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How to Prepare Our Children for the Future Workforce



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P.C. Lau Memorial
International School



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Academy



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INTRODUCTION

“

We're asking teenagers what they want to be when they grow up, when maybe more than half of the job's tasks and industries they may work in have not been invented yet

A report by the World Economic Forum notes that 65% of the children entering primary school in 2017 will have jobs that do not yet exist and for which their education will fail to prepare them. So, how do we prepare our children for the future workforce?

Read on to find out the answers from six professionals!

”



JENNIFER CHIN
FOUNDER & CEO

WHIZPA



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DR. CORA HUI

Head of School

Christian Alliance P.C. Lau
Memorial International School

Multiple Intelligences (MI)

To prepare our children for their future, we must equip them to become INTELLIGENT! I believe that every human being is wonderfully and fearfully created, and we all possess unique talents and gifts. In *Frames of Mind*, Howard Gardner, a cognitive psychologist and author, challenged the traditional notion that there is one single type of intelligence that only focuses on cognitive abilities. In 1983, Gardner coined the Theory of Multiple Intelligences, which consists of eight different types of intelligence. They are: linguistic, logical/mathematical, spatial, bodily-kinesthetic, musical, interpersonal, intrapersonal, and naturalist. In *Limitless*, Jim Kwik agrees with Gardner's argument and says, "It's not how smart you are, it's how are you smart." We prepare our children for the future workforce where they can apply their strengths confidently to build a better society, which requires a few other types of intelligence as described below.

Emotional Intelligence (EQ)

Daniel Goleman, an author and science journalist, defines emotional intelligence as a person's ability to perceive, understand, and manage emotions. People with high emotional intelligence can recognize their own emotions and those of others. The five components of emotional intelligence are self-awareness, self-regulation, motivation, empathy, and social skills. A person with

healthy self-awareness understands their strengths and weaknesses and is receptive to constructive criticism. They are conscious of how their actions affect others. Thus, they can exercise restraint and control their words and actions when expressing their emotions. Furthermore, a person with healthy emotional intelligence is motivated by inner ambition rather than external forces such as money or prestige. Lastly, this empathetic person is willing to put themselves into others' shoes and connect to others on an emotional level. As a result, they build trust and respect from the people they meet. Goleman attests that emotional intelligence is a good predictor of one's success. The good news is that with practice, all of us can improve our emotional intelligence and social intelligence.

Social Intelligence (SQ)

The key difference between social intelligence and emotional intelligence is that social intelligence relates to a person's ability to interact with others, whereas emotional intelligence relates to a person's ability to understand one's and others' feelings. Both are equally important for leaders to develop genuine followership. A socially intelligent person is interested in people. They get along well with others and can mobilize others to cooperate and collaborate. They are often good listeners and make good analyses of others' behaviours. As a result, they are likely to be effective decision-makers who encourage dialogues and resolve conflicts. They communicate and form relationships with empathy and assertiveness. They



understand social rules and roles and play their social roles well. Moving forward with a global mindset, a unique form of social intelligence that is pivotal for the future workforce is cultural intelligence.

Cultural Intelligence (CQ)

A culturally intelligent person can relate and work effectively—harness creativity and productivity—in culturally diverse situations. Global companies need team players who embrace diversity to achieve their vision and mission. A culturally intelligent organization creates harmony, expands innovation, builds rapport with customers and investors, and encourages healthy competition. Hence, cultural intelligence can be an avenue to address inequality and steer us toward doing the right thing in the right way.

Moral Intelligence (MQ)

Above all else, moral intelligence is paramount: past, present, and future. Moral intelligence refers to applying ethical principles to personal goals, values, and actions. It is to understand right from wrong and choose to do the right thing. Once again, the characteristic of moral intelligence is ability-based; thus, it can be further developed with practice. Over time, these practices—empathy, conscience, self-control, respect, kindness, tolerance, and fairness—become moral habits that benefit oneself, others, and society. Researchers argue that morally intelligent leaders are committed and humble. They continuously learn from others around them and are willing to risk their self-interests for the greater good of moral goals.

Which One is the Game Changer and What is Our Priority?

