

SALEM – Immanuel Lutheran College
Annual Programme Proposal for CEG-funded 2022/23
Domain: Catering Learning Diversity

Means by which teachers have been consulted: At staff meetings

Benefits anticipated: A number of revision classes in small size are organised in different subjects to cater for diverse learning needs of students so that teachers can focus on the teaching and learning of the rest of their students (the majority).

Programme	Objective(s)	Targets (Level / no. / how the students are selected)	Duration / Start Date / No. of Sessions / Length of each Session	Implementation (How is the programme implemented)	Deliverables / Success Indicators	Teacher i/c	Budget
1. LTDC Elite Enhancement	To sponsor elite students to participate in external gifted and talented course / programs.	<ul style="list-style-type: none"> S.1–S.3 5 to 8 elite students Top 10% according to their annual average scores 	Throughout the year served on a ‘first come first serve’ basis.	A maximum of 3 full sponsorships of the course fee. A maximum of 2 sponsorships of HK\$2,500 each or 50% of the course fee, whichever is lower, on first come first.	<ul style="list-style-type: none"> Students completed the course / program. 	Ms Lo CP	HK\$20,000 Full sponsorship of course fee: \$5,000 per student × 3 quotas = \$15,000 Half sponsorship of course fee: \$2,500 per student × 2 quotas = \$5,000
2. LTDC Elite Class	To enhance students’ learning capacity.	<ul style="list-style-type: none"> S.1–S.3 (any 1 form) 	<ul style="list-style-type: none"> Whole year 6 sessions for Chinese, English and Mathematics respectively 1.25 hours per session 	Tutors are hired to conduct the courses. Subject teachers provide teaching materials and teaching support.	<ul style="list-style-type: none"> All students attained an 80% attendance. 80% of the students found the course helpful in evaluation. 	Ms Wu SY	HK\$8,100 Maximum tutor fee for the courses: \$300 × 1.5 hours × 6 sessions × 3 subjects × 1 level = \$8,100 (Some tutors may be undergraduates or fresh graduates without relevant professional training, so a lower salary of \$200 per hour or \$300 per hour may be paid.)
3. LTDC Examination Revision Class	To enhance the academic standard of poorly performed students.	<ul style="list-style-type: none"> S.1–S.3 60–70 poorly performed students in uniform tests and examinations 	<ul style="list-style-type: none"> During the 1st & 2nd Examination periods 1 class per level 2 to 4.5 hours per session 	Tutors are hired to help S.1 to S.3 under-performed students establish self-regulated study habits during the 1st & 2nd examination periods.	<ul style="list-style-type: none"> All students should attend full course. 80% of the students found the course helpful in evaluation. 	Ms Wu SY	HK\$41,400 Maximum tutor fee for the courses: 1st Term Examination: \$130 × 6 tutors × 30 hours = \$23,400 2nd Term Examination: \$100 × 6 tutors × 30 hours = \$18,000

