

St. Paul's Convent School



School Plan 2024/2025

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School Vision and Mission

School Vision

St. Paul's Convent School aims to provide a seamless bilingual education for girls in a happy and motivating learning environment, so that they will learn to embrace the Paulinian heritage of Truth, Beauty, Goodness, Nobility and Honour.

Mission Statement

St. Paul's Convent School aims to provide an all-round education based on Christian values that enhance the quality of life of Paulinians, both materially and spiritually, so that they can contribute positively to their home, profession and society with Charity, Conscience, Confidence, Courage, Creativity, Competence and Commitment.

School Motto

OMNIA OMNIBUS is the school motto and is translated as "All things to all people" in English. It is taken from the first letter of St. Paul to the Corinthians, Chapter IX: 22, where St. Paul instructs the Christians to serve and embrace all people irrespective of class, race and religion.

School Core Values

SPCS is a learning school in a learning world for a learning century. Our core values are Integrity, Joyfulness, Simplicity, Hard Work and Excellence.

School Themes and Major Concerns 2024/2025

School Theme:

“Innovating Today Transforming Tomorrow”

Major Concerns:

1. Work collaboratively and effectively to make the 170th Anniversary celebration events successful and memorable for the Paulinian family.
2. Continue to uphold the excellent academic and non-academic standards of Paulinians through school-based curricula, pedagogies and activities that prepare them for their future pursuits.
3. Foster Paulinians with a stronger national identity and their aspirations to build a better tomorrow for Hong Kong, China and the world.
4. Introduce gradually the learning of a third language for Paulinians so that they are prepared to participate in the Belt and Road initiatives when opportunities arise.
5. Infuse the 4Rs of Rest, Relaxation, Relationships and Resilience into school life to promote the well-being of both students and staff.

Major Concern 1

Work collaboratively and effectively to make the 170th Anniversary celebration events successful and memorable for the Paulinian family.

Target 1: To set up a 170th Anniversary Celebration Organizing Committee

Implementation Strategy	Success Criterion	Method of Evaluation	Time Scale	Responsible Person	Resource Required
A 170 th Anniversary Celebration Organizing Committee involving the principal, teachers, alumni and parents will be set up to meet regularly to plan and prepare for the celebration activities.	All stakeholders will collaborate to make the celebration activities a success. All parties involved find the celebration activities successful and memorable.	Observation & Feedback	Dec '23 – Jul '25	170 th Anniversary Celebration Working Committee	/

Target 2: To publicize the 170th Anniversary celebration activities

Implementation Strategy	Success Criterion	Method of Evaluation	Time Scale	Responsible Person	Resource Required
170 th Anniversary celebration activities will be promoted on the school website.	A large number of alumni, students and parents visit the website to find out more about the 170 th Anniversary celebration activities.	Browse count	Apr '24 – Jul '25	170 th Anniversary Celebration Working Committee	/
A 170 th Anniversary Iconic Tram will be designed to tour around Hong Kong Island for six weeks starting in September.	The public will notice the tram and the history of the school.	Observation & Feedback	Aug – Sep '24		A tram will be booked through Hong Kong Tramways

Target 3: To organize an Opening Mass & a Kick-off Ceremony on 6 September 2024

Implementation Strategy	Success Criterion	Method of Evaluation	Time Scale	Responsible Person	Resource Required
The Opening Mass will be held at Christ the King Chapel.	A large number of guests and alumni join the Opening Mass to share their joy and gratitude for the school's long history.	Observation & Feedback	6 Sep '24	170 th Anniversary Celebration Staff Production Team	/
The Kick-off Ceremony with Lion and Dragon Dances will be held in the School Garden / School Hall.	Guests and alumni attending the Kick-off Ceremony enjoy the Lion and Dragon Dances performed by students of SPCS (Secondary) and SPN.				
The 170 th Anniversary Iconic Tram Tour and Open-top Bus Ride commence after the Kick-off Ceremony.	Alumni, students and parents enjoy the Tram and Bus ride.				

