



29 April 2014

2013/2014 Newsletter No. 2

Dear Colleagues,

It has not been too long since I wrote in the last Newsletter. So this issue will be shorter in length which perhaps will be easier for you to read through.

1. Annual Conference

The Annual Conference this year will be held on **9 June 2014 (Monday)** from 2:00 to 5:15 pm. Professor Lui Tai Lok (呂大樂教授), the Head of the Department of Sociology of The University of Hong Kong has accepted our invitation as the Guest of Honour and he will give us a talk titled 'Education in a Liquid Society' (液態社會下的教育工作). Professor Lui is a renowned academic who has very good analysis of Hong Kong society and a prolific writer. His books and articles have stimulated good discussion on the social changes through the past decades.

The relevant information and registration is attached with this mail. We encourage you to take a good break from your busy schedule and join us. You will definitely enjoy Professor Lui's inspiring talk and the sharing with other colleagues. All you have to do is click [here](#) for on-line registration or return the reply slip by fax on or before 26 May 2014 (Monday).

2. The Extraordinary General Meeting (EGM)

Immediately after the Annual Conference, the Executive Committee would call for an EGM to discuss two issues that are related to the future development of the Association. They are:

- a. The amendment of Constitution and revision in subscription (follow-up issue from AGM 2013)
- b. The proposed appointment of Honorary Executive Secretary

In the past few months, the Executive Committee have thoroughly deliberated the above two issues and come up with two relevant documents

for members' discussion. You can click [here](#) for details.

In order to facilitate ample discussion of the issues proposed, a consultation period will be launched from 29 April to 14 May 2014. Comments, views and suggestions can be put forward to Ms Lee Suet Ying, the Chairlady, at "suety2010@gmail.com" (telephone no: 2109 1001) or Mrs. Lee Shek Yuk Yu, the Honorary Secretary, at "rl@ywgs.edu.hk" (telephone: 2548 6047).

To further encourage direct exchange of views, a consultation session will be held with details below:

Date : 12 May 2014 (Monday)
Time : 5:00-6:00 pm
Venue : Tsung Tsin Christian Academy
(8 Lai Hong Street, Cheung Sha Wan, Kowloon)

Please register by clicking [here](#).

The final papers will be revised based on comments collected and sent out with the EGM notice which will reach you at least two weeks before 9 June 2014.

3. Retreat 2014

The AHSS Retreat 2014 held on 14 and 15 March 2014 at St. Paul's House of Prayer, Sheung Shui concluded successfully. 26 members participated and all were inspired. The tranquil and peaceful venue was perfect for the event. Participants could temporarily get away from their suffocating work life. The two veteran coaches, Sister Wong May May and Mr Wong Wai Yu Michael, conducted 4 very inspiring and enlightening sharing sessions which have plucked the heart strings of many and thus provided much good food for thoughts. Participants have given us very positive feedbacks which have been uploaded onto our website. You can also click [here](#) for a review. We all look forward to the next retreat.

4. Study Tour to Guangzhou (28-29 May)

We will be organizing a study tour to Guangzhou on 28 and 29 May to visit 2 schools : Hua Ying Foreign Language School of Guangzhou (天河華穎外國語學校) and Tian Rong Zhong Xue (天河天榮中學). With the support of South China Normal University (華南師範大學), the two schools have successfully incorporated the flipped classroom (翻轉課堂) strategy in their teaching and

learning. Other than lesson observation, we can also join their collaborative lesson preparation, micro-teaching production and attend their teachers' sharing. Details and the registration form have been sent to you through fax.

5. Respect our Teachers Campaign

This year, our Association is taking up the Chairmanship of the Committee on Respect Our Teachers Campaign (CROTC). The Campaign was established in 1995 with an aim to raise the positive and professional image of teachers. The nomination period for this year has kicked off and the deadline is on 13 June. The Prize-giving Ceremony will be held on 10 September (Wednesday) in the Kowloonbay International Trade and Exhibition Centre. A letter with the nomination details have already been sent to all schools, which can also be found in the website www.crotc.org.hk. Your kind support to the Campaign is much appreciated.

6. Farewell to outgoing principals

The Executive Committee would like to send our greatest appreciation to those who have served in schools for so many years and will be retiring or taking early retirement in the coming September. While reluctantly bidding you farewell, we earnestly appeal to your continued support. As the membership categories and subscription might change pending on the discussion in the EGM, membership enrolment will be sent to you separately before July.

All of you must be having a busy time planning for the next academic year while devotedly and painstakingly completing the current year as planned. Time really flies and let's get hold of every moment of it. I will write shortly regarding the EGM.