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4. LTDC Review learning skills for Senior form students	To help students realise their existing problems in studying. To introduce various learning skills to the students.	<ul style="list-style-type: none"> All S.4 	<ul style="list-style-type: none"> Class period after first examination 	A workshop will be organised by external education service provider.	<ul style="list-style-type: none"> 80% students provided positive feedback in questionnaire. 	Ms Wan SL	HK\$10,000 Total cost of service provided by external education organisation.
5. English Revision class for underachievers	To raise students' English proficiency and enhance the study skills in English	<ul style="list-style-type: none"> S.1–S.3 15 students in each level Bottom 20% students in the previous examination 	<ul style="list-style-type: none"> 7 sessions per course 1.5 hours per session 	Tutors are hired to help students boost their language proficiency and help narrow learning diversity. Subject teachers prepare learning materials.	<ul style="list-style-type: none"> A set of notes and exercises for each course. Students' feedback. 	Ms Chung KS	HK\$25,200 Tutor fee for the courses: \$400 × 1.5 hours × 7 sessions × 3 levels × 2 terms = \$25,200 (Tutors with teaching qualification)
6. Chinese Tutorial class for the students of average ability (中文範文精讀 / 寫作 / 口語班)	To raise students' proficiency in reading / writing skills in Chinese Language.	<ul style="list-style-type: none"> S.4–S.5 3 classes (S.4×1, S.5×2) 20–25 in each class Students of average ability (1 class) Students of below average ability (2 classes) 	<ul style="list-style-type: none"> Sep 2022 to Jun 2023 4 sessions 2 hours per session for each class 	Commissioned to service provider “方塊文化”.	<ul style="list-style-type: none"> Students completed the course. Positive feedback from students. Over 80% of the students were satisfactory to the course and the tutor. 	Ms Chan WM	HK\$16,200 Tutor fee for the courses: \$5,400 × 3 classes = \$16,200 (\$5,400 per course for 20 students, \$210@ for extra students, approximately \$675 per hour) (Tutors with teaching qualification)
7. Chinese Tutorial class for the students of below average ability (中文能力鞏固班)	To raise students' proficiency in reading / writing skills in Chinese Language.	<ul style="list-style-type: none"> S.1–S.3 12 students each form 2 classes each form Students of below average ability 	<ul style="list-style-type: none"> Oct 2022 to Jun 2023 6 sessions 1.5 hours per session for each class 	Tutor will be hired to conduct the class.	<ul style="list-style-type: none"> Students completed the course. Positive feedback from students. Over 80% of the students were satisfactory to the course and the tutor. 	Ms Chan WS	HK\$10,800 Tutor fee for the courses: \$200 × 1.5 hours × 6 sessions × 6 classes = \$10,800 (Undergraduate tutor)

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8. Chinese High-order Thinking Programme for Elites (中文拔尖活動)	To raise students' proficiency in high order thinking and oral / writing skills in Chinese Language. To provide opportunity to students to join suitable competition.	<ul style="list-style-type: none"> S.1–S.3 Top students in Chinese from each form will be invited to join Around 15 students 	<ul style="list-style-type: none"> Oct 2022 to Jun 2023 4-6 sessions 1–1.5 hours per session 	Alumni will be invited to share in the sessions. Practical skills in writing or oral will be taught.	<ul style="list-style-type: none"> Students completed the programme. Positive feedback from students Over 80% of the students satisfy the programme Students join a competition 	Ms Chan WM	HK\$3,000 Tutor fee for the sessions: $\$100 \times 6 \text{ sessions} \times 2 \text{ tutors} = \$1,200$ Administrative fee for competition: \$1,000 Travelling allowance for students to join competition: \$800 (around \$50 for each student)
9. Chinese Chinese Literature and Writing camp for elites	To enhance students' writing skills and appreciation ability in Chinese Language.	<ul style="list-style-type: none"> S.3 7 students 	<ul style="list-style-type: none"> March 2023 Two days one-night camp 	Elite students will be recommended to participate in the Chinese Literature Camp 2023 organised by Joint school.	<ul style="list-style-type: none"> Students completed the programme in the camp. 100% of the students found the programme fruitful and inspiring. 	Ms Chan WM	HK\$1,700 Camp fee (Subsidize): $\$200 \times 7 \text{ students} = \$1,400$ $\$300 \times 1 \text{ teacher} = \300
10. Mathematics Mathematics Team (S.1–S.3)	To enhance students' Math competency to participate in external Mathematics-related competitions or gifted courses.	<ul style="list-style-type: none"> S.1–S.3 10–20 elite students who have experience or interest in Mathematics-related public competitions or gifted courses. 	<ul style="list-style-type: none"> Whole year 12 sessions 	Hong Kong Mathematics Olympiad Association provides training course to students.	<ul style="list-style-type: none"> Students completed the course and participated in external competitions and awards have been won. Some students joined gifted course. 	Mr Lee Y	HK\$28,000 Tutor fee for the course: $\$1000 \times 1.5 \text{ hours} \times 12 \text{ sessions} = \$18,000$ Application fee of Competition: \$10,000
11. Mathematics S.1–S.3 Supplementary Classes	To train up students' Mathematical ability and enhance the operation skills in Mathematics.	<ul style="list-style-type: none"> S.1–S.3 20 bottom students in each level 	<ul style="list-style-type: none"> Whole year 10 sessions each course 1 hour per session 	Subject teachers prepare notes and exercises for each course.	<ul style="list-style-type: none"> 70% of the students had their UT / examination results improved. 	Mr Lee Y	HK\$6,000 Tutor fee for the course: $\$200 \times 1 \text{ hour} \times 10 \text{ sessions} \times 3 \text{ levels} = \$6,000$ (Undergraduate tutor)
12. Mathematics S.5 Enhancement Class	To train up students' Mathematical ability and enhance the operation skills in Mathematics.	<ul style="list-style-type: none"> S.5 20 median students in each level 	<ul style="list-style-type: none"> 2nd term 10 sessions 1.5 hours per session 	Tutor will be hired to conduct the class.	<ul style="list-style-type: none"> 70% of the students had their UT / examination results improved. 	Dr Lau KK	HK\$6,000 Tutor fee for the course: $\$400 \times 1.5 \text{ hours} \times 10 \text{ sessions} = \$6,000$ (Tutors with teaching qualification)