Let's imagine! What would the world be like with a leader who has a high IQ, EQ, SQ, and CQ but low MQ? The world could become a very dangerous place. Therefore, while parents and educators are eager to prepare our young generation to be future-ready with knowledge and skills, credentials and relevant work experience, let's not forget to instill moral principles in our children. Indeed, moral intelligence should be the driving force for all other forms of intelligence. Lastly, our children would be happier when they feel valued and apply their talents (MI) to live meaningful lives. When people are emotionally and socially engaged and at peace with themselves and others, their world will be a brighter place.



Christian Alliance P.C. Lau Memorial
International School
宣道會劉平齋紀念國際學校

Founded in 1992, Christian Alliance P.C. Lau Memorial International School (CAPCL) marks its 30th anniversary this year. We are a bilingual primary international school adopting the Canadian Alberta Curriculum, with emphasis on learners becoming servant leaders.

CAPCL believes that holistic education encompasses character development based on Biblical principles, language fluency and intercultural competency as global citizens, and service to home, school, and local communities.

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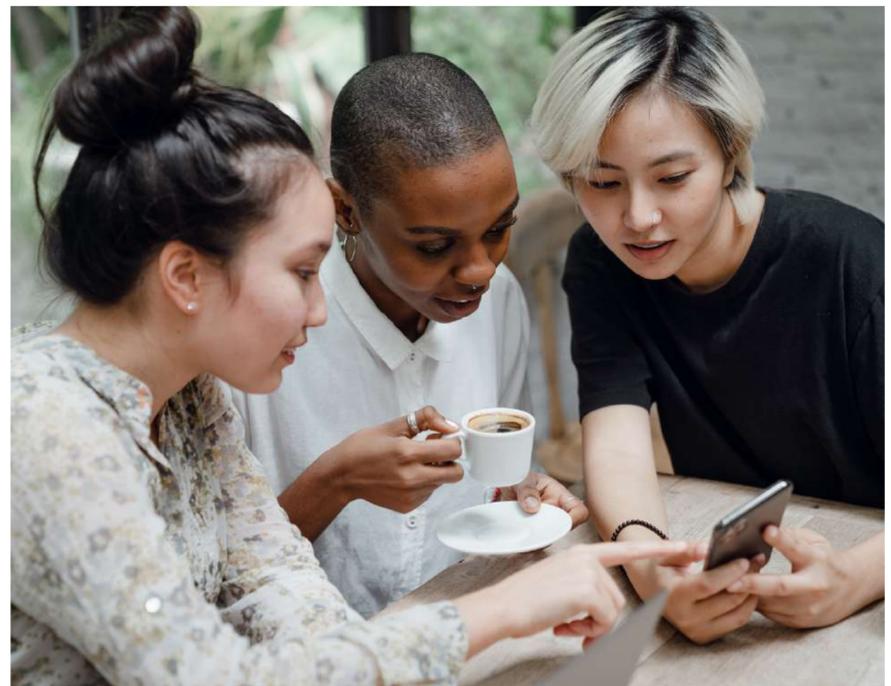
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Limited

Teach kids to read different books when they are young

Encourage them to read biographies, history, nonfiction, literary classics or hobby books, and quiz them about what they have read. Books can give a lot of examples of life and give kids easy access to facts. Encourage and teach kids math skills starting from a young age. Mastery of early math skills predicts not only future math achievement, it also predicts future reading achievement just as reliably as early literacy mastery of vocabulary, letters and phonetics predicts later reading success.

Praise our children correctly

When children earn a high score on a science competition or win a soccer trophy, praise them for their hard work and effort instead of telling them they are smart or talented. Although we mean to



compliment our children, praising them for innate qualities encourages a fixed mindset that can increase their confidence when they try and don't succeed at first. Praising children for effort encourages a growth mindset. We want our children confident in their ability to learn and solve problems on their own.

Critical thinking is another element our children need

Being analytical is no longer a prerequisite for left-brainers. A person who has strong critical thinking abilities can innovate and ideate leveraging logic and reasoning. This is important as humans and machines begin to work closer together. Children need to learn effectively in order to be competitive.





We need to help our children develop good social and personal skills

Most of the time people prioritize joining music classes, arts classes or tutorial and other extracurricular activities. Parents generally tend to focus on improving their child's skills, but we'll also need to strengthen their personalities. Start by nurturing your child's people skills; they'll be crucial not just for interpersonal relationships, but career prospects as well. Do think about their relationships with friends after joining these classes.

