

Li Po Chun United World College of Hong Kong

Report on Development Plan [2023-24](#)

The Development Plan needs to be read in conjunction with the College’s strategic plan “*Breaking Boundaries; Building Bridges; 2019 and Beyond.*” The college Focus makes reference to the element of the strategic plan.

(A) Growth in Impact

College Focus	SMART Target	Responsibility	Time Frame	Budget-ed Cost	Monitoring and Evaluation	Review & Progress Against Targets
A1	Coordinate & run a number of Youth Outreach Programmes closely aligned with the UWC Mission, with clear targets for audience outreach, external collaboration & alumni engagement	Adrian			Minimum 3 events <ul style="list-style-type: none"> • Winter daycamp • Easter daycamp • Summer camp Minimum 150 unique participants from 20 schools Sustain 2 existing external collaborations Involve previous participants in at least 1 event	5 events held <ul style="list-style-type: none"> A. 16/12/2023 SJYC/YPM Winter Daycamp B. 9-10/3/2024 Rotary/IFP Peace Camp C. 31/3/2024 YPM Easter Daycamp D. 23-29/7/2024 SJYC E. 1-4/8/2024 DICE summer camp 194 participants (HK & overseas) <ul style="list-style-type: none"> A. 22 (8 returning) B. 111 (19 returning) C. 15 (2 returning) D. 51 (4 returning) E. 36 (8 returning) 2 partnerships (informal): <ul style="list-style-type: none"> • Rotary (Peace Camp) • IBEL (YPM QC) 1 past participant as organizer <ul style="list-style-type: none"> • Zoe Wong (incoming LPC Y1, SJYC)

(B) UWC Mission and Values

College Focus	SMART Target	Responsibility	Time Frame	Budgeted Cost	Monitoring and Evaluation	Review & Progress Against Targets
B1	<ul style="list-style-type: none"> • Peace. Integration of & support for the new Mission/Trips Coordinator as they oversee both areas of the College programme. • To continue liaising with all peace-related QCs/Clubs/Initiatives and to identify areas that can be further streamlined (for example, Verbatim PW, Refugee Relief & SAS all work with NGO Branches of Hope but have little communication between the groups on campus). 	SR & CF	One year		<ul style="list-style-type: none"> • Regular liaison between Director EOTC & Coordinator. Reflection on success of individual events (e.g. Sustainability COP Day). • Identifying concrete examples of liaison & collaboration through the year (the combined role of Mission & Trips Coordinator can be helpful here). This could also be practised in the Peace COP Day. 	<p>The new coordinator successfully oversaw both areas of the College programme.</p> <p>Liaising largely did not take place.</p>
B2	<ul style="list-style-type: none"> • Sustainability. To continue liaising with the cross-UWC sustainability coordinators. • To continue working towards a College-wide carbon audit. • Coordinate UWC Day event (Sustainability focus) 	CF	One year		<ul style="list-style-type: none"> • Evidence of collaboration and/or support across the UWCs. • Completion of the carbon audit. • Completed in September 23. 	<p>We have collaborated with UWC RB by sharing a number of articles on their new sustainability website, approved by IO. The sustainability coordinators do hold monthly calls to allow further collaboration, but these take place late on Wednesday evening after 9pm. With Craig stepping down as chair of the sustainability committee, I will be trying to touch base with coordinators at least once every couple of months next year. I have picked up on minutes and there is a shared document where the different colleges are looking at the following areas for review and development: Events, Initiatives & Activism; Nature & Biodiversity; People, Stories & Awards Policies & Structures; Reducing our impact; Teaching Skills for the Future.</p>

						<p>Completion of the carbon audit:</p> <p>beginning stages of the carbon audit have begun with '2041' and Christie Lai; The carbon audit is expected to continue until June 2025, where a report will be published; The second stage of this process will be a sustainability audit; The third stage is putting into place actions to move to Carbon Zero</p> <p>UWC day. The day (afternoon) was a success and many people commented upon the community spirit that was evident on the day. Many people requested a full day's activities and the aim is to implement this next year.</p>
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(C) Academic

College Focus	SMART Target	Responsibility	Time Frame	Budgeted Cost	Monitoring and Evaluation	Review & Progress Against Targets
C2, C3	Artificial Intelligence	All teachers	11/2023	Nil	PD on AI generated documents and generators with a major focus on the impact on academic honesty and associated policy.	Successfully conducted and ongoing development continues.
C1, C3	Hybrid Blended Learning & Teaching Model	BC	05/2024	Nil	Completion of the IB 5 Year Review Programme Development Plan with a full-scale evaluation, including data analysis, and reflection with all stakeholders.	A stakeholder survey (with Y1s) successfully conducted and analysed.

