

Sir Ellis Kadoorie (S) Primary School

Evaluation for
Specific Grants

2014 – 2015

1. Plan on the Use of Capacity Enhancement Grant

Means by which teachers have been consulted: At staff meetings

Number of operating classes: 15

Amount of the Grant: **\$423,409.00**

- Purposes:
1. Relieve teachers' burden on non-teaching duties so as to enhance students' learning
 2. Develop students' talent in different areas
 3. Offer support to students in Chinese homework

Objectives	Strategies	Performance Indicators	Schedule	Budget	Actual Expenditure
To relieve non-teaching duties from teachers so that they can concentrate more on their teaching	<p>Recruit 2 General Clerks:</p> <ul style="list-style-type: none"> - Assist in school operation - Look after students - Perform Library duties <p>Recruit 1 temporary teacher (Salary for 4 months) to:</p> <ul style="list-style-type: none"> - Offer better support to students by integrating the split class policy (P.1-6 Chinese Elite Classes) for the Chinese Curriculum - Create space for Chinese Curriculum Co-ordinator 	<ul style="list-style-type: none"> - Teachers' non-teaching duties are relieved - Students can get extra support - The library is well managed - Teachers can perform school-based Chinese curriculum adaptation and tailor made teaching and assessment materials to cater for learner diversity - Teaching and assessment materials were developed to cater for learner diversity - Students show improvement in the learning of Chinese both in attitude and attainment 	<ul style="list-style-type: none"> - 1 school year (9/2014-8/2015) 	<p>Estimated Salary of:</p> <ul style="list-style-type: none"> - 2 General Clerks \$10,175.00×12×1.05×2 =<u>\$256,410.00</u> - 1 temporary teacher (Salary for 4 months) (pt15) 25,605.00×4×1.05 =<u>\$107,541.00</u> 	<p>Salary of 2 General Clerks: \$263,382.05</p> <p>Salary of 1 temporary teacher (Salary for 4 months) \$97,797.00</p>

Evaluation:

- In this school year, the school has hired 3 General Clerks: 2 paid by CEG and 1 paid by cash grant for additional Clerical Assistant in GPS.
- Among these 3 General Clerks, 1 served for the library, 1 helped in the office for finance management and 1 served new admission and NCS.
- During the school year, 1 General Clerk had her maternity leave for 10 weeks and another one resigned in April.
- In order to cater for the great learning diversity for the Chinese subject, the school has formed 6 Chinese Elite Groups, one for each level, so that pupils could learn in smaller groupings according to their abilities. Thus, the school needed to recruit temporary teachers to teach these groups. Teachers teaching these groups reflected that they could teach more according to the abilities of the pupils. Pupils also enjoyed learning in small groupings because they could have more interaction with the teacher and their group-mates.