Life long learning will evolve to become a lifelong process

In the future, people might pursue multiple careers instead of just one, so encouraging children to have different interests is important. The role of Artificial Intelligence will increase, and some functions might be better performed by it when our children grow up. Experts believe that jobs which require a human touch, creativity and empathy will grow in number.



"I am extremely thankful for everything Judy has done for me to facilitate my college application process. She gave me extremely valuable insight and analysis regarding my college choices, along with various tactics I could opt for in order to improve my chances of getting into the most selective of universities. Her knowledge regarding financial aid and scholarship application is formidable, to say the least, and said knowledge has benefitted me greatly & I got my application process so smoothly." B. Wong (MCS – Johns Hopkins 2021)



啓彥 CONSILIMUM 教育 EDUCATION

Consilium Education is committed to providing one-stop "Harvard Ten-Year Life Planning" service for elite families. Since its establishment ten years ago, it has been focusing on high-end education and study abroad services, particularly the concept of "cultivating students into future leaders of the world". Life long learning and Life long planning are of the same importance to our children.

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SHAUN PORTER

Principal

Dalton School Hong Kong

than over-emphasizing a final product, grade, or test score. The more children want to learn, the more they will!

Focus on Human Habits Over Knowledge

Habits of mind are dispositions that humans use to respond to problems. While Google can recite facts, focusing on what makes your child uniquely human, like habits of mind, will help your child stay competitive in an information-rich world. The Center for Cognitive Coaching identified 16 habits of highly intelligent people, such as persistence, listening with understanding and empathy, thinking flexibly, and responding with wonderment and awe. Equipping children with strong habits of mind will make them irreplaceable in the future workforce.

Nurture Emotional Intelligence and Strong Values

Raising children with strong personal values will help root their future choices in what truly matters. Important values include benevolence, courage, integrity, and generosity. As the world becomes a busier and busier place, with many distractions and stimulations, values can help anchor our children so that they remain confident in who they are and what they believe. In addition to values, supporting children to develop strong emotional intelligence can help them process and react in healthy ways to experiences of anxiety or feeling overwhelmed. Emotional intelligence is often defined as the ability to perceive, regulate, and evaluate emotions. Children need our support with developing mindfulness strategies that support their emotional and psychological well-being. By emphasizing the importance of EQ and core values, your child will be able to brave a changing workplace and help transform it.

Accept the Unknown

We live in an uncertain world. According to both the World Economic Forum and the Institute for the Future Report, 85% of jobs available in 2030 have not yet been created, and 65% of current primary students will be employed in these new jobs. Many traditional careers will be replaced by automation and artificial intelligence. While this can feel frightening, there is also great hope and opportunity. Machines cannot compete with the extraordinary human capacity to empathize, collaborate, and creatively problem solve. So how do we prepare children for a world that is so unknown? Start by getting comfortable with not knowing. For parents, rather than following a prescriptive checklist approach, be a learner who is open to new ideas and unafraid to challenge the status quo.

Cultivate a Love of Learning

Children who love to learn will approach a rapidly changing world with resilience. In the age of technology, skills quickly become obsolete, requiring humans to frequently adapt. But how do we make sure our children are open to continuous learning and growth? Start by making learning fun by supporting your child's interests. Instill a growth mindset that encourages your child to take responsible risks and learn from their mistakes. Celebrate the process of learning rather

“My husband and I are particularly impressed with DSHK's forward-thinking prescient pedagogy. The school is preparing our kids to be multilingual in both speech and technology - while also nurturing imagination, creativity and emotional intelligence. This foundation will complement and counterbalance the fast-approaching future of technology and artificial intelligence.” -Candice Luk, parent and entrepreneur

Emphasize Strong Communication and Language Skills

“Communication is key.” To be a successful member of the future workforce, our children will need to be effective verbal and written communicators, as well as highly-skilled listeners. Furthermore, the world is more interconnected than ever before, so being able to communicate in multiple languages is valuable. Perhaps most importantly, emphasizing strong language and communication skills will give your child the unique ability to connect with others on a deeply human level. As Nelson Mandela famously said, “If you talk to a man in a language he understands, that goes to his head. If you talk to him in his own language, that goes to his heart.” By investing in a highly-quality language education for your child, you will open more career doors and create opportunities for many diverse and meaningful connections.

