



萬鈞教育機構

MAN KWAN EDUCATION ORGANISATION



# Establish a “Learning Organisation” Incorporated Management Committee (IMC) for schools

School Sponsoring Body Manager of  
Man Kwan Educational Organisation

**Prof. Tam Man Kwan**

**Principal Wong Wing Tung**

08 • 07 • 2024





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真善美







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# Dedication to education



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# MISSION AND VISION

**ALL ARE  
EDUCABLE**





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# Student Centred



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# Whole Person Development Curriculum

# Sustainable Development

## ACTIVE Education

**A** Authentic Learning

**Authentic Learning**

**C** Caring School Culture

**Caring School Culture**

**T** Technology

**Technology**

**I** Innovative

**Innovative**

**V** Values

**Values**

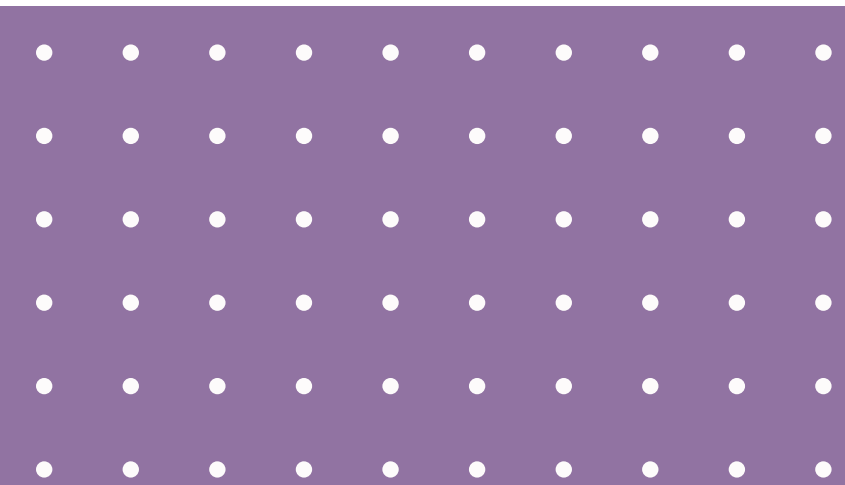
**E** Esteem

**Esteem**



# School policies, admin. guideline

- 1 All from our school's mission**
- 2 Simple but precise (簡而精)**



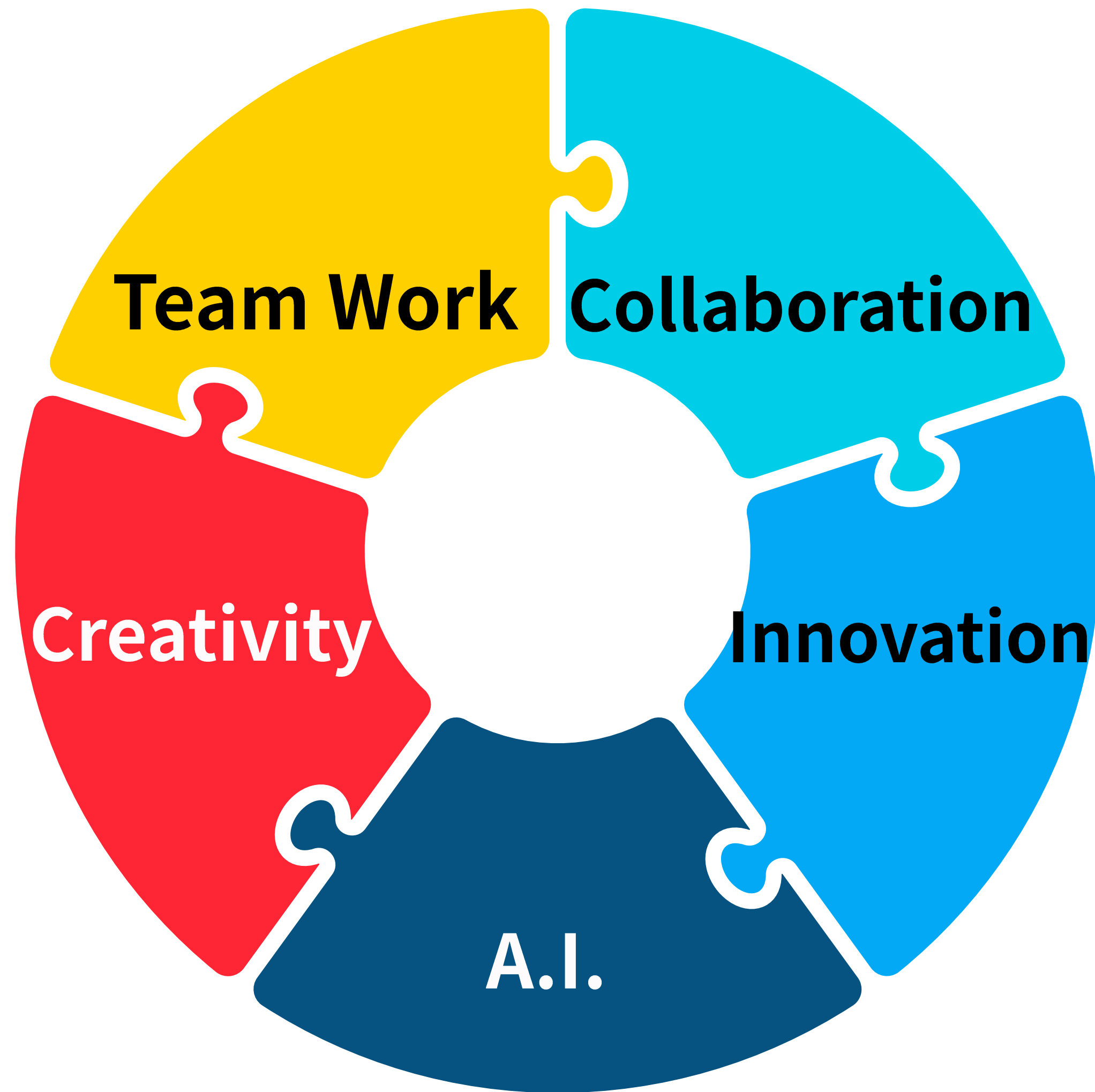


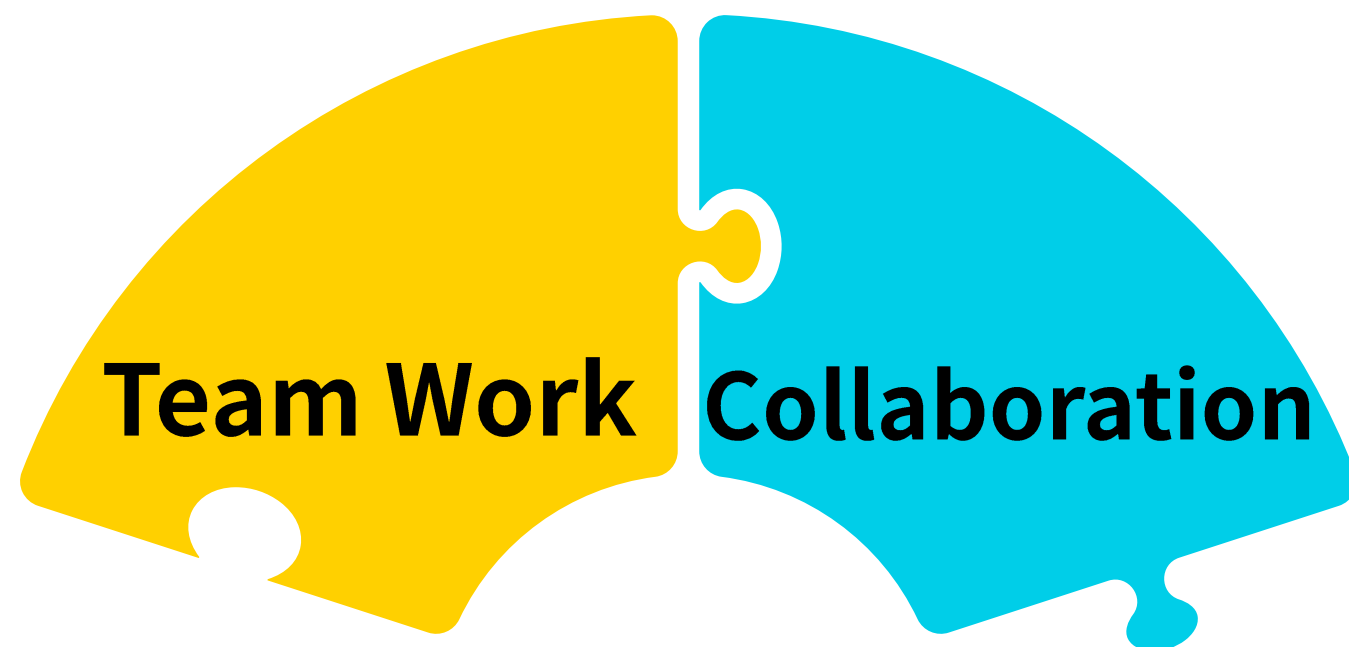


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# LEARNING ORGANIZATION





