



28 February 2006

2005/2006 Newsletter No. 1

Dear Colleagues,

In the first newsletter of the year, may I extend our warmest regards from the Executive Committee to our new and current members and wish you all a prosperous and fruitful year ahead.

In the beginning of the New Year, it is sad to hear about the very unfortunate and disheartening incidents that happened among our schools. I believe we are fully aware of the challenges and demands put forth by the ever changing policies and directions in our current education system, and certainly the tremendous pressure and stress put on our colleagues who are teaching our students at the front line. But we talked about crossing the bridge over the troubled waters, and the various ways and means to ease the transition, to reduce the pressure, and to achieve our goal of providing a harmonious and high-quality education for our students. To our front-line teaching colleagues, we extend our continuing, attentive support and empathy for a great job well done during these times of changes.

The Executive Committee will strive to provide an amiable environment for our members for information sharing and a recognized platform for continuing professional development. We sincerely invite you all, new and current members, to unite and work together to resolve and overcome the difficulties and hardship awaiting us in the delivery of quality education.

I am very pleased to inform you of the following news:

1. Annual General Meeting (2005/06)

The Annual General Meeting was held on 8 December 2005 and 122 members attended. It was unfortunate that our guest speaker, Mr. Paul Yip, could not attend the meeting, but we made use of the time to discuss the 'Hot Issues and Growing Concerns'. We discussed in good details on the impact of declining

population on schools, the introduction of Standard References on English and Chinese (HKCEE), and the Government Language Grant for CMI schools. Constructive and invaluable comments were made by the participants. As a result, we have formed a special Task Group to deal with and pursue further these issues raised in the AGM (please see Sections 4 and 6 below).

The minutes of the Annual General Meeting are enclosed herewith for your perusal. Please inform the Honorary Secretary (Mr. Ng Sui Kou at 2425-5820 or Ms. Lee Suet Ying at 2109-1001) of any comments and/or amendments.

2. The Executive Committee and Co-opted members:

Office bearers

Chairman	Mr. Yip Kam Yuen William (2551 8285)	Yu Chun Keung Memorial College No. 2
Vice-Chairman	Sister Wong May May (2729 3211) Mrs. Lee Shek Yuk Yu Ruth (2548 6047)	Tack Ching Girls' Secondary School Ying Wa Girls' School
Hon. Secretary	Mr. Ng Sui Kou (2425 0025) Ms. Lee Suet Ying (2109 1001)	Ho Fung College Ho Yu College and Primary School
Hon. Treasurer	Mr. Wong Chun Man Vincent (2817 2328)	Caritas Wu Cheng-chung Secondary School
Executive Committee Members	Mr. Wong Wai Yu Michael (2338 2971) Mr. Lam Wing Bui (2340 0562) Mr. Ho Ki To (2450 1402)	Rhenish Church Pang Hok Ko Memorial College Buddhist Ho Nam Kam College STFA Tam Pak Yu College
Co-opted members:	Mr. Choi Sung Ki (2386 0737) Mr. Lau Chiu Yin (2552 0080) Ms. Kwan Wai Fong (2320 3884) Mr. Yau Yat Heem Paul (2337 2126) Dr. Yuen Pong Yiu (2673 1778) Mr. Chu Kai Wing (2459 6354)	Kowloon Technical School St. Peter's Secondary School Caritas Pelletier School HKCCCU Logos Academy Tin Ka Ping Secondary School CCC Hoh Fuk Tong College

We have also invited Mr. Vincent Li (Queen's College), Mrs. Grace Tam (St.

Margaret's Co-educational English Secondary and Primary School), Mrs. Grace Kwok (Buddhist Tai Kwong Secondary School), Mr. Roger Lee Chi Wah (Ying Wa College) and Mr. Koo Chao-ming (retired principal) to be the task group members.

3. Membership list

The latest membership list is sent out together with this newsletter for your reference. You may also find the list on our Homepage (www.hkahss.edu.hk) in case you need to download it.

