DISCOVERY COLLEGE 智新書院

Discovery College Action Plan 2009 – 2013

2008 - 2009

Targets/Concerns to be Addressed	Strategies / Initiatives	Performance Indicators	Methods of Evaluation and Follow-up Plans	Time Scale	Parties Involved & Resources	Evaluation
1. When at capacity (circa 2013), Discovery College will achieve 70% of student admissions with one or more parents who are Hong Kong permanent residents.	• Review and amend admissions policy to include permanent residents as a category across all enrolment priority areas. • Establish and implement a scholarship scheme that gives priority to students with one or more parents who are Hong Kong permanent residents. • Update all admissions data for ESF Bauhinia School students enrolled prior to the Establishment of Discovery College in August 2007. • Inform prospective parents of the 70% requirement.	• Amended policy complete. (see appendix A) • Scholarship scheme implemented • Data updated • Prospective parents informed as part of application process.	Yearly, ongoing review of permanent resident %. Strategic planning adapted accordingly if % rate is being achieved or not.	Completed November 2008. Completed May 2009 By the end June 2009 Ongoing	DC Principal DC Admissions Manager ESL Directors	Carried over to 2013

2. Development of innovative and engaging curriculum promoting excellent learning and teaching based around the PYP & MYP	• Julia Atkin – What is powerful learning and what is powerful to learn? Vision
	• PYP Pre-authorisation visit
	• MYP Pre-authorisation application
	• Development of assessment and reporting practices that provide assessment in the following areas:
	  1. Assessment FOR learning
	  2. Assessment AS learning
	  3. Assessment OF learning
		• Collective vision identified
		• Successful PYP Pre-authorisation visit and date set for PYP Authorisation.
		• Submission of MYP Pre-authorisation application
			Successful PYP Authorisation & addressing of recommendations Successful MYP Pre-Authorisation	Date set in 2010 for MYP Authorisation	PYP & MYP Coordinators Whole College	PYP Authorisation gained one year ahead of schedule
						
						MYP Pre-Authorisation gained

3. Embed Chinese language, culture and civilisation as a major part of the curriculum, not only because of Hong Kong's key strategic position within China, but because Chinese culture is a significant part of the heritage of many of our students and of the future of all.	• A comprehensive daily program has been implemented across PYP with students in Year 1 & 2 having 40 mins 3 x Week, Year 3-6 having 40 mins a day, MYP students in years 7-8 having 240 mins per week. • Introduction of Spanish as an alternative pathway for students not able access Putonghua • Introduction of mother tongue groups for students supported by parents in major representative groups including Korean, Japanese and German • Identification and implementation of an additional language option that enhances student options and achievement opportunities. • Monitor, create and develop professional development opportunities for Chinese teachers; • Create enrichment opportunities in Chinese, including partnerships with parents and vacation schools.	• Parents understand language policy of Discovery College • Language policy and strategies in place, leading to richer language-based schools • Language pathways defined for all students based on performance data and language heritage • Additional language (Spanish) offered • Teachers are developed to meet personal and corporate needs • Evidence of measurably higher standards in Chinese, from baseline data • Agreement on way forward for secondary Chinese pathways.	Yearly review of effectiveness of plan in terms of: • Language proficiency • Pedagogical practice.	2009-10	DC Language team Language advisors DC Leadership team	Program Developed
4. Closer identification and support for students with English as an Additional Language (EAL)	• Develop and implement an action plan for EAL. • Lear identification, intervention and monitoring of EAL needs across the College.	• Students identified • Strategies to efficiently use resources put in place. • Additional staffing secured.	Yearly review of effectiveness of plan in terms of: Meeting needs of students	Ongoing	DC Student Support Team EXTERNAL advisors DC Leadership team	Learning Development Team and Student register established

2010

Targets/Concerns to be Addressed	Strategies / Initiatives	Performance Indicators	Methods of Evaluation and Follow-up Plans	Time Scale	Parties Involved & Resources	Evaluation
1. To offer many rich opportunities for students to develop their leadership potential through prefect and house systems within schools, through the Student Council, which has been developed and led by students, and through individual student councils at school level.	• Evaluate current structures and strategies in place for student leadership including student council and house system • Aim to give 1/3 of students leadership opportunities through these systems and newly identified ones at class, learning team, subject, year level, whole college, co-curricular and extra curricular levels.	• Evaluation and review completed. • Tracking of leadership opportunities for students	Ongoing review of success of student leadership strategies.	Ongoing	DC Student Support Team DC Leadership Team Curriculum Teams	Introduction of Student Council Introduction of the House System including House Captains Introduction of Class Captains
2. By June 2010 Discovery College will be a fully authorized PYP school and have achieved pre-authorisation status for the MYP and gain candidate status for CIS.	• PYP Authorisation visit • MYP Pre-authorisation visit • Focus professional development on how to use aspects of the IB Learner Profile (IBLP) to improve teaching • Focus on literacy across the curriculum • Further definition and closer identification of appropriate support for students with individual educational needs [including Special Educational Needs and those who are Gifted and Talented] • Use performance management to focus on and enhance teaching standards, linked to expected outcomes for students • Use of school self evaluation to measure gains in students' progress brought about by the quality of teaching • Enhance the use of technology to transform students' learning • Ensure enhanced differentiation in teaching and learning strategies to reflect learners' qualities and individual needs. • Gain candidate membership for Council of International Schools (CIS) • Benchmarking students using PIPS, ISA & MidYIS against international school cohorts	• Successful PYP Authorisation. • Successful MYP Pre-authorisation Visit • Professional development plan targeted at addressing the needs of the PYP and MYP for all staff over the next two years • All teachers have a focus on literacy • Differentiation identified in planning and in practice • Linking of Discovery teachers into International SchoolSCHOOL innovation and curriculum networks.	Successful PYP Authorisation Successful MYP Pre-authorisation Identifying measures for value added data collection at PYP & MYP More explicit identification of specific areas of strength and areas for development for learners and teachers Ongoing.	Date set in 11 for MYP Authorisation 2011 2011 Ongoing	PYP & MYP Coordinators Whole College	Authorized in MYP one year ahead of Schedule November 2010 PYP Authorisation gained previously