Target 4: To organize a Homecoming Gala Dinner on 5 October 2024					
Implementation Strategy	Success Criterion	Method of Evaluation	Time Scale	Responsible Person	Resource Required
The Homecoming Gala Dinner with an opening Drone Show and other performances will be held at the Hong Kong Convention and Exhibition Centre.	A large number of guests and alumni attend the Dinner and reconnect with each other. They enjoy the Drone Show, the AI Fashion Show featuring teachers as models, the Future Career Fashion Show featuring students of SPK and have a wonderful and memorable evening.	Observation & Feedback	5 Oct '24	170 th Anniversary Celebration Production Team	A Production Company to stage the Dinner
Target 5: To organize a Family Fun Day campus on 1 & 2 March 2025					
Implementation Strategy	Success Criterion	Method of Evaluation	Time Scale	Responsible Person	Resource Required
Family Fun Days with Game Booths and Food Court will be held in the school campus.	Attractive interactive games are prepared by the Clubs and Houses. Visitors enjoy the games prepared and have an exciting and happy day.	Attendance record Observation & Feedback	1 & 2 Mar '25	The Family Fun Days Organizing Committee	/
Target 6: To organize an Art Exhibition on 7-21 April 2025					
Implementation Strategy	Success Criterion	Method of Evaluation	Time Scale	Responsible Person	Resource Required
Art workshops and an Art Exhibition organized by the Alumni will be held at the Smart Oasis & G6 to display art work collected from students and alumni.	Participants enjoy the workshops and produce creative art work. Visitors admire the art work and artistic talents of Paulinians.	Observation & Feedback	7-21 Apr '25	The Art Exhibition Team staged by the Alumni	/
Target 7: To organize a Retreat on 3 May 2025					
Implementation Strategy	Success Criterion	Method of Evaluation	Time Scale	Responsible Person	Resource Required
A one-day retreat on the theme 'A start to Sanctification – 33 days Prayer of Consecration' will be held by the Alumni.	Participants find the prayers, discussions and reflections spiritually uplifting.	Observation & Feedback	3 May '25	The Retreat prepared by the Alumni	/
Target 8: To organize an Open Day and Cultural Performances from 4-6 July 2025					
Implementation Strategy	Success Criterion	Method of Evaluation	Time Scale	Responsible Person	Resource Required
Cultural performances (including Cantonese Opera, Chinese Orchestra, Symphonic Orchestra, Choir, Dance and Drama) and a showcase of students' outstanding work will be displayed in the classrooms, special rooms, the Garden and the Playground.	An attractive array of performances and a diversity of work representing students' learning outcome and outstanding achievement in different subjects are displayed. Visitors enjoy the performances and admire the quality and variety of work produced by Paulinians.	Observation & Feedback	4-6 Jul '25	The Open Day and Cultural Performances Organizing Committee	/

Major Concern 2

Continue to uphold the excellent academic and non-academic standards of Paulinians through school-based curricula, pedagogies and activities that prepare them for their future pursuits.

Target 1: To uphold students' academic standards to ensure their successful entry to prestigious universities by offering a multiple curriculum

Implementation Strategy	Success Criterion	Method of Evaluation	Time Scale	Responsible Person	Resource Required
Learning to Learn in the junior secondary consolidates study skills for self-directed and life-long learning.	Students acquire the relevant study skills for life-long learning.	Observation & Feedback	Sep '24 – Jul '25	Teachers	/
A multiple curriculum of IGCSE, HKDSE, GCE/IAL in the senior secondary caters for student diversity and prepares them for multiple pathways and future pursuits. F3 & F4 students may opt for BTEC programmes and F5 & F6 students may opt for Applied Learning Courses. New subjects such as IAL Psychology and courses will be introduced according to interest, needs and availability of resources.	Students choose subjects according to their interest and needs, successfully complete the courses they opt for and achieve the required results for their further studies and future career.	Exam results & Student Destination		Academic Committee	
Students' proficiency in biliterate and trilingual communication is enhanced through a diverse English Language and Chinese Language curricula which is enriched with enhancement and remedial measures, online language platforms, and a rich array of language-rich activities and competitions.	Students develop bilingual fluency and achieve good results in their Language exams with a Level 4 and above DSE English Language and a Level 3 and above in DSE Chinese Language.	Exam results		English & Chinese Panels	
Students are informed of the latest technology and equipped with effective IT skills. Courses in AI Development and Creative Media will be conducted.	Students are able to use IT as a learning tool intelligently, responsibly and effectively.	Observation & Feedback		IT Panel	