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13. Mathematics S.6 Supplementary Class	To train up students' basic Mathematical ability and enhance the operation skills in Mathematics.	<ul style="list-style-type: none"> S.6 20 bottom students in each level 	<ul style="list-style-type: none"> Whole year 13 sessions 	Tutor will be hired to conduct the class.	<ul style="list-style-type: none"> 100% of students attained level 2 or above in HKDSE 2023. 70% of students attained level 3 or above in HKDSE 2023. 	Dr Lau KK	HK\$10,400 Tutor fee for the course: \$400 × 2 hours × 13 sessions = \$10,400 (Tutors with teaching qualification)
14. Mathematics S.6 Elite Class	To enhance students' Mathematical ability.	<ul style="list-style-type: none"> S.6 12–15 elite students who have potential 	<ul style="list-style-type: none"> Whole year 13 sessions 	Tutor will be hired to conduct the class.	<ul style="list-style-type: none"> Positive feedback from students. 80% of participants attained level 5 or above in HKDSE 2023. 	Dr Lau KK	HK\$10,400 Tutor fee for the course: \$400 × 2 hours × 13 sessions = \$10,400 (Tutors with teaching qualification)
15. Physics S.5 Remedial Class	To help students to attain level 3 or above in HKDSE 2024.	<ul style="list-style-type: none"> S.5 Bottom 20 students in their 1st term examination of S.5 	<ul style="list-style-type: none"> 2nd term 9 sessions 1.5 hours per session 	Tutor will be hired to conduct the class.	<ul style="list-style-type: none"> 100% of students attained level 2 or above in HKDSE 2024. 75% of students attained level 3 or above in HKDSE 2024. 	Ms Cheung FC	HK\$2,700 Tutor fee for the course: \$200 × 1.5 hours × 9 sessions = \$2,700 (Undergraduate tutor)
16. Chemistry S.6 Enhancement Class for above-average students	To help participants attain level 5 or above in HKDSE 2023.	<ul style="list-style-type: none"> S.6 9 students Top 6th to 14th students in 2nd examination of S.5 	<ul style="list-style-type: none"> Oct to Dec 2022 9 sessions 1.5 hours per session 	Tutor will be hired to conduct the class.	<ul style="list-style-type: none"> 70% of participants attained level 5 or above in HKDSE 2023. 	Ms Leung FY	HK\$5,400 Tutor fee for the course: \$400 × 1.5 hours × 9 sessions = \$5,400 (Degree holder with relevant teaching experience)
17. Chemistry S.5 Elite Enhancement Class	To help participants attain level 5 or above in HKDSE 2024.	<ul style="list-style-type: none"> S.5 8 students Top 8 students in 1st examination of S.5 	<ul style="list-style-type: none"> Mar to May 2023 9 sessions 1.5 hours per session 	Tutor will be hired to conduct the class.	<ul style="list-style-type: none"> 100% of participants attained level 5 or above in HKDSE 2024. 50% of participants attained level 5* or above in HKDSE 2024. 	Ms Leung FY	HK\$2,700 Tutor fee for the course: \$200 × 1.5 hours × 9 sessions = \$2,700 (Undergraduate tutor)

