SALEM - Immanuel Lutheran College

Annual Programme Proposal for Capacity Enhancement Grant 2023/24
Domain: Catering Learning Diversity

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. **Learning and Teaching Development Committee (LTDC)** Elite Enhancement	To sponsor elite students to participate in external gifted and talented course / programs.	• S.1–S.3 • 5 to 8 elite students • Top 10% according to their annual average scores	• Throughout the year on a 'first come first served' basis.	A maximum of 4 full sponsorship of the course fee. A maximum of 2 sponsorship of $2,500 each or 50% of the course fee, whichever is lower, on a first come first served basis.	Students would complete the course / programme.	Ms Lau YL	**HK$25,000.00** Full sponsorship of course fee: $5,000 per student × 4 quotas = $20,000 Half sponsorship of course fee: $2,500 per student × 2 quotas = $5,000
2. **Learning and Teaching Development Committee (LTDC)** Examination Revision Class	To enhance the academic standard of poorly performed students.	• S.1–S.3 • 60–70 poorly performed students in uniform tests and examinations	• During the 1st and 2nd term examination periods • 1 class per level • 2 to 4.5 hours per session	Tutors are hired to help S.1-S.3 under-performed students establish self-regulated study habits during the 1st and 2nd term examination periods.	All students should attend the full course. At least 80% of students would find the course helpful in evaluation.	Ms Leung KY	**HK$43,200.00** Maximum tutor fee for the courses: 1st Term Exam: $140 × 6 tutors × 30 hours = $25,200 2nd Term Exam: $100 × 6 tutors × 30 hours = $18,000
3. **English Language** Revision Class for Underachievers	To raise students' English proficiency and enhance the study skills in English.	• S.1–S.3 • 15 students in each level • Bottom 20% students in the previous examination	• Whole year • 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 the learning materials.	At least 70% of students would agree that the lessons are useful and facilitate their learning.	Ms Chung KS	**HK$25,200.00** Tutor fee for the courses: $400 × 1.5 hours × 7 sessions × 3 levels × 2 terms = $25,200 (Tutors with teaching qualification)
4. **Chinese Language** Tutorial Class for the Students of Average Ability	To raise students' proficiency in reading / writing skills in Chinese Language.	• 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)	• Sep 2023 to Jun 2024 • 4 sessions • 2 hours per session for each class	Commissioned to service provider, Chinese Characters Limited.	Students would complete the course. At least 80% of students would be satisfied with the course and the tutor.	Ms Chan WS	**HK$17,400.00** Tutor fee for the courses: $5,800 × 3 classes = $17,400 ($5,800 per course for 20 students, $210@ for extra students, approximately $675 per hour)

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5. **Chinese Language** Tutorial Class for the Students of Below-Average Ability	To raise students' proficiency in reading / writing skills in Chinese Language.	• S.1–S.3 • 12 students each form • 2 classes each form • Students of below average ability	• Oct 2023 to Jun 2024 • 6 sessions • 1.5 hours per session for each class	A tutor will be hired to conduct the class.	Students would complete the course. At least 80% of students would be satisfied with the course and the tutor.	Ms Chan WS	**HK$10,800.00** Tutor fee for the courses: $200 × 1.5 hours × 6 sessions × 6 classes = $10,800 (Undergraduate tutor)
6. **Chinese Language** High-order Thinking Programme for Elites	To raise students' proficiency in high order thinking and oral / writing skills in Chinese Language. To provide opportunity to students to join suitable competitions.	• S.1–S.3 • Top 15 students in Chinese from each form will be invited to join	• Oct 2023 to Jun 2024 • 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.	Students would complete the programme. At least 80% of students would be satisfied with the programme. Students would have joined a competition.	Ms Chan WS	**HK$3,000.00** Tutor fee for the sessions: $100 × 6 sessions × 2 tutors = $1,200 Administrative fee for competition: $1,000 Travelling allowance for students: $800 (around $50 for each student)
7. **Chinese Language** Chinese Literature and Writing Camp for Elites	To enhance students' writing skills and appreciation ability in Chinese Language.	• S.3 • 7 students	• Mar 2024 • Two-day one-night camp	Elite students will be recommended to participate in the Chinese Literature Camp 2024 organised by Joint school.	Students would complete the programme in the camp. 100% of students would find the programme fruitful and inspiring.	Ms Chan WM	**HK$1,700.00** Camp fee (Subsidize): $200 × 7 students = $1,400 $300 × 1 teacher = $300
8. **Mathematics** Mathematics Team (S.1–S.3)	To enhance students' Mathematical competency to participate in gifted courses or external competitions.	• S.1–S.3 • 10–20 elite students who have interest or experience in related courses or competitions	• Whole year • 12 sessions • 1.5 hours per session	Hong Kong Mathematics Olympiad Association provides training course to students.	Students would complete the course and participate in external competitions to win awards. Some students would have joined the gifted course.	Ms Mak SL	**HK$28,000.00** Tutor fee for the course: $1000 × 1.5 hours × 12 sessions = $18,000 Application fee of Competition: $10,000

