ELCHK Lutheran Academy (Secondary Section)
Inclusive Learning Team Evaluation Report 2025-2026

Implementation of whole-school approach inclusive policy, resources allocation and student support

Updated on 26/8/2026

A. Inclusive Policy

Lutheran Academy, a through-train school where diversity is embraced and celebrated, is committed to offering support for their students with learning support requirement, to the development of a whole school approach to inclusion and to catering for the diversity of its learners inline with the statutory requirements laid out by the Education Bureau (EDB) and the International Baccalaureate (IB). The aim of the policy is to establish a whole-school approach and protocol that enables all staff to collaborate for the benefit of every student. In addition, the aim of the policy is to work out what action the school needs to take, but not to categorise the student. We strive to identify and remove barriers that may be preventing students from accessing and engaging with their learning whilst aiming to meet their different educational needs and guide them to reach their full potential.

B. Resources Allocation

In 2025-26, our school received a learning support grant for ***$2,481,713 for the secondary section*** respectively. The grant is used for

- employing 2 learning support Education Assistants & 1 Student Counsellor (Inclusive Learning Support - Secondary)
- hiring professional services
- organising programmes on learning or inclusive culture, conducting school-based teacher training programmes and organising home-school co-operation activities

Our school also received ***$106,769 for the secondary section*** for supporting 5 NCS students with SEN. The grant is used for hiring 1 learning support Education Assistant.

The grants mentioned above are used to support around 97 ***secondary students with SEN needs***, their parents and teachers.

C. Student Support

Our school offers various learning support for SEN students and low academic achievers.

1. The Learning support team
   The learning support team is led by the Head of Curriculum Development. Members include Inclusive Learning Coordinator, Inclusive Education Assistants, Student Counselors, Social Workers, EAL (English as an additional Language) Coordinator. They work collaboratively to support the students in need.

2. Professional services
   The grants are used to hire professional services to support the students with SEN needs. We provide the following services:

   Students:

   a) Professional support

      Assessment, Consultation and Intervention by
      - Educational Psychologist
      - Clinical Psychologist
      - Speech Therapist
      - Sex Education Therapist

   b) Tier 3 Support
      - Individual Education Plan
      - Case meetings

   c) Tier 2 Support: Outsourced Activities and personal growth groups

      Academic:
      - Chinese support class
      - Maths support class
      - Homework Tutorial class

      Interests & Personal Growth:
      - Dog therapy group for SpLD & MI students
      - Boardgame Social skill training groups for ASD/ADHD students
      - Baking workshops
      - Dubbing workshops
      - Magic Classes
      - Indigo Dye workshops
      - Aroma Candle Workshops
      - Expressive Art Therapy Groups

Teachers:

- ILT Case meetings for all teachers every year
- Consultation sessions with EP/ILT for Tier 3 cases
- Parent-Teacher meetings on need basis

Parents:

- Parent workshops with different themes(Yr 7 transition, Wellbeing & self care candle workshop, Yr 12 stress & communication)
- ST/EP/CP feedback or consultation sessions
- ILT information sharing broadcast group

3. Collaboration with other NGOs to promote inclusive culture and mental health awareness:

- Dustykid Campus Exhibition
  During the Term 2 exam and paper checking period in June and July, we had the Dusty Kids exhibition on 5/F. With the healing illustrations and warm words, we would like to share the message of self care and mental health awareness with all secondary students, parents and teachers. We also held the Stress management Talk with all Year 12 students before UT.

- Bus A Campus Scheme (Community Bus from the Q Plus A Foundation)
  During 17-31 Aug, we have invited Bus A and their Occupational therapist to offer a series of neurodiversity orientation programmes for teachers, parents, and students. We can have a better understanding of our own sensory sensitivity and have higher acceptance to all SENs.