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18. Biology S.6 Elite Enhancement Class	To help elite students to enhance their academic performances.	<ul style="list-style-type: none"> • S.6 • 8 students • Top 8 students in 2nd examination of S.5 	<ul style="list-style-type: none"> • Oct to Dec 2022 • 8 sessions • 1.5 hours per session 	Tutor will be hired to conduct the class.	<ul style="list-style-type: none"> • 75% or above agreed that sufficient drilling and exercises were provided. 	Mr Tong HK	HK\$2,400 Tutor fee for the course: \$200 × 1.5 hours × 8 sessions = \$2,400 (Undergraduate tutor)
19. Biology S.5 Remedial Class	To enhance the academic standard of poorly performed students.	<ul style="list-style-type: none"> • S.5 • 8 students • 8 poorly performed students in 1st examination of S.5 	<ul style="list-style-type: none"> • Mar to May 2023 • 8 sessions • 1.5 hours per session 	Tutor will be hired to conduct the class.	<ul style="list-style-type: none"> • 75% or above agreed that sufficient drilling and exercises were provided. 	Mr Tong HK	HK\$2,400 Tutor fee for the course: \$200 × 1.5 hours × 8 sessions = \$2,400 (Undergraduate tutor)
20. ICT S.6 Elite Enhancement Programme	To enhance examination skills to obtain level 5 or above in HKDSE 2022.	<ul style="list-style-type: none"> • S.6 • 8 students • Top 8 students in the 2nd term examination of S.5 	<ul style="list-style-type: none"> • Nov 2022 to Jan 2023 • 6 sessions • 1.5 hours per session 	Tutor will be hired to conduct the class.	<ul style="list-style-type: none"> • Students completed the programme. • 80% of the students showed improvement in mock examination. • 50% of students obtained level 4 or above in HKDSE 2021. 	Mr Chu WK	HK\$1,800 Tutor fee for the course: \$200 × 1.5 hours × 6 sessions = \$1,800 (Undergraduate tutor)
21. ICT S.5 Remedial Class	To help participants attain level 2 or above in HKDSE 2023.	<ul style="list-style-type: none"> • S.5 • 8 students • Bottom 8 students in the 2nd UT of S.5 	<ul style="list-style-type: none"> • Apr to Jun 2023 • 6 sessions • 1.5 hours per session 	Tutor will be hired to conduct the class.	<ul style="list-style-type: none"> • Students completed the programme. • 80% of the students showed improvement in S.5 2nd examination. • 90% of students obtained level 2 or above in HKDSE 2023. 	Ms Ho MY	HK\$1,800 Tutor fee for the course: \$200 × 1.5 hours × 6 sessions = \$1,800 (Undergraduate tutor)

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22. Chinese History S.6 Revision Class	To equip students with public examination skills. To push up the public examination result.	<ul style="list-style-type: none"> S.6 18 students Students who are predicted to achieve Level 4 or below 	<ul style="list-style-type: none"> Oct to Dec 2022 6 sessions 1.5 hours per session 	Tutor will be hired to conduct the class.	<ul style="list-style-type: none"> 75% or above agreed that the class was useful. Positive feedback from students. Over 80% of the students were satisfactory to the course and the tutor performance. Over 40% of S 6 students attained Level 4. 	Mr Yeung KC	HK\$1,800 Tutor fee for the course: \$200 × 1.5 hours × 6 sessions = \$1,800 (Undergraduate tutor)
23. Chinese History S.5 Revision Class	To equip students with the skills to deal with databased questions.	<ul style="list-style-type: none"> S.5 18 students Students who are predicted to achieve Level 4 or below 	<ul style="list-style-type: none"> Mar to May 2023 6 sessions 1.5 hours per session 	Tutor will be hired to conduct the class.	<ul style="list-style-type: none"> Positive feedback from students. Over 80% of the students were satisfactory to the course and the tutor performance. Students attained improving academic result in the 2nd term examination. 	Mr Yeung KC	HK\$1,800 Tutor fee for the course: \$200 × 1.5 hours × 6 sessions = \$1,800 (Undergraduate tutor)
24. History S.6 Revision Class	To equip students with public examination skills. To push up the public examination result.	<ul style="list-style-type: none"> S.6 7 students Students who are predicted to achieve Level 4 or below 	<ul style="list-style-type: none"> Oct to Dec 2022 8 sessions 1.5 hours per session 	A set of databased questions exercises prepared by Wan SL for each lesson. Short revision of 5 chapters of HKDSE syllabus.	<ul style="list-style-type: none"> 75% or above agreed that the class was useful. Positive feedback from students. Over 80% of the students were satisfactory to the course and the tutor performance. Over 40% of S 6 students attained Level 4 or above. 	Ms Wan SL	HK\$2,400 Tutor fee for the course: \$200 × 1.5 hours × 8 sessions = \$2,400 (Undergraduate tutor)

