



Committee on Professional Development of Teachers and Principals

## Professional Standards for Principals of Hong Kong



Nurture Learners Today and Leaders Tomorrow

## T-standard<sup>+</sup>

### Background

The teaching profession is a learning profession. Given the complexity of the teaching profession, active lifelong learning is necessary for developing all members of the teaching profession into effective enablers of students' learning and growth.

Committee on Professional Development of Teachers and Principals (COTAP) aims to build a quality teaching profession in pursuit of continuous improvement and excellence. **T-standard<sup>+</sup>** has been developed as one of the eight areas of focuses under T-excel@hk, an overarching project launched in 2015.

### Development

The **T-standard<sup>+</sup>**, which comprises the Professional Standards for Teachers of Hong Kong (PST) and the Professional Standards for Principals of Hong Kong (PSP), is developed with the teaching profession for the growth of the profession. It aims to provide a useful reference for its teacher preparation, continuing professional development and school leadership development.

Comments on the two sets of draft Standards were collected from frontline teachers, school leaders and teacher education universities through a pilot study and focus group discussions conducted from February to November 2017. Feedback from schools and the public sector were also collected in July 2018 before the official launch of the Standards as references for the teaching profession and stakeholders.

## Guiding Principles

### 1. Adopting a student-centred approach

Facilitating the professional growth of principals and teachers and equipping them for promoting students' all-round development and lifelong learning

### 2. Moving towards a core competence approach

Describing teachers' and principals' competences, which are a combination of knowledge, skills and values in action

### 3. Embedding core values

Manifesting core values and education beliefs teachers and principals affirm through professional/ ethical practices

### 4. Alignment with local and international educational policies and practices

Making reference to teacher competency frameworks and continuing development policies on teacher professional development of other countries, and aligning with local educational policies and practices

### 5. Flexibility for professional autonomy

Serving as a reference tool that allows room for interpretation and flexibility in application by the teaching profession and its supporting partners

## Core Belief

**“Nurture Learners Today and Leaders Tomorrow”**



At the very centre of the **T-standard<sup>+</sup>** is students' "all-round development and lifelong learning". We hope to nurture the following three attributes in our students:

- Whole-person wellness
- Key competences for adulthood
- Change agility for tomorrow



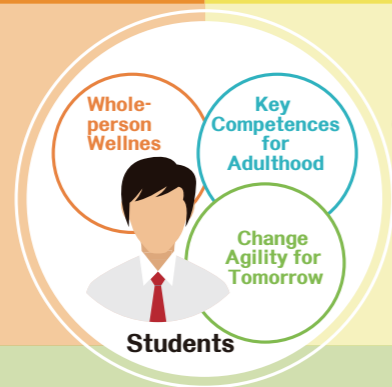
**The Three Professional Roles of Principals and Stage Descriptors**

**Ethical Enablers**  
*of All-round Growth and  
Balanced Advancement*

**Versatile Architects**  
*of Vibrant Learning Organisations*

**Caring  
Cultivators**  
*of All-round Growth*

**Inspirational  
Co-Constructors**  
*of Knowledge*



**Teachers**

**Committed Role Models**  
*of Professionalism*

**Visionary Edupreneurs**  
*of Educational Transformation and Continuous School Improvement*

Each role is supported by statements that define its visions and missions in three stages of growth.

**Competent**

**Accomplished**

**Distinguished**



**“Principals walk with teachers and students”**

**Professional Standards for Teachers of Hong Kong (PSP)**

- is a set of expectations and goals for the principals to pursue on their professional journey;
- describes what principals believe in, understand and are able to do in different stages of their professional growth; and
- is designed as a reference tool for principals to reflect on their professional development needs and to offer a direction for stakeholders offering support to principals' professional growth.



**Examples for illustration of the professional roles of principals**

Please visit the website of COTAP to view principals' experience sharing and examples of practice.

