



香港資優教育學苑
The Hong Kong Academy for Gifted Education

Affective Support to the Gifted Students through Individualised Provisions

透過個別化的學習需要 情意支援資優兒的發展

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Overview

- Why individualised programmes are important to gifted students?
- Why mentoring? How mentoring support the social and emotional development of gifted students? An illustration of an exemplar - Hong Kong Gifted Apprentice Programme (HKGAP) - a Mentoring Scheme



Why Individualised Programmes are Important?

The purpose of gifted education is to **facilitate them to demonstrate their potential in achievement and culminates in eminence.**

One of the major challenges in nurturing gifted students is to help them develop their potential and abilities, comprised of **both cognitive and non-cognitive skills, and social-emotional competencies** which will enable them to address challenges on the way to becoming innovators and producers of knowledge (*Rachmel and Zorman, 2003*).

In line with this rational, HKAGE dedicated to Launch Advanced Learning Experiences Division (ALED) to provide individual learning opportunities to cater for different learning needs.



Why “Mentoring”?

- Longitudinal studies of people in the 20th century show that most of the people who made highly creative achievements received intellectual and spiritual support and encouragement from another individual who served as a mentor, or a sponsor (Zorman, 1993a)
- An approach for educating about diversity is to provide mentorship opportunities for gifted students, ...like the effects of bibliotherapy, connecting with a significant adult who represents an academic area of interest to a gifted students offers many opportunities for the student to appreciate and navigate the social and emotional waters of his or her life. (Tracy L. Cross, 2004)
- A mentoring programme unites education and business to best meet the interests of individual students.(Reilly, J.M., 1992)

This is why HKAGE launched its first Mentoring Pilot Scheme – Hong Kong Gifted Apprentice Programme (HKGAP) in 2017.



Why Mentoring?

Reference from the model of The National Mentoring Program in Israel starting in 2009:-

- ✓ Highly gifted G.9 and G.10 students are matched with top rate professionals in mentees' areas of interest
- ✓ Work for around 1 year on a project of mutual interest and to produce high quality work
- ✓ Each student is support by an education counselor on their social and emotional needs

(Rachmel and Zorman, 2016)



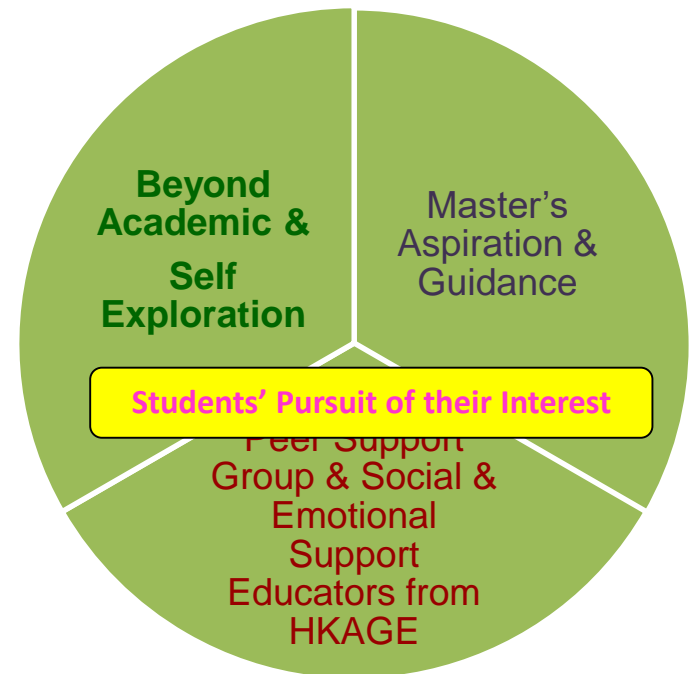
The Hong Kong Gifted Apprentice Programme (HKGAP) – Pilot Scheme

In line with the rationale, HKAGE has launched Hong Kong Gifted Apprentice Programme (Pilot Scheme) in 2017 which is the 1st mentoring programme in HKAGE.

Objectives of HKGAP

•Offering unique opportunities to the **highly gifted students who are ready to take up challenges:-**

- 1) Pursuit and achieve excellence in **their areas of interests**;
- 2) Go beyond their areas of interests with the **inspiration and guidance of the masters** which is on 1-1 basis approach



Hong Kong Gifted Apprentice Programme (HKGAP)

Invitation to Professionals as Masters

Identifying and Inviting professionals

- **14 masters**, who are **well-established** in diverse areas including finance, journalism, politics, banking, business and academics, etc., joined hands to help nurture our gifted youngsters with their expertise and experience;
- who shows enthusiastic in nurturing gifted students



HKGAP (Pilot Scheme) Selection Process

There are 2 stages of the selection process:

1) Screening the student profile; 2) Interview Practice

Screening the student profile
(Selection Panel)



Interview Practice

1st Interview-

- To let students understand the scheme
- To let students show their deep passion and readiness of the scheme



Interview Practice

2nd Interview-

- Exhibiting willingness to take up challenges
- Thinking creatively with an open minded attitude



HKGAP (Pilot Scheme)

Selection Process

- **Selecting Apprentices**

We are looking for the student who are :

- Showing willingness to take up challenges;
- Open-minded with innovative idea;
- Passionate and commit in learning new things.