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25. History S.5 Revision Class	To equip students with the skills to deal with databased questions.	<ul style="list-style-type: none"> S.5 8 students Students who are predicted to achieve Level 4 or below 	<ul style="list-style-type: none"> Mar to May 2023 8 sessions 1.5 hours per session 	A set of databased questions exercises prepared by Wan SL for each lesson. Short revision of 4 chapters of HKDSE syllabus.	<ul style="list-style-type: none"> Positive feedback from students. Over 80% of the students were satisfactory to the course and the tutor performance. Students attained improving academic result in the 2nd term examination. 	Ms Choi WY	HK\$2,400 Tutor fee for the course: \$200 × 1.5 hours × 8 sessions = \$2,400 (Undergraduate tutor)
26. Geography S.5 Remedial Follow-up Programme	To enrich the underachievers' pools of geographical terminology and to brush up their skills in answering databased questions.	<ul style="list-style-type: none"> S.5 6 students Bottom 6 in the 1st term result. 	<ul style="list-style-type: none"> Apr to Jun 2023 6 sessions 1.5 hours per session 	Hire an alumna as a tutor. Teacher provides the teaching materials and co-work with the tutor to teach in the revision classes.	<ul style="list-style-type: none"> Students acquainted with a set of vocabulary using online glossary and completed a series of databased questions. 	Ms Leung KY	HK\$2,100 Tutor fee for the course: \$200 × 1.5 hours × 7 sessions = \$2,100 (Undergraduate tutor)
27. Geography S.6 Elite Enhancement Programme	To enrich the elites with hot & updated issues for HKDSE 2023.	<ul style="list-style-type: none"> S.6 5 students Top 5 in S.5 geography class (2021–2022) 	<ul style="list-style-type: none"> Sep to Dec 2022 7 sessions 1.5 hours per session 	Hire a retired geography teacher to enhance the essay writing skill of the elites.	<ul style="list-style-type: none"> Each elite write 3 or more essays, selecting good samples to be shared with the other elites. 	Ms Leung KY	HK\$4,200 Tutor fee for the course: \$400 × 1.5 hours × 7 sessions = \$4,200 (Retired geography teacher with professional training)
28. Economics S.4 Remedial Class	To give additional help to students who have fallen behind the rest of the class.	<ul style="list-style-type: none"> S.4 6–10 students Students whose performance in the first term was below average in class 	<ul style="list-style-type: none"> Apr to May 2023 8 sessions 1.5 hours per session 	Tutor is hired to do consolidation exercises with students. Both conventional and multiple-choice questions are done.	<ul style="list-style-type: none"> 80% attendance Finished the assigned class-work and homework. 	Ms Tang YW	HK\$2,400 Tutor fee for the course: \$200 × 1.5 hours × 8 sessions = \$2,400 (Undergraduate tutor)