SECONDARY (2025-26)

Support Service	Objectives	Service Hours	Total Expenditure	Recipients	Evaluation
LSG and NCS-SEN Grant					
A. For School Staff					
Learning Support by ***three Education Assistants & one Student counselors***	Offer pull-out lessons and after-school support sessions for students in need. Organise and implement inclusive education activities. Follow up with student cases and communicate with parents.	Throughout the year	$838,016 (LSG) $106,769 (NCS)	97 SEN students and their parents All students All teachers All parents	**Tier 2:** Small group training for SEN students helped to monitor their learning progress so that students could receive the training they needed most. **Tier 3:** One-on-one pull-out support in secondary classrooms provided for SEN on IEP helped them to effectively catch up on learning progress. **SEA:** SEA for internal and external arrangements allowed SEN students to be assessed without barriers. Most students got improvement after getting extra time or other accommodations.
B. For professional services (Tier 3)					
Learning Support, Professional Development and Consultations by ***an Education Psychologist*** from TWGHs	Offer counselling and training for students in need. Provide consultation sessions for teachers and parents. Provide professional development sessions for teachers.	8 hours per session Total no. of hours: 166 hours	$212,480	97 SEN students and their parents All students All teachers All parents All students, parents & teachers	**Students:** Intervention consultations helped students to understand more about their needs and find appropriate coping strategies accordingly. **Teachers:** Intervention consultations helped to give teachers effective ideas on how to provide appropriate support and accommodations for the SEN students. **Parents:**

	Provide feedback workshops for parents.				Consultations with parents were highly effective. Parents showed better understanding of the educational needs of their children. They were more willing to seek professional help and to arrange training groups to support the children.
Emotional Counselling by ***a Clinical Psychologist*** from New Horizon Development Center	Offer counselling and training for students in need. Provide consultation sessions for teachers and parents. Provide professional development sessions for teachers.	6 hours per visit Total no. of hours: 78 hours	$149,625	8 MI students, their teachers, and parents All students, parents & teachers	**Teachers:** Professional development gave teachers a better awareness and knowledge of the suicidal risks, depression, and anxiety of our students. **Students:** Emotional counselling and training for students in need helped to ensure that at-risk students learned to manage and handle their emotions and behaviour under supervision. **Parents:** Consultation sessions with parents enabled them to have a better understanding of the emotional needs of their children under a therapist's guidance.
Sex Education by a registered Sex Education Therapist from Famtastic & Childhood Re:Imagine	Offer sex edu, counselling and training for students in need, especially ASD students with social difficulties. Provide consultation sessions for their parents. Provide crisis management consultation to ILT members	2-3 hours per visit Total no. of hours: 42.5 hours	$57,160	4 ASD/ADHD students and 3 groups of Parents	**Students:** One on one sessions provide a safe and trustworthy setting for students to review and develop their self understanding. Through the games and sharing activities, they understand more basic concepts about interpersonal relationships, such as body distance, boundaries, consents etc. and learn to improve their social skills. Emotional counselling and skill training also helped to ensure that at-risk students learned to protect themselves from social media traps and cyber bullying. They are all engaged and willing to share. **Parents:**

					Parents sessions also helped them to relieve the stress and anxiety dealing with conflicts in the family. Communication skills and emotional support are also provided and parents find the coaching support useful. More and more Sex education cases these 2 years, so it's recommended to keep it and provide sustainable support.
C. Academic Support Classes (Tier 2)					
Chinese Academic Learning Support	Provide Chinese learning support for SEN students after school Share feedback with the Inclusive Learning Team and Chinese teachers	1.5 hours per session Total no. of hours: 30 hours	$36,600	26 SEN students and their parents All students All teachers All parents	**Students:** Chinese learning session for students in need to consolidate the at-risk students' basic skills. **Teachers:** Provide teachers with resources and give them a better awareness and knowledge of the students' abilities and ways to improve.
Small group Chinese Tutorial class with experienced professional SEN teacher	Provide One-on-one or small group Chinese learning support for SEN students starting from the summer holiday to help them prepare for adapting to Chinese learning in the new school year. Share feedback with the Inclusive Learning Team, parents and Chinese teachers	1 hour per session Total no. of hours: 120 hours	$193,500	13 SEN students and their parents All students All teachers All parents	**Students:** Chinese learning session for students in need to consolidate the at-risk students' basic skills. **Parents:** Provide parents with resources and give them a better awareness and knowledge of the students' abilities and ways to improve. Home assignments are also provided regularly. Great progress is observed due to the small group setting and professionalism of the experienced teacher. Recommended to keep it next year.