Target 2: To uphold students' non-academic standards and to help them excel by enriching Other Learning Experiences and extending Life-wide Learning within and beyond the school

Implementation Strategy	Success Criterion	Method of Evaluation	Time Scale	Responsible Person	Resource Required
A wider variety of ECAs and DIPs is offered with the setting up of new clubs and courses e.g. Drone Technology, AI Fashion, Chess, Fencing etc. according to students' interest, needs and availability of resources.	Students are able to enroll in Clubs and DIPs according to their choice to further develop their interest and potential in multiple areas.	Observation Feedback & Survey	Sep '24 – Jul '25	Teacher moderators	Funding for employing Professional Trainers & Tutors

<p>Research-based projects in STEM and scientific investigations, and workshops on entrepreneurship and strategies for start-up pitching are offered.</p> <p>Students with special talents are groomed for competitions at the local, national and international level with expert advice and professional support from teachers, trainers and scientists & professors-in-residence.</p> <p>Study tours and training camps to different destinations overseas for students to explore and experience language, sports, cultural arts and technology are organized.</p>	<p>Students' competence and confidence in scientific research and pitching skills are enhanced.</p> <p>Students are able to achieve excellent results in the competitions.</p> <p>Students' knowledge, skills and expertise in languages, sports, cultural arts and technology are refined and further developed.</p>	<p>Observation & Feedback</p> <p>Competition results</p> <p>Observation Survey & Participation Record</p>		<p>Teacher moderators</p> <p>Teacher moderators</p> <p>Teacher Guides</p>	<p>Professional trainers & Tutors</p> <p>Professional trainers & Tutors</p> <p>Overseas institutes</p>
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Target 3: To help students explore multiple pathways for further education through a better understanding of their career aspirations

Implementation Strategy	Success Criterion	Method of Evaluation	Time Scale	Responsible Person	Resource Required
<p>PSHE lessons in the junior secondary help students make informed decisions on their subject choice and set goals for their future career.</p> <p>Talks on careers, admissions, overseas studies and individual counselling help students in the senior secondary explore multiple pathways.</p> <p>Workshops on Personal Statements and interviews prepare students for successful applications to universities.</p> <p>Job shadowing and internship experiences are offered to students in collaboration with the PTA and the Alumni Association.</p>	<p>Students are able to choose subjects for IGCSE / DSE / BTEC/ GCE through an understanding of their interest, ability and career aspirations.</p> <p>Students develop a better understanding of their career aspirations and the requirements for their further studies and future career.</p> <p>Students are well prepared and successful in applying for universities of their desire.</p> <p>Students develop a better understanding of the work place and their suitability for the career of their choice.</p>	<p>Observation & Feedback</p> <p>Feedback & Survey</p> <p>Feedback & Survey</p> <p>Feedback</p>	Sep '24 – Aug '25	<p>Pastoral Care Team / Form Teachers</p> <p>Careers Team</p> <p>Careers Team</p> <p>Careers Team</p>	<p>/</p> <p>Admission Officers, Speakers & ARCH Consultants</p> <p>ARCH Consultants</p> <p>Alumni & Parents</p>

Target 4: To provide a state-of-the arts facilities and equipment to enhance effective and teaching and learning

