

**WAH YAN COLLEGE, HONG KONG**  
**Plan on Use of Capacity Enhancement Grant**  
**School Year: 2011-2012**

<b>Task Area</b>	<b>Major Area(s) of Concern</b>	<b>Strategies/Tasks</b>	<b>Benefits Anticipated (e.g. In what way teachers' workload is alleviated)</b>	<b>Implementation Schedule</b>	<b>Assessment Mechanism</b>
School Administration & Special Education Need	To release the administration workload of the Teachers in school- <b>EDUCATIONAL PSYCHOLOGIST</b> focuses on the study of learning outcomes, student attributes, instructional processes, individual differences and testing etc directly related to the 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.	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 subject to specific disabilities. He takes up the Life Education lessons in Senior Forms. Educational psychologist will also help to work together with the Student Affair Committee and the Clinical Psychologist.	Help students who have attention-deficit hyperactivity disorder (ADHD), hearing impairment etc, to release teachers' workload.	From September 2011 onwards for one year	<ul style="list-style-type: none"> <li>➤ Performance appraisal on EP</li> <li>➤ Plan of work &amp; student report</li> </ul>

School Administration & Special Education Need	To release the administration workload of the Teachers in school- <b>CLINICAL PSYCHOLOGIST</b> 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 Life Education in Junior Forms. She is concerned with the academic, social and emotional well-being of student within a scholastic environment. She will work together with the Students' Affair Committee and the Educational Psychologist	To help students' personal growth, in psychological problems e.g. depression etc and release teachers' workload.	From September 2011 onwards for one year	<p>+</p> <p>+</p> <p>Performance appraisal on CP</p> <p>Plan of work &amp; student report</p>
Musical Development	To coordinate, arrange and promote all musical activities	To employ 2 Part-time Musical Coordinators. 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 2011 onwards for 1 year	Performance appraisal on the Music-program Coordinator
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 2011 onwards for one year	Performance appraisal on the Pastoral Assistant
Curriculum Development	To relieve teachers' workload in Chinese and to formulate the school-based Chinese Curriculum	To employ 0.5 part-time teachers to teach Chinese from F1 to F2	No. of lessons for Chinese Teachers is relieved by 12 periods per week on average	From September 2011 onwards for 1 year	Performance appraisal on the teachers

Curriculum Development	<p>✦ To relieve teachers' workload in English so that they can concentrate on effective learning and teaching strategies</p> <p>✦ To enhance students' proficiency in English</p>	To employ 3 full-time and part-time teachers to teach English from F1 to F4	Teachers to be relieved of their workload in Remedial Classes	From September 2011 onwards for 1 year	Performance appraisal on the part-time and full-time teacher
Curriculum Development	✦ To enhance students' proficiency in Putonghua	To employ 2 part-time teachers to teach Putonghua from F1 to F2	Teachers to be relieved of their workload in Remedial Classes	From September 2011 onwards for 1 year	Performance appraisal on the part-time teachers
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 2010 onwards for 1 years	Performance appraisal on the part-time teacher
Curriculum Development	✦ To relieve teachers' workload so that they can concentrate on effective learning and teaching strategies in NSS	To employ 1 full-time teacher to teach Sport	Teachers to be relieved of their workload	From September 2011 onwards for 1 years	● Performance appraisal on the Full-time teacher
Curriculum Development	✦ To relieve teachers' workload so that they can concentrate on effective learning and teaching strategies in NSS	To employ 1 full-time teacher to teach Maths & Chemistry	Teachers to be relieved of their workload	From September 2011 onwards for 1 years	● Performance appraisal on the Full-time teacher

Curriculum & Interactive IT Learning	<ul style="list-style-type: none"> <li>✦ To release part of workload of the Teachers</li> <li>✦ Develop interactive IT learning packages for students</li> </ul>	To employ 6 TA to help teachers and to develop interactive IT teaching and to provide support of the ECA activities, Audio Visual etc	Teachers' administration & teaching workload will be relieved	From September 2011 onwards for one year	● Performance appraisal on the TA
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