



ANNUAL REPORT

2020/21



CHILD DEVELOPMENT CENTRE
明德兒童啟育中心



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ABOUT US

The Child Development Centre (CDC) is a not-for-profit organisation, informally set up in 1976 and officially constituted in 1978. For over 40 years, the CDC has provided support in English and Chinese to children with a wide spectrum of Special Educational Needs (SEN).

Our staff members adopt an interdisciplinary approach to facilitate children's development taking into account each child's individual needs. We provide a variety of services including assessments as well as group or individual early intervention, embracing speech therapy, occupational/motor therapy, sensory processing and/or social skills training, as well as attention and behavioural support to ignite a child's learning journey.

Aside from providing educational services for children, the CDC is also committed to serving their families as well as the whole community. We help empower parents as well as child-care professionals through family support and counselling services, professional school support and child development training.

Igniting Learning Journeys - One Child at a Time

Vision

For every child to succeed in their unique learning journey.

Mission

To provide quality learning experiences for the individual child and empower their families.



MESSAGE FROM CHAIRMAN

I began last year's message with how challenging the preceding year 2019/20 has been. It turned out that the global pandemic and social restrictions would last yet another year and beyond. While we in Hong Kong have fared relatively well with lower COVID19 infections and less draconian lockdown restrictions than elsewhere in the world, the lack of face-to-face personal interaction and deep adverse economic impact have affected all in society. These past 12 months have indeed been very hard for our staff and CDC families alike.

However, with difficulties comes innovation. Remote learning is particularly difficult for young children, not to mention those with special educational needs. When in-person services were suspended, our resourceful therapists and teaching staff created new materials that are suitable to deliver virtually. Thus the children were able to continue with their learning journey with additional involvement from their families.

On top of maintaining essential programmes and services, our dedicated staff took one step further to enhance our families' well-being too. During the period when there was an acute shortage of anti-pandemic supplies, our staff organised care packs of donated face masks and hand sanitizers to be delivered to families. They also sent presents with fun, educational toys and warm messages to the children during festive seasons. Their efforts have brought a little bit of cheer when families were confined at home.

The social restrictions brought other disruptions as well. We had to cancel most of our community and fundraising events during the year, including our signature Daddy Daughter Ball. It is not all doom and gloom though. Generous donors still supported the CDC with vital funds. A very welcome surprise came from the brother of a CDC alumna who, together with 3 brave Year 12 school friends, undertook and completed a gruelling 100 km charity hike along the MacLehose Trail. They nominated the CDC as the sole beneficiary and their momentous efforts raised 4 times the amount they originally targeted. Their kind act also helps spread awareness of the local SEN community and services of the CDC.

During the year we laid the foundation of a new and exciting chapter for the CDC. We began preparation work for a new Centre which will be fully subvented by the Social Welfare Department. We are waiting for the handover of the premises at the time of writing. After a period to fit out, we hope the new Centre will be operational in 2022/23 which will increase the capacity and scope of services that we can provide.

In the coming year, we will continue to review and enhance our core services to fulfil our social responsibility to provide children with a holistic education in an equal learning environment. We will also maintain sound management and nurture good governance for sustainable growth and be accountable to all stakeholders.

I would like to take this opportunity to extend our deepest gratitude to all community partners, generous donors, staff members, the Executive committee, subcommittees and advisors, for their contributions during this challenging year. We will strive to deliver quality services to families in need and to pursue excellence to maintain our status as early intervention experts in Hong Kong.

Sabrina

Sabrina Ho
CDC Chairman



MESSAGE FROM CHIEF EXECUTIVE

The welfare of children and families is always the CDC's first priority. Although this year was undoubtedly a challenging one for most families and organisations in Hong Kong, I am glad that our team has been working more closely than ever, upholding the centre's mission and keeping their faith to serve our children and parents.

During critical periods, both flexibility of operation and soundness of management are pivotal for us, as well as for any other non-profit organisation. Throughout the year, the CDC leadership team intensively reviewed and refined the operation modes whilst continuing to listen to service users' and staff members' views.

It is especially encouraging for us to have received positive feedback from our parents regarding the quality of the CDC's online teaching and services after we adopted the online intervention method for a few months. Furthermore, heartening messages and positive feedback was received from families when we conducted our annual parent survey. Knowing our efforts were recognised, inspired and motivated us to continue our mission of supporting all children and families in our care despite the challenges.

Every effort made by our staff, donors, supporters and stakeholders contributes to the growth of the CDC. It also reflects how we can achieve more for our society when every member works as one collaborative and cross-functional team under an open and sound management.

Next year, apart from resuming all face-to-face programmes, we hope to establish additional teaching/therapy sessions which adopt the latest knowledge and approaches in the profession and refine the current structure to allow more children and families to benefit from our services.

Lastly, we hope you enjoy this year's annual report, and will continue to join hands with us to create a more inclusive society for children, igniting their unique learning journeys with the CDC.

Yvonne
Dr. Yvonne Becher
Chief Executive

SERVICES OVERVIEW 2020/21

SERVED **351**  children

DELIVERED **2,528** hours of group programmes 

 DELIVERED **4,872** hours of individual therapies 

ORGANISED

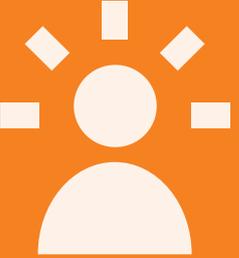


Parenting Workshops

PROVIDED

266 
assessments
in total


373
App Users


88.8%
users use the
app regularly

142,000
clicks 
+
306,572
page views on
the CDC website


383
hours
watch time on CDC's
YouTube channel



FIGHTING COVID-19 AND SUPPORTING THE FAMILIES

When COVID-19 started affecting our society drastically, the CDC reacted speedily in response to the situation. From the delivery methods of our services to working arrangements for staff, we prioritised the safety of all parties and explored various ways to maintain the learning progress of children before face-to-face classes resumed in March 2021.

The CDC delivered practical and creative ways for our professional teams to continue to support the learning of children, and we received positive and constructive feedback from parents regarding our online services.

HYGIENE PROCEDURES

To ensure the safety of our children, families, and staff, strict hygiene procedures were promptly implemented at the CDC.

