

# **Delia Memorial School (Glee Path)**

**Annual School Report**

**2022-2023**



# **(1) Our School**

## Group Motto

Advancement in Adversity, Harmony in Diversity

積極奮進，和而不同

## School Motto

Learn for Life, Succeed with Integrity, Contribute to the Community

勵學持恆，守正善群

## Core Value

Come to learn, go to serve

勵學善群

## School Vision

We are a family on a holistic journey towards learning for life, success with integrity, and a contribution to the community.

通過全人教育，培養吉利徑人終身學習、守正不懈的精神，盡己所能回饋社群。

## School Mission

(input) Everyone who is...

Dedicated to self-improvement,

Motivated to make a meaningful change, and

Spurred on to take purposeful action.

每個人也力臻至善，樂於創造未來

(outcome) Can join us in building a community that...

Grows in wisdom,

Lives with humility,

Empathizes with others,

Excels with integrity.

懷著智慧、同理心和謙遜的態度，建設一個公義的社會

(process) By working hand-in-hand and...

Persevering amidst difficulties,

Aiming high and with a purpose,

Thinking positively, and

Honoring where we come from.

從逆境中學會堅毅自強、毋忘初心，朝著目標積極奮鬥

## (2) Achievements and Reflection on Major Concerns

### Priority Task 1: Curriculum and Talents

A *collaborative learning organization* of versatile curriculums and assessments in bilingual education and a prosperous working environment of multi-cultural context that

- makes information and data accessible
- we learn and succeed together
- we share decision-making and prepare others to lead
- everyone is willing to take time to build trust

### Achievements

The 2022/23 academic year has marked a significant milestone in the academic accomplishments of Delia GP. Notably, two International Baccalaureate (IB) students have achieved admission to prestigious medical schools, specifically the University of Hong Kong and the Chinese University of Hong Kong. Furthermore, an additional student has gained acceptance into the Pharmacy program at the University of Hong Kong. Additionally, an outstanding student's remarkable results in the Hong Kong Diploma of Secondary Education (HKDSE) examinations have led to admission into the LLB program through the Joint University Programmes Admissions System (JUPAS).

There is significant progress in various aspects of our school's operations. Academically, all subject panels successfully created comprehensive subject handbooks, providing valuable resources for teachers and students alike. Over 90% of subject panels also established resource banks on the school network, ensuring access to three years' worth of teaching and learning materials. Additionally, a strong emphasis was placed on external competitions, with more than 90% of students participating in at least one competition. Cross-subject collaboration was encouraged, leading to successful interdisciplinary projects and student involvement in related competitions.

The results of these efforts were remarkable, as evidenced by the participation and achievements of our students in external competitions. A total of 1,276 students participated, with 1,206 in the first semester and 70 in the second semester. Student engagement was particularly high in the first semester, driven by effective teacher promotions and invitations. Notably, there was a 33% increase in the number of students receiving awards compared to the previous academic year, with 57 students recognized for their accomplishments. Among them, 11 students achieved top-three placements in international or Hong Kong-based competitions, highlighting their exceptional potential and abilities.

In specific competitions, our students demonstrated exceptional performance. In the "International Chemistry Quiz Competition," Shao Yuk Tung from 3B and Pun Nischal from 4B achieved perfect scores, showcasing their mastery of the subject. Furthermore, in the "SciPOP Science Demonstration Contest," Limbu Pratikshha, Kaushik Sidharth, and Brar Rajkaranvir Singh from 5IB showcased their outstanding scientific knowledge and emerged as winners in this highly competitive event.