Encourage S.T.E.A.M. Education

S.T.E.A.M or S.T.E.M. is one of the hottest trends in education right now, but it is also commonly misrepresented and misunderstood. S.T.E.A.M. education is not a program, but rather a highly integrated approach to learning. A strong S.T.E.A.M. education integrates Science, Technology, Engineering, the Arts and Mathematics to foster creativity, confidence, collaboration, and problem solving. Gone are the days of siloed subjects and students working in rows of desks. Today, children need to have opportunities to work in teams to solve real world and non-routine problems across disciplines because this reflects the 21st-century workplace.

Let Go of Your Agenda

Children only get to be children once in their lives. Slow down and see them as they are, not who you want them to be. It's natural for parents to want “the best” for their child, but is your vision aligned to who your child is and wants to become? Parents lovingly pour so much into their children, but it is important to direct that energy and care toward your child's unique gifts and talents. Provide the conditions that will enable your child to grow into his/her fullest potential. No matter what the future brings, if your child is confident in who they are and passionate about what they do, then you will be able to celebrate a job well done.



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HONG KONG

Dalton School Hong Kong is a progressive, child-centered, dual language school that adopts an inquiry-based learning model; meaning that students learn through questioning and experiencing, rather than simply receiving knowledge. Furthermore, the school's collaboration with Tsinghua University Primary School ensures high standards of Chinese literacy and instills a deep understanding of Chinese culture and values.

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MR. PATRICK SIU

Founder and Owner

**Golden Leaf Foundation and
Baptist Oasis English Kindergarten**

knowing something of everything is better than knowing everything of something. People with balanced lives bring their best selves to work. Don't force them to study.

Take advantage of the usage of technology

Students spend lots of time at home doing their online learning, so the boundary of their physical life has been very much limited to their home. The usage of technology has become more and more common and their "everyday" life has drastically changed; they are now living in the new normal and it is better to start learning how to use technology to work more efficiently. Back in the day, when we wanted to learn something we had to go to the library. Now with the usage of technology, information can be found in an instant. Children can now improve on their productivity, go on different channels to learn, chat with anyone across the world to find answers and much more. Although this may be an advantage to them in the workforce of the future, it is also important they know how to prioritize time and learn when to take a break.

Encourage children to try different things

Children don't usually recognize their own talents. To cultivate learning interest, one must first observe what the child's interest is. Start with what they are interested in, and then make that interest a part of their life. For children who don't know where

their interests lie, try different things first until their interests lie, try different things first until they find their interests. They will continue to learn along the way, and once they find their interests, they will accelerate. Discover children's interest in learning from various aspects and channels. If your child shows a particular interest in the paint box, for instance, it could be a sign that she's an artist in the making. She may not be doing much with her brush yet — apart from making a mess — but your patience and encouragement will be rewarded as her talent matures.

Build a healthy lifestyle and habit

When children are young, parents and other caregivers are responsible for providing an environment that helps them maintain a lifestyle that is beneficial to their health.

- Get children outside and involved

This is an area where you can create these healthy lifestyle habits. Play games in the yard, go on hikes, or just get outside. Ball games or involving them in sports not only helps instill a healthy lifestyle, but also help them develop coordination and important social skills they can't learn by sitting in a classroom. Teaching children the joys of sports early can help them find their talents and teach them to appreciate exercise as a form of fun, not something to be abhorred.

- Expose them to good influences

The more positive your child's environment, the more positive your child's outlook will tend to be. Exposing your child to a positive environment with positive role models, healthy food options, outside activities and intriguing mental challenges can help them become more positive individuals, which in turn will help them make choices that perpetuate a healthy outlook and a healthy lifestyle.

Learn from setbacks and give them confidence

Whether it is study or work, it is inevitable to encounter unsatisfactory things, but this does not mean failure. Conversely, if children can learn from their setbacks, it is actually a success. Parents should encourage their children to embrace failure, which will help them solve more difficulties in life and work in the future. Moreover, children will never like to learn because of their parents' punishment, supervision or criticism. The more criticism they get, the less interest they will have. During our research, we found that children who learn well will get better and children who learn poorly seem to get worse. But this really does not mean that the child's intelligence is worse than other children. Many times it is adults who like to label children. Under the label of failure and not loving learning for a long time, children will have doubts about their own abilities, feel inferior and become convinced that they are a poor student who cannot improve.

The importance of asking why

It is important to understand what motivates children to ask these questions, and knowing what to say in return is incredibly valuable.