Students and visitors were required to:

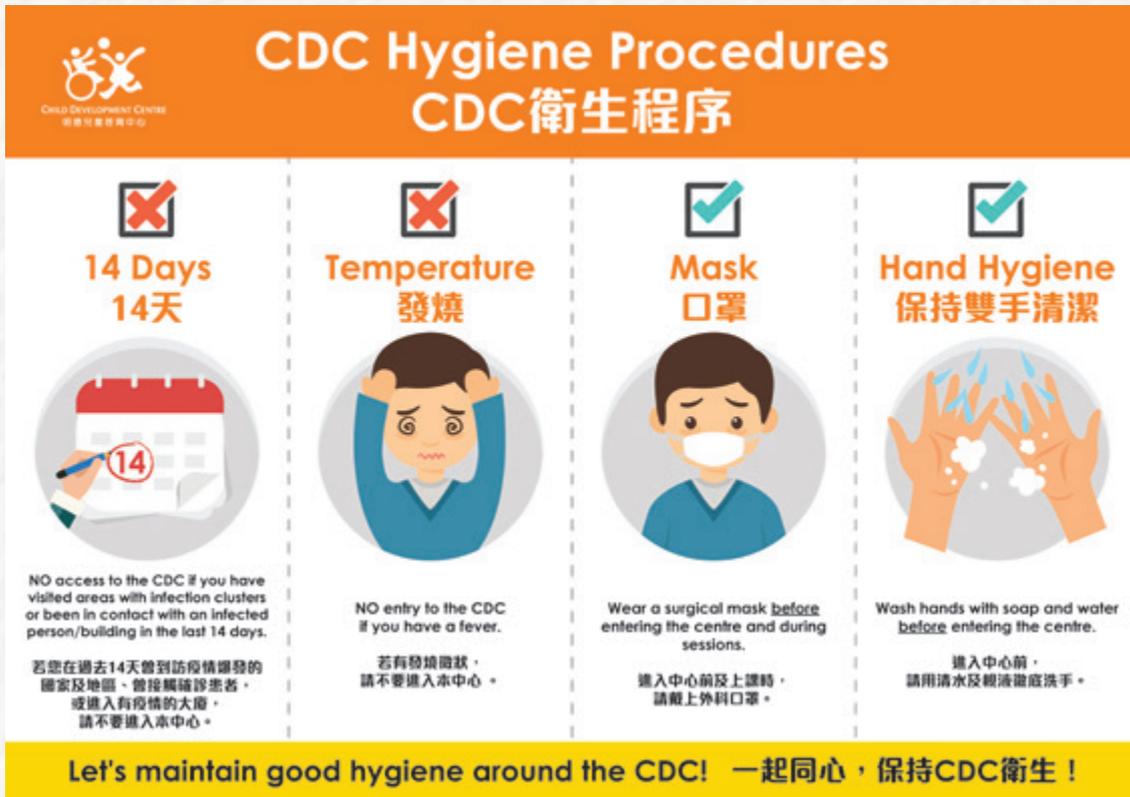
- Check their temperature.
- Wash and sanitise hands at the entrance.
- Wear a face mask in the centre area.

In the classroom:

- Snack time was cancelled to avoid spreading germs.
- Toys, teaching materials, and classrooms were cleaned immediately after each use.

In the office, staff members were required to:

- Maintain social distancing.
- Work from home on a roster basis whilst maintaining operations with minimal staffing at the centre.



CDC Hygiene Procedures
CDC 衛生程序

14 Days
14天

Temperature
發燒

Mask
口罩

Hand Hygiene
保持雙手清潔

NO access to the CDC if you have visited areas with infection clusters or been in contact with an infected person/building in the last 14 days.
若您在過去14天曾到訪疫情爆發的國家及地區、曾接觸確診患者、或進入有疫情的大廈，請不要進入本中心。

NO entry to the CDC if you have a fever.
若有發燒症狀，請不要進入本中心。

Wear a surgical mask **before** entering the centre and during sessions.
進入中心前及上課時，請戴上外科口罩。

Wash hands with soap and water **before** entering the centre.
進入中心前，請用清水及肥皂徹底洗手。

Let's maintain good hygiene around the CDC! 一起同心，保持CDC衛生！

PROGRAMME AND SERVICES GO ONLINE

In order to provide our children and families with learning opportunities and services continuously, despite the on-and-off in-person sessions due to the pandemic, the CDC offered online classes as a safe alternative learning option. Our professional teams acquired the techniques and skills of online teaching, and adopted the new method rapidly, developing materials and delivering classes smoothly while the usual programmes were suspended. We quickly learned that sessions often had to be shortened and to appreciate the input from the parents and caregivers at the home-end of the online sessions. We valued the opportunity to have more contact with the parents/caregivers.

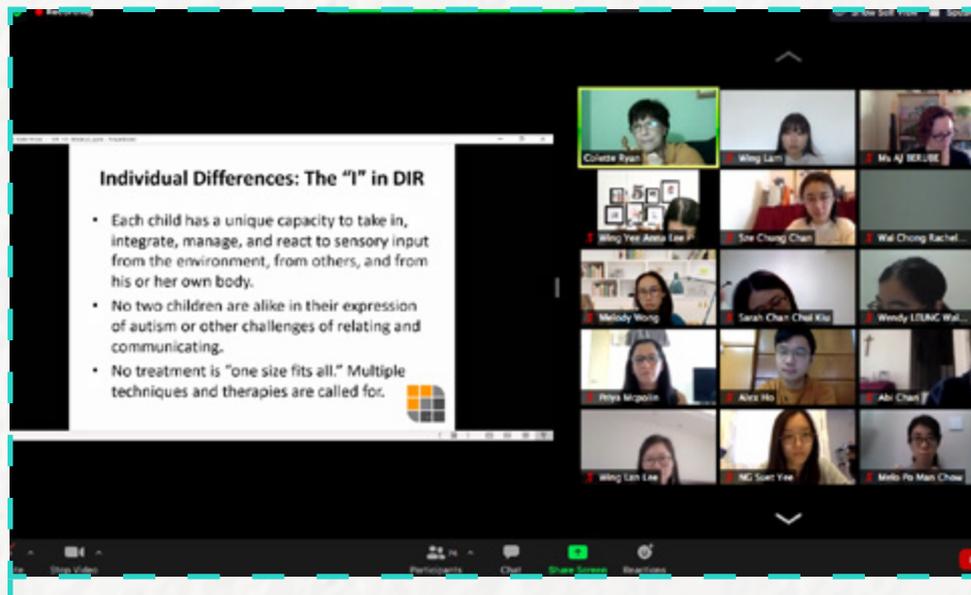


Teachers and therapists used various digital materials to help children learn online.

❖ Parent workshops and professional training

Regular parent workshops, as well as our annual Parent Orientation Day, were also changed to online events to help parents work with their children at home and better prepare them for the ever-changing arrangement of the new school year. Some workshop topics were especially popular during the learning-at-home period, for example 'Managing Children's Challenging Behaviours', 'Self-Care Skills - Teaching Self-sufficiency Within the Home', and 'Promoting Your Child's Language Skills Within Your Daily Routine'.

Besides the parent workshops, we also partnered with ICDL to organise the online DIRFloortime® Training Programme workshops for educators and therapists in the sector across Hong Kong.



ICDL expert, Colette Ryan, hosted the DIRFloortime® Training Programme.

RECEIVING FINANCIAL SUPPORT

We recognised how difficult it was for some families and organisations to sustain livelihoods and normal services due to the pandemic affecting our society drastically; therefore, we express our particular appreciation to the charities who dedicated support to us during this tough time.

With the generous funds, we were able to deliver therapy sessions, equivalent to hundreds of hours, to families in need of temporary financial assistance. By offering the urgent and necessary early intervention education, the students were able to continue to learn, and the parents' needs and stress levels were addressed and eased.

Moreover, with the support from our benefactors, we were able to provide translating and interpreting services for our families from culturally and linguistically diverse backgrounds to enable more effective communication and comprehensive support.

FAMILY WELFARE

❖ A year-end holiday surprise!

Every year, the CDC holds a Winter Celebration for our families to get together to celebrate the happy season. In December 2020, for the safety of everyone, we decided to cancel the party at the CDC but shared our warmest wishes by posting the children a small surprise package! Teachers and therapists wrote cards and packaged a few fun items for children to practise their skills whilst having fun and spending time with their families.