Mathematics Academic Learning Support	Provide Mathematics learning support for SEN students after school Share feedback with the Inclusive Learning Team and Maths teachers	1.5 hours per session Total no. of hours: 24 hours	$27,280	36 SEN students and their parents All students All teachers All parents	**Students:** Chinese learning sessions for students in need are to consolidate the at-risk students' basic skills. **Teachers:** Provide teachers with resources and give them a better awareness and knowledge of the students' abilities and ways to improve.
Homework Tutorial Class	Provide support to Year 7 & 8 SEN Students to finish their homework after school.	1.5 hours per session Total no. of hours: 30 hours	$18,000	12 SEN students and their parents All students All teachers All parents	**Students:** Tutors provide guidelines and supervision to a small group of Year 7-8 SEN students **Teachers:** Provide teachers with resources and give them a better awareness and knowledge of the students' abilities and ways to improve. Students and parents are satisfied with the arrangements and we will keep it next year.
Chinese Reading Training Scheme	Provide support to Year 7-9 students with poor Chinese by Speech therapist trainers. Teaching them Chinese with Cantonese pin yin (Jyut Ping) as the tools and improving their Chinese recognition ability.	3 hour per session Total no. of hours: 61 hours	$219,600	20 SpLD students and their parents All students All teachers All parents	**Students:** ST training and small group activities helping them to learn Chinese with Cantonese Pin Yin(Jyut Ping). Learning motivation and Chinese vocabulary greatly improved. **Parents:** Provide parent workshops with resources and give them a better awareness and knowledge of the students' abilities and ways to improve. Home assignments are also prepared for them to revise at home. Recommended to keep it next year.

D. Personal Growth Groups/Workshops (Tier 2)					
Animal-Assisted Therapy	Provide dog-assisted therapy training for SEN students; one group for SpLD students and one group for Mental Illness students Share feedback with their parents and the Inclusive Learning Team	1.25 hours per session Total no. of hours : 20 hours	$65,000	14 SpLD & MI students and their parents	**Students:** Reading sessions with dogs are designed for junior students to develop their interests in reading and writing Chinese. In the emotional therapy group, the social worker helps students to express and accept their emotions. **Parents:** Provide parents with resources and give them a better awareness and knowledge of the students' emotional status and their Chinese abilities. Both students and parents enjoyed the dog therapy quality time and great improvement in reading motivation and emotional control throughout the year. Highly recommended to keep it.
Board game groups	Provide games and training to SEN students with ASD and ADHD.	1 hour per session Total no. of hours : 53 hours	$71,550	14 SEN students and their parents	**Students:** The social worker trains them with proper social skills and social manners through the board games. They enjoyed the game time while improving their self-control and social skills. Highly recommended to keep it.
E. Interest Groups/Workshops (Tier 2)					
Dubbing Class	Provide dubbing skill training and practice with different types of videos and animation clips. Share the videos and products with teachers	1-2 hours per session Total no. of hours : 12 hours	$25,200	6 SEN students and their parents	**Students:** Improve their reading skills and motivation for learning Chinese. Develop their hobbies and increase their confidence in using the language in daily life and non-academic platforms.