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9. **Mathematics** S.1–S.3 Supplementary Classes	To train up students' Mathematical ability and enhance the operation skills in Mathematics.	• S.1–S.3 • Bottom 20 students in each level	• Whole year • 10 sessions • 1 hour per session	Subject teachers prepare notes and exercises for each course.	At least 70% of students would have their UT / examination results improved.	Ms Lee PS	**HK$6,000.00** Tutor fee for the course: $200 × 1 hour × 10 sessions × 3 levels = $6,000 (Undergraduate tutor)
10. **Mathematics** S.5 Remedial Class	To train up students' Mathematical ability and enhance the operation skills in Mathematics.	• S.5 • 20 median students in each level	• Mar to May 2024 • 10 sessions • 1.5 hours per session	A tutor will be hired to conduct the class.	At least 70% of students would have their UT / examination results improved.	Ms Lee PS	**HK$6,000.00** Tutor fee for the course: $400 × 1.5 hours × 10 sessions = $6,000 (Tutors with teaching qualification)
11. **Mathematics** S.6 Remedial Class	To train up students' basic Mathematical ability and enhance the operation skills in Mathematics.	• S.6 • Bottom 20 students in each level	• Whole year • 13 sessions • 2 hours per session	A tutor will be hired to conduct the class.	100% of students would attain Level 2 or above in HKDSE 2024. At least 70% of students would attain Level 3 or above in HKDSE 2024.	Dr Lau KK	**HK$10,400.00** Tutor fee for the course: $400 × 2 hours × 13 sessions = $10,400 (Tutors with teaching qualification)
12. **Physics** S.5 Remedial Class	To help students attain level 3 or above in HKDSE 2025.	• S.5 • Bottom 20 students in their 1st term examination of S.5	• Mar to May 2024 • 9 sessions • 1.5 hours per session	A tutor will be hired to conduct the class.	100% of students would attain Level 2 or above in HKDSE 2025. At least 75% of students would attain Level 3 or above in HKDSE 2025.	Ms Cheung FC	**HK$2,700.00** Tutor fee for the course: $200 × 1.5 hours × 9 sessions = $2,700 (Undergraduate tutor)
13. **Chemistry** S.6 Enhancement Class for Above-Average Students	To help participants attain level 5 or above in HKDSE 2024.	• S.6 • 9 students • Top 6th to 14th students in the 2nd examination of S.5	• Oct to Dec 2023 • 9 sessions • 1.5 hours per session	A tutor will be hired to conduct the class.	At least 70% of students would attain Level 5 or above in HKDSE 2024.	Ms Leung FY	**HK$5,400.00** Tutor fee for the course: $400 × 1.5 hours × 9 sessions = $5,400 (Tutors with teaching qualification)

