

Li Po Chun United World College of Hong Kong

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	

(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. 	
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. 	

(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.	

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.	
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(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	
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).	

(E) Student Welfare

College Focus	SMART Target	Responsibility	Time Frame	Budget-ed 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).	
E2	Developing a gender diversity policy for the college	MM	Term 2	nil	A policy is published by May 2024	
E2	Produce updated Student Protection Policy	SF/MM	Term 1		A policy published by January 2024	

(F) Fundraising and Financial Sustainability

College Focus	SMART Target	Responsibility	Time Frame	Budget-ed 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	
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. 	

F3	“Talent for Hong Kong Scholarship” (2+4+x scholarship scheme)	UWCHK and MT, supported by UGC	12/2023		- Pilot run begins in 2023 - Explore more potential “x” corporate partners	
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(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.	
G1	Continue Cycle of Staff Review and Development	Principal	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	
G1	Enhanced support and coordination for students with Individual Needs (e.g. mental health; academic support; physical health)	Principal	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	

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.	
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)	
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	
G2	Upgrade of facilities in the Staff Residences	Principal/ FH	7-10/2023		Repair & Maintenance Audit of Staff Residences	
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	

G1	Training and maintaining employment for universities guidance counsellor	UGC	All Year	Careers and Life Planning Grant	<ul style="list-style-type: none"> - 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 	
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(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	
H2	Increase presence and expand marketing in the Greater Bay Area	Kathy			Building connections with a potential partner as a pilot program	
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.	
H4	Regular College Communications	Thandi	Ongoing	Subscriptions	Bi-monthly Engagement Newsletter Quarterly/Bi-Annual Principal's Letter MailChimp, Direct emailing	

H5	Student/Scholar/Alumni Impact Videos	Thandi	Ongoing	Subscriptions	Identify students/scholars/alumni for anniversary/regular Impact Video production.	
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