4. Task Groups for 2005/2006

The Executive Committee met and set up the following Task Groups to monitor, address, and resolve various issues, and to take actions where appropriate. We need the participation and contribution of our members and gratefully welcome your input. Please contact the Convener of each Task Group directly for information, comments, suggestions and participation.

A. Current Critical Education Issues

Mr. Michael Wong Wai Yu (Convener), Mr. Lam Wing Bui, Sr. Wong May May, Mr. William Yip Kam Yuen, Dr. Yuen Pong Yiu

B. Continuing Professional Development for Members

Mrs. Lee Shek Yuk Yu (Convener), Mr. Ng Sui Kou, Mr. Lee Chee Wah, Mr. Li Lok Yin, Mr. Yau Yat Heem, Mr. Koo Chao Ming

C. Continuing Professional Development for Associate Members

Mrs. Tam Cheung Kit Ying (Convener), Mr. Choi Sung Ki, Mr. Chu Kai Wing, Mr. Kwan Wai Fong, Mr. Koo Chao Ming

D. Happy Hour Forum

Mr. Ho Ki To (Convener), Mr. Wong Chung Man, Mrs. Kwok Lau Lai Ying

5. Happy Hour Forum

We held our first Happy Hour Forum on 23 January for members to share freely their concerns, the sources of stress, potential coping mechanisms and ways to resolve them. About 30 principals and vice-principals attended the Forum.

Participants in the Forum expressed their concern on the very heavy workload put on the teachers, and their lack of sense of achievement and job security, and recognized that both of these are the sources of the tremendous stress felt by the teachers. The rampant mis-trust and distrust of teachers, the lack of recognition and appreciation of teachers' efforts, and the lack of front-line

teaching experience, generally manifested at EMB, could only make things worse.

They also pointed out the workplace stress encountered by principals who are often “sandwiched” between the EMB and the teachers. It was suggested that principals could be at the most isolated position in schools, and it was recommended that AHSS could organize more leisure activities for members.

6. Stress and heavy workload on the front-line teachers

We are very much concerned about the stress faced by our front-line teachers. As suggested by many teachers, the sources of stress could include the closure of schools as a result of declining population, the heavy workload induced by the implementation of ESR, TSA, SBA and 3+3+4, the implementation of benchmark for language teachers, and the CPD of all teachers. These measures might all have individual merit in one aspect of education or another, but when stacked up together, they exert enormous pressure and the stress becomes insurmountable on our colleagues. Together with other professional groups, AHSS met with Mrs. Fanny Law and other EMB officials to express our concerns on these issues.

Our special Task Group on “Current Critical Education Issues”, led by Mr. Michael Wong Wai Yu, was set up specifically for this purpose. The Task Group has met and would soon come up with proposals for consultation and discussion among members. Please feel free to contact Michael Wong (at Tel. 2338 2971 or via email wwy@rhenishcollege.edu.hk) with your comments, input and advice.

7. CPD for Associate Members

We will organize two workshops for our Associate members this year. The first workshop, ‘NSS Curriculum Reform: Practical Consideration for Vice Principals’, would be held at 9:30 a.m. to 12:00 noon on 1st April 2006 (Saturday) at Kowloon Technical School. A separate invitation letter would be sent to our Associate members. Please encourage them to participate in the program. If you have other proposals, please feel free to contact Mrs. Tam Cheung Kit Ying at Tel. 2396 6675 or via email fax@smcesps.edu.hk.

8. CPD training for Principals and Vice-principals

Further to the CPD program “Leading a Learning Community in Changing Times” offered last October, we are planning for another series titled “Wellness for School Administrators”. It aims to better equip our members to address the stress and tribulations in the current education arena. We deeply believe that

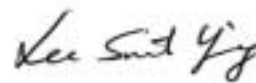
only educators who are physically, psychologically and spiritually well can lead their staff confidently and competently sail through the rough sea.

