

Li Po Chun United World College of Hong Kong

Development Plan [2024-25](#)

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 |
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| A1 | <p>Retain external youth engagement via outreach programmes, closely aligned with the UWC Mission and pursuing clear targets for audience reach, stakeholder collaborations & alumni engagement.</p> <p>Explore potential pilot programmes in collaboration with external groups:</p> <ul style="list-style-type: none"> - Venue rental to service providers; e.g. Learn with Leaders - Partnership with schools; e.g. Phillips Exeter Academy, local universities | Outreach Manager | | | <p>Minimum 2 events</p> <ul style="list-style-type: none"> • Winter/Easter day camp • Summer camp <p>Minimum 90 unique participants from 15 schools</p> <p>Sustain 1 existing collaboration</p> <p>Involve alumni / past participants in an organizing capacity for at least 1 event</p> <p>2 meetings with potential event partner(s) - Zoom/in-person</p> | |

(B) UWC Mission and Values

| College Focus | SMART Target | Responsibility | Time Frame | Budgeted Cost | Monitoring and Evaluation | Review & Progress Against Targets |
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| B1 | <p>To continue to promote and develop the Peace facet of the Mission of UWC.</p> <ul style="list-style-type: none"> • Coordinate UWC Day event (Theme: <i>Together we change</i>) • Integrate peace activities into UWC day and promote a sense of activism • Explore potential for a peace themed week (similar to Marine awareness week) • Collaborate with well-being team for how we can promote inner peace within our students • Coordinate exploration of peace curriculum (Blue Sky thinking) | CF/Mission committee/working group | One year | TDB | <ul style="list-style-type: none"> • Planning and preparation for UWC day <ul style="list-style-type: none"> ◦ Completed in September '24 • Review feedback forms from community • Committee develop ideas to integrate peace initiatives more explicitly into LPC life. • Proposal for peace curriculum to be brought forward by end of 24-25 academic year | |
| B2 | <p>To continue to promote and develop the Sustainability facet of the Mission of UWC.</p> <ul style="list-style-type: none"> • Complete carbon audit • Define sustainability targets based upon data from carbon audit • Identify what we need to do to achieve our sustainability targets • Codify sustainability educational programme • Coordinate Sustainability COP Day in context of marine awareness week • Continue UWC wide collaboration on sustainability initiatives | CF/CL/Mission committee | One to two years | \$48000 | <ul style="list-style-type: none"> • Full report for carbon audit provided by 2041 • Review outcomes with 2041 and identify short to long term targets • Sustainability team to review targets and provide guidance and recommendations for codifying sustainability education programme • Codification to be reviewed by all staff • Sustainability COP day completed January '25 • Evidence of collaboration and/or support across the UWCs. <ul style="list-style-type: none"> ◦ Ad hoc meetings (IO now leading initiative) | |

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| | | | | | o Feedback to committee and community in college meeting | |
| B3 | <p>To continue to promote and develop the UWC values in all aspects of college life.</p> <ul style="list-style-type: none"> • Integrate peace and sustainability committees into holistic UWC mission committee • Committee representatives to be permanent (as opposed to rolling membership in Peace Committee) Y2 (Autumn term) and Y1 (Spring term) • Review how values are integrated in wider college life • Explore options to have values focused weeks (e.g intercultural understanding week) | CF and Mission committee | One year | | <ul style="list-style-type: none"> • Review effectiveness of committee at end of Term 1 – collate feedback forms from committee members • Review applications for mission committee during Term 2 and select for after winter break • Introduce new committee members to observe Year 2 in discussions during committee <ul style="list-style-type: none"> · Build on conversations from 23-24 in college meeting about UWC values · Create timeline for values weeks | |