Implementation Strategy	Success Criterion	Method of Evaluation	Time Scale	Responsible Person	Resource Required
Installation of Smart Boards in all the class rooms and special rooms.	Teachers are well supported to use these facilities and equipment efficiently and effectively for interactive teaching and learning.	Observation & Feedback	Sep '24 – Jul '25	Procurement Team	Funding for procurement
Provide advanced science and computer lab equipment, software and electronic learning platforms for teaching and learning.	Successful use of technology in teaching and learning	Observation & Feedback			
A new MakerSpace Centre with multiple rooms and a rooftop green house for modern city farming will be constructed.	Additional room and facilities are available to enrich and extend experiential learning beyond the classroom and labs.	Progress according to schedule	Construction work will commence in Oct '24	MakerSpace Project Team	Donations & Funding for construction

Target 5: To enhance the efficiency and effectiveness of teachers through capacity building and professional development programmes

Implementation Strategy	Success Criterion	Method of Evaluation	Time Scale	Responsible Person	Resource Required
Professional development programmes aligned with the curriculum and school development needs are provided.	Teachers find the programmes helpful and relevant to their needs.	Feedback & Survey	Aug '24 – Jul '25	Staff Development Team	Speakers
A Mentorship Scheme for New Teachers by the Senior Teachers, workshops on Habits of Mind and Use of Technology & IT and related pedagogies are offered to new teachers as part of the Induction Programme.	Teachers integrate HOM pedagogies in their teaching.	Feedback & Survey		New Teacher Induction Team	/
Teachers participate in continuous professional development programmes offered by the EDB and tertiary institutes to cater for gifted students and those with special educational needs.	Teachers apply the appropriate pedagogies effectively to cater for learner diversity.	Observation & Feedback		Staff Development Team	Training programmes by EDB & Tertiary Institutes
Collaboration with tertiary institutes to empower teachers with the latest pedagogy and modes of learning is facilitated.	Teachers acquire and apply new pedagogies to enhance the effectiveness of teaching.	Observation & Feedback		Subject Panels	Tertiary Institutes
A Learning Culture for a Learning Community is developed through team-teaching, peer observation and lesson demonstrations.	Teachers polish and refine their teaching skills through collaboration and teamwork.	Observation & Feedback		Subject Panels	/

Major Concern 3

Foster Paulinians with a stronger national identity and their aspirations to build a better tomorrow for Hong Kong, China and the world.

Target 1: To strengthen students' sense of national identity and respect for their country

Implementation Strategy	Success Criterion	Method of Evaluation	Time Scale	Responsible Person	Resource Required
The Flag-raising Ceremony and the singing of the National Anthem is a regular feature of weekly assemblies, special dates and important school events.	Students' national identity and their respect for the protocols of formal ceremonies are enhanced.	Observation	Sep '24 – Jul '25	Flag-raising Troop	Funding for training
School activities and programmes are aligned with the EDB National Education Calendar.	Students' understanding and respect for important national events are nurtured.	Observation & Feedback		Subject Panels	/
Teachers of different subject panels incorporate concerns related to national identity and the rule of law in their curriculum.	Students' sense of responsibility and law-abidingness is cultivated.	Observation & Feedback		All teachers	/
Constitution and Basic Law Ambassadors are nominated to promote related activities.	Participation in national education related activities and competitions is further boosted.	Observation & Feedback		National Education Team	/
Talks, visits, study tours, and competitions are held to enhance national identity.	Students develop an appreciation for their heritage and take pride in their national identity.	Observation & Feedback		Teachers	/
Students will be trained for the 'Love Our Home, Treasure Our Country 3.0' joint school national education activities.	Students' understanding of Chinese culture is deepened, their affection for and sense of belonging to the country will be strengthened.	Observation & Feedback		Teachers	/

Target 2: To cultivate students' understanding of the history, and appreciation of the economic development and scientific / technological advancement of their country to inspire innovation, and future contributions

