

Providing additional teachers to schools with Band 3 and Bottom 10% students at S1-S3

EDB provides additional resources to support Academic Low Achievers in secondary schools. With effect from the 2006/07 school year, we provide an additional 0.7 Graduate Master (GM) teacher for each class of territory bottom 10% students enrolled in public sector ordinary schools and additional 0.3 GM teacher for each class of territory Band 3 students enrolled not within the bottom 10% students. The provision started at S1 level in the 2006/07 school year and was extended at one level per year up to S3 in the 2008/09 school year.

2. We shall count the number of territory Band 3 and territory bottom 10% S1 students enrolled in a school in November each year. These enrolment figures will apply to the same cohort of students when they promote to S2 and then S3 levels in the subsequent years. Besides, assuming that the student profile of a school remains stable, we shall base on the above enrolment figures as at November each year to project the school's Band 3 and bottom 10% S1 students in the following school year to calculate the number of additional teachers to be provided for the school. If the number of students allocated to each S1 class through the Secondary School Places Allocation System (SSPA) changes, or if for individual schools there is a difference between the number of operating S1 classes in the current year and the number of approved S1 classes in the following school year, the projected number of territory Band 3 and territory bottom 10% S1 students will be proportionally adjusted to reflect the situation.

3. In view of the adjustment in the number of S1 students per class to be allocated through SSPA to individual schools, the calculation of additional teachers under this initiative from the 2009/10 to 2011/12 school years is as follows:

2009/10

- Provide an additional 0.7 GM teacher per 36^{Note} territory bottom 10% students and additional 0.3 GM teacher per 36 Band 3 students at S1;
- Continue to use 38 students as the basis to calculate the relevant provision at S2 and S3 levels.

2010/11

- Provide an additional 0.7 GM teacher per 34 territory bottom 10% students and additional 0.3 GM teacher per 34 Band 3 students at S1;
- Continue to use 36 and 38 students as the basis to calculate the relevant

^{Note} According to EDBC No. 5/2008, in the 2009/10 school year, the number of students allocated to each S1 class under SSPA will be reduced from 38 to 36. In the 2010/11 and 2011/12 school years, the number of students allocated to each S1 class will be further reduced to 34.

provision at S2 and S3 levels respectively.

2011/12

- Provide an additional 0.7 GM teacher per 34 territory bottom 10% students and additional 0.3 GM teacher per 34 Band 3 students at S1 and S2 levels;
- Continue to use 36 students as the basis to calculate the relevant provision at S3 level.

If there is any change in the number of students allocated to each S1 class after 2011/12, the revised number of students per class will be adopted starting from S1 and be extended at one level per year up to S3.

4. Eligible schools will be informed of the number of additional teachers under this initiative. While the 4/5 rounding was applied to any resultant fractional teaching post up to the 2008/09 school year, starting from the 2009/10 school year when the new senior secondary (NSS) academic structure is implemented, the resultant fractional post under this initiative will be added to the fractional parts of staff entitlement calculated from the revised teacher-to-class ratios and other additional teachers provided under specific improvement programmes (where appropriate). Any whole number of the sum will be given to the school as GM post in the establishment. The resultant GM post will not count towards the calculation of promotion posts or graduate teacher ratio of the school. Schools may keep the decimal entitlement in the teaching staff establishment in the form of a fractional GM post or opt for a cash grant (Fractional Post Cash Grant) calculated on the basis of the mid-point salary of GM teachers.

5. The information on the number of territory bottom 10% and territory Band 3 students allocated to the schools through SSPA have been included in the allocation result list and related documents issued to schools starting from 2007.

6. For secondary schools under the Direct Subsidy Scheme (DSS), the provision under this initiative will be provided through the DSS unit subsidy in the usual manner.

7. The initiative allows schools to deploy the additional teachers flexibly based on their needs. Schools can make use of the additional teachers provided to implement Whole School Approach to supporting ALAs and in arranging split-class or small group teaching for the core subjects to increase teacher-student interaction. Teachers involved in providing support to ALAs are encouraged to enroll in relevant course(s) on catering for students' diverse learning needs, including special educational needs, available on the Training Calendar of the Bureau.

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