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14. **Chemistry** S.5 Elite Enhancement Class	To help participants attain level 5 or above in HKDSE 2025.	• S.5 • Top 8 students in the 1st examination of S.5	• Mar to May 2024 • 9 sessions • 1.5 hours per session	A tutor will be hired to conduct the class.	100% of students would attain Level 5 or above in HKDSE 2025. At least 50% of students would attain Level 5* or above in HKDSE 2025.	Ms Leung FY	**HK$2,700.00** Tutor fee for the course: $200 × 1.5 hours × 9 sessions = $2,700 (Undergraduate tutor)
15. **Chemistry** S.5 Remedial Class	To help participants attain level 2 or above in HKDSE 2025.	• S.5 • Bottom 8 students in the 1st examination of S.5	• Mar to May 2024 • 9 sessions • 1.5 hours per session	A tutor will be hired to conduct the class.	100% of students would attain Level 2 or above in HKDSE 2025.	Ms Leung FY	**HK$2,700.00** Tutor fee for the course: $200 × 1.5 hours × 9 sessions = $2,700 (Undergraduate tutor)
16. **Biology** S.6 Elite Enhancement Class	To help elite students to enhance their academic performances.	• S.6 • Top 8 students in the 2nd examination of S.5	• Oct to Dec 2023 • 8 sessions • 1.5 hours per session	A tutor will be hired to conduct the class.	At least 75% students would agree that sufficient drilling and exercises were provided.	Mr Tong HK	**HK$2,400.00** Tutor fee for the course: $200 × 1.5 hours × 8 sessions = $2,400 (Undergraduate tutor)
17. **Biology** S.5 Remedial Class	To enhance the academic standard of poorly performed students.	• S.5 • 8 poorly performed students in the 1st examination of S.5	• Mar to May 2024 • 8 sessions • 1.5 hours per session	A tutor will be hired to conduct the class.	At least 75% students would agree that sufficient drilling and exercises were provided.	Mr Tong HK	**HK$2,400.00** Tutor fee for the course: $200 × 1.5 hours × 8 sessions = $2,400 (Undergraduate tutor)
18. **Information and Communication Technology** S.5 Revision Class	To provide additional support for curriculum subject contents and answering techniques for HKDSE.	• S.5 • 20 students	• Mar to May 2024 • 6 sessions • 1.5 hours per session	A tutor will be hired to conduct the class.	Students would complete the course. At least 80% of students would have their 2nd examination results improved.	Mr Chun LS	**HK$1,800.00** Tutor fee for the course: $200 × 1.5 hours × 6 sessions = $1,800 (Undergraduate tutor)
19. **Information and Communication Technology** S.6 Revision Class	To provide additional support for curriculum subject contents and answering techniques for HKDSE.	• S.6 • 14 students	• Nov 2023 to Mar 2024 • 6 sessions • 1.5 hours per session	A tutor will be hired to conduct the class.	Students would complete the course. At least 80% of students would attain Level 4 or above in HKDSE 2024.	Ms Ho MY	**HK$1,800.00** Tutor fee for the course: $200 × 1.5 hours × 6 sessions = $1,800 (Undergraduate tutor)