The training will consist of 4 evening training sessions and a full-day retreat. It will be led by Professor Lam Man Ping (Counselling Psychologist) and her colleague Mr. Luk Ka Yin (Registered Physiotherapist) from Humanistic T&T. Professor Lam needs no introduction and her passion for education has impressed many. Training dates are 28 March (Tuesday), 7 April (Friday), 24 April (Monday) and 4 May (Thursday). The full-day retreat will be on 29 April (Saturday). A separate letter on the registration details will follow in due course. Please reserve the time and we encourage your participation in the program.

9. Hot News

AHSS was represented in the meeting with Prof. Arthur Li at EMB on Monday, February 27, together with participants from organizations representing schools, principals and teachers of the secondary and primary levels. We were very pleased that the meeting went well and the dialogue and discussions were open, positive and direct. I am sure every one of us is aware of the changes in the policies introduced by EMB to reduce and relieve the workload and stress currently being experienced by our teaching colleagues. We are hopeful that these changes once implemented could lead to a betterment of the teaching profession and the quality of education for our students.

While fully supporting and encouraging our teachers during these stressful times, please do take good care of yourself as well. On behalf of the Executive Committee, may I wish you a happy and prosperous Year of the Dog.



Ms. Lee Suet Ying
Hon. Secretary

Hong Kong Association of Heads of Secondary Schools
Minutes of the Annual General Meeting (AGM) 2005-2006

Date: 8 December 2005 (Thursday)

Time: 9:45 am

Venue: Assembly Hall, 4/F North Tower, YMCA Salisbury, Tsim Sha Tsui, Kowloon

Chairman: Mr. William Yip Kam-yuen

Minutes recorded by: Mr. Ng Sui-kou

Number of members present: 122 (118 Full Members, 4 Associate Members)

The Chairman welcomed members attending the AGM cum Annual Conference. However, the secretary of Mr. Paul Yip kwok-wah (conference speaker), informed him on Wednesday night that due to unforeseeable circumstances Mr. Yip was still in the UK and could not return to Hong Kong on time to address the conference. A contingency plan was then drawn up immediately by the Executive Committee to substitute Mr. Yip's session with a free and open discussion with members on current hot education issues. In light of this, the Chairman sincerely apologized for the inconvenience caused.

1. Confirmation of Minutes of Last AGM

The minutes were confirmed without any amendments (Proposed by Mr. Choi Sung-ki and seconded by Ms. Kwan Wai-fong)

2. Matters Arising from Last Minutes

No matters were needed to follow at this stage.

3. The Chairman's Report

The Chairman warmly welcomed the new principals attending the AGM and invited them to introduce themselves to other members. He then presented his report on the progress and achievements of the association from December 2004 to November 2005 with the following highlights:

- 3.1 The Chairman reiterated the Association's vision of promoting the professional development of members and striving for quality education in Hong Kong through collaboration in partnership with schools, EMB, universities and public sectors.
- 3.2 Eight task groups were set up last year with dedicated areas of concern to discuss and follow the development of related hot educational issues/policies and to

coordinate activities for the Association and members.