2010 Continued

3. All students and staff will use technology in ways that effectively improve their learning.	• Development of Digital Literacies development plan and introduction of pedagogy based PD program for ICT • In class coaching model for professional development introduced to compliment out of class programs. • Programs for parents and student introduced • Define ways to measure improvement in engagement and outcomes for students using ICT.	• Appointment of Digital Literacies Coordinator • Hours of PD offered in and out of class, for students, staff and parents. • Rollout of Year 6-8 laptop program, and infrastructure for Yr 1-5. • Identified way of looking at improvement in outcomes • Network use statistics.	Network use statistics Evaluation of program implementation and impact.	Ongoing	Deputy Head of College Digital Literacies Coordinator	Digital Literacies Coordinator appointed. 1:1 Laptop program introduced fro Yr 6 Students: 820 hours of contextual in class development around ICT Staff: 18 Hours including induction activity Parents: 6 hours of programmes offered.
4. Embed Chinese language, culture and civilisation as a major part of the curriculum.	• Implementation of a pilot program in the PYP of co-teaching where all classroom teachers co-teach Mandarin classes with Mandarin teachers. • Implementation of additional ability levels in the MYP program by provision of additional staffing. • Progressive use of language through the College.	• Proficiency levels at entry and completion of each year level. • House names and identified publications.	Evaluation and reflection on program & initiatives.	2010-2011 academic year and ongoing.	PYP & MYP coordinators, and Language B team leaders.	ESF Chinese proficiency tests used Co-teaching programme introduced in primary Mandarin offered at all students at all levels
5. When at capacity (circa 2013), Discovery College will achieve 70% of student admissions with one or more parents who are Hong Kong permanent residents.	• Review current students to ascertain % with one parent who is a permanent resident and adapt planning if performance indicator is not met.	• At least 55% students with a parent who is a permanent resident.	Review of enrolments. Meeting performance indicator.	End of 2010 school year.	DC Principal DC Admissions Manager ESL Directors	Carried over to 2013

2011

Targets/Concerns to be Addressed	Strategies / Initiatives	Performance Indicators	Methods of Evaluation and Follow-up Plans	Time Scale	Parties Involved & Resources	Evaluation
1. By June 2011 Discovery College will be a fully authorized PYP & MYP school.	• IB MYP Authorisation	• Successful IB MYP Authorisation visit.	Successful MYP – Authorisation.	Date set for PYP & MYP review	PYP & MYP Coordinators Whole College	PYP & MYP Authorization previously. DP Pre-Authorization gained September 2011
2. Evaluate & refine programs introduced in previous years.	Monitoring and evolving the following programs: • Individual educational needs [including Special Educational Needs and those who are Gifted and Talented • Embedding of Chinese language and culture • Differentiation in teaching and learning • Performance Management Process • Student leadership initiatives.	• Improvement in outcomes (internally through reporting data and externally through standardised testing) • Numbers of students benefiting from differentiated programs.	Ongoing review and evaluation.	2011-13	DC Leadership team DC Student Support Team PYP & MYP Coordinators	Review process implemented
3. All students and staff will use technology in ways that effectively improve their learning.	• Evaluation and improvement of Digital Literacies and pedagogical PD programs for ICT • Evaluation and strengthening of in class coaching model for professional development • Evaluation and broadening of programs for parents and student introduced • Define ways to measure improvement in engagement and outcomes for students using ICT.	• Hours of PD offered in and out of class, for students, staff and parents. • Monitoring student outcomes • Network use statistics.	Network use statistics Evaluation of program implementation and impact.	Ongoing	Deputy Head of College Digital Literacies Coordinator	1:1 Program fully established. Curriculum embedding initiated Network use reviewed
4. When at capacity (circa 2013), Discovery College will achieve 70% of student admissions with one or more parents who are Hong Kong permanent residents.	Review current students to ascertain % with one parent who is a permanent resident and adapt planning if performance indicator is not met.	• At least 60% students with a parent who is a permanent resident.	Review of enrolments. Meeting performance indicator.	End of 2011 school year.	DC Principal DC Admissions Manager ESL Directors	Carried over to 2013
5. Embed Chinese language, culture and civilisation as a major part of the curriculum.	• Evaluation of pilot program in the PYP of co-teaching where all classroom teachers co-teach Mandarin classes with Mandarin teachers. • Evaluation of impact of additional ability levels in the MYP program. • Continue to progressively use of language through the College.	• Proficiency levels at entry and completion of each year level. • Number of publications available bilingually.	Evaluation and reflection on program & initiatives.	Ongoing	PYP & MYP coordinators, and Language B team leaders.	ESF Chinese proficiency tests used to look at achievement and targets Co-teaching programme evaluated in primary