Some festive art and craft activities, stickers, and masks in the surprise holiday parcel.

❖ Masks and hand sanitisers giveaway

Throughout the year, the CDC was grateful to have received support from various organisations and companies. Children-/adult-sized masks, hand sanitisers, and other hygiene products were gifted to us and the CDC reacted efficiently by packing the useful resources and distributing them to families in need.



Families received materials and support from the CDC during the pandemic.



PARENT FEEDBACK

After experiencing online teaching for a while, some parents expressed their gratitude as well as constructive feedback for the online services.

“There are instructions of what to prepare in an email before the session and we find it is reasonably clear. Also the home learning materials are thoughtfully done. The instruction is excellent and it's as good as you can make it with this format. We are grateful for the quality of the CDC's teachers and therapists. They did an excellent job, being in touch and giving us ideas of activities on top of the instructions of the online session.”

Sophia and Jascha, CDC Parents

“The team is extremely well prepared and responsive to the needs of our child. Any email or feedback that we send receives an instant reply that it has been received and a thoughtful plan is provided to help our child get back on track.”

A parent's feedback from the Parent Survey 2020

“We have been so grateful and blown away by the quality of the programmes and the teaching at the CDC. It has been incredibly valuable to our family. It's definitely something that we look forward to every week. The communication between us and the CDC staff is amazing. The teachers have gone above and beyond to share other resources with us.”

Cruzanne, CDC Parent

A Developmentally Supportive Play Partner will

- Understand the importance of where the child is functioning
- Attune to the individual differences a child has
- Provide toys and activities to support the development of play
- Understand that play with one child may be totally different from play with another
- Understand that a toy does not need to be played with the “right way”!
- Understand that messy play and sensory experience provide the best learning environment for a child
- Play with a child and not for a child
- Will be the best supporting actor to a child’s best director performance



EMPOWERING PARENTS

Improving Lives

The CDC values empowerment of parents as much as the knowledge and skills we deliver to our children; therefore, we make every effort to inspire parents with practical and fun parenting tips and encourage them to play an active role in their child's unique learning journey.

PARENT WORKSHOPS

Over the year, we organised 12 free online workshops for CDC parents and families. The objective of running workshops regularly is to enable parents to gain a better understanding of their child's needs and learn about the latest available resources and/or therapy approaches as well as how to implement and support these at home.

Topic Highlights:

- Getting Your Child Ready for Primary One
- Primary One Education Options
- Managing Children's Challenging Behaviours
- Self-Care Skills - Teaching Self-sufficiency Within the Home
- Numicon - Developing Strong Number Sense With Patterns
- Promoting Your Child's Language Skills Within Your Daily Routine

❖ **Special workshop: Play Partners - Practical Ideas for Parents and other Caregivers**

In October 2020, we organised a special workshop for our parents, hosted by ICDL's expert therapist Colette Ryan. The workshop included practical ideas for shared play that respects the individual differences and developmental level of the child.

FAMILY EVENTS

❖ Zumba Dance Online Classes

A big thank you to Matilda International Hospital for organising the Zumba Dance online classes for the CDC families! Parents and children alike enjoyed moving and dancing at home together led by amazing instructor, Ms Jasmine Wu.



❖ Family Fun Sports Day 2020

This fun and sporty event was held on 29 November 2020. A big thank you to Minisport HK for their coaching help and to AIA for the venue at the Hong Kong Observation Wheel & AIA Vitality Park. The families had a great time together and the children enjoyed an opportunity to test their skills in various games including basketball-shooting and football. They also loved the party games where they were put into small groups, providing the chance for teamwork and using their communication skills to complete the games.



❖ Influenza Vaccination Programme

A heartfelt thank you to our project partner 'Dedicare' for providing the quadrivalent influenza vaccine for our families in October 2020.



❖ Social Story: 'Going Back to the CDC'

In order to prepare parents and children for returning to the CDC after a long period of online sessions, we created a social story, titled 'Going Back to the CDC' at the beginning of the 2020/21 school year.



Social Stories were conceptualised by Dr Carol Gray back in the 1990s. They are short descriptions of a particular situation, event or activity, which include specific information about what to expect in that situation and why. By reading Social Stories to a child, you can prepare them for what is ahead. This, in turn, can help with their coping skills as well as their anxiety.



**Read the
Social Story here!**

❖ Parent Orientation 2020/21

Considering the social restrictions, the CDC decided to cancel the annual Open House and Orientation event, planned for August 2020, to protect everyone's health and safety.

To ensure that the parents still received support and information needed before the school year started, we shifted the delivery method of the Parent Orientation from face-to-face to online. During the sessions, parents were informed about how the CDC works daily and our latest hygiene procedures. It was an opportunity for them to raise immediate questions, suggestions or concerns they may have had about their children's programmes.

PARENT FEEDBACK & SATISFACTION

The CDC is always on the lookout for ways to improve. Therefore, we conduct an annual Parent Survey to gather constructive feedback and to understand more about parents' concerns in certain aspects, such as the environment of the centre, effectiveness of therapy sessions, quality of online teaching, etc.

In the 2020 parent survey, we received 100% overall satisfaction, and more than 9 out of 10 parents agreed that their children 'are being supported in meeting their potential'. The top three words most used to describe the CDC were **CARING**, **HELPFUL**, and **PROFESSIONAL!**

❖ Parent Testimonial

"The CDC is one of the best early learning centres for children with special needs. We have been with the CDC for more than a year now, and we are happy to see my child making good progress every day. All teachers and therapists are skillful, experienced, patient, and passionate. They love what they do, and they do care about the children. Also, the CDC organises parent workshops and seminars which are helpful and informative. We, as parents, have learnt so much here. Although this is a challenging time for us as a family, we are lucky to have the CDC to be with us along the way."

Michelle, CDC Parent

"As the parent of a child with a disability, you very quickly adopt a problem-solving approach to life. You are always going to be the person who knows your child best, but it can be lonely and difficult to solve every single challenge that crops up, as it relates to their disability.

For our family, the CDC has been our support team. Their therapists and teachers have been experts in our corner, always ready with practical knowledge, compassion and positivity to help our daughter reach her greatest potential. They are responsive, considerate, helpful and have really made a difference to our family life and, most importantly, our daughter's confidence and abilities. We are so grateful and savour our time with the CDC, whether in their centre, or online."

Cruzanne, CDC Parent



ENGAGING COMMUNITY

Fundraising & Cultivating Inclusion

Being one of the few organisations specialising in early intervention and special educational support in Hong Kong, we value engaging communities to share our expertise and promote an inclusive and equal environment for all children, and connecting with professionals in the sector to exchange inspirational ideas.

The CDC is also committed to refining our services and facilities continuously in order to match the variety of children's learning needs. Therefore, we strive to work closely with people who share the same vision as ours, building a support network to gather talents and donations/fundings to best match the centre's needs. Throughout the year, we received great support from our supporters and generous donors in all forms of contribution.

BENEFICIARY AND FUNDRAISING EVENTS

❖ 100km MacLehose Trail Charity Hike

From 27 to 29 March 2021, four year-12 international school students - Jack Ryan, Gabriel Löwy, Jaden Cheng and Martin Lau - successfully completed the longest trail in Hong Kong - the 100km MacLehose trail and raised more than \$400,000 for the CDC, the event's sole beneficiary of the event.