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20. **Chinese History** S.6 Revision Class	To equip students with public examination skills. To improve the public examination result.	• S.6 • 18 students • Students who are predicted to achieve Level 4 or below	• Oct to Dec 2023 • 6 sessions • 1.5 hours per session	A tutor will be hired to conduct the class.	At least 80% of students would be satisfied with the course and the tutor performance. At least 40% of students would attain Level 4 or above in HKDSE 2024.	Mr Yeung KC	**HK$1,800.00** Tutor fee for the course: $200 × 1.5 hours × 6 sessions = $1,800 (Undergraduate tutor)
21. **Chinese History** S.5 Revision Class	To equip students with the skills to deal with databased questions.	• S.5 • 18 students • Students who are predicted to achieve Level 4 or below	• Mar to May 2024 • 6 sessions • 1.5 hours per session	A tutor will be hired to conduct the class.	At least 80% of students would be satisfied with the course and the tutor performance. At least 80% of students would have their 2nd examination results improved.	Mr Yeung KC	**HK$1,800.00** Tutor fee for the course: $200 × 1.5 hours × 6 sessions = $1,800 (Undergraduate tutor)
22. **History** S.6 Revision Class	To equip students with public examination skills. To improve the public examination result.	• S.6 • 6 students • Students who are predicted to achieve Level 4 or below	• Oct to Dec 2023 • 8 sessions • 1.5 hours per session	A set of database questions exercises prepared by Wan SL for each lesson. Short revision of 5 chapters of HKDSE syllabus.	At least 80% of students would be satisfied with the course and the tutor performance. At least 40% of students would attain Level 4 or above in HKDSE 2024.	Ms Choi WY	**HK$2,400.00** Tutor fee for the course: $200 × 1.5 hours × 8 sessions = $2,400 (Undergraduate tutor)
23. **History** S.5 Revision Class	To equip students with the skills to deal with databased questions.	• S.5 • 8 students • Students who are predicted to achieve Level 4 or below	• Mar to May 2024 • 8 sessions • 1.5 hours per session	A set of database questions exercises prepared by Wan SL for each lesson. Short revision of 4 chapters of HKDSE syllabus.	At least 80% of students would be satisfied with the course and the tutor performance. At least 80% of students would have their 2nd examination results improved.	Ms Wan SL	**HK$2,400.00** Tutor fee for the course: $200 × 1.5 hours × 8 sessions = $2,400 (Undergraduate tutor)
24. **Geography** S.5 Elite Enhancement Class	To equip the elites with essay writing skills.	• S.5 • Top 10 students	• Mar to May 2024 • 7 sessions • 1.5 hours per session	Hire a retired geography teacher to conduct the class.	Each elite would have written 3 or more essays. Good samples would have been shared with the other elites.	Mr Yu J	**HK$4,200.00** Tutor fee for the course: $400 × 1.5 hours × 7 sessions = $4,200 (Tutors with teaching qualification)

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25. **Economics** S.5 Remedial Class (First term)	To give additional help to students who have fallen behind the rest of the class.	• S.5 • Bottom 10 students in their S.4 2nd term result	• Nov to Dec 2023 • 6 sessions • 1.5 hours per session	A tutor is hired to do the consolidation exercises and past paper questions with students. Both conventional and multiple choice questions would be done.	At least 80% attendance. Students would complete the assigned exercises.	Ms Lau YL	**HK$1,800.00** Tutor fee for the course: $200 × 1.5 hours × 6 sessions = $1,800 (Undergraduate tutor)
26. **Economics** S.5 Remedial Class (Second term)	To give additional help to students who have fallen behind the rest of the class.	• S.5 • Bottom 10 students in their S.5 1st term result	• Mar to May 2024 • 8 sessions • 1.5 hours per session	A tutor is hired to do the consolidation exercises and past paper questions with students. Both conventional and multiple choice questions would be done.	At least 80% attendance. Students would complete the assigned exercises.	Ms Lau YL	**HK$2,400.00** Tutor fee for the course: $200 × 1.5 hours × 8 sessions = $2,400 (Undergraduate tutor)
27. **Business, Accounting and Financial Studies** S.6 Remedial Class	To enhance students' foundation skills and examination technique for HKDSE 2024.	• S.6 • Bottom 15 students • Students are nominated by the subject teacher	• Oct 2023 to Jan 2024 • 8 sessions • 1.5 hours per session	A tutor is hired to conduct the class with past paper provided.	Students would complete the course. At least 80% of students would improve their learning. At least 60% of students would attain Level 4 or above in HKDSE 2024.	Ms Lui KY	**HK$2,400.00** Tutor fee for the course: $200 × 1.5 hours × 8 sessions = $2,400 (Undergraduate tutor)
28. **Business, Accounting and Financial Studies** S.5 Elite Enhancement Class	To enhance the examination skills to obtain level 5 or above in HKDSE 2025.	• S.6 • Top 10 students • Students are nominated by the subject teacher	• Mar to May 2024 • 8 sessions • 1.5 hours per session	A tutor is hired to conduct the class with textbook exercises and past paper provided. Study some 5* Level alumni's sample paper.	Students would complete the course. At least 80% of students would improve their learning. At least 50% of students would attain Level 5 or above in HKDSE 2025.	Ms Lui KY	**HK$2,400.00** Tutor fee for the course: $200 × 1.5 hours × 8 sessions = $2,400 (Undergraduate tutor)