2012

Targets/Concerns to be Addressed	Strategies / Initiatives	Performance Indicators	Methods of Evaluation and Follow-up Plans	Time Scale	Parties Involved & Resources	Evaluation
1. By June 2012 Discovery College will be a fully authorized PYP & MYP school and achieve DP pre-authorisation.	• Achieve IB Diploma Program candidate status	• Submission of Diploma Pre-authorisation application	Successful Diploma Pre-Authorisation	Date set in 2013 for Pre – Authorisation	DC Leadership Team Diploma Coordinator	DP Authorized in May 2012 one year ahead of schedule
2. To establish a partnership with an international provider of quality teacher learning.	• Identify philosophically aligned partner • Develop strategic plan	• Partner identified • Strategic plan developed	Plan implementation	2012/13	DC Leadership Team ESL Directors	Partnership developed with Ed Partners. Ongoing for evidence based inquiry.
3. When at capacity (circa 2013), Discovery College will achieve 70% of student admissions with one or more parents who are Hong Kong permanent residents.	Review current students to ascertain % with one parent who is a permanent resident and adapt planning if performance indicator is not met.	At least 65% students with a parent who is a permanent resident.	Review of enrolments. Meeting performance indicator.	End of 2012 school year.	DC Principal DC Admissions Manager ESL Directors	Carried over to 2013
4. Embed Chinese language, culture and civilisation as a major part of the curriculum.	• Strengthening of PYP co-teaching program based on evaluation • Refinement of delivery of ability levels in the MYP program. • Continue to progressively use of language through the College.	• Proficiency levels at entry and completion of each year level. • Number of publications available bilingually.	Evaluation and reflection on program & initiatives.	Ongoing	PYP & MYP coordinators, and Language B team leaders.	ESF Chinese proficiency tests used to look at achievement and targets
5. All students and staff will use technology in ways that effectively improve their learning.	• Ongoing evaluation and improvement of Digital Literacies and pedagogical PD programs for ICT	• Hours of PD offered in and out of class, for students, staff and parents. • Monitoring student outcomes • Network use statistics.	Network use statistics Evaluation of program implementation and impact.	Ongoing	Deputy Head of College Digital Literacies Coordinator	1:1 Program embedded and evaluated

2013

Targets/Concerns to be Addressed	Strategies / Initiatives	Performance Indicators	Methods of Evaluation and Follow-up Plans	Time Scale	Parties Involved & Resources	Evaluation
1. Complete self study report for CIS/WASC by end of 2013. By June 2012 Discovery College will be a fully authorized PYP & MYP school and achieve DP authorisation to become a IB World School.	• CIS/ (Western Association of Schools & Colleges)WASC Accreditation • Enter process • Key staff trained and involved in Visiting Teams to other schools • Self study teams established • Self Study report completed and submitted. • IB Diploma Authorisation visit	• Initial visit carried out • Self Study Complete • Successful IB Diploma Pre - Authorisation visit.	Self Study Report against CIS standards Recommended for Visitation in 2012 Successful IB Diploma Authorisation visit	2013/14 2014	DC Leadership team CIS/WASC All Staff DC Leadership team Diploma Coordinator	CIS/WASC accreditation gained December 2013 DP Authorized in May 2012 one year ahead of schedule
2. Improve engagement and transition to IB at year 10.	• Develop an off campus Year 10 program to acknowledge and support the last year of the MYP	Identified location Strategic, educational and financial plan to support the program.	Ongoing Student results compared to previous.	2013/14	DC Principal DC H of Secondary ESL Directors	Transition programme implemented
3. When at capacity (circa 2013), Discovery College will achieve 70% of student admissions with one or more parents who are Hong Kong permanent residents.	• Review current students to ascertain % with one parent who is a permanent resident and adapt planning if performance indicator is not met.	At least 70% students with a parent who is a permanent resident.	Review of enrolments. Meeting performance indicator.	End of 2013 school year.	DC Principal DC Admissions Manager ESL Directors	Greater than 70% of students have one or more parents as a permanent resident.
4. Embed Chinese language, culture and civilisation as a major part of the curriculum.	• Refinement and strengthening of the PYP co-teaching and delivery of ability levels in the MYP program. • Continue to progressively use of language through the College.	• Proficiency levels at entry and completion of each year level. • Number of publications available bilingually.	Ongoing evaluation and reflection on program & initiatives.	Ongoing	PYP & MYP coordinators, and Language B team leaders.	ESF Chinese proficiency tests used to look at achievement and targets