Mrs. Lee Shek Yuk Yu Ruth
Honorary Secretary

- Enclosure:
- 1) Annual Conference programme and registration
 - 2) The proposal on the appointment of Honorary Executive Secretary (draft for discussion in April 2014)
 - 3) Proposed amendments of the constitution (progress update in April 2014)



Annual Conference 2014 cum Extraordinary General Meeting

Date : 9 June 2014 (Monday)

Time : 2:00 p.m. – 5:15 p.m.

Venue : Tsung Tsin Christian Academy, 8 Lai Hong Street,
Cheung Sha Wan, Kowloon

Programme

2:00 p.m.	Registration
2:15-2:20 p.m.	<u>Annual Conference</u> Welcoming Remarks by Ms LEE Suet-ying, Chairlady of HKAHSS
2:20-3:20 p.m.	“Education in a Liquid Society” (液態社會下的教育工作) Keynote Speech by Professor LUI Tai-lok, Head of Department of Sociology, University of Hong Kong
3:20-3:50 p.m.	Open Forum
3:50-4:15 p.m.	Refreshments
4:15-5:15 p.m.	<u>Extraordinary General Meeting</u>

The conference will be conducted in Cantonese. Interpretation service for English-speaking members will be provided.



Annual Conference 2014 cum Extraordinary General Meeting

Reply Slip

(To be returned on or before 26 May 2014)

To :Mr. Tang Chun Keung Teddy
The Hon. Treasurer
HKAHSS
c/o HKMA K S Lo College
26 Tin Pak Road, Tin Shui Wai, NT

Fax No. : 24701106

Tel. No. : 24703363

1. I shall attend the Annual Conference cum EGM.
2. Interpretation service needed: Yes / No (please circle)

Signature of member: _____

Name in BLOCK letters: _____

Telephone: _____ E-mail: _____

School: _____



Proposed Amendments of the Constitution
Progress update in April 2014

Background

1. The Executive Committee has reviewed the necessity to consider new categories of membership to embrace the increasing diversity in membership types and enhance professionalism. A Task Force was set up on 9 May 2013 for the purpose with memberships as follows:

Mr. Choi Sung Ki
Mr. Ho Ki To
Mrs. Lee Shek Yuk Yu, Ruth (Convener)
Miss Yau Kit Ying, Veronica

2. The Task Group came up with a proposal for discussion in the Executive Committee meetings on 29 August and 23 September 2013. The proposed amendments of the Constitution were discussed in the Annual General Meeting on 20 November 2013.
3. Major changes are listed as follows:

Proposed Amendment of Constitution

a. Regarding membership

Category	Eligibility	Subscription mode	Remarks
Full members	All serving heads of secondary schools	Annual renewal	No change
Associate members	Deputy Heads (Vice-Principals, Assistant Principals, Principal Graduate Masters/Mistresses)	Annual renewal	No change
Life members	Heads of secondary schools who 1. retire upon reaching retirement age, or 2. retire before retirement age but have been in the post of Head of a secondary school for 10 or more years	One-off life-long	Newly-added (Clause 6)
Honorary members	Life members who are invited by the Executive Committee	One-off life long	Newly-added (Clause 7)
Affiliated members	Heads of secondary schools who leave their posts earlier than retirement age and with less than 10 years' service in the post of Head of a secondary school	One-off life long	Newly-added (Clause 8)

b. Others

- i. Clauses 3-11 amendments arising from the changes in membership type
- ii. Clauses 17, 18 reformatting
- iii. Clauses 3-46 renumbering

4. As far as membership is concerned, the Task Group also proposes that the Association should in the long term seriously consider “professional membership” which requires a nomination process (such as attaining certain professional qualifications, making significant contributions to the field, recognition by a group of external reviewers) and dismissal mechanism. This will certainly enhance the professional standing and image of the Association. As the matter deserves thorough consideration and discussion, no proposal was presented in the Annual General Meeting on 20 November 2013 for discussion

Views collected from member in the Annual General Meeting (AGM) on 20 November 2013

A number of questions were raised in the AGM and most of them could be clarified instantly. Members supported the general direction with the following concerns, which would be further deliberated by the Task Group:

- a. the criteria for inviting Life Members to be Honorary Members
- b. circumstance and conditions for the termination of membership

The Task Group met again with regard to the views. As Mr. Ho Ki To has retired, Mr. Tang Chun Keung Teddy has been appointed by the Executive Committee to take his place. The following was a summary of the discussion points on issues raised by members:

1. Rationale behind the proposed amendments

The Task Group and Executive Committee revisited the rationale behind the proposed amendments. The move was an attempt to enhance the professionalism of members and pave the way for the Association to actualize its much yearned professional status. As a General Teaching Council was non-existent in Hong Kong and would not be established in the foreseeable future, the Association should strive along a professional line.