**1**

**The support of school supervisors / managers to the management**

**2**

**Whole School Peer-to-Peer Programme**

**3**

**Participation of School Managers in School Activities**



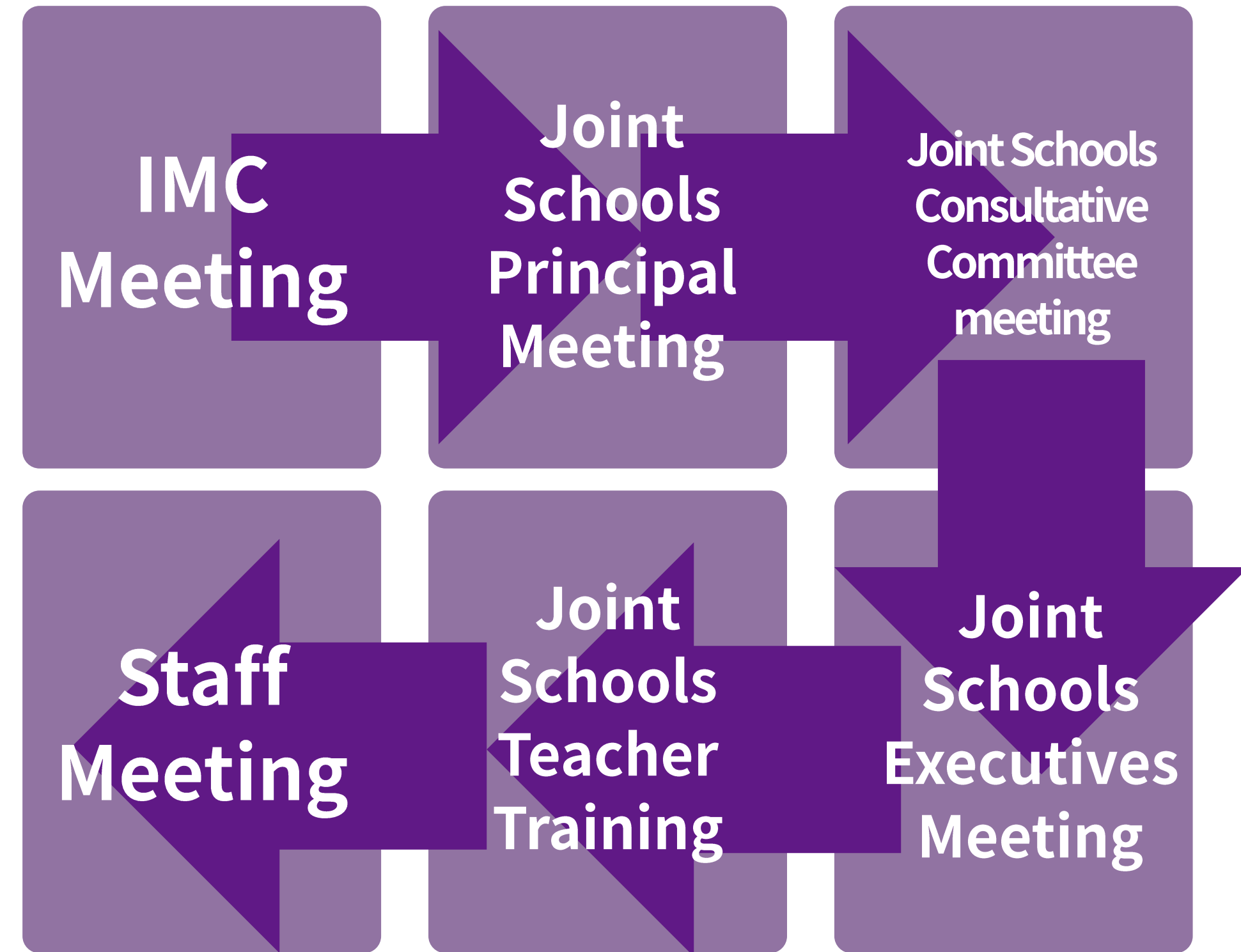


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# EFFECTIVE COMMUNICATION

## Formal Communication Platform for the IMC





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# EFFECTIVE COMMUNICATION

## Informal Communication Platform for the IMC

Building a  
Sharing  
and Caring  
Culture in  
the IMC

Supervisor  
/School  
Manager  
Support  
for New  
Teachers

Informal  
Gatherings

Teacher  
Appreciation  
Programme/  
Joint Schools  
Teacher  
Appreciation  
Dinner