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29. **Business, Accounting and Financial Studies** S.5 Remedial Class	To enhance students' foundation skills in BAFS.	• S.5 • Bottom 20 students • Students are nominated by the subject teacher	• Mar to May 2024 • 8 sessions • 1.5 hours per session	A tutor is hired to conduct the class with textbook exercises and past paper provided.	Students would complete the course. At least 80% of students would improve their learning. At least 60% of students would attain Level 3 or above in HKDSE 2025.	Ms Lui KY	**HK$2,400.00** Tutor fee for the course: $200 × 1.5 hours × 8 sessions = $2,400 (Undergraduate tutor)
30. **Visual Arts** S.6 Elite Enhancement Class	To enhance the examination skills to obtain level 5 or above in HKDSE 2024.	• S.6 • 8–10 students • Students are nominated by the subject teacher	• Oct to Nov 2023 • 6 sessions • 2 hours per session	A tutor is hired to conduct the class with notes. Study alumni's samples with Level 5* or above.	Students would complete the course. At least 80% of students would improve their learning. At least 50% of students would attain Level 5 or above in HKDSE 2024.	Ms Mak HK	**HK$2,400.00** Tutor fee for the course: $200 × 2 hours × 6 sessions = $2,400 (Undergraduate tutor)
31. **Visual Arts** S.5 Elite Enhancement Class	To enhance the examination skills to obtain level 5 or above in HKDSE 2025.	• S.5 • 8–10 students • Students are nominated by the subject teacher	• Oct to Nov 2023 • 6 sessions • 2 hours per session	A tutor is hired to conduct the class with notes. Study alumni's samples with Level 5* or above.	Students would complete the course. At least 80% of students would improve their learning. At least 50% of students would attain Level 5 or above in HKDSE 2025.	Ms Au WS	**HK$2,400.00** Tutor fee for the course: $200 × 2 hours × 6 sessions = $2,400 (Undergraduate tutor)
32. **Visual Arts** S.5 Remedial Class	To raise students' Visual Arts proficiency and enhance the examination skills for HKDSE 2025.	• S.5 • 8–10 students • Students are nominated by the subject teacher	• Mar to May 2024 • 6 sessions • 2 hours per session	A tutor is hired to conduct the class with notes. Study alumni's samples with Level 4 or above.	Students would complete the course. At least 80% of students would improve their learning. At least 60% of students would attain Level 3 or above in HKDSE 2025.	Ms Au WS	**HK$2,400.00** Tutor fee for the course: $200 × 2 hours × 6 sessions = $2,400 (Undergraduate tutor)
						Grand Total	**HK$229,800.00**

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Hiring of teaching assistant

Qualification Required	university graduates or post-secondary diploma holders
Number of Assistants	2.2
Employment Terms	on contract basis salary per month, including MPF, $40,090.5
Estimated Expenditure	$40,090.5 × 12 = $481,086

Overall Estimate

Total estimate of the above 2 projects (Programmes + Hiring of TA		$710,886.00
CEG Grant (2425)		
(A)	Surplus brought from previous year (2324)	$217,126.98
(B)	Current year (2425)	$666,935.00
(A) + (B)	**Total :**	**$884,061.98**

Evaluation

Individual projects will be evaluated as follows:

Project	Performance Indicators	Assessment Mechanism	Person i/c
1	• 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".	• Attendance will be recorded. • A survey will be conducted to collect participants' feedback at the end of the classes.	Ms Wan SL
2 & 3	• Teachers' workload will be relieved substantially.	• Evaluated in Administrative Council meetings.	Dr Lau KK