Implementation Strategy	Success Criterion	Method of Evaluation	Time Scale	Responsible Person	Resource Required
Compulsory Chinese History lessons are provided for all F1-F3 students.	Students are aware of the historical development of China.	Feedback	Sep '24 – Aug '25	Chinese History Teachers	/
"Citizenship, Economics and Society" (CES) will replace the former "Life & Society" curriculum in the junior secondary.	Students develop a better understanding of their responsibilities, and the governance and economy of Hong Kong.	Observation & Feedback		C&SD Panel	/
Citizenship & Social Development (C&SD) is offered in F4-F6 in the senior secondary.	Students' sense of national pride is enhanced through a visit to the Mainland and an appreciation of its historical development, culture, economic and technological advancement.	Observation & Feedback		C&SD Panel	/

Lessons on national issues are offered to F5 and F6 students during Ethics lessons.	Students' awareness of national and international issues is consolidated through research and group discussions.	Observation & Survey		C&SD Panel	/
The school-developed National Security Quiz is used to foster students' knowledge of national security issues.	Students' knowledge of the 20 domains of national security is enriched through the interactive quiz.	Observation & Feedback		C&SD Panel	/
Putonghua enhancement study tours, exchange programmes with Sister Schools in the Mainland, and summer camps on STEM, AI and AeroSpace technology in different cities in China are organized.	Students' understanding and appreciation of the language, history & culture, scientific & technological advancement, and recent economic development of the country is enriched through an immersive experience in the Mainland.	Observation & Survey		Teacher Guides	/

Target 3: To nurture students' interest and appreciation of the heritage and culture of their country to inspire creativity and collaboration

Implementation Strategy	Success Criterion	Method of Evaluation	Time Scale	Responsible Person	Resource Required
Ming Yi lessons are offered in F2. Chinese Culture lessons are offered in F4-F6. Cantonese Opera is offered as a Performing Arts programme in BTEC.	Students learn about the traditions and heritage of Chinese cultural arts through lessons. Their interest and appreciation of the cultural arts are further developed through their participation in cultural activities.	Observation Feedback & Survey	Sep '24 – Jul '25	Teachers	Split class arrangements
A variety of ECAs and DIPs e.g. Lion and Dragon Dances, Embroidery, Chinese Dance, Chinese Orchestra and Chinese Calligraphy are offered.				Teacher Moderators	/
Those with special talent in Cantonese Opera, Chinese Dance, Chinese Orchestra are groomed for performances and competitions.	Students take pride in their outstanding performances and achieve excellent results in their competitions.	Performance opportunities & Competition results		Teacher Moderators	Professional trainers

Target 4: To enhance teachers' professional development in National Education

Implementation Strategy	Success Criterion	Method of Evaluation	Time Scale	Responsible Person	Resource Required
Staff development programmes and talks on issues related to national education are organized.	Teachers incorporate issues relevant to national education in their curriculum.	Survey	Sep '24 – Jul '25	Staff Development Team	Speakers
New teachers complete the courses on Basic Law and National Security Law, and participate in the Mainland Study Tour stipulated by the EDB.	Teachers are aware of their responsibilities and the need to behave professionally.	CPD records		New Teachers	EDB programmes for New Teachers

Major Concern 4

Introduce gradually the learning of third language to Paulinians so that they are prepared to participate in the Belt and Road initiatives when opportunities arise.

Target 1: To offer Foreign Language courses after school

Implementation Strategy	Success Criterion	Method of Evaluation	Time Scale	Responsible Person	Resource Required
Foreign Language courses in French, Spanish and German are offered in collaboration with the Arts Faculty of HKU on two afternoons after school.	Students show interest in learning the language of their choice.	Enrollment	Sep '24 – Aug '25	Coordinator of Foreign Languages	Language Tutors
IGCSE Modern Languages exam are open to students who meet the requirements.	Students attain good results in their exams.	Exam results			

Target 2: To offer foreign language interest courses during DIP

Implementation Strategy	Success Criterion	Method of Evaluation	Time Scale	Responsible Person	Resource Required
Foreign language interest courses e.g. Japanese / Korean / German / Spanish / French for Pleasure are offered as a DIP option.	Students develop a basic knowledge of the language of their choice.	Enrollment & Survey	Nov '24 – May '25	Teacher coordinator of DIP	Language Tutors

Target 3: To offer foreign language clubs

Implementation Strategy	Success Criterion	Method of Evaluation	Time Scale	Responsible Person	Resource Required
Foreign language Clubs are established.	Students develop an interest in the language and culture of their choice.	Observation & Feedback	Sep '24 – May '25	Club Moderators	/

Major Concern 5

Infuse the 4Rs of Rest, Relaxation, Relationships and Resilience into school life to promote the well-being of both students and staff.