Asking children to behave in a specific way and expecting them to be okay with other people's behaviors is impractical unless we can give them reasons for the specific actions. Children's observations are healthy and necessary for their growth. The more patient and interested you can be during these brief periods, the more children benefit. It is important to remember that every time we dismiss what our children are telling us about another child's behavior, we dismiss a social learning opportunity.

within exchanges and over the course of development in ways that reflect concept building. Finally, children generate questions efficiently in order to gather needed information, and then are able to use this information productively; they tap into their existing conceptual knowledge in order to do this. Thus, the ability to ask questions is a powerful tool that allows children to gather information they need in order to learn about the world and solve problems in it.

Encourage kids to become social butterflies

There is no doubt that some people find it easier to get along with everyone and make friends. There are some tips I would like to suggest and for you to help your kid to become a more socially charming person, which may advance them in the future to develop their social network with the sense of a better perspective.

- 1: Practice talking with different groups of people
- 2: Learn and talk with others humbly
- 3: Know yourself and make yourself interesting
- 4: Join different classes, groups and organizations that might be interesting
- 5: Being kind and helpful to others



Golden Leaf Foundation is a community that offers educational support and guidance to schools, parents and children. This year we offer online support and provide digital art workshops and competitions.

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TERESA TUNG

Secondary School Principal

Hong Kong Academy

Be ready to learn

If we know that the world is ever changing, we need to equip students to develop skills that are transferable and applicable across varying contexts. Technology is a part of changing how we do a wide range of tasks and roles, which we have experienced first hand over the last two years with sudden shifts to online learning and remote working. Starting in Kindergarten, HKA students start learning how to leverage technology to be life-long learners. Our approach to digital citizenship is integrated into our inquiry-based instructional model. Through the purposeful use of technology, learners at HKA become confident and capable users of systems, platforms and devices to explore their thinking and share it with the world.

Value what it means to be human

As the industrial model of work is disappearing, manual labour is not as in demand as it once was. This is already impacting the types of jobs and post-secondary programmes that students might pursue after they graduate. What will set our students apart from increased mechanisation is their empathy and humanity. Community engagement, global understanding and intercultural communication are the core values of global citizenship at HKA. Students begin

each inquiry cycle thinking about their own experiences and building connections to the experiences of others. As they develop and initiate student-led projects, learners consider the potential implications on others and the world around them to take action in ethical and innovative ways.

Prepare to adapt

Young people entering the workforce today are no longer graduating from university and retiring from one company 30 years later. Instead, the average length of their careers in a single field or with a single company will be much shorter than in generations past. This disruption means that the adults of tomorrow need to be proactively responsive rather than reactively passive. HKA works closely with students and their families to identify the pathways to individual excellence that will best suit who they are today and give them flexibility for the future. This means offering a holistic curriculum that maintains breadth and provides depth, preparing students to pursue tertiary education at competitive universities worldwide and beyond.

Nurture critical and creative thinking skills

Traditional educational models suggest that critical thinking happens in the sciences and creative thinking in the arts. We know, however, that analysis and imagination go



hand in hand, and that to address the challenges we are currently facing and will face in the future, our students need to be able to integrate these skills in any path they choose. As a three-programme IB World School, HKA infuses approaches to learning skills into every subject and every grade level. Our problem-based learning model encourages student-led projects that develop competencies within and across disciplines. Through both the curriculum and in extra-curricular offerings, HKA students are innovative, creative and analytical as they develop their identities as global citizens.

Develop intercultural competencies

The world is shrinking, and our actions impact more than ourselves and our local communities. Interconnectivity is the word of the day, and the more that our students can harness their potential for influence in productive and responsible ways, the better they can make our world now and in the years to come. The diversity of our community at HKA reflects that of our globe, where individuals with different passports, languages, cultures and learning targets all contribute in mutually beneficial ways. Resources, content and examples are sourced from a wide range of contexts, helping HKA students build truly global perspectives. The HKA alumni network is also a global entity, with graduates working and studying in both the western and eastern hemispheres.

Foster social-emotional wellbeing

The rate of change and the scale of challenges we are facing can feel overwhelming, so it's important to help our students feel efficacious, resilient and empowered. Teaching and addressing social-emotional wellbeing is a cornerstone of HKA's programme. Each day, students engage in explicit and intentional advisory sessions, wellbeing

conversations and physical education classes that help them develop the tools to look after themselves and others. Our strong home-school partnerships mean that parents take on an active role in this approach to wellbeing, which we maintain through to graduation.