2. Criteria for inviting Life Members to be Honorary Members

- a. Besides our core values on professionalism, it was a proper act for us to recognize Life Members who have made contribution to the Association. As the invitation would be made on a case to case basis and with full deliberation of the Executive Committee members, it would not be wise for the Task Group or the Executive Committee to set rules to follow at this juncture. Nonetheless, some common criteria could be considered which include:
 - i. The invitation should be made to Life Members only.
 - ii. That Life Member should have been a Full Member of the Association before.
 - iii. That Life Member should have made good contributions to the Association and/or and Hong Kong’s education.
- b. The invitation should be made after careful deliberation of the Executive Committee. At the same time, members could also put forward suggestions for the consideration of the Executive Committee.
- c. The actual implementation would be entrusted to the Executive Committee members who would act with professional and discreet judgment.

3. Termination of membership

- a. Being a professional organization, it would be natural for the Executive Committee to reserve the right to terminate membership. In line with professionalism, termination of membership should be made if members have done anything that have breached the professional conduct and ethics of principals. The consideration should be made on a case to case basis. Some examples might include grave misbehavior such as criminal convictions, corruption and sexual offence.

- b. The Executive Committee have conducted a research in this area. References have been made to other professional bodies and the majority have clauses regarding termination of membership. The Honorary Legal Adviser of the Association has also been consulted on this matter and it is deemed appropriate to have a clause on termination of membership.

4. Membership subscription

Members discussed the subscription of the different categories if the proposed amendments are passed in the EGM. In view of the financial situation of the Association, it is proposed that we might also consider revising the subscription at the same time with the following suggestions:

Membership Category	Subscriptions	Remarks
Full Member (Serving principals)	\$300.00	Annual, Revised
Associate Member (or Vice-principals)	\$200.00	Annual, Same as existing
Life Member (Retired principals or principals serving more than 10 years before leaving the post)	\$300.00	One-off, Same as existing though the name of membership category has changed
Affiliated Member (Previous Full Members leaving the post before retiring age and serving less than 10 years)	\$300.00	New category, One-off
Honorary Member (Life Members being invited by the Executive committee)	Free	Subscription has been paid when they become Life Members

The way forward

1. To facilitate the implementation of the amended Constitution (if approved), it would be important for the amendments to be discussed and approved in the coming Annual Conference cum Extra-ordinary General Meeting (EGM) on 9 June 2014. If adopted, the different categories of membership will take effect in the 2014-2015 school year.
2. The consultation period will be from 29 April to 14 May 2014. Members are welcome to contribute your views on the proposal through the following channels:
 - a. Direct contact with Ms Lee Suet Ying, the Chairlady, at "suety2010@gmail.com" (telephone no: 2109 1001) or Mrs. Lee Shek Yuk Yu, the Honorary Secretary, at rl@ywgs.edu.hk (telephone no: 2548 6047).
 - b. Attending the consultation session to be held with the following details:

Date : 12 May 2014 (Monday)
Time : 5:00 – 6:00 pm
Venue : Tsung Tsin Christian Academy
(8 Lai Hong Street, Cheung Sha Wan, Kowloon)

-End-

Hong Kong Association of the Heads of Secondary Schools
The Proposal on the Appointment of Honorary Executive Secretary
Draft for discussion
April 2014

In order to better fulfill the mission of the Association in view of various challenges and rapid changes, the Executive Committee have been engaged in a discussion in the past few months on the appointment of an Honorary Executive Secretary. This paper outlines the key items discussed to facilitate members' understanding and sharing of views.

The need

1. The Executive Committee members are all working principals. With the increasing demands on schools today, they really need extra support to take care of Association matters in order to fulfill its mission.
2. The ever-changing ecology in the education arena arising from various contentious issues in recent years does require very vigilant and immediate responses with professional angles and analyses. To keep the professional standing of the Association, we need a third eye to bring forth insight and we need space for deliberation.
3. The appointment of Honorary Resources Adviser and Honorary Adviser in the recent years respectively has greatly helped especially during the transition period of the change in chairmanship. However, in view of the challenges ahead, the Association does need help both on the professional and practical levels.