(D) Education Outside the Classroom

College Focus	SMART Target	Responsibility	Time Frame	Budgeted Cost	Monitoring and Evaluation	Review & Progress Against Targets
D1, 2, 3, 4	Resumption of full trips programme (China/HK Week & Project Week)	CF (supported by SR)	August 23 - April 24	Budgets approved	Trips Committee to oversee proposal, approval & risk assessment of trips. Also allocation of staff & students. Concluding with reflective sharing & feedback on success of the programme	Full trips programme resumed successfully with Trips Committee reflections.
D1, 2	Facilitation of new Mission & Trips coordinator (with a view to the future of EOTC hierarchical structure).	CF & SR	One year	nil	SR will retain budgetary control & will support CF in his new role. For instance SR will sit on the Trips committee but CF will chair. CF will chair (or delegate) Peace & Sustainability Committees. Both the community as a whole & committees will give feedback on impact of work (e.g. trips, COP Days etc) with a view to deciding if the (one year) coordinator post will be retained or other changes will be made (given succession of Director EOTC in 2025).	It was decided to retain the existing combined post for a further contract pending post changes in succession of the Director EOTC.

(E) Student Welfare

College Focus	SMART Target	Responsibility	Time Frame	Budgeted Cost	Monitoring and Evaluation	Review & Progress Against Targets
E2	Investigating possibilities to include medical insurance in school fees	MM	Term 1	Non for academic year 23/24	All students have a medical insurance and no longer have to spend 10 hours or more waiting in public hospital with staff members (tutors/nurses/guards).	This has not been achieved and the time tutors have to spend in hospital keep increasing

E2	Developing a gender diversity policy for the college	MM	Term 2	nil	A policy is published by May 2024	The policy is not yet published.
E2	Produce updated Student Protection Policy	SF/MM	Term 1		A policy published by January 2024	Not done

(F) Fundraising and Financial Sustainability

College Focus	SMART Target	Responsibility	Time Frame	Budgeted Cost	Monitoring and Evaluation	Review & Progress Against Targets
F1	Additional scholarship fundraising through Alumni Regular Donations, Class Reunion scholarship fundraising.	Alumni Fundraising Subcommittee supported by MT	5/2024		Alumni – Regular Donations, Class Reunions, and Founding Class 30th anniversary reunion	<p>Successfully held six (6) reunions (class of 2011, 12, 13; 2002, 2004; and 1994) between the end of June to July</p> <p>Raised approx. HK\$600k through reunion activities, which is the highest donation amount through reunions</p> <p>The number of regular donors has increased from 30 (Jun 2023) to 46 (Jun 2024). The total donation amount has increased by 39%</p>
F2	Major gift fundraising	UWCHK and MT	5/2024		<ul style="list-style-type: none"> - Continue to explore and engage notable foundations and individual donors for scholarship donations. - Identify potential leads from our community for more sizable scholarship donations. 	<p>Successfully engaged Tencent Foundation and secured HK\$6.4M donation (~8 overseas scholarships) between 2023/24 and 2027/28 in supporting the “Talent for HK Scholarship scheme”</p> <p>Successfully engaged 1 x individual donor to donate HK\$800k in supporting one OS student scholarship</p>
F3	“Talent for Hong Kong Scholarship” (2+4+x scholarship scheme)	UWCHK and MT, supported by UGC	12/2023		<ul style="list-style-type: none"> - Pilot run begins in 2023 - Explore more potential “x” corporate partners 	1 student matriculated to HKU through Talent for Hong Kong scholarship

(G) Capacity Building

College Focus	SMART Target	Responsibility	Time Frame	Budgeted Cost	Monitoring and Evaluation	Review & Progress Against Targets
G1	Integration of the new nurses	MM	Term 1	nil	The nurses have a good understanding of the College and the need of the students. There is a system in place allowing good communication between nurse and residential team.	The nurses have responded positively to feedback from colleagues, more attention needs to be given to ensure that the sensitivities and confidentiality of all students are fully respected.
G1	Continue Cycle of Staff Review and Development	Cherrie	08/23 to 04/24 04/24		Operation of SRD as detailed in the “Recruitment and Development of Teaching Staff” Policy Review of operation for Cycle 2	The first cycle of the SRD has been completed. Following the staff retreat discussions and the Blue Sky Thinking initiative, the SRD will undergo review and further development.
G1	Enhanced support and coordination for students with Individual Needs (e.g. mental health; academic support; physical health)	Michele/Beta	08/2023 09/23 11/23 04/24		Historical data on individual needs collated Proposed plan for enhancement taken to Education Committee/Staffing Sub-Committee Implementation of plan Review of Plan	Data was collated and presented to the board. Better accommodation for students with need for quiet spaces/ extra time for test were put in place. The rooms B03 and B04 have been set aside for students needing a quiet space (outside of academic times) The College is looking to employ a specialist for students with individual needs in the first term 2024

