP for the year \$381,371 (including 5% MPF)	Amount of administration work of teachers to decrease by 10% in average	+ Performance appraisal on CP + Plan of work & student report	Mr SP Tam

		scholastic environment. 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 2009 onwards for 1 year	Salary of the Music-program Coordinator for the year \$70,560(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	Mr Mark Loh
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 2009 onwards for one year	Salary of the Pastoral Assistant for the year \$163,800	The performance of the Catholic Association and the Alter Boys, and also the involvement of students in Catholic	Performance appraisal on the Pastoral Assistant	Mr SP Tam, Fr. William Lo, S.J.

						activities		
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 2009 onwards for 1 year	Salary of two full-time teachers \$525,042 (including MPF)	Amount of Teaching work of teachers to decrease by 15% in average	Performance appraisal on the teachers	Mr Martin Ho, Mr. Paul Yip & Mr. WH Yip
Curriculum Development	+ To relieve teachers' workload in English so that they can concentrate on effective learning and teaching strategies + To enhance students' proficiency in English	To employ 4 part-time & 1 full-time teachers to teach English from F1 to F4	Teachers to be relieved of their workload in Remedial Classes	From September 2009 onwards for 1 year	Salary of the four part-time teachers and 1 full-time \$1,018700.55 (including MPF)	Amount of Teaching work of teachers to decrease by 15% in average	Performance appraisal on the part-time and full-time teacher	Mr. Martin Ho, Mr Paul Yip & Mrs Susan Wong
Curriculum Development	+ To enhance students'	To employ 2 part-time teachers to teach	Teachers to be relieved of their	From September	Salary of the two part-time teachers	Amount of Teaching	Performance appraisal on the	Mr. Martin Ho, Mr Paul

	proficiency in Putonghua	Putonghua from F1 to F3	workload in Remedial Classes	2009 onwards for 1 year	(including MPF) \$302,400	work of teachers to decrease by 2% in average	part-time teachers	Yip & Mrs Shirley Wong
Curriculum Development	✦ To relieve teachers' workload so that they can concentrate on effective learning and teaching strategies in NSS	To employ 0.05 part-time teacher to teach Visual Arts	Teachers to be relieved of their workload	From September 2009 onwards for 1 years	Salary of the part-time teacher \$37762.2 (including MPF)	Amount of Teaching work of teachers to decrease by 1 % in average	Performance appraisal on the part-time teacher	Mr. Martin Ho, Mr Paul Yip & Mrs. Angela Wong
Curriculum Development	✦ 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 2009 onwards for 1 years	Salary of the part-time teacher \$152,460 (including MPF)	Amount of Teaching work of teachers to decrease by 2 % in average	Performance appraisal on the part-time teacher	Mr. Martin Ho, Mr Paul Yip & Mr. Nelson Dai

Curriculum Development	<p>+</p> <p>To relieve teachers' workload so that they can concentrate on effective learning and teaching strategies in NSS</p> <p>+</p>	To employ 1 full-time teacher to teach Geography	Teachers to be relieved of their workload	From September 2009 onwards for 1 years	Salary of the part-time teacher \$385,749 (including MPF)	Amount of Teaching work of teachers to decrease by 5% in average	<p>●</p> <p>Performance appraisal on the Full-time teacher</p>	Mr. Martin Ho, Mr. Paul Yip
Curriculum & Interactive IT Learning	<p>+</p> <p>To release part of workload of the Teachers</p> <p>+</p> <p>Develop interactive IT learning packages for students</p>	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 2009 onwards for one year	Salary for the TA for the year \$333,900 (including 5% MPF)	Amount of administration work and teachers' workload to decrease by 15% in average	<p>●</p> <p>Performance appraisal on the TA</p>	Mr. Martin Ho, Mr Paul Yip, Mr. Ng King Ming, Mr YC Lam, Mr Mark Loh,

Total Amount of CEG & Additional CEG for the year 2009-2010: HK\$3,753,115.75.

Deficit of CEG A/C will be covered partly by Enhanced Senior Secondary School Grant, Substitute Teacher Grant and Gem A/C and Donation from Wah Yan One Family Foundation Fund for the year 2009-2010.