Building  
a Caring  
Culture





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Creativity

The Sky is  
No Limit





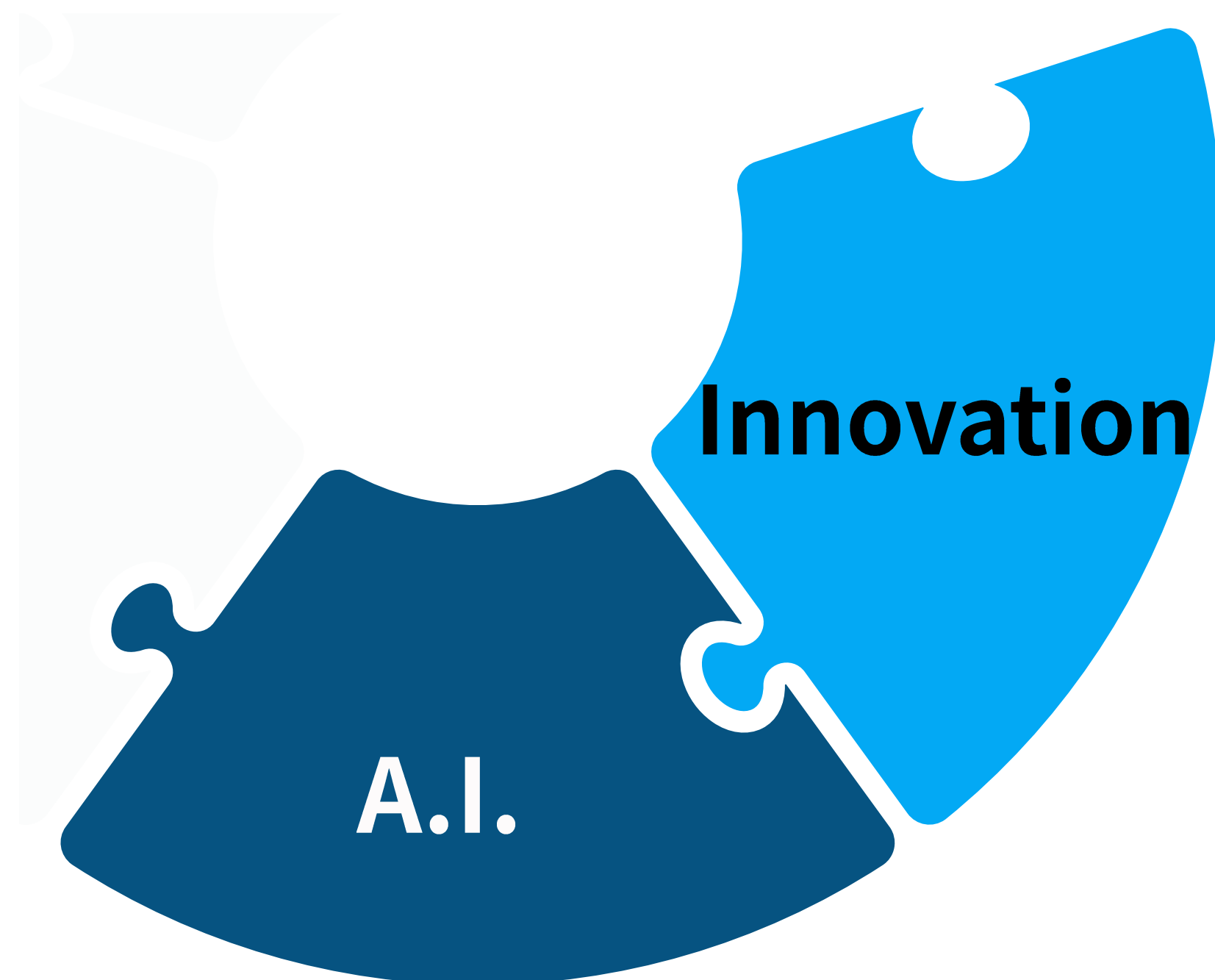
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# Self-directed Learning

**Sustainable Development**

- Using IT tools and AI





# IMC Meetings

## - How to conduct a 90-minute meeting

1. At least three times a year
2. Preparation 2 weeks before the meeting  
(Circulation of documents by email)
3. Raising questions before the meeting  
(formal/informal)
4. Meeting  
(Endorsed the circulated documents)
5. Items for discussion
6. School Principal's Report



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# The importance of **informal** communication

- **Team building and effective meetings**

- Unofficial meetings
- WhatsApp Group
- The communication and mutual understanding between the Principal and the Supervisor - School Managers.





# The Role of the Principal in the IMC :

- 1. Accurate Reporting**
- 2. Co-ordination & Liaison**
- 3. Support / Make sure meetings run smoothly**
- 4. Cultivating trust in each other**

## Support towards parent managers / alumni managers

- 1 Recognition of the school's philosophy / culture
- 2 Pre-appointment interviews and meetings
- 3 External (EDB) Training Seminars and Programmes
- 4 Sharing and trust
- 5 Encouragement to speak up during the meeting





# Advice for Principal :



Trusted by the IMC →  
Strongest Support



Engagement of  
School Managers



Trust is not a leap into  
the darkness



# Advice for School Managers :



- To have faith in the people you choose.
- 耳聞不如眼見 眼見不如接觸
- Initiative → Mutual Trust



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Thank  
you