

Comprehensive Review Report Response

St Paul's Co-educational College Primary School

The school deeply appreciates the CR Team for recognizing the hard work of the school over the past years. The comments on the efforts made by the headmistress, the senior management team, the teachers and the students are really encouraging and heartening.

Management Review

Management and Organization

1. The school will keep on reviewing the effectiveness of the various development plans and maintaining the high transparency and effective communication which the school has always been valuing amongst different stakeholders.
2. The school has always put developing an electronic filing system as one of the major concerns. Before moving to the new school campus, the IT department had already been informed to reserve a server for storing important documents. The IT department and all the teachers and the clerical staff would work closely to develop a systematic filing system, producing a data base where all administration documents, learning and teaching resources, assessment records could be kept systematically and efficiently. The school hopes that a well-run and secure electronic system will be fully established within three years.
3. To provide greater opportunities for exchanging ideas and views, more informal meetings of teachers would be organized to reflect on new developments and build up consensus. Besides formal staff, panel and lesson co-planning meetings, different subjects will have informal meetings in each level to evaluate the effectiveness of learning and teaching strategies. From academic year 2008-2009 onwards, there will be a senior teacher acting as a coordinator in each level, to keep in touch closely with the class teachers to build greater consensus. Besides, a senior teacher will be appointed as the PSMCD who would lead all the subject panel chairpersons in developing the school curriculum.
4. As suggested by the CR Team, the school will make full use of the appraisal system for staff development. The academic year 2008-2009 is the third year that the school would use the whole school (both secondary and primary) appraisal system. The school will find out what teachers' common needs are in order to plan for the staff development programs in the future.

5. The school is aware that the leadership of the middle management team needs to be strengthened since there has been a big turnover of staff and panel heads over the past two years as a result of the merging of two primary schools. The school would encourage all the panel heads to attend the middle management courses to make them understand the importance of their roles in school. The school would also better the mentoring system for the newly appointed teachers. The appointment of a new PSMCD will offer more support to the panels and thus the unity will be greater.

Student Support and School Ethos

1. The CR Team has acknowledged the hard work of the school in the development of the moral values of the students and recognizing the contribution of teachers and parents. The school would keep on creating a strong, supportive and caring culture in the school campus.
2. About the awarding system, the CR Team suggests that the school should motivate students, particularly those in the upper primary, to continuously place emphasis on the value of learning virtues, attitudes and acquiring good habits for their own sake. On top of the awarding schemes which help nurture good morals in the students and motivate them to read, the school has always been working hard to cultivate positive value judgments in them through daily teaching in various subjects, morning devotions, assemblies and personal growth lessons. The school also arranges service schemes regularly for students. Students are given opportunities to serve the underprivileged in special activities such as Little Tutors, Visiting the Old People's Home, the School for Vision Impaired and the School for the Spastics.
3. The CR Team also reminds the school to examine to what extent the students have acquired the virtues the school intends to instill in them through competitions. The school believes that students feel successful when they learn something new through competitions. Joining in competitions is not just performance goal orientation but also learning goal orientation. Mastering the task is a process of self-improvement.

Student Performance

According to the CR Team's observation, the students are happy, very bright, extremely polite and very keen to learn. They love their teachers and enjoy school life. They have done outstandingly well in competitions. The school will continue to optimize the teaching and training programmes in order to excavate students' potentials.

Programme Review

Teaching and Learning

1. According to the CR Team's observation, there is much collaboration between teachers of primary and secondary schools, but it should not be confined to curriculum planning. It can be extended to explore teaching pedagogies, IT innovations and student support. Apart from curriculum planning, there has been a lot of collaboration between teachers of primary and secondary schools: For example, the science panel heads of the secondary school and the primary school have regular meetings to discuss the teaching strategies of the new Primary Six Science, which will be implemented in 2008-09. The IT team of the secondary school keeps in touch closely with the IT team of the primary school for the development of IT. For student support, the counseling mistress and P6 class teachers meet the Form One class teachers every year in late June to provide them with supporting information of the students who need special care.
2. The CR Team suggests that the teachers should involve the students more actively in the learning process and provide them with more open-ended tasks for discovering and constructing knowledge and understandings and investigating ideas for themselves. The school will examine the teaching strategies of different subjects. More student-centred and open-ended tasks will be designed to encourage more input from students. Cross-curriculum studies (CCS) will be implemented from primary two to primary five from 2008-09 onwards and project based learning will also be introduced in primary six. The activities and project-based learning will help students enhance high-order thinking skills and cultivate independent learning habit in them. Students are highly encouraged to give opinions and express themselves in the learning process.
3. Regarding the learning tasks for learning differences, the subject departments will keep on designing worksheets and learning tasks to cater for students' different abilities. Reflections will be viewed at the end of each term to evaluate the effectiveness of these designs.
4. Although the school has established a collaborative culture among teachers, the CR Team advises the school to advance the culture via lesson study, lesson planning, implementing and peer evaluation. As a matter of fact, the school has adopted a collaborative culture for years. The teachers are used to the daily

practice of co- teaching, sharing ideas, peer observation and evaluation. The mentoring system of the school has also provided lots of chances for new teachers to share views on teaching with experienced teachers. Panel heads' conferences with teachers before and after lesson observations are also meaningful moments when teachers work together in implementing different or new ideas in teaching. Teachers having attended workshops locally or overseas are always invited to introduce what they have learnt in staff meetings. However, the school would still seriously take the CR Team's suggestion in consideration and do the best to enhance the existing collaborative system through different ways.

Conclusion

St. Paul's Co-educational College Primary School is a school with a long history but it has never ceased in making changes. The school values all suggestions and opinions from all channels, especially the precious advice from the CR Team's professional point of view. The school and all the staff would strive to build up a stronger professional team with common goals in promoting an excellent learning environment for the students, nurturing them to be outstanding and responsible citizens in the future society.