Target 1: To cultivate students' positive thinking, values and attitude to cope with stress and build resilience for the challenges they are facing

Implementation Strategy	Success Criterion	Method of Evaluation	Time Scale	Responsible Person	Resource Required
PSHE lessons to help students develop self-understanding and positive relationships with their peers are offered in the junior secondary.	Students develop a positive self-image & self-confidence through an appreciation of their strengths and their ability to communicate and collaborate with their peers.	Observation & Feedback	Sep '24 – Jul '25	Form Teachers	/
Mediation courses to develop the skills for reconciliation are offered to F5 students.	Students are ready to apply mediation skills to resolve conflicts.	Observation & Survey		Pastoral Care Team	Professional Trainers
Meditation and mindful exercises are introduced as a form of prayer.	Students are able to develop inner peace and stay calm when facing adversity.	Observation & Feedback		Religious Education Teachers	/
Game booths are organized by the School Social Workers and workshops e.g. Zentangle, Terrarium, Sand Painting and Yoga, are organized by the SENCO during Recess, Lunch and afterschool.	Students are able to relax, refresh themselves and find relief from academic stress through games and mindful activities.	Observation & Feedback		Pastoral Care Team	Social Workers & Professional Trainers
Talks on the 4Rs and special programmes to enhance wellness, mental health and positive thinking will be held in collaboration with tertiary institutes and NGOs like the Jockey Club and Caritas.	Students are aware of the causes of stress and negative emotions, and understand how important sleep, exercise and diet are to a healthy and happy life.	Observation & Survey		Pastoral Care Team	Speakers & Professional Trainers

Target 2: To provide a range of physical and aesthetic activities for students to rest, relax and build relationships

Implementation Strategy	Success Criterion	Method of Evaluation	Time Scale	Responsible Person	Resource Required
A wide range of physical and aesthetic activities to relieve academic stress are offered through ECAs, and DIPs.	Students are able to take part in activities according to their interest and needs to relax and recharge themselves.	Observation & Feedback	Sep '24 – May '25	Teacher Moderators	Professional Trainers

Physical and aesthetic activities for the whole school e.g. Sports Day, Swimming Gala, Inter-class Dance Competition etc. are organized for students to develop resilience through self-challenge and build confidence through collaboration with their peers.	Students participate actively in the activities, enjoy the teamwork with their peers and find satisfaction from their achievement.	Observation & Feedback	Sep '24 – May '25	PE Department & Dance Team	/
A range of 170 th Anniversary activities e.g. Art Exhibition, Family Fun Day and Open Day will be held to celebrate students' leadership and showcase their creativity and talents.	Students are actively involved in organizing the activities with their classmates, enjoy the celebration activities and gain satisfaction from their achievement.	Observation & Feedback	Sep '24 – Jul '25	170 th Anniversary Working Committee led by the VP	/
A Well-being Club will be set up to organize and promote activities for the well-being of students and staff.	Students enjoy the activities and find them useful in helping them develop a healthy life.	Observation & Feedback	Sep '24 – Jul '25	Pastoral Care Team	/