One of the reasons they chose the CDC as the sole beneficiary was because Jack's younger sister previously attended an early intervention programme here. "The CDC is very close to Jack's heart, as he has a younger sister with Down's Syndrome, and understands the difficulties that families face when raising and educating special needs children to reach their full potential, which is something that every child deserves."

The demanding hike, which took the four teenagers 36 hours to complete, is not only daunting in length, but also challenging due to the elevation of 5,053 metres.

The team originally set their target at \$100,000 on their SimplyGiving donation page but, much to their surprise, had already exceeded the target three weeks before the first day of the hike.



"The hike was an incredible character building experience for all of us. It was full of ups and downs - literally and figuratively. We started off in good spirits, enjoying the serene beaches in Sai Kung, and the beautiful mountain ridges. On the third day though, we were completely exhausted. We hadn't hiked as much as we should have on the first two days, and had 38km to do in one day, including Tai Mo Shan. However, we still pushed ourselves to the end, along with the motivation from the crazy amount of donors who supported us and sent us kind messages, as well as the thought of all the families we would be helping. We finally finished at 10pm that day and while it was tough, we all definitely had a great time and felt really accomplished afterwards."

Jack, Gabriel, Jaden and Martin after completing the hike

"What the students have achieved is remarkable and also important to us and the children in need. It is so heartwarming and encouraging that the students are aware of the current difficulties the SEN community in Hong Kong is facing and decided to be a part of the helping force in our society, devoting their strength and time to contribute to the children and families. We are also grateful to all donors for being a part of this worthwhile cause and their generous support!"

Sabrina Ho, CDC Chairman

Media Publicity

- The Standard - 'Students take hike for charity' (23 March 2021)
- SCMP - 'Hong Kong students to embark on 100km MacLehose Trail charity walk for local children with disabilities' (25 March 2021)
- Young Post - 'Some buddies to lean on' (4 June 2021)

Standard 英文專報 Tuesday, March 23, 2021

Students take hike for charity

Cara Chen

ARMY VETERAN Tom Moore, the redoubtable 100-year-old whose charity walks raised tens of millions of pounds for British hospitals, was a national symbol of pluck in a country ravaged by the coronavirus pandemic.

Although his passing not long ago was sad for many, his story has undoubtedly influenced and inspired many people, including here in Hong Kong.

While the pandemic hit nonprofit organizations hard, four Year 12 students from an international school in Hong Kong will endeavor to complete the city's longest trail to raise funds to help Hong Kong students with special education needs.

From March 27 to 29, Jack Ryan, Julien Cheng, Gabriel Lowy and Martin Lau will hike the full 98-kilometer MacLehose Trail, starting from Pok Tsun Chung in Sai Kung in the east to Tam Tin Town in Tam Tin in the west.

The trail is daunting not just in terms of its length, but also in terms of its elevation of 6,189 meters.

Despite last year's hike together to prepare for the event, the four hiking enthusiasts said they have never done anything like this before in terms of length.

"We want to show that a fundraising event doesn't have to actually cost money," the students said.

"It could be more like a hobby – something that is fun, healthy and relieves stress. I think something like this is already good enough for a fundraising event."

Posting on the online fundraising website SimplyGiving on February 18, the team initially aimed to raise HK\$100,000 before April 30 to support the Child Development Centre, a nonprofit organization for special educational needs children.

As of Sunday, the initiative raised HK\$143,997 from 308 donors. The team will be setting a higher target.

The students chose the center as the sole beneficiary, as team leader Ryan's younger sister, who has Down's Syndrome, previously attended an early intervention program there.

The team – and especially Ryan – understand the difficulties families face when raising and educating special

needs children to reach their full potential, which every child deserves.

As one of only two government-supported early education and training centers in Hong Kong, that provides programs and services in English and Chinese, the center provides education, assessment and therapy for special needs children aged under eight and serves more than 400 children per year.

"There is no doubt that under the current Covid-19 pandemic, nonprofit organizations like this will be affected the most, so any money donated will help more than ever," the students said.

Money donated to the center will go toward program and service expenses, allowing the organization to help more families and provide better care through their top-notch teaching specialists and therapists – all of which is tailored to each child's needs.

Yvonne Becher, the center's chief executive, said, "We are grateful for Jack and his team's initiative and are glad that the center's work is being recognized and has created such positive value to families throughout the years.

"Hope everyone can also find the love and faith that Jack has for his sister and spend the positive energy to many other children with additional needs in our society."

Donation: www.simplygiving.com/100km-hike-for-special-needs
cara.chen@gangtaoewcorp.com

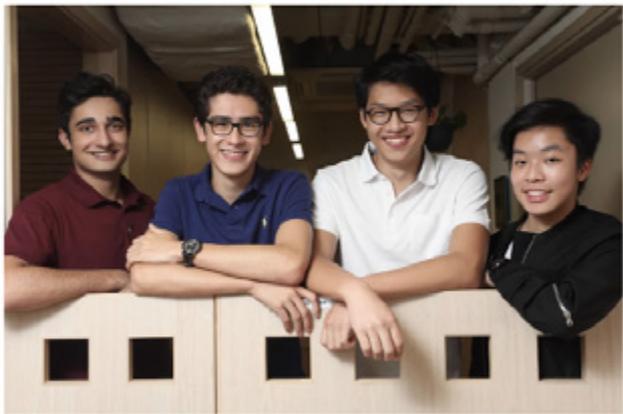


Sport / Hong Kong

Hong Kong students to embark on 100km MacLehose Trail charity walk for local children with disabilities

- German Swiss students Ryan, Lowy, Cheng and Lau have raised more than HK\$200,000 ahead of their MacLehose Trail feat
- "It's been a difficult year, more than usual because of Covid-19" say grateful recipients Child Development Centre

Andrew Mitchell Published 3:05pm, 25 Mar 2021



Four international school students will walk Hong Kong's longest trail in a bid to raise money for local children with disabilities.

Jack Ryan, Gabriel Lowy, Julien Cheng and Martin Lau Yan-ehk – all German Swiss International School year 12 students – explained their decision to take on the near-100km MacLehose Trail across the city this Saturday and why all proceeds will be going to the Child Development Centre (CDC), a government-supported non-profit education, assessment and therapy provider for children requiring additional learning or development.

Year 12 students Gabriel Lowy, Jack Ryan, Julien Cheng and Martin Lau Yan-ehk are walking the 100km MacLehose Trail to raise money for the Child Development Centre in Wan Chai. Photo: Xianxin Chen

youngpost weekend

South China Morning Post

Some buddies to lean on

Four teens share with Amalissa Hall about hiking the MacLehose Trail, defending monkeys, and raising about HK\$400,000 for charity

Edited by Esther Cheung



When you're out with friends, you're laughing, you're taking photos, you're having fun. But when you're out with friends, you're laughing, you're taking photos, you're having fun. But when you're out with friends, you're laughing, you're taking photos, you're having fun.

At one point, we were kind of lost. We took a break, and just didn't realize where we were.

It's a beautiful day, and we're all smiling. We're all laughing. We're all having fun. We're all taking photos. We're all laughing. We're all having fun.