(C) Academic

| College Focus | SMART Target | Responsibility | Time Frame | Budget-ed Cost | Monitoring and Evaluation | Review & Progress Against Targets |
|---------------|---|-----------------------------|------------|------------------|---|-----------------------------------|
| C2 & C3 | <p>Pre-Orientation Programme:</p> <ul style="list-style-type: none"> - implementation of pilot in August - sharing and action on survey feedback - development of a revised programme for 2025 | BC & Teaching Support Staff | 05/2025 | Nil | Selection of POP students, recruitment of additional staff support and implementation of the revised programme. | |
| C2 & C4 | <p>Innovative Pedagogies:</p> <ul style="list-style-type: none"> - formation of Blue Sky Volunteer Group - selection and prioritising the Blue Sky Thinking ideas | All teachers | 05/2025 | Within PD budget | Exploration and introduction of creative pedagogies to learning and teaching from the Blue Sky Thinking ideas. | |

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| | - piloting the ideas in different subject areas/groups | | | | | |
| C4 | Review of Academic Policies | All teachers | 05/2025 | Nil | Final revision of the Academic Integrity and Assessment Policy. | |

(D) Education Outside the Classroom

| College Focus | SMART Target | Responsibility | Time Frame | Budgeted Cost | Monitoring and Evaluation | Review & Progress Against Targets |
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| D1 | <ul style="list-style-type: none"> Integrate peace and sustainability committees into holistic UWC mission committee Committee representatives to be permanent (as opposed to rolling membership in Peace Committee) Y2 (Autumn term) and Y1 (Spring term) Continue liaising with other UWCs through sustainability coordinators and student representatives at UWC Congress | CF | One year | N/A | <ul style="list-style-type: none"> Review effectiveness of committee at end of Term 1 – collate feedback forms from committee members Review applications for mission committee during Term 2 and select for after winter break Introduce new committee members to observe Year 2 in discussions during committee Evidence of collaboration and/or support across the UWCs. | |
| D1 | Complete carbon audit | CF/CL | One year | | Full report provided by 2041 | |
| D1 | <ul style="list-style-type: none"> Coordinate UWC Day event (Theme: <i>Together we change</i>) and Sustainability week, including COP Day | CF and Mission committee | August '24- January '25 | TBD | <ul style="list-style-type: none"> Completed in September '24 Completed January '25 | |
| D1 | <ul style="list-style-type: none"> Coordinate exploration of peace curriculum (Blue Sky thinking) | CF/working group | 1-2 years | | Proposal to be brought forward by end of 24-25 academic year | |

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| D1 D4 | <ul style="list-style-type: none"> Enhance quality of trips experiences focusing on more outdoor adventure experiences and meaningful service trips that can build legacy opportunities. | CF/Trips committee | One year | N/A | <ul style="list-style-type: none"> Review of trip proposals for China week and Project week Student and teacher evaluations | |
| D1 D4 | <ul style="list-style-type: none"> Continue collaboration with UWC East Asia outdoor ed network with a view to implement an exchange expedition programme this year. Plan for hosting UWC East Asia outdoor ed leaders conference in Autumn '25. | SR/CF | One year | TBD | <ul style="list-style-type: none"> Confirm timeline with other outdoor ed leaders in September Review ongoing process Complete outline and schedule for conference by end of 24-25 year. | |
| D3 | <ul style="list-style-type: none"> Pilot new IB CAS portfolio proposal | SR | One year | nil | <ul style="list-style-type: none"> Share completed proposal with College community (August 24) Pilot group of students & staff supervisors to trial the CAS Portfolio (one year) EOTC Committee to review trial with a view to College wide implementation (April 2025) | |
| D2, D4 | <ul style="list-style-type: none"> Continued focus on technology, entrepreneurship and wellbeing | SR | One year | Within QC Operations budget | <p>Development continues in the Quan Cai programme with the introduction or development of a number of QC/CAS experiences including:</p> <p>Introducing:</p> <ul style="list-style-type: none"> Aeromodelling (technology) crochet & Knitting (Wellbeing) Gardening (Wellbeing) Podcast & media (Technology) Robotics (Technology) STEM (Technology) | |