G1	Integrate new part-time UGC staff member	UGC	8/2023-5/2024	EDB Careers & Life Planning Grant	Train and onboard the part-time UGC staff member to provide training and guidance for LPC students on their future planning	successfully trained and onboard part time UGC
G1	Training and maintaining employment for universities guidance counsellor	UGC	All Year	Careers and Life Planning Grant	- Training and development including visiting universities (partner Davis Institutions) and attending International ACAC conference & GUCC Singapore conference: engaging in global interaction among other high school counsellors and universities / institutions in support of secondary students transitioning to higher education - Part of the Fairs committee for International ACAC conference 2023	Attended both IACAC and GUCC and connected with more than 70 universities representatives and advocated for UWC schools and also our Shelby Davis liaison.
G2	Commencement of Lift Project	Principal / FH	12/2023	EDB Major Repairs Grant	On site construction works (Phase 1: Lifts 1 & 2) from December 2023, with completion in August 2024; On site construction works (Phase 2: Lifts 3 & 4) from December 2024, with completion in August 2025.	Ongoing correspondence between the appointed consultants and EDB/ArchSD to finalise the tender document for the Main Contract. Lift construction works have not been started this academic year.
G2	Water System Improvement Works	Principal / FH	7-8/2023 7/2023 5-12/2024	Lady Lee Donation EDB Major Repairs Grant	Completion of Phase 1 Works (Academic Block to Principal's House) EDB Major Repairs Grant Application; Phase 2 Works (College gate, via Academic Blk, to Assembly Hall)	Works completed satisfactorily (Academic Block to Principal's House). EDB Major Repairs funding was granted in May 2024. Would proceed with the improvement works by following the EDB guidelines.

G2	Re-roofing of Assembly Hall	Principal / FH	7/2023 5-12/2024	EDB Major Repairs Grant	EDB Major Repairs Grant Application Re-roofing Works of the Assembly Hall	EDB Major Repairs funding was granted in May 2024. Would proceed with the re-roofing works by following the EDB guidelines.
G2	Upgrade of facilities in the Staff Residences	Principal / FH	7-10/2023		Repair & Maintenance Audit of Staff Residences	An Audit List has been prepared, however, due to financial constraint, upgrade of facilities in the Staff Residences would be based on needs/requests.

(H) Communications and Outreach

College Focus	SMART Target	Responsibility	Time Frame	Budgeted Cost	Monitoring and Evaluation	Review & Progress Against Targets
H1	Admissions Director to further develop the relationship with Hong Kong Committee and LPCUWC Development Team on effective marketing of UWC	Kathy			Attend 4 Expos Open Days x2 (full scale) Film updated room tour	Conducted 2 Open Days Attended 4 Expos
H2	Increase presence and expand marketing in the Greater Bay Area	Kathy			Building connections with a potential partner as a pilot program	2 GBA (<30 ppl) group visits Attended the GBA expo Visited partner in Shenzhen for live sharing and videos
H3	Management of College's social media	Thandi	Ongoing	Promotions	Regular content update on media platforms of College and student activities via Facebook, YouTube, LinkedIn & Twitter.	Maintained 3 weekly posts which generated interaction with audiences. Increased number of followers on the social platforms
H4	Regular College Communications	Thandi	Ongoing	Subscriptions	Bi-monthly Engagement Newsletter Quarterly/Bi-Annual Principal's Letter MailChimp, Direct emailing	Maintained the bi-monthly newsletter sharing. Engagement increased as seen in the reports stats in Mailchimp which

						indicates opens and clicks of links in the newsletters. Also we increased the number of subscribers.
H5	Student/Scholar/Alumni Impact Videos	Thandi	Ongoing	Subscriptions	Identify students/scholars/alumni for anniversary/regular Impact Video production.	Produced some videos which were published on the College's platforms. More video productions need to be done.