It's a beautiful day, and we're all smiling. We're all laughing. We're all having fun. We're all taking photos. We're all laughing. We're all having fun.

❖ Daddy Daughter Ball 2020

The CDC's annual fundraising event - Daddy Daughter Ball (DDB) was originally scheduled on 6 June 2020. However, it was unfortunately cancelled due to the COVID-19 epidemic. The cancelled event still raised a million Hong Kong dollars from an online silent auction, general donations and table sales donations. Our warmest thanks to the generosity of our supporters who never ceased to help during the difficult time!

COMMUNITY EVENTS

❖ SCMP Kindergartens Festival 2020

The CDC participated in the SCMP Kindergartens Festival on 20 June 2020. Our Chief Executive and Teaching Team Leader shared knowledge and teaching tips with attending parents who were interested in the content and materials for children who may have special educational needs.

In addition, our Head of the Speech and Language Therapist team joined other education experts on a panel of speakers to discuss the topic 'How much screen time is OK for my child?' The panel generated a discussion about how to introduce screen time to children and shared some handy tips on using tablet devices.



❖ SCMP Virtual Learning Festival 2021

On 27 March 2021, the CDC made its debut in a virtual event - SCMP Virtual Learning Festival 2021. More than 120 parents visited our virtual booth and inquired about programmes and services available.



❖ Caring Company 2020

This year, the CDC nominated 17 corporations and organisations for the Caring Company Scheme 2020, and all of the nominated partners were awarded the status of 'Caring Company' or 'Caring Organisation'. A big round of applause for their generous and long-term support to children with additional needs.

Since 2008, we have been nominating various international and local corporations as recipients of the Caring Company Scheme as part of our community outreach efforts to promote the social responsibilities of corporations.

Awarded companies/organisations:

- Baumhaus HK Limited
- China Everbright Limited
- Columbia International Removals Limited
- DG3 Asia Limited
- The Fleming Limited
- Fotomax (F.E.) Limited
- Grand Hyatt Hong Kong
- Kosun Investments Limited
- KPMG
- L C Surveyors Limited
- Matilda International Hospital
- Melco Group
- Plus Group International Limited
- RGL Holdings Limited
- Stephenson Harwood
- Twopresents Limited
- William E. Connor & Associates Limited

TRAININGS, WORKSHOPS & SEMINARS

Throughout the year, our professional team has been invited to give talks, seminars and workshops to schools, corporate partners and NGOs, in order to share professional insight and knowledge with students or educators who are studying or working in the field.

We also invited experts from overseas to hold training programmes, sharing their expertise and experience with us and other local professionals.

❖ ICDL DIRFloortime® Training Programme

The programme, which was hosted by Colette Ryan - ICDL expert level therapist, aimed to introduce the concept and importance of the DIRFloortime model to early education educators and professionals in the relevant sector. Due to the pandemic, the programme was held via an online platform where more than 80 participants joined the two workshops.

DIR 101 - Foundation Course for Professionals (3-sessions)

Introduced and examined the Developmental, Individual difference, Relationship-based (DIR) model, which is an established and recognised framework to understand a child's development.

Play Partners - Practical Ideas for Parents and other Caregivers (1-session)

This session introduced practical ideas for shared play that respects the individual differences and developmental level of the child.

❖ Others



One of our Speech Therapists shared her view and insight about online learning for the 'ECE SEN Network Event: Challenges and Opportunities during COVID for Education of SEN Children and Families'. (October 2020)



ARNEC
Asia-Pacific Regional Network
for Early Childhood

Webinar series:
Young children amidst COVID-19
Practical ECD strategies for the most vulnerable
young children and their families
Monday, 13 April 2020
14:00 – 15:15 (Singapore time)

Our Chief Executive, Dr. Yvonne Becher was one of the panellists for the ARNEC webinar - 'Young children amidst COVID-19: Practical ECD strategies for the most vulnerable young children and their families' to give a sharing about the impact of COVID-19 on vulnerable young children and their families. (April 2020)

ONLINE COMMUNITY

In order to help families receive more practical teaching tips and parenting support from our professional team, (especially at a time when learning-from-home was necessary), the CDC shared knowledge and stories with parents on our social media platforms, which serve as effective channels to communicate ideas and information with families and the general public.

❖ Video: Alumni's family story - Jasleen and her mother

We were grateful to record an uplifting story from one of the CDC alumni - Jasleen, and her mother to share their learning journeys when Jasleen was at the CDC and after she graduated. We are always keen to listen to and hear about the progress and development of CDC children after they leave our services. By telling their encouraging stories, we can spread our mission and values to the wider community.

Parent Voice: A Flourishing Story – Jasleen's Journey with the CDC!

Jasleen and her family had experienced a tough time since Jasleen was born with additional needs. Stumbling on the learning path, they found the CDC where Jasleen's learning needs were fulfilled and the family was supported. Now, Jasleen flourishes as a bright and energised young girl who enjoys singing and dancing!



❖ Video: Coping with COVID-19: Supporting CDC Families with Online Teaching

To better let our families and the public know how the CDC was coping with the COVID-19 situation, we created a video reviewing the programmes and services during that time, interviewing parents and staff to gather useful and constructive feedback.

Coping with COVID-19: Supporting CDC Families with Online Teaching

Throughout 2020, the CDC adopted many different ways to continue to provide support for our parents and their children. Learn more about the CDC's journey through these challenging times, get an insight on how we adopted online teaching, how we prepared for classes and listen to some of our parents provide feedback on how their children were coping and adapting to these online classes.



❖ 'Meet Team CDC' Series

This continuous online series is to introduce members of our multidisciplinary team. We interview team members about their personal stories and career goals when they start working at the CDC. By sharing their backgrounds and personal stories on social media platforms, parents and the public can learn about the teaching approaches of our teams, thus understanding more about the CDC's diversity and mission.



❖ 'Thursday Parenting Tip' Series

From January to September 2020, we shared a practical parenting article on social media platforms every Thursday. Articles were written by our skilled teachers, therapists and psychologists, delivering simple yet useful learning guides and tips for parents to continue to learn with their child at home.





STAFF & ORGANISATION DEVELOPMENT

Grow as One

The CDC believes collective efforts yield longer achievement for the organisation as a whole. Therefore, we place a strong emphasis on continuing professional development for our staff, as well as facilitating open discussion among employees and management.

❖ Continuing Professional Development

In order to enable our employees to enrich their knowledge and improve the centre's services, we organise Continuing Professional Development (CPD) training days every year. On these days, staff members attend workshops or forums which are related to their profession, or participate in relevant courses and team building activities.

On our CPD day this year (27 October 2020), our frontline staff attended the 'Engaging Autism' online workshop hosted by ICDL expert, Colette Ryan; meanwhile, our administrative staff attended an Excel training course, as well as a Crisis & Emergency seminar. In November, all staff attended a First Aid course held by Hong Kong St. John Ambulance to ensure our children's safety. In addition, in-service training was provided weekly to keep our staff up-to-date with the latest knowledge of SEN education.

❖ Staff Meeting

In order to discuss and evaluate our services and performance, the leadership team meets on a weekly basis and a monthly all-staff meeting is held to ensure smooth communication and to provide opportunities for the discussion of current business.

