

SALEM-Immanuel Lutheran College
Plan on Use of Capacity Enhancement Grant (2019/2020)

I. Strategies

1. To employ part-time personnel to conduct after school classes to cater for diverse learning needs.
2. To employ teachers to help relieving teachers' teaching load.
3. To employ teaching assistants to help relieving teachers' non teaching responsibilities (e.g. camp liaison, transportation liaison, data entry, record filing and teacher substitution).

II. Implementation

1. Project 1

Running different types of after school classes /programmes.

	Item	Teacher i/c	Estimated Budget \$
1.	LTDC: Summer Foundation Courses	Lau KK	20,000
2.	LTDC: Review learning skills for junior form students	Wan SL	10,000
3.	English: Revision classes for underachievers	Cheng HN	14,400
4.	English: Enhancement programme for students with average abilities	Ho HS	2,400
5.	Chinese: Tutorial classes for the students of average ability	Chan WM	12,000
6.	Chinese: Tutorial classes for the students of below average ability	Chan WS	10,800
7.	Chinese: Chinese Literature and Writing Camp for elites	Cheung SL	600
8.	Math: Math Team (S.1-S.3)	Li Y	20,000
9.	Math: Elite classes for S.1-S.6 Elite students	Ho KC & So WS	30,000
10.	Physics: Remedial class for underachievers	Chan KK	2,700
11.	Chemistry: Enhancement class for S.6 elites	Leung FY	2,700
12.	Chemistry: Enhancement class for S.5 elites	Leung FY	2,700
13.	Biology: Enhancement class for elites	Wut PF	2,400
14.	ICT: S.6 Enhancement programme	Ho MY	1,800
15.	ICT: S.5 Diversity learning Scheme	Ho MY	1,800
16.	History: Revision class for S.6	Wan SL	2,400
17.	History: Revision class for S.5	Wan SL	1,800
18.	Geography: Remedial follow up program for S.5	Leung KY	1,800
19.	Geography: Elite enhancement program for S.6	Leung KY	1,500
20.	Economics: S.4 Remedial class	Ngan KY	2,500
21.	BAFS: S.6 Remedial Class	Law WY	2,400
22.	BAFS: S.5 Remedial Class	Lui KY	4,800
			HK\$151,500

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Project 2

Hiring of Teacher 19-20 Teacher 1.2 GM

Qualification required	university graduates with teaching experience
No. of assistants	1.2
Employment terms	on contract basis salary per month, including MPF, \$39,648.5
Estimated expenditure	\$39,648.5 x 12 = \$475,782

2. Project 3

Hiring of teaching assistant

Qualification required	university graduates or post-secondary diploma holders
No. of assistants	2
Employment terms	on contract basis salary per month, including MPF, \$36,470.7
Estimated expenditure	\$36,470.7 x 12 = \$437,648.4

III. Overall Estimate

Total estimate of the above 3 projects		\$1,064,930.40
CEG Grant (1920)		
(A)	Surplus brought from previous year (1819)	\$768,701.06
(B)	Current year (1920)	\$634,017
(A) + (B)	Total:	\$1,402,718.06

IV. Evaluation

Individual projects will be evaluated as follows:

Project	Performance Indicators	Assessment Mechanism	Person i/c
1	<ul style="list-style-type: none"> ✧ Students enrolled in each of the classes have an average of 80% attendance; ✧ Most subject departments found the classes are effective; ✧ 75% of the students indicate that the classes are “helpful”. 	<ul style="list-style-type: none"> ✧ Attendance will be recorded ✧ A survey will be conducted to collect participants’ feedback at the end of the classes. 	Dr. Lau KK
2 & 3	<ul style="list-style-type: none"> ✧ Teachers’ workload will be relieved substantially. 	<ul style="list-style-type: none"> ✧ Evaluated in Administrative Council meetings. 	AP Wut PF