Target 3: To promote the importance of a positive and healthy life

Implementation Strategy	Success Criterion	Method of Evaluation	Time Scale	Responsible Person	Resource Required
Thematic cycles related to the 4Rs and other positive values are marked in the school calendar at different times of the year to highlight its importance.	Students are aware of the positive values and the need to apply them in their everyday life.	Observation & Feedback	Sep '24 – Jul '25	Pastoral Care Team	/
Activities and programmes related to the thematic cycles are held to promote its benefits and to provide students with a healthy break from the routines of school life.	Students enjoy participating in the activities with their peers and are able to take a break from their school work.	Observation & Feedback	Sep '24 – Jul '25	Teachers & School Social Workers	/
A MakerSpace Centre to provide additional room and facilities for Paulinians to rest and relax, to foster relationships and develop confidence will be constructed.	Students appreciate the extra space and facilities for personal growth.	Observation & Feedback	Construction works will commence in Oct '24	MakerSpace Project Team	Donations & Funding for construction

Target 4: To allocate time to students for better work-life balance

Implementation Strategy	Success Criterion	Method of Evaluation	Time Scale	Responsible Person	Resource Required
Cancellation of the Mid-term Exam for the non-public exam classes. Mid-term Progress Report for parents are in Grades.	Students full participation in the 170 th Anniversary events.	Observation & Feedback	Jan '25	Academic Team	/
A 2-day study leave for the Final Exam will be provided.	Students have ample time to prepare for their Final Exam.	Feedback	May '25	Academic Team	/

Target 5: To promote teacher wellness and awareness of mental health so that they can offer better support to students

Implementation Strategy	Success Criterion	Method of Evaluation	Time Scale	Responsible Person	Resource Required
A 4.5-day week is offered to teachers.	Teachers have better work-life balance.	Feedback	Sep '24 – Jul '25	Vice Principal	/
Talks on the 4Rs, wellness and mental health will be organized for teachers and parents to promote self-care and better support for students with mental and emotional needs.	Teachers and parents find the talks informative, practical and helpful.	Feedback & Survey	Sep '24 – Jul '25	Pastoral Care Team	Speakers
Workshops on mindful practice e.g. Zentangle, Terrarium, Sand Painting and Yoga, and physical & aesthetic activities for collaboration and team-building among teachers will be held.	Teachers regain calm and control to cope with the challenges they face. Collaboration among teachers build teamwork and positive morale.	Feedback	Sep '24 – Jul '25	Pastoral Care Team	Professional Trainers


St. Paul's Convent School Annual Financial Position

Financial Estimate for the 2024/2025 School Year

	Government Funds	Non-Government Funds
INCOME *		
DSS Subsidy (including government grants not subsumed in the DSS unit rate payable to schools)	72.45	N.A.
School Fees	N.A.	25.63
Donations, if any	N.A.	0.00
Other Income (including allocation from School Reserves), if any	0.21	1.71
Total	72.66	27.34
<i>* in terms of percentages of the annual overall income</i>		
EXPENDITURE ^		
Staff Remuneration	82.49	
Operational Expenses (including Learning and Teaching)	3.66	
Fee Remission / Scholarship ¹	5.84	
Depreciation	2.49	
Repairs and Maintenance, including Major Repairs	1.22	
Miscellaneous (including Grants Expenditure, unused grants, and Reserves Expenditure)	4.30	
Total	100.00	
<i>^ in terms of percentages of the annual overall expenditure</i>		
SURPLUS/(DEFICIT) FOR THE SCHOOL YEAR #	1.37	
ACCUMULATED SURPLUS/(DEFICIT) IN THE OPERATION RESERVE AS AT THE END OF SCHOOL YEAR#	7.83	
<i># in terms of equivalent months of annual overall expenditure</i>		

Actual Fee Remission / Scholarship is 20.46%% of School Fee Income

# Details of expenditure for large-scale capital works, excluding capital expenses, if any :		
Construction of New Annex Block (MakerSpace)	3.83	

¹ The % of expenditure on fee remission/scholarship is calculated on the basis of the annual overall expenditure of the school. This % is different from that of the fee remission/scholarship provision calculated on the basis of the school fee income as required by the Education Bureau, which must be no less than 10%. 

~ It is also confirmed that our school has set aside sufficient provision for the fee remission / scholarship scheme according to Education Bureau's requirements.