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| | | | | | Developing: <ul style="list-style-type: none"> • Chinese Painting (Wellbeing) • Mindfulness (Wellbeing) • Social Innovation Entrepreneurship Group | |
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(E) Student Welfare

| College Focus | SMART Target | Responsibility | Time Frame | Budgeted Cost | Monitoring and Evaluation | Review & Progress Against Targets |
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| E1 | Investigating possibilities to include medical insurance in school fees and/or explore how to avoid tutors/students long wait in hospital | MM | Term 1 | TBD | Given the waiting time in public hospitals, insurance or other mechanisms are needed. Tutors do no longer need to wait hours | |
| E2 | Review residential policies so that the documents published are in line with practices | Residence team | Term 1 &2 | none | The published documents correspond to the practice | |
| E3 | Coordinate with DoS re: SEN policy and role of new SEN specialist when in place. Induction of the new SEN person | MM/BC | term 1 | | The college has a SEN specialist understanding and responding to the need of the college | |

(F) Fundraising and Financial Sustainability

| College Focus | SMART Target | Responsibility | Time Frame | Budgeted Cost | Monitoring and Evaluation | Review & Progress Against Targets |
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| F1 | Enhancement of Steady streams of income: | Alumni Fundraising Subcommittee | 5/2025 | | | |

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| | <p>1. Fundraising streams of income:</p> <ul style="list-style-type: none"> - Additional Alumni Regular Donations, Class Reunion scholarship fundraising. - Major gift fundraising (long-term regular donors) - “Talent for Hong Kong Scholarship” (2+4+x scholarship scheme) - Gala Dinner 2024 (Sep) <p>Target to raise HK\$8M (include 5 local + 5 OS scholarships and infrastructure upgrades)</p> <p>2. Alternative sources of income:</p> <ul style="list-style-type: none"> - Consider partnering with reputable organizations for winter/summer camps - Facilities rental | <p>supported by MT</p> <p>UWCHK and MT</p> <p>UWCHK and MT, supported by UGC</p> <p>Alumni Fundraising Subcommittee supported by MT</p> <p>Outreach + Development + Administration</p> | | | <p>Target to raise HK\$1.5M from the “annual giving” initiative via the “Vision 2052” fundraising campaign.</p> <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. - Continue to explore more potential university partners and potential “x” for corporate partnership | |
| F2 | <p>Financial sustainability for an aging infrastructure</p> <ul style="list-style-type: none"> - Launching an infrastructure fundraising campaign - Fundraising for specific upgrade/enhancement of facilities (i.e. bathrooms in residential hall) | <p>Alumni Fundraising Subcommittee supported by MT</p> | 5/2025 | | <p>Transparent Communication:</p> <p>Clearly communicate the importance of maintaining infrastructure and how it impacts the community, encouraging public buy-in for funding initiatives</p> | |

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| | - Regular contributions (monthly, quarterly or annually) for infrastructure upgrades | | | | | |
| F3 | <p>Working towards the optimal balance between scholarship amount and affordability</p> <p>1. Identification of the long-term sustainable balance between scholarship amount and fee income</p> <p>2. Maintaining careful monitoring of college expenditure</p> | Finance + Development | 5/2025 | | <p>- Alumni Contributions: Encourage alumni to contribute to scholarship funds, creating a culture of giving back and supporting future generations of students.</p> <p>- Local Partnerships: Collaborate with local businesses and organizations to create scholarship opportunities</p> | |

(G) Capacity Building

| College Focus | SMART Target | Responsibility | Time Frame | Budget-ed Cost | Monitoring and Evaluation | Review & Progress Against Targets |
|---------------|---|----------------|-------------------|----------------|--|-----------------------------------|
| G1 | Developing the Staffing capacity of the college | Principal | 7/2024 - 6 / 2025 | | <p>Strategic Recommendations for Enhancing Leadership and Structure</p> <p>To create a more streamlined structure and enhance access to leadership opportunities, we must address the complexities of the FT roles and responsibilities that currently hinder the initiation and leadership of new initiatives. Therefore, I propose the following considerations:</p> | |