Objectives	Strategies	Performance Indicators	Schedule	Budget	Actual Expenditure
To provide whole person development to students so that they can stretch their potentials	Recruit coaches: – Provide trainings to students in different areas such as Sports, Drama, Dance and Music	– Students enjoy the activities – Students can build up their self-esteem and have confidence to perform in front of their peers – Students can persevere in their goals – Students potentials are developed – Students have good achievements in competitions	– 1 school year (9/2014-8/2015)	Estimated Budget for trainings: – 1 CCA Drama group of 120’ training (\$1,800.00×20=\$36,000.00) – 1 CCA Percussion Band group of 3-hrs training (\$700.00×3×24=\$50,400.00) – 1 CCA Dance group of 90’ training (\$750.00×30=\$22,500.00) – 1 Football group of 90’ training (\$1,536.00×3=\$4,608.00) – 1 Cricket group of 90’ training (\$1,540.00×3=\$4,620.00) – 2 Basketball groups of 90’ training (\$2,000.00×2×2=\$8,000.00) – Rope Skipping Group (\$550.00×20=\$11,000.00) <p style="text-align: right;">Total: \$137,128.00</p>	Expenditure for trainings: $750 \times 41 \text{ hr} = \mathbf{\$30,750}$ $700 \times 1.5 \text{ hr} \times 45 = \mathbf{\$47,250}$ $750 \times 31 \text{ hr} = \mathbf{\$23,250}$ $1,536.00 \times 3 = \mathbf{\$4,608}$ $1,540.00 \times 3 = \mathbf{\$4,620}$ $2240 \times 2 \times 2 = \mathbf{\$8960}$ $550.00 \times 20 = \mathbf{\$11,000}$ <p style="text-align: right;">Total: \$130,438.00</p>
To offer support to students in Chinese homework: – Build up the attitude in persistency in finishing especially Chinese homework – Build up practical skills in revision	Subsidize service from NGO to provide Post Lesson Homework Tuition for students so as to: – Offer help to students when they are doing their homework – Help students to do revision	– 80% of the students agreed that the tutors are helpful and they can finish homework in the Tuition Classes – 50% of the students admitted that they learned how to do revision in the Tuition Classes after finishing homework	– 1 school year (9/2014-8/2015)	– Estimated subsidize for each student: \$100 – School subsidize: $\$100 \times 40 \times 2$ <p style="text-align: right;">Total: \$8,000</p>	Expenditure for subsidizing HW tuition fee for all participants: Phase I: $\$100 \times 83 = \mathbf{\$8,300}$ Phase II: $\$100 \times 59 = \mathbf{\$5,900}$ <p style="text-align: right;">Total: \$14,200.00</p>
				Total: \$509,079.00	\$505,817.05

Evaluation:

- Data reflected that students’ potentials were developed and they could build up their self-esteem and confidence through participating in extra-curricular activities organized by the coaches.
- This school year, we had good results especially in sports. Our basketball team and football team both got the 1st runner-up and our cricket team got the 2nd runner-up in the HK Island East Area Inter-Primary Schools Competitions.
- The school subsidized each participant (those who were not entitled for the School-base After-school Learning and Support Grant) \$100 for joining the HW tuition. Instead of paying \$657 for each phase, they only needed to pay \$557 for each phase.

2. Plan on the Use of Special Grants in Supporting NCS Students

Means by which teachers have been consulted: At staff meetings

Number of operating classes: 15

Amount of the Grant: **\$1,500,000.00**

Purpose: Enhance students' proficiency in learning Chinese and English

Objectives	Strategies	Performance Indicators	Schedule	Budget	Actual Expenditure
To develop effective learning and teaching strategies to enhance students' learning in Chinese	<p>Recruit 3 temporary teachers to:</p> <ul style="list-style-type: none"> - Offer better support to students by integrating the split class policy (P.1-6 Chinese Elite Classes) for the Chinese Curriculum - Create space for Chinese Curriculum Co-ordinator <p>Recruit 4 teaching assistants to:</p> <ul style="list-style-type: none"> - Offer better support to students by introducing co-teaching in Chinese lessons - Enhance pupils' learning by offering remedial lessons, after school tuition, Saturday classes and reading programmes 	<ul style="list-style-type: none"> - Teachers can perform school-based Chinese curriculum adaptation and tailor made teaching and assessment materials to cater for learner diversity - Teaching and assessment materials were developed to cater for learner diversity - Students show improvement in the learning of Chinese both in attitude and attainment - Co-ordinator could develop the framework of Chinese Curriculum in our school - Teaching Assistants can assist teachers in the lessons, run school activities, prepare suitable teaching resources and teaching aids - Teaching Assistants can give extra support for NCS pupils during remedial lessons, after school tuition, Saturday classes and reading programmes 	- 1 school year (9/2014-8/2015)	<p>Estimated Salary of:</p> <ul style="list-style-type: none"> - 3 temporary teachers (pt15x3) (25,605.00×8×1.05) + (25,605.00×12×1.05×2) =<u>\$860,328.00</u> - 4 teaching assistants \$11,975.00×12×1.05×4 =<u>\$603,540.00</u> 	<p>Salary of 3 temporary teachers: \$854,491.00</p> <p>Salary of 4 TAs: \$608,119.21</p>
				Total: \$1,463,868.00	\$1,462,610.21