Elevate profit- and purpose-driven economies

Increasingly, entrepreneurs and businesses are understanding the need to move away from models that make economic and humanitarian success binary outcomes. Instead, industries must ask and explore ethical questions that consider these successes as interrelated. At HKA, our approach to education invites learners to think about their identities and ask questions such as 'What problem do you want to solve?' and 'How do you want to contribute?' Our students reflect on impact, equity and access to consider and take action as the changemakers of today and tomorrow.



Hong Kong Academy is a non-profit, through-train school offering a rigorous, student-centered education for children aged 3 to 18 years. The school was founded on the belief that all children bring a unique set of talents and strengths to their learning, with HKA providing a personalised approach that recognises this and encourages all students to reach their full potential.

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Hong Kong Academy is a through train IB World school offering a rigorous, student-centred education for children aged 3-18 years.

Our highly qualified faculty and award-winning sustainable campus provide a safe and inspiring environment in which students are encouraged to reach their full potential and contribute to their communities. Connect with us to experience the HKA difference and discover how your child could benefit from our exceptional educational programmes.



HOWARD TUCKETT

Headmaster

Wycombe Abbey School Hong Kong

Accessing Language

It is vital that pupils are prepared to be fluent in at least two of the World's main languages of business. Fluent means fluency in written, read and spoken communication. Mandarin, Spanish and English are all good examples of universal business languages across the world. At Wycombe Abbey School Hong Kong we allocate equal teaching time to English and Mandarin each day. We teach fourteen subjects. English, Mandarin and Mathematics take up half of the timetabled teaching time."

Resilience

This is a word we hear a lot about. It means helping children to learn not to give up. Each child's character is different. There is no universal lesson plan for teaching resilience. The success of teaching this skill comes from a teachers' close knowledge of their pupil. You have to understand what each child finds difficult. It is by gently and expertly utilizing those difficulties that you can help pupils to learn tenacity and resilience.

Attitudes to Technology

If we follow the rate of development of technology over the last fifty years, we can expect that the technology that our

primary aged children will use in their professional lives has not been invented yet. Therefore it is critical that we teach children to have the most effective and creative attitudes and mindset towards the use of technology as a creative and problem solving tool. Clearly learning how to use current technology is an important factor in daily lessons but as current technology is likely to be obsolete by the time our pupils start work, our technology teaching needs to be a lot wider and all-encompassing than just factual usage instruction.

Collaboration

Life is a social business. This is why schools exist. Some of the greatest philosophies of education have been of limited value to school development because in many cases the study was based on the learning experience of a single child in isolation.

We are preparing children for their entry to the workplace in the next decade. There they will have to work with others. They will need to discuss, agree, disagree, compromise, negotiate, develop ideas, succeed publicly, fail publicly, improve concepts, try, try again, and again - all in the company of other colleagues. This is why we teach in classrooms. Individual tuition is a very limited model of education. It can only be used to teach facts and operational skills. To learn to live and work successfully,



children must learn to problem solve and collaborate in a social context, in the company of other children.

Learn that Mathematics is a Creative Subject

Like other curriculum subjects, mathematics is a tool that we use for teaching thinking and reasoning skills. Because of its numerate character, it is very easy for mathematics to become a binary success subject. Pupils fall into the trap of thinking mathematical outcomes are either right or wrong.

Pupils are often led by short-sighted teachers into thinking that 100% of numerically correct answers in mathematics is the ultimate goal.

At WASHK we take a broader and more creative view in preparing our children for their professional lives. Having mastered their basic numeracy concepts, our mathematics curriculum challenges pupils to explain concepts in their answers in order to earn full marks in a question.



Sometimes they are asked to explain another calculation route they may have used to achieve the correct outcome.

We encourage children to explore the concepts of mathematics, not to just chase the right answer to a calculation.



Wycombe Abbey School Hong Kong offers a British Prep School education for children 5 to 13 years old with a high-quality holistic education based on the British National Curriculum of England and Wales, complemented by its outstanding Chinese curriculum and award winning extra-curricular activities (ECA) programme every day after school.

The school's Secondary School Guidance Programme has successfully supported many pupils' transition to the top boarding and secondary schools in the UK and around the world.