### **Reflection**

To further develop Delia GP based on its performance in the 2022/23 academic year:

1. Strengthen Academic Support: Expand subject handbooks, resource banks, and academic support programs for students.
2. Foster a Culture of Competition: Encourage more student participation in external competitions and explore new opportunities.
3. Promote Cross-Subject Collaboration: Emphasize interdisciplinary projects and competitions to enhance critical thinking and problem-solving skills.
4. Expand Teacher Promotions: Maintain effective strategies to engage students and promote competition involvement.
5. Recognize Achievements: Continue acknowledging and celebrating students' accomplishments in external competitions.
6. Encourage Research and Innovation: Foster a culture of research and establish partnerships for mentorship and collaborative projects.
7. Support College Admissions: Provide guidance, workshops, and resources to help students with college applications and scholarships.

## Priority Task 2: School Campus and Infrastructures

*A safe, warm, welcoming and comfortable learning environment* with an eco-friendly school campus equipped with advanced instruments that

- a child should feel safe and pulled towards one another
- a child is willing to learn and are provided the best learning opportunity and prevent student's deviation from 'baseline behaviour'
- we orientate students and parents to make the school a safe and welcoming place.
- we motivate students by student centred pedagogies, role modelling, tailored curriculums and contemporary technologies

### Achievements

Regarding student affairs, administrative support has been provided to assist teachers in managing behavioral issues. Additionally, the involvement of administrators and experienced teachers as Class Teachers has served as a positive role model for other teachers. Furthermore, career exploration has been prioritized through the introduction of occupational tests (Holland test) and online resources for life planning, expanding students' understanding of various career paths.

On the administrative front, our school has embarked on a transformative journey of significant improvements in both infrastructure and communication, culminating in a remarkable transition towards a more favorable and conducive learning environment. A decade-long development plan has been meticulously implemented, resulting in tangible outcomes that have enhanced the overall quality and functionality of our educational facilities. These improvements have not only contributed to the physical comfort and safety of our students but have also cultivated an atmosphere that fosters academic growth and personal development.

In parallel with the infrastructural enhancements, our school has proactively taken steps to optimize communication channels, recognizing the pivotal role that effective information dissemination plays in facilitating seamless administrative operations. By standardizing communication platforms such as Google Calendar and eClass, our institution has streamlined the process of accessing and distributing vital information among teachers and staff members. This standardization initiative has proven to be instrumental in ensuring that pertinent updates, announcements, and scheduling details can be efficiently disseminated to all relevant stakeholders. Notably, the e-Circular feature within the eClass platform has emerged as an indispensable tool for teachers, providing them with swift and convenient access to essential information, thereby empowering them to stay abreast of school-wide developments and seamlessly coordinate their instructional activities.

Moreover, our School Office and the dedicated supporting staff have played a pivotal role in establishing a collaborative and harmonious working environment that thrives on the principles of shared responsibilities, effective delegation, and open lines of communication. Through authorized delegation, administrative tasks and responsibilities have been effectively distributed among the staff members, fostering a sense of ownership and accountability. This decentralized approach has not only lightened the workload of individual staff members but has also facilitated a more balanced and efficient organizational structure.

To foster connections with parents and the community, active efforts have been made. More than a hundred parents participated in the election process and successfully elected the Parent-Teacher Association (PTA) committee chairperson, ensuring parental involvement in school affairs.

Regular parent meetings were held, allowing parents to engage with class teachers and express concerns about their children's academic progress and behavior.

The school also organized Chinese tuition classes for newly arrived students, facilitating communication between families and the school and providing support for students adjusting to a new environment.

Effective communication channels, such as e-class and WhatsApp, have been utilized by over 80% of parents to stay informed about their children's learning progress, upcoming events, and important deadlines.

Additionally, interpretation services have been made available to parents and teachers when needed, along with guidance on accessing appropriate services from government and non-government organizations.