Due to the pandemic during this fiscal year, these meetings were held via online meeting platforms or by exchanging emails to keep all staff well-informed of the latest service arrangements and allow everyone to have an equal chance to raise questions.

LOOKING AHEAD >>

❖ PROGRAMMES & SERVICES ❖



LAUNCH

our **new** centre
in **North Point**



← EXPAND →

the scope and capacity
of the centre at
Prime Mansion, Wan Chai

REFINE

programme
structure

+ ADOPT



latest
teaching
approaches

to better
support
children

with unique learning needs

SUPPORT

schools + educational institutions

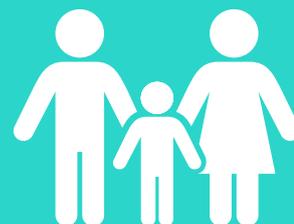


to organise **outreach
training** for employees
working with children
with additional needs

❖ PARENT & FAMILY SUPPORT ❖

Establish
**PARENT
WORKSHOPS**

to enhance
parenting skills and
improve parent-child
relationships



Offer services to
SUPPORT

pre-school age children with SEN
and their families to facilitate
their **transition into primary school**

Continue
to seek

**PARENTS'
FEEDBACK**

on the CDC's services
to further improve
the programmes



❖ COMMUNITY ENGAGEMENT ❖

COLLABORATE

with organisations and events related to SEN to increase **brand awareness** and **exposure**



ORGANISE

educational public events to promote the services of our centre



raise awareness of children with diverse needs in Hong Kong



❖ FUNDRAISING ❖

Resume annual



regular fundraising events to help pitch for **ESSENTIAL FUNDS**



Explore

INNOVATIVE WAYS



to reach potential donors in various sectors, as well as to maintain positive relationships with current donors



❖ STAFF DEVELOPMENT ❖



Continuing our commitment to **staff development** and **empowerment**



Identifying suitable **professional training** for staff members



GOVERNANCE STRUCTURE

We understand it is important for our stakeholders to know how the CDC is governed.

CDC Principles

- Following our Vision and Mission
- Complying with Statutory and Regulatory Requirements
- Being Accountable for Public Monies and Services Provided
- Full Transparency and Communication with Stakeholders

Our Governance Structure

The Child Development Centre is formed and registered as a company limited by guarantee under the Companies Ordinance (Cap. 622) and is registered as a charitable institute exempted from taxes under Section 88 of the Inland Revenue Ordinance (Cap. 112) of the Laws of Hong Kong. (IRD No. 91 / 1579)

The Executive Committee, comprising a maximum of 12 members, is the CDC's governing body. All members of the Executive Committee are independent non-executive directors. The Committee members are all highly committed volunteers from the local Hong Kong community and professionals in the accounting, education, legal, public services and governance fields.

The CDC does not currently limit the Executive Committee members' terms of office due to the small nature of the organisation and the difficulty in finding people of appropriate calibre and commitment who are prepared to devote their time and talents to support the CDC's vitally important work in the Hong Kong community. Executive Committee members step down annually and may be subsequently nominated for re-election at the Annual General Meeting (AGM) usually held in October of each year. Having regard to good corporate governance practice, however, it is recognised that the continued absence of term limits is increasingly unacceptable. In view of this, the Governance Committee has developed proposals to introduce term limits which aim to strike a balance between ensuring regular, phased renewal of and retaining adequate experience and expertise in the Executive Committee's membership.

All Executive Committee members reflect on the Executive Committee's performance through an annual self-assessment of the Committee and incorporate points for improvement as a result.

The Executive Committee has three Standing Committees, the Governance, Staffing, and Finance Committees, which deal with these important areas of the CDC's work. They aim to meet at least twice a year. The Executive Committee meets at least eight times a year.

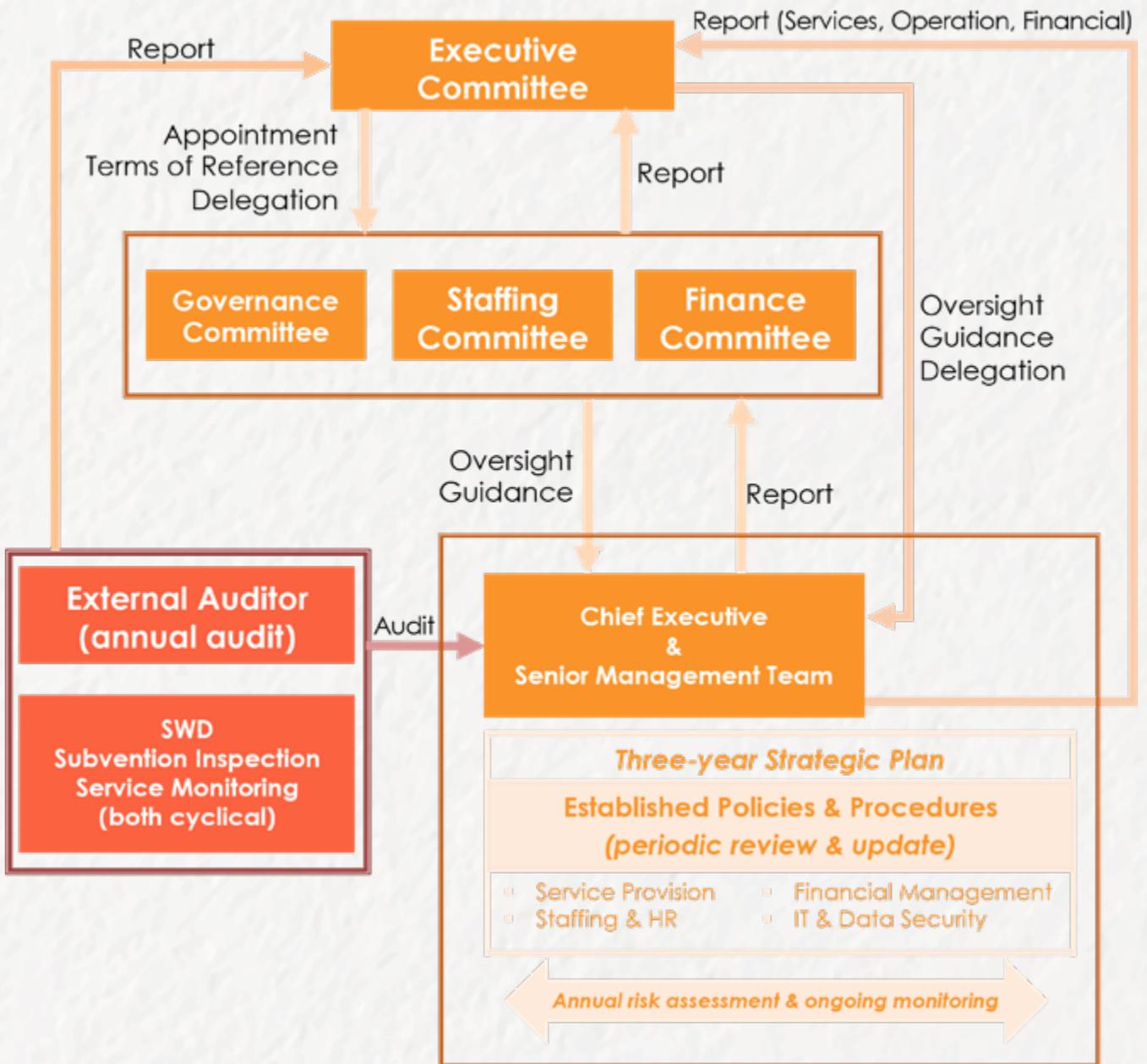
The Executive Committee formulates policies and strategies laid out in a three-year Strategic Plan. It delegates the general daily administration and management of the CDC to the Chief Executive and the Senior Leadership Team (SLT), following a clear delineation of responsibilities between the various parties. The SLT consists of: The Chief Executive/Director Programme Development and Learning; the Finance & Operations Director; the Assistant Director, Programme Development & Learning, and; the Controller, Risk and Compliance.