The terms of reference and scope of work

1. As a Honorary post, the appointment does not attract any remuneration.
2. The terms of reference and scope of work should be discussed and approved in the Executive Committee meeting.
3. The appointment, renewal and/or termination of such a position should also be endorsed in the AGM/EGM upon recommendation of the Executive Committee.
4. The appointed person should give professional support and practical assistance to the Chairman and the Executive Committee in the smooth running of Association matter with some specific reference as follows:
 - a. Externally, he/she can
 - represent AHSS in meetings and as a spokesperson on behalf of the Association if the chairperson so delegates
 - to build up connection with professional bodies both locally and internationally to promote professional networking of the Association
 - b. Internally, he/she can help in the following areas:

- offer advice to Chairman and the Executive Committee members on Association matters and educational issues
 - enhance the professional and/or research base of educational issues for discussion and papers/reports to release
 - provide support through various channels such as but not limited to building up an IT platform to enhance the sharing of views and resources among Executive Committee members and/or members in general to enhance their professionalism, service and contribution to the Association
 - work with Task group conveners on the progress of work in their specific areas of concern.
 - strengthen the internal solidarity of Executive Committee and Task Group members
 - offer help for the arrangement of professional development programmes for Executive Committee members and members in general
 - work on the dissemination of news and connection with members
 - any other business as deemed appropriate by the Chairman or Executive Committee
5. The appointed person would be accountable to the Executive Committee and he/she would make regular reports in the Executive Committee meetings.

Mode of operation

1. The Honorary Executive Secretary is expected to provide support related to the actual planning and implementation of measures related to the smooth running of the Association matters.
2. He/She should take care of issues listed in the scope of work.
3. He/She should be helping with the keeping of a complete database of information for the Association such as but not limited to
 - minutes of Executive Committee and various Task Groups and special meetings
 - membership list and contacts
 - resources and links
 - events and functions
 - albums
 - papers and reports
 - other materials as appropriate
4. He/She should maintain constant dialogues with Executive Committee members to stimulate thoughts and views on issues of concern.
5. He/She should attend all Executive and Task Group meeting as appropriate. In that regard, he/she should be notified of all Executive Committee meetings, Task Groups and special meetings.
6. He/She should make regular reports in the Executive Committee meetings.
7. If in some circumstances that the Chairman/any Executive Committee members opine

that the Honorary Executive Secretary should not sit in any of the meetings other than the reason of the conflict of interest, justifications should be provided.

8. An official letter of appointment will be issued to the appointee to facilitate his/her external networking work.

Length of appointment

To allow for ample time to try out the proposal and enhance professional standing, it would be better for the post to last for a longer period. A period of two to three years is proposed with the commencement of service upon endorsement in the Annual General Meeting and ending on the day before the Annual General Meeting in the year specified.

The person to be appointed

The person considered and recommended by the Executive Committee should have (but not limited to) the following qualities:

1. Having served as a principal in a Hong Kong secondary school
2. Sharing the mission of the Association
3. Possessing sound knowledge of local and international education systems
4. Having ample experience in the professional development of principals
5. Maintaining a good network (professional, local and international) that would facilitate and foster professional development and exchanges of members

The roles of the Honorary posts

The Executive Committee may consider appointing Honorary posts according to the needs of the Association. All proposals made by the Executive Committee on the appointment of Honorary posts should be made with the sole purpose to accomplish the vision and mission of the Association. In order to facilitate the understanding of all, the following are listed for reference:

1. The Honorary adviser, if any, will give advice on the general direction of the development of the Association. He/She can work with the Chairman and Executive Committee according to the terms of reference as well as scope of work laid down by the Executive Committee with the following focus:
 - a. To contribute advice and ideas as a veteran principal/professional in the field to ensure continuity of the spirit and fulfillment of the vision of the Association
 - b. To provide resources and professional support to the Executive Committee and the Association
 - c. To offer critical and professional angles on educational issues as appropriate

In short, the role will be more advisory in nature.

2. The Honorary Executive Secretary, if appointed, will work hand in hand on Association matters with the Chairman and the Executive Committee at a more practical level as listed in the scope of work.
3. In the initial years, the roles of the Honorary posts and the Chairman as well their relationship with the Executive Committee can be defined in principles discussed and agreed by the Executive Committee. Adjustments are expected after some time of actual implementation and according to real needs.

Way Forward

1. The consultation period for the proposal will be from 29 April to 14 May 2014. Members are welcome to contribute views on the proposal through the following channels:
 - a. Direct contact with Ms Lee Suet Ying, the Chairlady, at "suety2010@gmail.com"(telephone no:2109 1001)or Mrs. Lee Shek Yuk Yu, the HonorarySecretary, at rl@ywgs.edu.hk(telephone no:2548 6047).
 - b. Attending the consultation session to be held with the following details:

Date	:	12 May 2014 (Monday)
Time	:	5:00-6:00 pm
Venue	:	TsungTsin Christian Academy (8 Lai Hong Street, Cheung Sha Wan, Kowloon)
2. If feedbacks collected during the consultation period are positive,
 - a. the final version of the proposal will be sent out together with the documents for the Extraordinary General Meeting (EGM).
 - b. The proposal will be discussed in the EGM on 9 June 2014.
3. If the feedbacks collected during the consultation period are negative, the proposal will be dropped for the time being. Members will be invited to propose ways for the Executive Committee to fulfill the mission of the Association in view of the challenges and limitations it is facing.

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