

Principles and Guidelines for Deployment in the Enhanced Native-speaking English Teacher (ENET) Scheme in Secondary Schools

Rationale

Guidelines that set out principles and define practices are necessary to facilitate the implementation of the ENET Scheme in schools. When drawing up NET Deployment plans, schools should consider the guidelines in the context of site-specific factors to meet the objectives of the school-based English Language Education curriculum and those of the ENET Scheme.

Principles of Deployment

1. NETs are provided as additional English Language teachers. They teach classes as well as provide resources and instructional support.
2. NETs in the role of a resource person should:
 - cultivate students' interest in and understanding of the English language, its cultural assets and the socio-historical traditions of English-speaking countries;
 - plan and organise activities that provide opportunities for students to use English for authentic purposes and for a specific audience; and
 - compile/design teaching materials based on sound teaching strategies, and integrate them into the curriculum.
3. NETs should collaborate with other English teachers on:
 - gaining insights into the diverse learning needs of students;
 - planning and teaching lessons that address identified learning needs; and
 - developing each other's professional knowledge and skills.
4. Schools should regularly review the NET's deployment and:
 - make adjustments that will enhance the effectiveness of the NET; and
 - provide feedback to the NET on his or her performance.
5. Principals should support NETs by:
 - defining clearly and explaining the NET's role to members of the school community; and
 - promoting mutual understanding and trust in order to nurture a lasting relationship.

NET's Duties that Support the Objectives of the Scheme

Objective I: To enrich the English language learning environment in schools

- To provide a variety of opportunities for students to practise oral skills and communicate with others in English with confidence
- To promote the learning of English through the use of language arts resources and activities, e.g. those based on drama, poetry and short stories
- To organise and implement a variety of co-curricular activities, e.g. English Day activities, debating competitions and other opportunities for extending English language learning
- To develop in students the habit of reading in English

- To conduct school-based activities, e.g. induction programmes for new S1 students and after-school support classes

Objective II: To enhance the learning and teaching of English with linguistically and culturally authentic materials and resources

- To research, compile and present teaching materials and strategies that address the objectives of the ENET Scheme and the targets of the school-based English Language curriculum
- To collaborate with English panel members (EPMs) to develop a rich and authentic context for learning English
- To provide language support and cultural references to their school community
- To facilitate access to a broad range of cultural experiences and/or exchanges

Objective III: To strengthen teaching capacity through school-based professional development and collaboration between NETs and EPMs

- To facilitate self-assessment and reflection on current teaching practices
- To assist the English Panel Chairs (EPCs) in developing and facilitating professional development workshops or planning panel meetings
- To model effective teaching strategies
- To facilitate or participate in mentoring activities

Support for NETs

1. While drawing up the NET Deployment Plan at the start of each school year, the Principal and/or EPC should:
 - consider the strengths and expertise of the NET; and
 - discuss the assigned duties with the NET.
2. To integrate the teacher into the school community, the Principal and/or EPC should:
 - assign an experienced teacher to familiarise the NET with the policies and procedures, personnel, facilities and internal organisation of the school;
 - share relevant curriculum documents and annual priorities of the English Panel with the NET and explain the NET's role in relation to these curriculum documents;
 - explain to the NET the local educational context, the NET Deployment Plan and the school's teacher appraisal process; and
 - employ alternative means to communicate to the NET information that is shared in meetings conducted in Chinese.
3. Since most NETs do not reside permanently in Hong Kong,
 - consideration should be given to requests for leave at Christmas, Easter and other major festivals and holidays to allow time with families in their home countries;
 - an uninterrupted block of at least four weeks should be allowed during the summer break; and
 - opportunities may be explored for the NETs to take on duties outside the leave periods.