A risk management framework is used across all areas in the CDC including strategic, operational, environmental, technological, reporting and compliance risk. Annual review and update of risk assessment are conducted by the management team. Results of the key risks identified and the corresponding planned mitigating measures will be reported to the Executive Committee for discussion and advice.

The Executive Committee and management team ensure that key controls are in place including financial, operational and compliance controls. All Standing Committees report directly to the Executive Committee. The SWD carries out a service monitoring system review visit, including a review of the CDC's implementation of Service Quality Standards (SQS), every three years to ensure the CDC complies with the standards laid out in relation to service quality.

The CDC adheres to laws and ethical values, recognising human rights, labour standards, environmental concerns and the need to work against corruption. It strives to minimise any harm to its stakeholders, maximise benefits to society and the environment and be responsible and accountable.

❖ Corporate Governance in the CDC



❖ Executive Committee

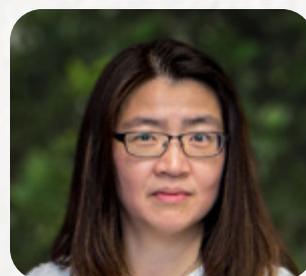
(elected at the AGM on 22 October 2020)



Sabrina Ho
Chairperson



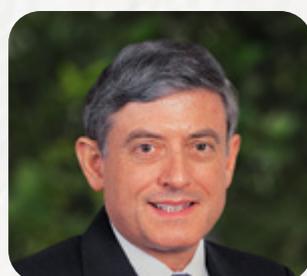
Calvin Hsu
Vice-Chairperson



Clara Chin
Honorary Treasurer



Jackie Hui



Gordon Jones



Henson Lam



Kay McArdle



Abigail Porter



Shirley Lee^[1]

[1] Appointed on 8 March 2021.

Name	No. of Meetings	Attendance	% Attendance
Sabrina Ho	9	9	100
Calvin Hsu	9	8	89
Clara Chin	9	9	100
Henson Lam	9	3	33
Kay McArdle	9	8	89
Jackie Hui	9	9	100
Gordon Jones	9	7	78
Abigail Porter	9	7	78
Sonia Chan (left October 2020)	4	4	100
Denise Chua (left June 2020)	3	3	100
Shirley Lee (appointed March 2021)	1	1	100

❖ Staffing Committee

Name	No. of Meetings	Attendance	% Attendance
Jackie Hui	2	2	100
Sonia Lee (left October 2020)	1	1	100
Marina Wong	2	2	100
Linda Da Silva	2	2	100

❖ Finance Committee

Name	No. of Meetings	Attendance	% Attendance
Sabrina Ho	3	3	100
Calvin Hsu	3	3	100
Clara Chin	3	3	100
Denise Chua	3	3	100

❖ Governance Committee

Name	No. of Meetings	Attendance	% Attendance
Gordon Jones	3	3	100
Sabrina Ho	3	3	100
Kay McArdle	3	2	67
Jackie Hui	3	3	100
John Ball	3	1	33
Clara Chin	3	3	100

❖ Financial Management

The CDC has long been committed to drive for accountable and effective use of financial resources in pursuing our vision and mission. The Executive Committee maintains oversight through the Finance Committee for effective and efficient budgeting and financial management of the CDC.

Recognising the importance of proper use of public money, the CDC will continue to make best use of the Lump Sum Grant (LSG) subvention not only to upkeep our services in coping with the growing demand but also to strive for continuous improvement.

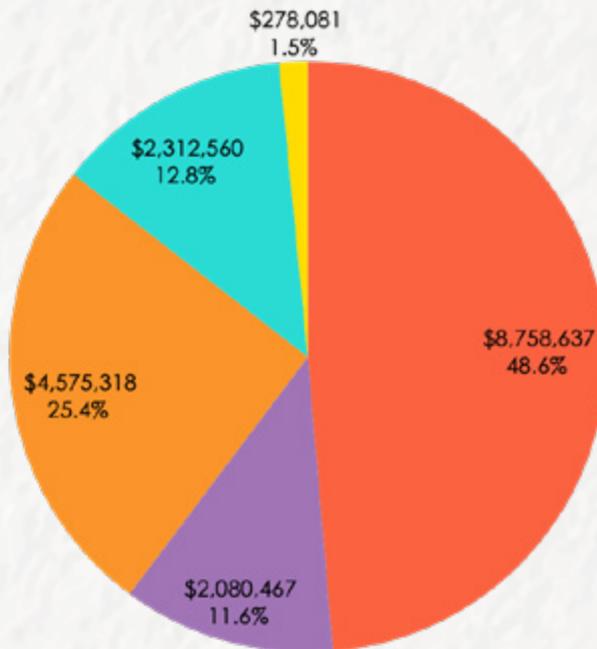
In the year 2020/21, the CDC has once again fully utilised the LSG subvention on our services with no LSG reserve held. Any reserve accrued through the Provident Fund (PF) received from the SWD will only be used to benefit staff members in accordance with the prescribed funding ambit and the CDC's current policy approved by its Executive Committee.

The CDC engages an external auditor to provide an objective and independent review of its financial reporting. The Finance Committee oversees the CDC's audit process. In addition, the SWD carries out subvention inspection on a cyclical basis to review the CDC's accounting and internal control procedures to ensure compliance with the prescribed requirements in the spending of public monies.

The Executive Committee ensures that all appropriate information is made available to stakeholders through clear and effective channels.

FINANCIAL HIGHLIGHTS

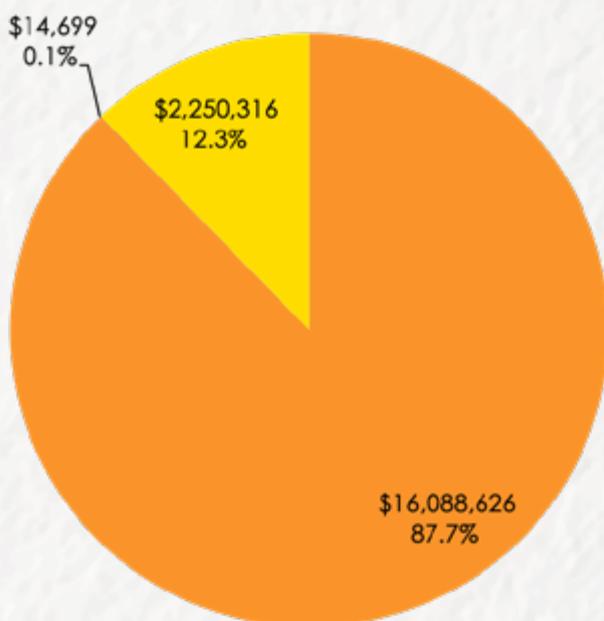
❖ Total Income



Total: \$18,005,063

- Government Subvention
- Employment Subsidy Support Scheme
- Service & Programme Fees
- Fundraising & Donation
 - General Donations
 - Specific Donations
 - Fundings
 - Beneficiary Events
 - Annual Ball
- Interest & Investment