## Reflection

To further develop the school based on the mentioned performance:

1. Enhance Student Affairs: Continue providing administrative support to manage behavioral issues and encourage experienced teachers to serve as positive role models for their peers.
2. Expand Career Exploration: Further develop occupational tests and online resources to help students explore various career paths and make informed decisions about their future.
3. Infrastructure and Communication Improvements: Maintain the ongoing development plan to enhance educational facilities, creating a favorable learning environment. Continue optimizing communication channels, such as Google Calendar and eClass, for efficient information dissemination.
4. Collaborative Administrative Environment: Foster a collaborative and harmonious working environment through shared responsibilities, effective delegation, and open lines of communication among staff members.
5. Parent and Community Engagement: Encourage parental involvement through the Parent-Teacher Association (PTA) and regular parent meetings. Provide Chinese tuition classes for newly arrived students and utilize effective communication channels to keep parents informed about their children's progress and important school updates. Offer interpretation services and guidance on accessing appropriate services from relevant organizations.

### Priority Task 3 : Avant-garde and New Initiatives

An *innovative learning hub* for experimental and experiential initiatives of cross-curricular approaches that

- students take the lead in their own learning
- we go beyond boundaries across national boundaries, curriculums, space, methodologies to become contributing global citizens
- students learn from one another beyond ages, colours, genders, races
- we go beyond school setting and explore all learning opportunity

#### Achievements

The cultivation of effective communication management practices has been a cornerstone of our administrative endeavors. Recognizing the significance of clear and transparent communication, our school has prioritized the establishment of channels and protocols that facilitate effective information flow and foster a culture of open dialogue.

To ensure regular communication and feedback, our institution has implemented a multi-tiered approach that encourages both vertical and horizontal communication within the administrative hierarchy. Through regular meetings, including departmental meetings, staff assemblies, and administrative briefings, information is disseminated, and discussions are held to address concerns, share updates, and gather input from staff members at all levels. This inclusive approach promotes a sense of shared responsibility and ownership among the staff, as they are actively involved in the decision-making processes that impact the school community.

In addition to formal meetings, our school has embraced digital communication tools to facilitate efficient information exchange. The utilization of platforms such as email, instant messaging applications, and shared online documents has streamlined communication channels, enabling timely dissemination of important announcements, policies, and procedures. This digital infrastructure has not only enhanced the speed and accessibility of information but has also encouraged collaboration and coordination among different departments and administrative units.

Furthermore, our school promotes a culture of open dialogue, where staff members are encouraged to express their ideas, concerns, and suggestions. This is achieved through various mechanisms, such as suggestion boxes, feedback surveys, and designated channels for anonymous submissions. By actively seeking input from staff members, our institution ensures that diverse perspectives are considered, fostering a more inclusive and comprehensive decision-making process.



The emphasis on effective communication management practices has yielded numerous benefits. It has created an atmosphere of trust and transparency, where staff members feel valued and empowered to contribute to the school's growth and improvement. By engaging in open dialogue, our school has been able to identify areas for enhancement, address challenges proactively, and implement innovative solutions. Ultimately, this culture of effective communication has strengthened the overall administrative operations, promoting a cohesive and collaborative environment that supports the holistic development of our school community.

### **Reflection**

To further develop the school's communication management practices:

1. **Expand Communication Channels:** Explore additional digital tools and platforms to facilitate efficient information exchange and collaboration among departments and administrative units.
2. **Encourage Staff Engagement:** Implement more mechanisms for staff members to provide feedback and suggestions, such as regular check-ins, online forums, or suggestion boards.
3. **Enhance Training:** Provide professional development opportunities focused on effective communication strategies, active listening, and conflict resolution to strengthen communication skills among staff members.
4. **Foster Cross-Department Collaboration:** Encourage interdepartmental meetings and projects to promote a better understanding of each department's roles and responsibilities, fostering collaboration and alignment.
5. **Evaluate and Improve Protocols:** Regularly review communication protocols and processes to identify areas for improvement and ensure clarity, efficiency, and effectiveness.
6. **Promote Transparent Decision-Making:** Maintain a culture of open dialogue by involving staff members in decision-making processes and communicating decisions transparently, allowing for a sense of shared responsibility and ownership.
7. **Connect with other schools and institutions with similar principles and belief.**