

**Quality Education Fund**  
**Application with Grant Sought Not Exceeding \$150,000**  
**Application Form --- Part II: Project Proposal**

| <b>Project Title</b>  | <b>Project Number</b>  |
|---|------------------------|
| Enhancing school leadership capacity by advancing the leadership qualities and professionalism of novice middle managers 提升學校新手中層管理人員的領導素質和能力 | 2013/0741<br>(Revised) |

**Basic Information****Name of School:** Hoi Ping Chamber of Commerce Secondary School**Beneficiaries**

- (a) Sector: ☒ Secondary
- (b) Teachers: 10-15 novice middle managers with less than 4 years of experiences in the related post

**Proposal****(I) Project Needs**

- (a) Please state the aims of the project in clear and concise terms.

As my school is already 40 years old, in face of the need of succession, quite a number of novice teachers had taken up significant posts in school, it is necessary to conduct a tailored-made, teacher driven, middle manager retreat program in order to achieve the goals below:

**Goals:**

- To provide individual consultation and counseling to novice middle managers
- To support participants in becoming passionate and professional middle managers who have the mission and capacities to lead, manage, and develop their panel members and to support the school in advancing to a new level.
- To motivate them to foster a desirable culture in school in line with school's vision and mission

- (b) (i) What are the areas of the needs and priorities of the school?

*(Please tick the appropriate box(es).)*

- ☒ Enhance school management / leadership and teachers' professional development / wellness

- (ii) Please give background information to justify the demonstrated needs as mentioned in (b)(i).

*(Please tick the appropriate box(es).)*

- ☒ Others (please specify) Based on the recommendations stated in ESR report, the school decided to strengthen the capacity of its middle-management as one of the school development strategies