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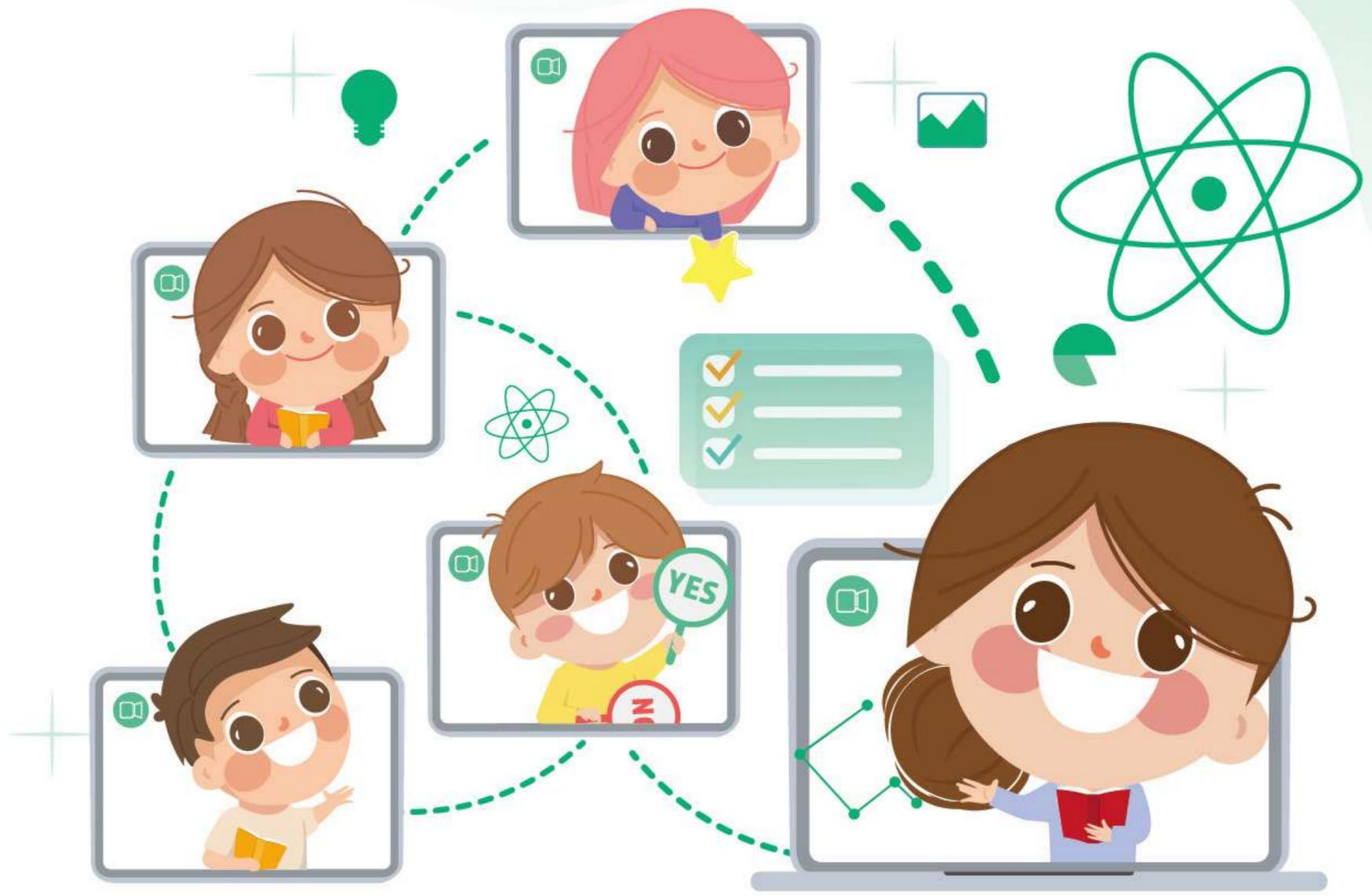
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由於提前放暑期學校關閉，我們大多數人都想知道如何讓小孩子留在家中。為什麼不考慮為小孩子報讀有趣的線上課程？我們的課程有學術課程、國際象棋、藝術、STEM、普通話、英語、數學、講故事、寫作等，你必定能為孩子找到有興趣的事物去學習，讓小孩子在假期中獲得啟發。另外，只需訂購滿 HKD800 或以上的在線課程，即可獲得價值188元美味的【Cream & Sprinkle】朱古力禮盒套裝。 #creamandsprinkle

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