❖ Total Expenditure



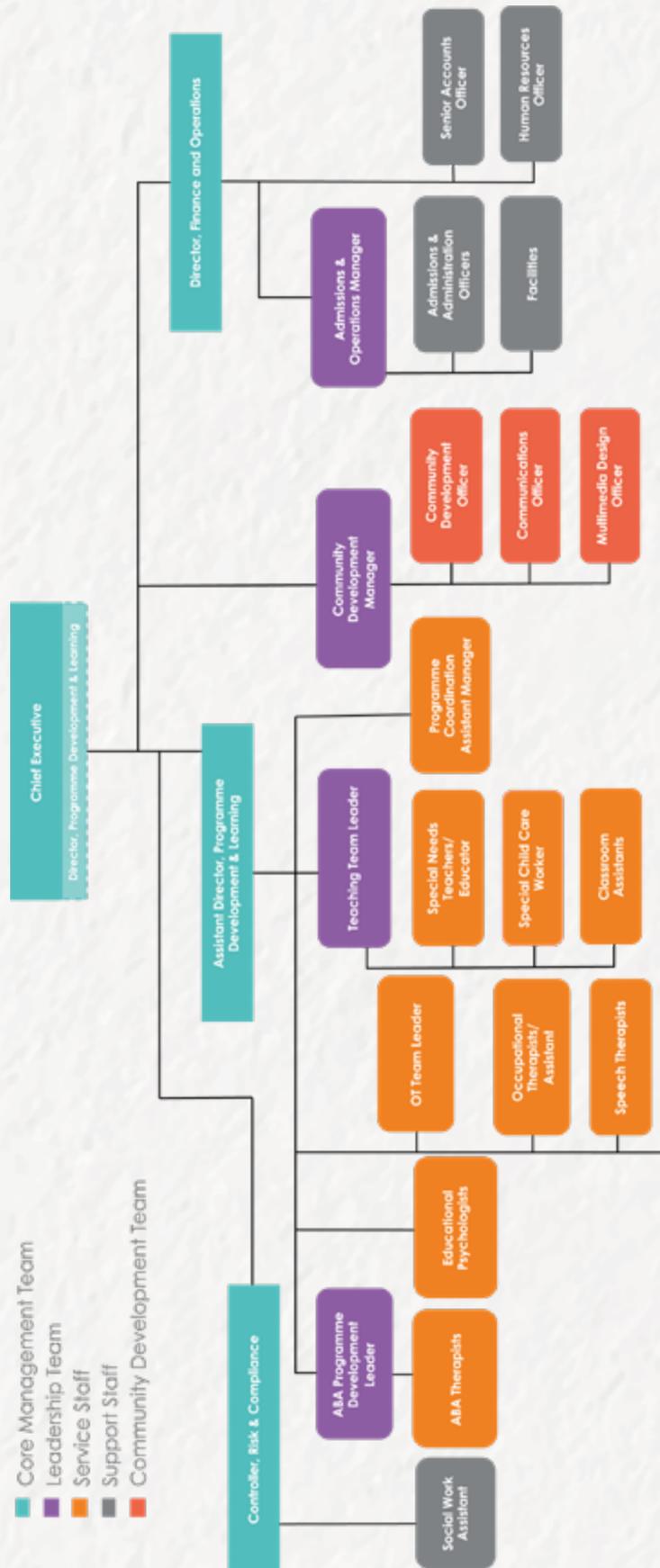
Total: \$18,353,641

- Service & Programme Expenses
- Fundraising Expenses
- Administrative Expenses

[Note 1] Annual Financial Report and Audited Financial Statements can be viewed on our [website](#).

ORGANISATION STRUCTURE

(No. of full-time staff on 31 March 2021: 31)



ACKNOWLEDGEMENTS

Our warmest thanks to all our supporters who so generously gave their time, effort and gifts to support The Child Development Centre from April 2020 to March 2021. Through your generous contributions, we have been able to continue to deliver our educational services that truly made a difference to the children and their families in our community. Our thanks also go to all those who made anonymous donations.

(In alphabetical order)

Corporations

Chanel Hong Kong Limited
Dedicare
FWD Life Insurance Company (Bermuda) Limited
Hugo Boss AG
Kidsland LCS Limited
KPMG
Lai Sun Group
LC Surveyors Limited
Lovable Products (Hong Kong) Limited
Media OutReach
Melco Resorts & Entertainment Limited
Modern Focus Limited
Stephenson Harwood
The Fleming
The William E. Connor Foundation
weStretch

Community Groups/Associations/ Schools/ Public Bodies

Fidelity Asia Pacific Foundation
Matilda International Hospital
Rusy and Purviz Shroff Charitable Foundation
The Far East Masonic Association For Charity
The Hong Kong Racehorse Owners Association Charitable Foundation Limited
The Ohel Leah Synagogue Charity
The Swire Group Charitable Trust
The Welfare League Trust
Yew Chung Community College

Individuals

Abigail Porter	Benedict Ku	Chi To Wong
Alexandra Stock	Calvin Hsu	Ching Yiu Lee
Anita Wong	Candace Kao	Cordelia Au
Annelise Jenks	Carine Bonnet	David Kung
Anthony Sylvester	Carmen Ting	Dorothy Lam
Arthur Wu	Cecilia Wong	Dorothy So
Ben Ngai	Charlotte Chan	E Ching Zai

Edmund Lee
Erica Ma
Erin Sippel
Fang Fang
Fook Aun Chew
Frank Fu
Gabriel Lowy
Hee Sung Sophia Yoo-Tsui
Henson Lam
Iain Bruce
Isabel Chung
Isabel Picazo
Jack Ryan
Jackie Hui
Jacqueline Sun
Jaden Cheng
James Gagnon
Jason Cohen
Jean Fang
Jillian Chan
John Hui
Jonathan Cheng

Jonathan Shun Wah
Julian Cheng
Ka Yee Cheung
Kay McArdle
Lawrence Ho
Leslie Tang
Lily Tang
Loewe Lee
Lorraine Tang
Maarten Ruijs
Mac El-Omari
Man Heung Lee
Man Kwong Cheung
Marina Wong
Martin Lau
Mason Wu
Melody Fong
Michelle Mui
Ming Chung Mak
Nancy Tse
Nicola Hui
Noah Kim

Paul Harrison
Philip K.C. Chan
Pierre Herbst
Purviz Rusy Shroff
Roger McCaughey
Ronald Kwok
Ruijs Maarten
Sabrina Ho
Sonia Kwan
Stephanie Lam
Stephen Suen
Thomas Wong
Timothy Lam
Tracy Luke
Tsz Wing Alda Ng
Una Auyang
Virginia Wilson
Wai Wa Joan Ng
Wan Man Tsang
Wesley Wong
William Hui
Yvonne Becher

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