Evaluation:

- In order to cater for the great learning diversity for the Chinese subject, the school has formed 6 Chinese Elite Groups, one for each level, so that pupils could learn in smaller groupings according to their abilities. Thus, the school needed to recruit temporary teachers to teach these groups. Teachers teaching these groups reflected that they could teach more according to the abilities of the pupils. Pupils also enjoyed learning in small groupings because they could have more interaction with the teacher and their group-mates.
- Teachers reflected that TAs could provide more individual support to pupils during and after lessons especially oral training during HW period could enhance pupils' abilities in speaking Cantonese. Online resources were developed for pupils' revision and self learning at home.

3. Plan on the Use of Learning Support Grant

Means by which teachers have been consulted: At staff meetings

Number of operating classes: 15

Amount of the Grant: Around **\$1,000,000.00**

Purposes: Give support to students with special educational needs

Objectives	Strategies	Performance Indicators	Schedule	Budget	Actual Expenditure
<p>To build up a supportive culture for students with SEN so that teachers can:</p> <ul style="list-style-type: none"> - Use appropriate strategies to enhance students' learning and to cater for students' individual needs 	<p>Recruit 1 temporary teacher and 3 teaching assistants to:</p> <ul style="list-style-type: none"> - Offer better support to students by introducing co-teaching in P.4 English Literacy Program (ELP-R) and P1-3 English Primary Literary Reading & Writing Programmes (PLPR/W) - Assist teachers in the lessons, help running school activities, preparing suitable teaching resources and teaching aids - Help teacher input scores for data analysis as well as the logistic arrangements of the Occupation Therapy (OT) and Speech Therapy (ST) classes to support SEN students - Conduct Chinese Recovery Reading Programs for the new arrivals 	<ul style="list-style-type: none"> - Teachers can perform school-based English curriculum adaptation and tailor made teaching and assessment materials to cater for learner diversity - Teaching Assistants can assist teachers in the lessons, help teachers run school activities, help teachers prepare suitable teaching resources and teaching aids - Data will be ready for teachers to do the analysis which is conducive to the betterment of teaching and learning - Students with SEN can get extra support - New arrivals can get adequate support (one to one) in the learning of Chinese 	<p>- 1 school year (9/2014-8/2015)</p>	<p>Estimated Salary of:</p> <ul style="list-style-type: none"> - 1 temporary teacher (pt16) \$26,895.00×12×1.05 =<u>\$338,877.00</u> - 3 teaching assistants \$11,975.00×12×1.05×3 =<u>\$452,655.00</u> <p>Total: <u>\$791,532.00</u></p>	<p>Salary of 1 temporary teacher: \$338,790.25</p> <p>Salary of 3 part-time teachers: \$191,874.53</p> <p>Salary of 3 TAs: \$473,587.25</p> <p>Expenditure for Cultural Day: \$33,785</p> <p>Total: \$1,038,037.03</p>
<p>To deliver support for students with SEN so that teachers, parents and students can gain:</p> <ul style="list-style-type: none"> - Adequate trainings provided by Occupation Therapist 	<p>Buy service from NGO to support students with SEN:</p> <ul style="list-style-type: none"> - Diagnose and provide behavioral adjustment trainings for students - Workshops for parents and teachers 	<ul style="list-style-type: none"> - Students with SEN show improvements from the trainings (Pre-test and Post-test reports) - Parents and teachers are satisfied with the training 	<p>- 1 school year (9/2014-8/2015)</p>	<p>Estimated Cost of:</p> <ul style="list-style-type: none"> - Occupation Therapy Service \$400.00×4×30 =<u>\$48,000.00</u> 	<p>Charges for Occupation Therapy Service: \$48,000.00</p>
				Total: <u>\$839,532.00</u>	\$1,086,073.03
<p>Evaluation:</p> <ul style="list-style-type: none"> ➤ For English Reading and Writing, the school offered co-teaching for P.1-3 classes. The NET, the subject teacher and one teaching assistant would be assigned to the reading and writing lessons (4 lessons per week) so as to help pupils in different abilities groupings. As a result, learner diversity could be catered and pupils could learn according to their abilities. ➤ For P.4 English, the school offered co-teaching for four English reading and writing lessons per week. Two teachers were assigned to these classes so as to conduct the School-based Extended Literacy Programme. As a result, 78% of the P.4 pupils could achieve at least 3 levels improvement in their reading abilities. ➤ Data reflected that the three teaching assistants were very helpful at school. They helped a lot in preparing suitable teaching materials, assisting in school functions and activities, running the Chinese Recovery Program as well as supporting the SEN. 					