As a result of the process, 14 students are selected for the programme.

- **Exploring apprentices' interest**

4 to 5 pre-meetings are arranged for apprentices to let them have peer discussion and sharing and to:

- explore the area they are interested in;
- do searching about the masters;
- indicate who they would like to work with and why



HKGAP (Pilot Scheme)

Matching Masters and Apprentice

The matching is worked out via the following activities:

- **Apprentice View indicate** who they would like to work with
- **Mutual Agreement** by master and apprentice
- **Creating the pairs** 1-1 basis arrangement

14 pairs has been matched. Master regularly meetup with the apprentice throughout a year to work on their specific “Project” e.g. Music Education in HK; Making a robot...



HKGAP

Support Social-emotional Needs

14 Apprentice is formed as a support group to **meet on monthly basis** to offer them opportunities:-

- **Encourage Sharing** Apprentice are encouraged to share their views or difficulties they are facing with the mentoring process;
- **Real Task Collaboration** The apprentice group has to work together to organize and implement the HKGAP-related events and activities;
- **Take up Challenge** Apprentices are encouraged to take up tasks that they are not good at, e.g. not presentable boy to be MC in the Opening Ceremony;
- **Self Exploration** Room for self reflection and exploration during regular meetings
- The educator provides guidance and support in the process.



HKGAP

Support Social-emotional Needs

- An educator is assigned to **take care of the whole group of apprentices and masters**, so that the educator can offer timely help to apprentices or masters, e.g. masters may not fully understand the reaction of the apprentices as they are not familiar with this teenager group;
- **Communication channels** are set up for apprentices and masters corresponding, e.g. WhatsApp;
- An educator **supports the social-emotional need of the apprentices**, e.g. apprentice does not feel comfortable with the suggestions given by the masters;
- **Individual meetup** with educator if the apprentices are in need



HKGAP

Support Social-emotional Needs

- **Regular meetings among masters** and HKAGE to exchange views and experiences;
- Seminar for **parents** to let them understand the Scheme;
- Invite **parents and schools** joining Kick-off and Closing Events to let them know the masters and help understand in the progress.

Masters, parents, and schools are joined hands to support the apprentices.



HKGAP (Pilot Scheme)

Monitoring the Mentoring Process

Throughout the process, we monitored the scheme via the following meetings:

- **Apprentice Regular Meetings** which held every month, so that apprentice could share their progress and get support from educators of HKAGE and their peers
- **Individual Meetup with Apprentice** by providing them the social and emotional support on the individual needs
- **Regular Meetup with Masters, schools and parents** to let them understand and support the programme
- **Steering Committee** to hold regular meetings and formative evaluation of the scheme

We have formal process to kick-off and bring closure to the scheme to the mentoring experience.



Hong Kong Gifted Apprentice Programme (HKGAP)

Programme Evaluation

The process should be tracked, measured, and assessed. We have conducted the following:-

- **Apprentice Feedback** Formative assessment and reflection were conducted in the apprentice regular meetings
- **Meetup with Masters** Regular meetings were organized to let masters share and further discuss, feedback and suggestions were collected to refine the scheme
- **Meetup with Schools and Parents** Schools and parents are invited to join Kick-off and Closing ceremony to make sure they could share their views and feedback to the scheme
- **Quantitative and Qualitative Questionnaire** have been designed to collect feedback
- **Apprentice Individual Interview** to share their own thoughts



Hong Kong Gifted Apprentice Programme (HKGAP)

Effectiveness Measures

- **Inspiration from Masters** in the area apprentices interested in, opportunities participating in field visit and social events open up their horizon; masters provide guidance to help map out their career plan;
- **Frequent Meetup** 62% pairs meet around once a month
- **Relationship Extension** All apprentices and masters would keep the relationship
- **Support from Peer Group and HKAGE** sharing among others and guidance received to support their social-emotional needs



Hong Kong Gifted Apprentice Programme (HKGAP)

Effectiveness Measure

Areas to be addressed

- Some apprentices feel doubt and uncertainty of the monthly meetings as the topics shared are very broad and free
- The Scheme has not yet been able to make strong, life-changing experiences to the apprentice comparing with Israel national mentorship programme.



Thank you.

