

Sing Yin Secondary School
Plan for the Use of CEG 2019-2020

Introduction

A recurrent CEG grant of about \$600,000.00 is expected for enhancing teachers' capacity in the coming school year.

Identification of Needs

1. Teaching duties - we need more teachers to relieve teachers' workload.
2. Non-teaching duties - teachers often find works such as entering test/examination scores, completing student record and report cards both tedious and time consuming. These works can be done by clerical staff, thus allowing teachers to better spend their time on their teaching duties.
3. Staff professional development - apart from their normal duties, teachers are expected to improve themselves by attending seminars, workshops, and certificate courses. The attendance of seminars/workshops during school hours requires substitution by other teachers, taking up their 'free periods' which are actually used for marking homework or lesson preparation. This substitution duty could be taken over by a teaching assistant, relieving teachers to perform their normal duties.
4. Oral Practices – both English and Chinese have incorporated oral examinations. Students need more time for individual practice. Teaching assistants can help both in normal lessons and after school to provide the tutored practices.
5. Coping with the DSE curriculum – the DSE curriculum places more emphasis on languages and teachers have to cope with wider learner diversity. Teaching Assistants can help supporting the teachers in this regard.

Implementation Plan

The recurrent grant will be used to employ one full-time teaching assistant to assist teachers to carry out their non-teaching duties and to help run programmes for students. The grant will also be used to employ one full-time teacher to relieve teachers' workload so that teachers will have enhanced capacity to concentrate on the critical tasks in the education reform such as curriculum development, including the integration of information technology in teaching; enhancing students' language proficiency; and coping with the diverse and special learning needs of students with varied abilities, ranging from the gifted ones to those with learning difficulties.

- Teaching Assistant (full-time) – Being good at language, this Teaching Assistant should be able to help teachers to conduct oral practices. Other duties include clerical duties, teacher support duties and other administrative work.
- One GM Teacher (full-time) – This teacher will relieve all the teachers' workload.

Ways of Evaluation

1. Record of lessons substituted by the Teaching Assistant to relieve teachers for other works, record of clerical work done by Teaching Assistant which reflects on the lessening of clerical duties, record of teacher support work done by Teaching Assistant, including oral practices and record of average teaching load for teachers were used to reflect the effectiveness of the plan.
2. Oral feedback from teaching and non-teaching staff was collected to evaluate the effectiveness of the plan.

Budget

Total Income	\$600,000.00
Expenditure:	
1. A Contract GM (including Provident Fund)	\$408,000.00
2. A Full-time Teaching Assistant (including MPF)	\$174,000.00
Total Expenditure	\$582,000.00
Surplus (Deficit)	\$18,000.00

Wong Chi Keung

Principal

11th June 2019