

## TRANSFORMING SCHOOLS INTO DYNAMIC & ACCOUNTABLE PROFESSIONAL LEARNING COMMUNITIES

*Our views on the above consultation document are as follows:*

|   | <b>Agree</b> | <b>Comments (if any)</b>   |
|---|--------------|--|
| 1. <i>The direction underpinning the recommendations made by the ACSBM.</i>               | 3            | The overhaul of the current school system is long over-due. The schools in Hong Kong which are run on the school-based management system show very positive results in meeting the needs of a world-class school of the new millennium.  |
| 2. <i>Specific recommendations set out in the consultation document:</i>                  | 3            | We suggest to provide some guidelines on the number of SMC members to ensure its efficiency. What is more, if the composition of the SMC is too sizeable and 60% consists of SSB representatives, some SSBs may not have enough members to sit in different SMCs under its management. |
| (a) <i>Constitution of school management committees (<u>para. 3.4 and 3.5</u>)</i>        | 3            |  |
| (b) <i>Composition of school management committees (<u>para. 3.6</u>)</i>                 | 3            | We suggest that the chairmanship should be taken up by SSB members.  |
| (c) <i>Registration of school management committees as incorporated bodies</i>            | 3            |  |
| (d) <i>Maximum no. of schools to be served by each school manager (<u>para. 3.12</u>)</i> | 3            | Five is the maximum number. We envisage a lot of work for the school manager, in particular in the initial years of setting up the new system.   |
| (e) <i>Disclosure of personal data and declaration of interests by school</i>             | 3            | Relevant and useful personal data with agreement from the managers   |

*managers (para. 3.13)* should be disclosed.

(f) *Attendance at school management committee meetings (para. 3.14)* 3

(g) *Qualifications of school managers (para. 3.15)* 3 We suggest to add literacy in the language used by the school administration to be stated as a qualification.

(h) *Transition period (para. 3.36 and 3.37)* 3

***Other comments:***

1. We suggest to state clearly the circumstances and process for removing members of SMC in the constitution, e.g. in case of misconduct, misbehaviour or disruptive behaviour that affects the smooth running of the SMC, mental or physical illness, criminal offence, bankruptcy and etc., the SMC, upon unanimous vote from all members, can remove the member after informing the Director of Education with full justification.

2. On the role of SMC detailed under paragraph 3.19, it should be made clear that the day-to-day management of the school is the key responsibility of the school head. The role of the SMC is to set overall policies, directions and strategies for human resource management rather than getting involved in the execution of these policies. The SMC should avoid creating unnecessary interruption in the normal school administration.

3. To avoid conflict of interest, it should be made clear to all SMC members that they are acting in their own personal capacity with full commitment to the constitution of the SMC. They should also keep confidential the issues under discussion at the SMC and give their full support to the decisions made by the SMC.

4. Under paragraph 3.5, we suggest to specify in the constitution that the principal should not be eligible for the posts of Chairman, Secretary and Treasurer.

5. While the constitution will specify the processes to be used for the selection of the principal (paragraph 3.5), there should be clear provision of the conditions and steps for the termination of the principal.