- 3.3 Membership drive was started in November. As at 8 December there were 373 full members, 94 associated members and hopefully more principals and vice principals were still joining the Association.
- 3.4 The AGM cum 40th Anniversary Conference of the Association was held on 2 December 2004 at Cyber Port. Prof. Michael Fullan, Prof. Cheng Kai-ming, Prof. Allan Walker and Prof. Zhang Min-sheng were invited to speak at the Conference. The Conference was sponsored by Bank of China and was conducted in the format of video conferencing via internet. Over 165 principal attended.
- 3.5 Last year, 8 Executive Committee meetings were held and the Association issued three newsletters. The Association's website was also well maintained
- 3.6 With the help of Dr. Chan Choi-lai of HKBU, the Association organized a series of 4 talks and one-day workshop CPD program for members. This program was funded by EMB. Over 145 principal / vice principals enrolled to the program and was well received by participants.
- 3.7 Three Happy Hour Forums were held. Two of which were specially arranged for Vice-principals
- 3.8 An Annual Conference of the theme 「神間氣定渡索橋 - 談校長領導素養」 was held in June. Over 140 principals attended and very positive feedback was received.
- 3.9 The Association was also involved in frequent discussion and consultation of hot education issues and policies. These included Education (Amendment) Bill 2002, IMC, MOI and SSPA, 3+3 academic structure (included LS, COC, SBA, Yi Jin, staff ratio), SSE, ESR, SBA and teachers' workload, staff redundancy, Quality Assurance Framework, Establishment of Principals' Institute, Code of Aid etc. Again the Association would seek members' view on important policies of education before making any proposal and recommendation.
- 3.10 Executive Committee members were invited and worked in collaboration with education organizations, HKEAA and other professional bodies to help organize various education activities.
- 3.11 The Chairman expressed his sincere gratitude to all members and Executive Committee members for their genuine support and contribution to the Association as well as participating in professional development throughout the year.

Mr. Yuk Wai-yuen proposed to adopt the Chairman's report. He was seconded by Mr. Fong Shun-yuen.

4. Honorary Treasurer's Report

The Honorary Treasurer, Mr. Vincent Wong Chun-man, gave a report on the Association's Income and Expenditure Account for 2004-2005 as at 30 November 2005. Mr. Ying Yu-hing proposed to adopt the Treasurer's Report and he was seconded by Ms

Cheng Ka-li.

5. Election of Executive Committee members

5.1 The Honorary Secretary, Ms. Lee Suet-ying, explained the procedure of the election of Executive Committee member. Three replacements were required to substitute the out-going members. She then introduced the following nominees to the meeting:

- a. Mr. Choi Sung-ki
- b. Mr. Chu Kai-wing
- c. Mr. Ho Ki-to
- d. Ms. Kwan Wai-fong
- e. Mr. Lam Wing-biu
- f. Mr. Peter Lau Chiu-yin
- g. Mr. Roger Lee Chee-wah
- h. Mr. Vincent Wong Chun-man
- i. Mr. Paul Yau Yat-heem
- j. Dr. Yuen Pong-yiu

5.2 Members were requested to cast their votes with the prepared ballot form distributed to them. The following members volunteered to help tally the ballot results:

- a. Mr. Vincent Li Lok-yin
- b. Ms. Heidi Tse Kit-fong
- c. Dr. Shiu Lai-hung

5.3 The newly elected Executive Committee Members were as follows:

- a. Mr. Vincent Wong Chun-man
- b. Mr. Ho kit-to
- c. Mr. Lam Wing-biu

6. A.O.B.

6.1 Mr. Yuk Wai-yuen followed the issue of appointing an internal auditor as raised in last year AGM. Mr. Michael Wong Wai-yu opined that it was feasible and legitimate to appoint a member who was not the Executive Committee member as the internal auditor. Mr. Yuk Wai-yuen was then nominated to be the internal auditor of the Association.

6.2 Mr. Michael Wong Wai-yu proposed to appoint Mr. Lau Kar-wah (劉嘉華律師) to be the legal advisor of the Association and was seconded by Sr. Au Yee-man. Mr. Lau would serve the Association for two years from 1 December 2005 to 30 November 2007.

6.3 Mr. Ying Yu-hing suggested invite the aspiring principals to join the Association. Mr.

Michael Wong Wai-yu opined that since some aspiring principals were not vice principals and they attended the aspiring principal courses on personal capacity, it was difficult for the Association to get in touch with these teachers. Also it was not legitimate for them to be the members if they were not vice principals. However the Association was willing to organize professional development activities for them.

There being no other business, the meeting was adjourned at 10:43 a.m.

Chairman: _____
Yip Kam Yuen

Secretary: _____
Ng Sui Kou

Date: _____

