

Creative Secondary School

Plan on Use of Capacity Enhancement Grant (CEG) 2025-26

Number of operating classes: 30

Budget available: \$471,888 (based on March 2025 roll of 696 and the current grant amount per student of \$678. Both roll and grant amount per student is subject to EDB's further adjustment for 2025-26)

Introduction

The school is in its twentieth year of operation, enrolling 30 classes of Secondary 1, 2, 3, 4, 5 and 6 students.

The workload of teachers is challenging for the following reasons:

1. In recent years we have been enrolling an increased number of students in our Junior years. This leads to more work for our teachers and has meant that we have a wider range of students being admitted. Many of these students come from different primary schools, so teachers need to spend more time, as a result, to ensure that the habits and processes utilised for meaningful co-constructive dialogue become the norm within all the classes.
2. We are pushing for our students to have more experiential and authentic learning in their school life. This is something we are expanding across all areas of the school and require the human resources and the leadership to improve student-led leadership opportunities. These feed back to the students and teachers with more motivated children in lessons that strive towards our CSS Attributes. We will continue to plan cultural trips, service learning, field work, STEAM activities and diverse sports activities which will put some pressure on our faculties and support staff.

Proposed Use of CEG 2024-25

1. Given the background context of the school, and the amount of grant available this year, the school will use the CEG grants to provide funding towards employing two Teaching Assistants to help teachers with their increased lesson planning needs to ensure the subject teachers are free to focus on improving engagement. (Other subject support staff required will be funded by the school's own budget)
2. We will also be adding leadership posts (which come with additional financial benefits) for 2 of our existing teachers to better support our School Life Team.

(a) Task Area

Teaching Assistants for to assist Faculties with planning of practical work and experiential learning

(b) Implementation Plan

- Support the faculties in the provision of experiential learning activities for S1 to S6.
- Support students in accessing the curriculum through the provision of high-quality teaching resources and hands-on support.
- Support students' work for assessment, as well as the submission of assessment for external moderation.

(c) Benefits Anticipated

- Faculty workload in preparing teaching materials will be reduced
- Students examination coursework will be more effectively supported.
- Opportunities for students' to engage in experiential learning, building both social and affective skills.

(d) Timescale

- Throughout the 2025-2026 academic year

(e) Resources allocated (100%)

- \$471,888 (towards the salary for two full-time support staff and the additional financial benefits of the team members in the School Life Team)

(f) Method(s) of evaluation

- Performance Appraisal of the staff members

(g) Persons-in-charge

- Mr. John Hoo (Assistant Principal) and Mr. Stephen Hindes (Principal).