	and parents.				
Baking class	Provide materials and training to SEN students, teaching them to create cakes and desserts.	2 hours per session Total no. of hours: 40 hours	$40,000	44 SEN students and their parents	**Students:** Through the experience of baking, they have more confidence and improved their executive function, coordination ability, as well as their patience. Also, they learned to show gratitude to those they loved by serving. Highly recommended to keep it.
Indigo Dye Workshop	Provide materials and training to SEN students, teaching them to design and dye their own products. Share the product with parents and friends.	2 hours per session Total no. of hours: 6 hours	$4,500	14 SEN students and their parents	**Students:** Through the learning of making handmade totebags and other accessories, their patience and hand-eye coordination are trained and improved. Also, they learned how to express their love and gratitude to their parents or those they loved. Highly recommended to keep it.
Magic Class	Provide materials, tools and skill training to SEN students. Teach them how to perform simple magic tasks.	1.5 hours per session Total no. of hours: 12 hours	$10,000	10 SEN students and their parents	**Students:** Through the learning of magic performance, they have greater confidence to communicate and express themselves and develop their talent in performing. Highly recommended to keep it.
Handmade aroma candle workshop	Provide materials and training to SEN students and their parents teaching them to design and make their own aroma Share the product with parents and friends	2 hours per session Total no. of hours: 4 hours	$9,600	7 SEN students and 5 SEN parents	**Students:** Through candle making, they enjoyed the skill learning and relieved their stress during the mindful procedure. **Parents:** Parents appreciated the arrangement and enjoyed their quality time through the workshops. Recommended to keep it.

F. Inclusive Event (Tier 1)					
Dusty Kids Campus Exhibition	Provide Mental wellness exhibition and materials They also offer a Stress Management Talk by Counselling Psychologist from Edge to our Year 12 students	4 weeks	$23,000	97 SEN students and their parents All students All teachers All parents	**Students/Teachers/Parents:** Students, as well as their parents and our teachers, enjoyed the exhibition. It provides a platform for them to share their emotions. It's our 2nd year having this exhibition and some teachers are expecting to have it every year. It's worth keeping it as a regular one.
Bus A Campus Scheme (Community Bus from the Q Plus A Foundation)	The Occupational therapists from Q Plus A provide Neurodiversity orientation programs for teachers, parents and students.	2 weeks	$101,250	97 SEN students, 52 SEN parents and 23 teachers All students All teachers All parents	**Students/Teachers/Parents:** Through the orientation programmes and parent talks, we can have a better understanding of our own sensory sensitivity and have higher acceptance to all SENs.
G. For learning resources & equipments					
Inclusive learning Materials/Teaching Aids					
Board games/Learning Packs/Teaching Aids/Books/Materials for Parent workshop/student activities	Provide learning packs for SEN students and teaching aids for teachers.	N/A	$20,671	97 SEN students and their parents	N/A
Calming Corner Facilities	Provide all sorts of materials and sensory friendly facilities for ADHD/ASD/MI to build up a calming corner for SEN students as well as our parents and teachers in need.	N/A	$97,000	97 SEN students, 52 SEN parents and 23 teachers All students All teachers All parents	N/A

LUAC SEN Budget					
Learning Support by the ***Speech Therapist*** from Brighten Development & Therapy Centre	Provide individual training sessions for students who have difficulties in speech and word expression. Provide consultation sessions for teachers and parents. Provide feedback sessions and seminars for parents.	8 hours per session Total no. of hours: 221.5	$221,500	68 students, their teachers, and parents All parents	**Students:** Individual training for students in need allowed them to learn techniques to help with speech development and word expression. Parents: Consultation sessions enabled parents to have a better understanding of the speech development learning needs of their children under a therapist's guidance.
Educational Psychologist Service	Provide assessments for students	Around 10-12 sessions per group of 8 hour each Total no. of hours: 90	$115,200	97 SEN students and their parents All students All teachers All parents	**Students:** Training with educational psychologists provided students with SpLD, ADHD, and ASD assessments, and renewed reports for their application of special exam arrangements in future public exams.

- TWGHs refers to TWGHs Ho Yuk Ching Educational Psychology Service Centre