

For information

Legislative Council Panel on Education

Update on the Work of the Committee on Professional Development of Teachers and Principals

Purpose

This paper is to inform Members of the latest development of the work and the way forward of the Committee on Professional Development of Teachers and Principals (COTAP), a non-statutory body under the Education Bureau (EDB) to advise on policies and measures relating to the professional development of teachers and principals at different career stages.

Background

2. On 12 January 2015, the work of COTAP was reported at the meeting of the LegCo Panel on Education. Members were informed of the COTAP vision, mission, objectives and strategies¹, as well as its overarching T-excel@hk project featuring eight areas of focus. Members' concerns, including the needs to enhance the quality of teacher training and development, cover the professional development of the kindergarten sector, and provide mentorship scheme for deputy school heads, were noted and addressed in subsequent COTAP meetings.

3. On 20 April 2015, COTAP promulgated its First Progress Report², which laid down the draft work plan of T-excel@hk. The Report has been disseminated to various stakeholders³ on different occasions. Stakeholders generally supported the COTAP vision, mission, objectives and strategies, and contributed their views on realising T-excel@hk.

¹ *Re. para. 12(a) to (d) of the LC Paper No. CB(4)321/14-15(05).*

² *Hardcopies of the COTAP's First Progress Report were dispatched to Members in April 2015. Softcopy could be downloaded at the COTAP Homepage:*
[*http://cotap.hk/index.php/en/publications-n-related-documents.*](http://cotap.hk/index.php/en/publications-n-related-documents)

³ *Stakeholders consulted include practitioners of the teaching profession (teachers, middle leaders, principals), teacher education institutions (TEIs), school sponsoring bodies (SSBs), school councils, parent representatives, and academics and lay members of non-education professions.*

Present Position

4. Amongst the eight areas of focus under T-excel@hk, three have been accorded priority in the draft work plan: (a) developing professional standards for teachers and principals of Hong Kong; (b) establishing a dataset built on territory-wide surveys to inform planning; and (c) setting up a one-stop portal for professional development. These three areas have been implemented as scheduled. The progress of T-excel@hk is summarised in the Appendix.

5. Upon collection and consolidation of stakeholders' views, COTAP proposed that a more flexible and innovative approach to realising T-excel@hk in collaboration with the Quality Education Fund (QEF)⁴ be adopted. The proposed collaboration would serve dual purposes: supporting innovative projects put up by COTAP to drive system changes; and allowing for diversity in pilot programmes/ schemes tailored by the education sector⁵ to suit their specific contexts and needs. In gist, while QEF could be a strategic partner of COTAP to fund system-initiated projects, it is also an appropriate funding source for bottom-up programmes/ schemes originated from the education sector.

6. Phase 1 of T-excel@hk is expected to be completed within a three-year period with innovative pilot system-initiated projects and bottom-up programmes/ schemes as deliverables. During Phase 1, the mode of collaboration between QEF and COTAP, which will commence in the 2016/17 school year, will be tried out and operationalised with rigorous monitoring mechanism from both the QEF and COTAP. In essence, the monitoring procedures being adopted by the QEF will be applicable. Upon completion of Phase 1, COTAP would conduct review based on stakeholders' feedback to inform the next phase of T-excel@hk and evaluate and refine the mode of collaboration between QEF and itself as and when appropriate.

Advice Sought

7. Members are requested to note the latest development and way forward of COTAP.

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⁴ QEF, established in 1998, has been funding one-off initiatives for promoting quality education in Hong Kong.

⁵ Proposals relating to T-excel@hk could be put up by interested schools, SSBs, TEIs, school councils, educational bodies, non-governmental organisations etc.

Appendix

Progress of T-excel@hk (Phase 1)

Areas of focus*	Purposes	Progress of work (as of June 2016)
(a) Developing professional standards for teachers and principals of Hong Kong	To provide a clear reference for teacher preparation, teachers' CPD and school leadership development	<ul style="list-style-type: none"> • In collaboration with stakeholders, a set of draft Teacher Standards has been drawn up and the progress update has been posted at the COTAP Homepage since June 2016. The TS will be rolled out for consultation and pilot later. • Preparation work for the Principal Standards has been kick-started since February 2016.
(b) Establishing a dataset built on territory-wide surveys to inform planning	To effect a feedback loop to inform policies and strategies	<ul style="list-style-type: none"> • Data collected from a territory-wide survey has been initially processed for qualitative and quantitative analyses.
(c) Setting up a one-stop portal for professional development	To facilitate professional learning	<ul style="list-style-type: none"> • The trial Professional Training Information Platform for School Teachers (PTIPS) for disseminating training information provided by TEIs and NGOs has been rolled out under the COTAP Homepage. • The infrastructure of the one-stop portal has been initially proposed for discussion and comment.
(d) Exploring new types and modes of training	To enhance the quality and relevance of, and allow for diversity in the professional development programmes	<ul style="list-style-type: none"> • The attachment programme for principals to gain attachment experience in non-education settings has been tried out with positive feedback. • Planning and liaison are underway for an overseas attachment programme and a mainland one. • Blended mode of learning has been introduced in the induction programme for newly appointment principals. Part of the learning material and course content has been uploaded to the COTAP Homepage for online study. • Current training for school leaders and middle leaders has been under review.
(e) Setting up mentorship schemes for practitioners	To provide high-quality support for practitioners transitioning into new career stages	<ul style="list-style-type: none"> • Mentorship and coaching of government school principals by retired principals will be on pilot run. • Planning on pilot mentorship schemes for newly-appointed principals and new teachers is underway.
(f) Reinforcing the professional learning communities for sharing and networking	To build a vibrant learning profession to drive robust school leadership, innovations and improvements	<ul style="list-style-type: none"> • A professional development seminar series has been drawn up. The first seminar was held in May 2016 and the other will follow.
(g) Setting up promotional and contribution schemes	To highlight the teaching profession's achievements to help attract and retain talent	<ul style="list-style-type: none"> • A pilot study tour for committed teachers to recognise their contributions is being lined up.
(h) Implementing feasibility studies to improve the teacher preparation programmes	To bridge the theory-practice gap in teacher preparation	<ul style="list-style-type: none"> • The feasibility studies on internship and clinical model are being explored.

* Please note that (a), (b) & (c) have been accorded **priority** in the draft work plan of T-excel@hk.