- The Occupational Therapist reflected that all the students showed improvement in their coordination after the training program and the demand for the service was still great. The Occupation Therapy service could help not only the SEN pupils but also their parents so that they could continue to train them at home.
- Since the school got surplus of this funding left over last school year, the school employed three extra 0.5 part-time teachers from January till May to give extra help to the ALAs and SENs so as to give more individual support for the needy pupils. Parents of the SEN welcomed this arrangement and reflected that their children could benefit with this arrangement.
- Because of the Occupy Central, the school needed to have 3 make-up school days. The school decided to use 2nd January as a Cultural Day. The theme of this Cultural Day was to provide an opportunity for our pupils to learn more about the cultures in different countries. To include more fun, game booths, snacks and balloons are provided. The expenditure for the whole event was around \$34,000.

4. Plan on the Use of the School-based After-school Learning and Support Grant

Means by which teachers have been consulted: At staff meetings

Number of operating classes: 15

Amount of the Grant: Around **\$55,200.00**

Purposes: 1. Help students' in doing homework
2. Help build up students' revision skills

Objectives	Strategies	Performance Indicators	Schedule	Budget	Actual Expenditure
<p>To offer support to students so as to:</p> <ul style="list-style-type: none"> - Build up the attitude in persistency in finishing homework - Build up practical skills in revision - To enrich students' learning experience that can cater for their developmental needs 	<p>Buy service from NGO to provide Post Lesson Homework Tuition for students so as to:</p> <ul style="list-style-type: none"> - Offer help to students when they are doing their homework - Help students to do revision - Purchase necessary materials or equipment for teaching - Arrange visit and school activities to enrich students' learning experience and broaden their horizon 	<ul style="list-style-type: none"> - 80% of the students agreed that the tutors are helpful - A majority of the students agreed that they can finish homework in the Tuition Classes - 50% of the students admitted that they learned how to do revision in the Tuition Classes after finishing homework - Students can learn the related values and attitudes after the debriefing of visits and talks 	<p>1 school year (9/2013-8/2014)</p>	<p>Estimated School subsidize for Homework Tuition</p> <p>School subsidize :</p> <ul style="list-style-type: none"> - \$675.00 × 30 students×2 = \$40,500.00 <p>Procurement of necessary materials / equipment : \$2,000.00</p> <p>Visits and school activities : \$12,700.00</p>	<p>Expenditure for HW Tuition Phase I: \$675 x 20 = \$13,500</p> <p>Expenditure for HW Tuition Phase II: \$675 x 21 = \$14,175</p> <p>Expenditure for stationary: \$2,220</p> <p>Expenditure for the Visit to Ngong Ping 360: \$14,940</p> <p>Expenditure for the Visit to the Bakery Factory: \$7,200</p> <p>Expenditure for the Visit to HK Disneyland: \$16,240</p>
				Total: \$55,200.00	\$68,275.00

Evaluation:

- This year, we had four HW tuition groups ran by the Hong Kong Education Services Center.
- Data reflected that 92% of the students agreed that the course could help them in doing their homework.
- Data reflected that 95% of the students agreed that the tutors were helpful and could stimulate their interest in learning.
- To broaden students' horizon, a visit to Ngong Ping 360 on the topic of Cultural and Ecology Conservation was organized for 30 students. They visited Po Lin Monastery, the Big Buddha and Tai O Fishing Village to learn more about their history and culture.
- 30 students who joined the CSSA or receiving full grant under SFAS visited Dodomites Bakery Company in Kwai Chung. They got a chance to made their own bread. They enjoyed the activity a lot.
- 45 students who joined the CSSA or receiving half or full grant under SFAS visited Hong Kong Disneyland in July. They joined a musical workshop and learnt how to perform in a musical show.

5. Plan on the Use of the Student Guidance Service Grant

Means by which teachers have been consulted: At staff meetings

Number of operating classes: 15

Amount of the Grant: Around **\$447,060.00**

Purposes: Implementation of Comprehensive Student Guidance Service in School

Objectives	Strategies	Performance Indicators	Schedule	Budget	Actual Expenditure
- Making use of the Student Guidance Service Grant to implement Comprehensive Student Guidance Service in our school	Recruit two Student Guidance Personnels and support service for a NGO: - Develop and maintain the school-based Whole School Approach Guidance System. - Following the policy of the Comprehensive Student Guidance Service (EDB) and provide suitable guidance activities/programmes to pupils/parents/teachers. - Implement school based Moral and Civil Education Curriculum - Assist in school operation	- Fulfill the job duties and scope of the Comprehensive Student Guidance Service under the following four aspects : Policy and Organization/ Personal Growth Education Integrated with Moral and Civic Education Curriculum/ Supportive Service/ Responsive Service - Be responsible to the school duties and collaborate with the school management. - Refer to the Plan of Moral and Civic Education - provide extra duties and support to our pupils/parents/teachers	- 1 school year (9/2014-8/2015)	Estimated administrative cost and Salary of two Student Guidance Personnels from a NGO : <u>\$475,200.00</u>	Salary of 2 SGPs: \$478,000.00
- Providing Whole School Approach guidance activities/ programmes to pupils/ parents	Buying extra services for : - Small group activities for developing pupils' self-esteem / good behaviour/ affection - Parental Education	- Pupils can build up their self-esteem and perform good habits. - Pupils can manage their anger and respect others in school - Parents can receive useful parenting skills and take good care of their children	- 1 school year (9/2014-8/2015)	Estimated Budget for activities/ programmes/ trainings Total: <u>\$2,000.00</u>	Expenditure for activities/ programmes/ trainings: \$10,100.00
				Total: <u>\$477,200.00</u>	\$488,100.00
<p>Evaluation:</p> <ul style="list-style-type: none"> ➤ This school year, the school got 2 SGPs, one responsible for the lower levels and one responsible for the upper levels so that they could be more focus on their work and could pay more attention to our SEN pupils. ➤ They were very helpful in maintaining the School-based Whole School Approach –“Be a Good Kadoorian” Program. Chops were given to pupils by all teachers as positive reinforcement. ➤ They also played an active role in developing the school based Moral and Civic Education Curriculum. 					

6. Plan on the Use of the Moral and National Education Grant

Means by which teachers have been consulted: At staff meetings

Number of operating classes: 15

Amount of the Grant: \$ **207,615.73.00**

Purposes:

Objectives	Strategies	Performance Indicators	Schedule	Budget	Actual Expenditure
To develop school-based learning and teaching materials to cultivate students' positive values and attitudes	Recruit 1 temporary teacher: – A core group of teachers will be set up to work collaboratively and develop school-based learning and teaching resources for cultivating students' positive values and attitudes	– A set of school-based learning and teaching resources is developed – Students can build up positive values and attitudes	– 1 school year (9/2014-8/2015)	Estimated Salary of: – 1 Part-time teacher (\$24,385.00/2) × 11 × 1.05 Sub Total: \$140,823.38	Salary of 1 part-time teacher: \$146,845.25
To enrich students' learning experience that can cater for their developmental needs	Arrange visits and talks to enrich students' learning experience and broaden their horizon – To learn about the difficulties of the handicapped children encounter in learning and daily lives by visiting a special school – To understand and learn about events and topics for discussion given by guest speakers/ specialists	– Students can learn the related values and attitudes after the debriefing of visits and talks	– 1 school year (9/2014-8/2015)	Estimated Cost of – Visit of Special School Coach Fee: \$1600.00x3=\$4800.00 – Lunch for students \$25.00x80=\$2000.00 – Thematic Talks \$1000.00x4=\$4000.00 Sub Total: \$10,800.00	Paid through other account
				Total: \$151,623.38	\$146,845.25

Evaluation:

- A set of school-based learning and teaching resources for MCE was revised so as to cultivate pupils' positive values and attitudes more efficiently.
- The school employed a part time (0.5) teacher so as to release the teaching load of the MCE working team in order to further modify and revise the learning and teaching resource packages for MCE curriculum of different levels.

Overview of the Use of Grants and Funding

Grants & Funding		Job Nature	Staff	Budget	Actual Expenditure
1.	Capacity Enhancement Grant	2 General Clerks	GC1 & GC2	\$256,410.00	\$263,382.05
		1 Temporary Teacher (Pt 15) × 4 months	T1	\$107,541.00	\$97,797.00
		Coaches	Buy service	\$137,128.00	\$130,438.00
		Post Lesson Homework Tuition from NGO		\$8,000.00	\$14,200
	Est.\$423,409.00		Total:	\$509,079.00	\$505,817.05
Act. Funding: \$438,653.00				Deficit:	(\$67,164.05)
2.	Special Grants in Supporting NCS Students	1 Temporary Teacher (Pt 15) × 8 months+ 2 Temporary Teachers (Pt15)	T1-T3	\$860,328,.00	\$854,491.00
		4 Teaching Assistants	TA1-TA4	\$603,540.00	\$608,119.21
	Est.\$1,500,000.00		Total:	\$1,463,868.00	\$1,462,610.21
Act. Funding: \$1,500,000.00				Surplus:	\$37,389.79
3.	Learning Support Grant	1 Temporary Teacher (Pt16)	T4	\$338,877.00	\$338,790.25
		3 Teaching Assistants	TA5-TA7	\$452,655.00	\$473,587 .25
		SEN Support_ Occupation Therapy	Buy service	\$48,000.00	\$48,000.00
		3 x 0.5 Part time teacher Cultural Day	1/2 T1-1/2 T3	\$188,276.52 \$33,785.00	\$191,874.53 \$33,785.00
	Est.\$1,000,000.00		Total:	\$839,532.00	\$1,086,037.03
Act. Funding: \$1,347,212.00				Surplus:	\$261,174.97
4.	School-based After- school Learning and Support Grant	Post Lesson Homework Tuition: Phase 1&2	Buy service	\$40,500.00	\$27,675.00
		Procurement of necessary materials/ equipment		\$2,000.00	\$2,220.00
		Visits and school activities		\$12,700.00	\$38,380.00
	Est.\$55,200.00		Total:	\$55,200.00	\$68,275.00
Act. Funding: \$87,600.00				Surplus:	\$19,325.00
5.	Student Guidance Service Grant	2 Student Guidance Personnels	SGP1- SGP2	\$475,200.00	\$478,000.00
		Small group for students, parents and teachers	Buy service	\$2,000.00	\$10,100.00
	Est.\$497,060.00		Total:	\$477,200.00	\$488,100.00
Act. Funding: \$453,716.00				Deficit:	(\$34,384.00)
6.	Moral and National Educational Grant	1 Part-time Teacher (Pt14)	T5	\$140,823.38	\$146,845.25
		Visits and talks for students		\$10,800.00	\$0
	Est.\$207,615.73		Total:	\$151,623.38	\$146,845.25
Act. Funding: \$207,512.25				Surplus:	\$60,667.00