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29. BAFS S.6 Remedial Class	To enhance students' foundation skills and examination technique for HKDSE 2023.	<ul style="list-style-type: none"> S.6 15 students Bottom 15 students are nominated by the subject teacher 	<ul style="list-style-type: none"> Oct 2022 to Jan 2023 8 sessions 1.5 hours per session 	Tutor is hired to conduct the class with past paper provided.	<ul style="list-style-type: none"> Students completed the programme. 80% of the students improved their learning. 60% of students obtained level 4 or above in HKDSE 2023. 	Mr Law WY	HK\$2,400 Tutor fee for the course: \$200 × 1.5 hours × 8 sessions = \$2,400 (Undergraduate tutor)
30. BAFS S.6 Elite Class	To enhance the examination skills to obtain level 5 or above in HKDSE 2023.	<ul style="list-style-type: none"> S.6 10 students Top 10 students are nominated by the subject teacher 	<ul style="list-style-type: none"> Oct 2022 to Jan 2023 8 sessions 1.5 hours per session 	Tutor is hired to conduct the class with textbook exercises and past paper provided. Study some 5* Level alumni's sample paper.	<ul style="list-style-type: none"> Students completed the programme. 80% of the students improved their learning. 50% of students attained level 5 or above in HKDSE 2023. 	Mr Law WY	HK\$2,400 Tutor fee for the course: \$200 × 1.5 hours × 8 sessions = \$2,400 (Undergraduate tutor)
31. BAFS S.5 Remedial Class	To enhance students' foundation skills in BAFS.	<ul style="list-style-type: none"> S.5 20 students Bottom 20 students are nominated by the subject teacher 	<ul style="list-style-type: none"> Oct 2022 to May 2023 8 sessions 1.5 hours per session 	Tutor is hired to conduct the class with textbook exercises and past paper provided.	<ul style="list-style-type: none"> Students completed the programme. 80% of the students improved their learning. 60% of students attained level 3 or above in HKDSE 2024. 	Ms Lui KY	HK\$4,800 Tutor fee for the course: \$200 × 1.5 hours × 8 sessions × 2 terms = \$4,800 (Undergraduate tutor)
32. Visual Arts S.6 Elite Class	To enhance the examination skills to obtain level 5 or above in HKDSE 2023.	<ul style="list-style-type: none"> S.6 8–10 students Students are nominated by the subject teacher 	<ul style="list-style-type: none"> Oct to Nov 2022 6 sessions 2 hours per session 	Tutor is hired to conduct the class with notes. Study alumni's samples with Level 5* or above.	<ul style="list-style-type: none"> Students completed the programme. 80% of the students improved their learning. 50% of students attained level 5 or above in HKDSE 2023. 	Ms Au WS	HK\$2,400 Tutor fee for the course: \$200 × 2 hours × 6 sessions = \$2,400 (Undergraduate tutor)

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33. Visual Arts S.6 Remedial Class	To raise students' Visual Arts proficiency and enhance the examination skills for HKDSE 2023.	<ul style="list-style-type: none"> • S.6 • 8–9 bottom students • Students are nominated by the subject teacher 	<ul style="list-style-type: none"> • Oct to Nov 2022 • 6 sessions • 2 hours per session 	Tutor is hired to conduct the class with notes. Study alumni's samples with Level 3 or 4.	<ul style="list-style-type: none"> • Students completed the programme. • 80% of the students improved their learning. • 60% of students attained level 3 or above in HKDSE 2023. 	Ms Au WS	HK\$2,400 Tutor fee for the course: \$200 × 2 hours × 6 sessions = \$2,400 (Undergraduate tutor)
34. Visual Arts S.5 Remedial Class	To raise students' Visual Arts proficiency and enhance the examination skills for HKDSE 2024.	<ul style="list-style-type: none"> • S.5 • 8–10 students • Students are nominated by the subject teacher 	<ul style="list-style-type: none"> • Mar to May 2023 • 6 sessions • 2 hours per session 	Tutor is hired to conduct the class with notes. Study alumni's samples with Level 4 or above.	<ul style="list-style-type: none"> • Students completed the programme. • 80% of the students improved their learning. • 60% of students attained level 3 or above in HKDSE 2024. 	Ms Mak HK	HK\$2,400 Tutor fee for the course: \$200 × 2 hours × 6 sessions = \$2,400 (Undergraduate tutor)
GRAND TOTAL						HK\$250,300	