

Professional Preparation for Teachers and School Management

Professional preparation for teachers is crucial to the success of 334 reform. To support teacher to prepare for the implementation of the new senior curriculum (NSS) in schools, the Education and Manpower Bureau (EMB) introduces in July 2005 a new non-recurrent cash grant, the Teacher Professional Preparation Grant (TPPG) which will be disbursed for a period of 4 years starting from 2005/06 school year to all secondary schools that will offer new senior secondary classes. Schools with 24 classes will be provided with a cash grant approximately equivalent to the mid-point salary of a Graduate Master, i.e. a sum of \$380,000 per annum.

Schools can use TPPG flexibly to create space and opportunities for the professional development of teachers in preparing for the NSS curriculum, e.g. to employ supply teachers to provide relief for teachers attending NSS-related professional development programmes or to share the teaching load to create time for teachers to plan for the implementation of NSS. They can also use TPPG to facilitate the re-deployment of an experienced senior teacher to be the NSS coordinator and to release him/her from some regular classes to help coordinate the migration of schools towards NSS. In addition, schools can use TPPG to procure services that help the professional development of teachers, e.g. invite speakers/consultants to conduct seminars/workshops.

In addition to professional development programmes, schools also need to develop a strategic action plan and human resources plan for the implementation of NSS. To build up the capacity of schools in the preparation, EMB will organize a series of School Leaders Workshops for Planning 334 for all secondary schools in Hong Kong. A pilot workshop has been conducted on 18 & 19 August 2005. The pilot workshop provided an effective platform for communication and sharing among schools. The participants have found the discussion and sharing most valuable. There would be another pilot workshop running at the end of September 2005. We will take the feedback from participants and modify the programme before rolling it out to all schools starting from November 2005. We hope that the workshop will enhance understanding of the vision and goals that lie beyond the 334 reform and equip school leaders to plan for timely and appropriate strategies for the implementation of the NSS academic structure by 2009.

We wish you all a fresh new start at the beginning of a new school year!

Curriculum Development Institute

September 2005