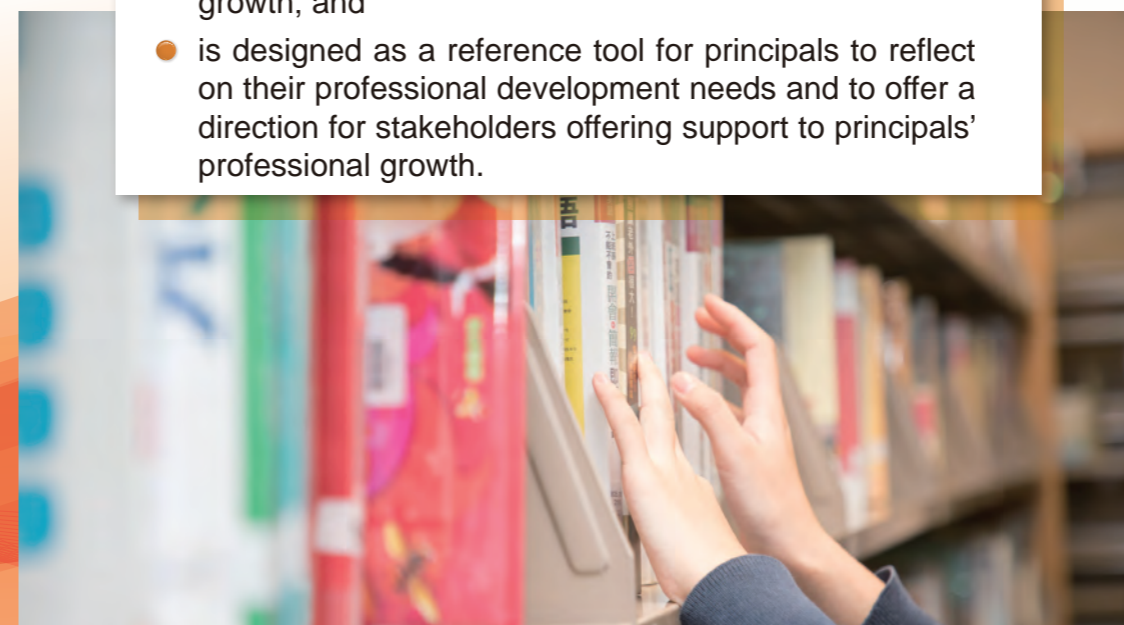
**Enquiries**



For details, please visit <https://www.cotap.hk/t-standard>.



For further enquiries, please email COTAP Secretariat at [secretariat@cotap.hk](mailto:secretariat@cotap.hk).





Committee on Professional Development of Teachers and Principals

# Professional Standards for Principals of Hong Kong



Nurture Learners Today and Leaders Tomorrow

# T-standard<sup>+</sup>

## Background

The teaching profession is a learning profession. Given the complexity of the teaching profession, active lifelong learning is necessary for developing all members of the teaching profession into effective enablers of students' learning and growth.

Committee on Professional Development of Teachers and Principals (COTAP) aims to build a quality teaching profession in pursuit of continuous improvement and excellence. **T-standard<sup>+</sup>** has been developed as one of the eight areas of focuses under T-excel@hk, an overarching project launched in 2015.

## Development

The **T-standard<sup>+</sup>**, which comprises the Professional Standards for Teachers of Hong Kong (PST) and the Professional Standards for Principals of Hong Kong (PSP), is developed with the teaching profession for the growth of the profession. It aims to provide a useful reference for its teacher preparation, continuing professional development and school leadership development.

Comments on the two sets of draft Standards were collected from frontline teachers, school leaders and teacher education universities through a pilot study and focus group discussions conducted from February to November 2017. Feedback from schools and the public sector were also collected in July 2018 before the official launch of the Standards as references for the teaching profession and stakeholders.

# Guiding Principles

## 1. *Adopting a student-centred approach*

Facilitating the professional growth of principals and teachers and equipping them for promoting students' all-round development and lifelong learning

## 2. *Moving towards a core competence approach*

Describing teachers' and principals' competences, which are a combination of knowledge, skills and values in action

## 3. *Embedding core values*

Manifesting core values and education beliefs teachers and principals affirm through professional/ ethical practices

## 4. *Alignment with local and international educational policies and practices*

Making reference to teacher competency frameworks and continuing development policies on teacher professional development of other countries, and aligning with local educational policies and practices

## 5. *Flexibility for professional autonomy*

Serving as a reference tool that allows room for interpretation and flexibility in application by the teaching profession and its supporting partners



# Core Belief

***“Nurture Learners Today and Leaders Tomorrow”***



At the very centre of the **T-standard<sup>+</sup>** is students’ “all-round development and lifelong learning”. We hope to nurture the following three attributes in our students:

- Whole-person wellness
- Key competences for adulthood
- Change agility for tomorrow





## The Three Professional R

### Ethical Enablers

*of All-round Growth and  
Balanced Advancement*

### Caring Cultivators

*of All-round Growth*

Whole-  
person  
Wellnes



Student

### Teachers

**Committed**  
*of Profess*

### Visionary E

*of Educational Transformation and*

Each role is supported by statements that  
stages of growth.

**Competent**

**Accom**

Roles of Principals and Stage Descriptors

**Versatile Architects**  
*of Vibrant Learning Organisations*



**Inspirational  
Co-Constructors**  
*of Knowledge*

**Role Models**  
*of Professionalism*

**Entrepreneurs**  
*of Innovation and Continuous School Improvement*

define its visions and missions in three

**Accomplished**

**Distinguished**





## “Principals walk with teachers and students”

### Professional Standards for Teachers of Hong Kong (PSP)

- is a set of expectations and goals for the principals to pursue on their professional journey;
- describes what principals believe in, understand and are able to do in different stages of their professional growth; and
- is designed as a reference tool for principals to reflect on their professional development needs and to offer a direction for stakeholders offering support to principals' professional growth.





## Examples for illustration of the professional roles of principals

Please visit the website of COTAP to view principals' experience sharing and examples of practice.

## Enquiries



For details, please visit <https://www.cotap.hk/t-standard>.



For further enquiries, please email COTAP Secretariat at [secretariat@cotap.hk](mailto:secretariat@cotap.hk).