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| | | | | <p>1. Redesign the Director of EOTC Position: We should redefine this role to emphasise its importance as a pedagogical leader. A more fitting title could be Director of Experiential Learning, which reflects a broader scope that includes both educational and experiential initiatives.</p> <p>2. Integrate CAS Coordinator and Youth Camps & Outreach Roles: Combining the CAS Coordinator role with the Youth Camps & Outreach Coordinator position will foster a more cohesive approach to student engagement and community outreach.</p> <p>3. Reevaluate the Director of Studies Role: It would be beneficial for the Director of Studies to relinquish the DP Coordinator responsibilities. Instead, these duties could be incorporated into the Curriculum Coordinator's role, allowing for a more focused leadership structure.</p> <p>4. Establish an SEN Specialist: We need to recruit an (SEN) specialist who can train our teachers, work directly with students, and design an information hub within the library. This hub would empower students to tutor their peers, fostering a collaborative learning environment.</p> | |
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| | | | | <p>5. Explore New Course Offerings: We are currently in the exploration phase to potentially add a Marine Science course. The Marine Science course serves as an excellent example of a program that aligns seamlessly with a CAS (QC) initiative, particularly in areas such as coral monitoring and other aquatic projects. Additionally, this course and its related QCs foster connections with local universities and NGOs, including WWF, enhancing our students' engagement with the community and promoting collaborative environmental stewardship.</p> <p>Additionally, we should consider utilising Pamoja as a means to expand our course offerings without overextending our limited resources as well as working with local universities to provide access to more university level courses and research opportunities for those students with the aptitude and interest.</p> <p>By implementing these changes, we can create a more effective leadership structure that empowers our educators and enhances the overall educational experience for our students.</p> <p>It is essential to identify the optimal balance where teachers and staff at all levels feel empowered and inspired in their roles. By fostering an environment that encourages meaningful professional</p> | |
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| | | | | | experiences, we can ensure that their contributions not only advance the College but also enhance our sustainability efforts. | |
| G2 | Works in Block 2 | Principal/F H | 7/2024- 1/2025 | Lady Lee Donation | Construction works began in June 2024 including conversion of a Duplex to 2 Simplexes, Renovation of Block 2's Laundry, Girls' & Boys' Bathrooms, a new unisex/disabled toilet and the upgrade of the Study Room. | |
| G2 | Commencement of Lift Project | Principal/F H | 12/2024 | EDB Major Repairs Grant | Anticipated on site construction works (Phase 1; Lifts 1&2) from December 2024, with completion in August 2025; Anticipated on site construction works (Phase 2: Lifts 3&4) from December 2025, with completion in August 2026. | |
| G2 | EDB Major Repairs Grant 2024- 25 | Principal/F H | 6/2024- 5/2027 | EDB Major Repairs Grant | A number of major repair items were approved and would be subsidised by the government including re-roofing of the Assembly Hall, boundary re-fencing, new water pipe connection (College gate, via Academic Block, to Assembly Hall). Appointment of the consultants was underway, followed by the appointment of Main Contractor. | |

(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 | | | Open Days x2 (full scale) later Challenge Day to increase participation numbers Increase presence and expand marketing in the Greater Bay Area | |
| H2 | Involve alumni and independent interviewers on Challenge Day. | Kathy | | | implement later Challenge Day to increase participation from Alumni and Independent Interviewers | |
| 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 | |
| H5 | Student/Scholar/Alumni Impact Videos | Thandi | Ongoing | Production/subscriptions | Identify students/scholars/alumni for anniversary/regular Impact Video production. | |
| H6 | Development Event - (international cultural day) | Thandi | October | Budgets approved | Run a College event to promote & market the College to external community | |
| H7 | Connecting with local and Overseas universities | UGC | All Year | Careers and Life Planning Grant | - relationship building and advocate for LPC students including visiting universities (Partner Davis Institutions) and attending international conference: | |

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| | | | | | <p>e.g. 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 -organise local university visits for students</p> | |
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