



CAMBRIDGE

Applying a Growth Mindset in Leading a Fast-Growing School in the Era of AI

A Case Study of Shenzhen Hong Kong Pui Kiu College
Longhua Xinyi School

Mandy MA

12th April

About Myself



- Completed Cambridge O Level and A Level in Singapore
- BA and MPhil in Mathematics and Education, University of Cambridge
- M.Ed in Psychology and Education, Harvard University
- Board Member, Cambridge School Development Community (2025–2027)
- A math teacher with more than 10 years of experience.

Role of School Development Community

- Board Members open our schools to other Cambridge schools to share practices and discuss challenges
- **Offer Consultation** on key issues and changes
- **Advocate** for Cambridge education in both formal and informal settings
- **Host** Cambridge-related events and welcome visitors
- Provide **peer support**



2024 East Asia Schools Conference
April 2024 | Shanghai

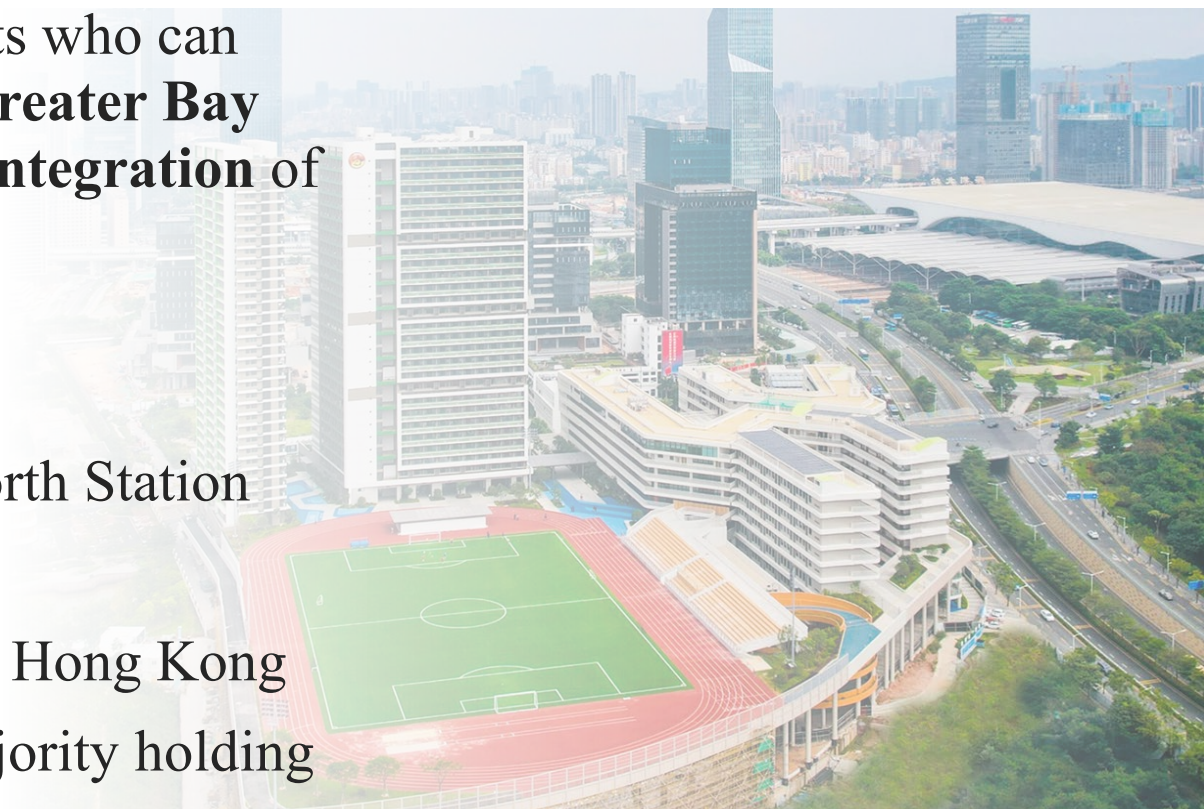
PKXYS at a Glance

Mission

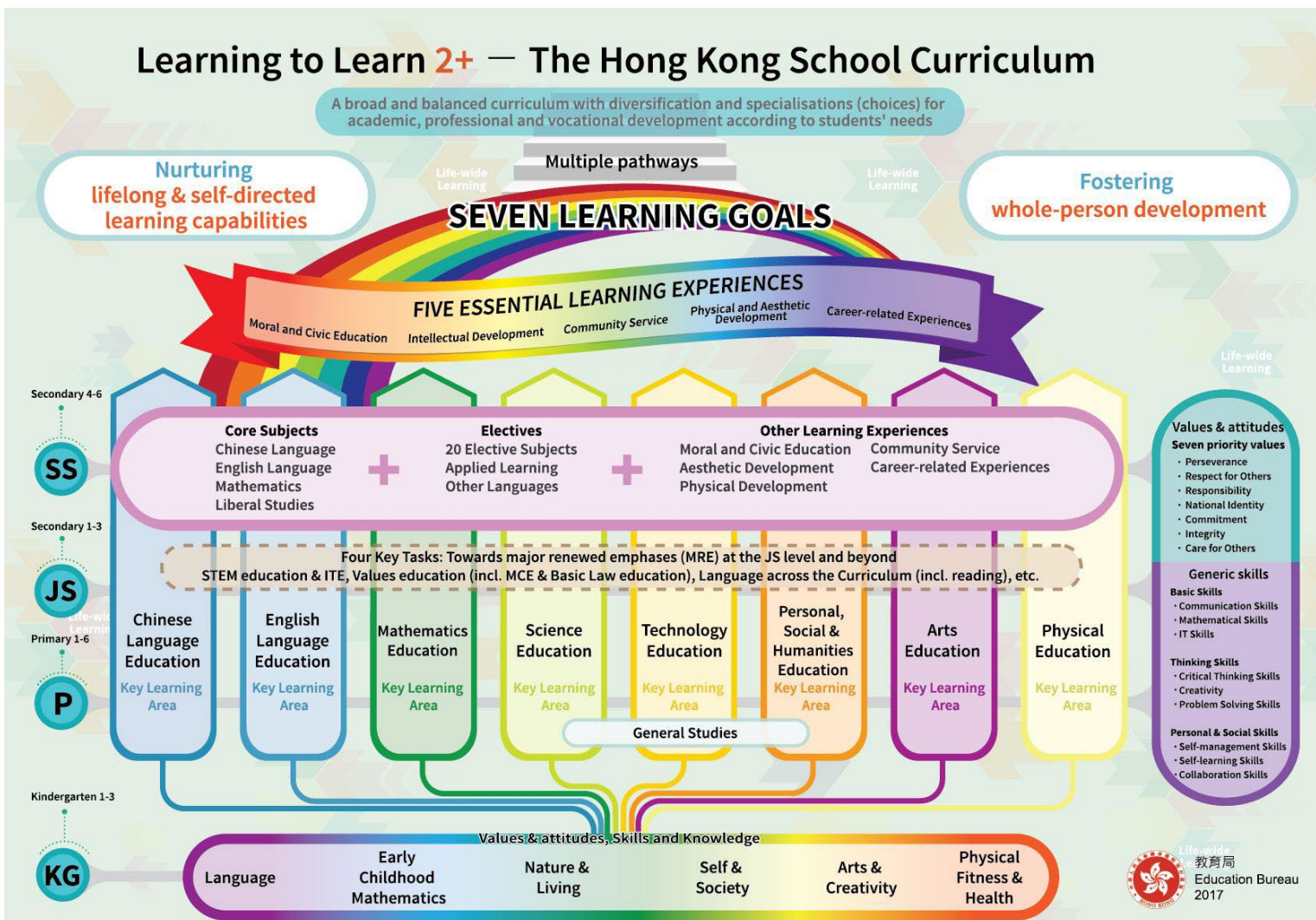
To cultivate an outstanding new generation of students who can contribute to the **Guangdong-Hong Kong-Macao Greater Bay Area** and support China's global vision, through the **integration** of Eastern and Western educational approaches.

Overview

- Established: 2021
- Location: situated 800 meters west of Shenzhen North Station
- K-12 education with three distinct curricula
- 3,000 enrolled students, with 70% originating from Hong Kong
- More than 300 dedicated full-time teachers, the majority holding graduate degrees



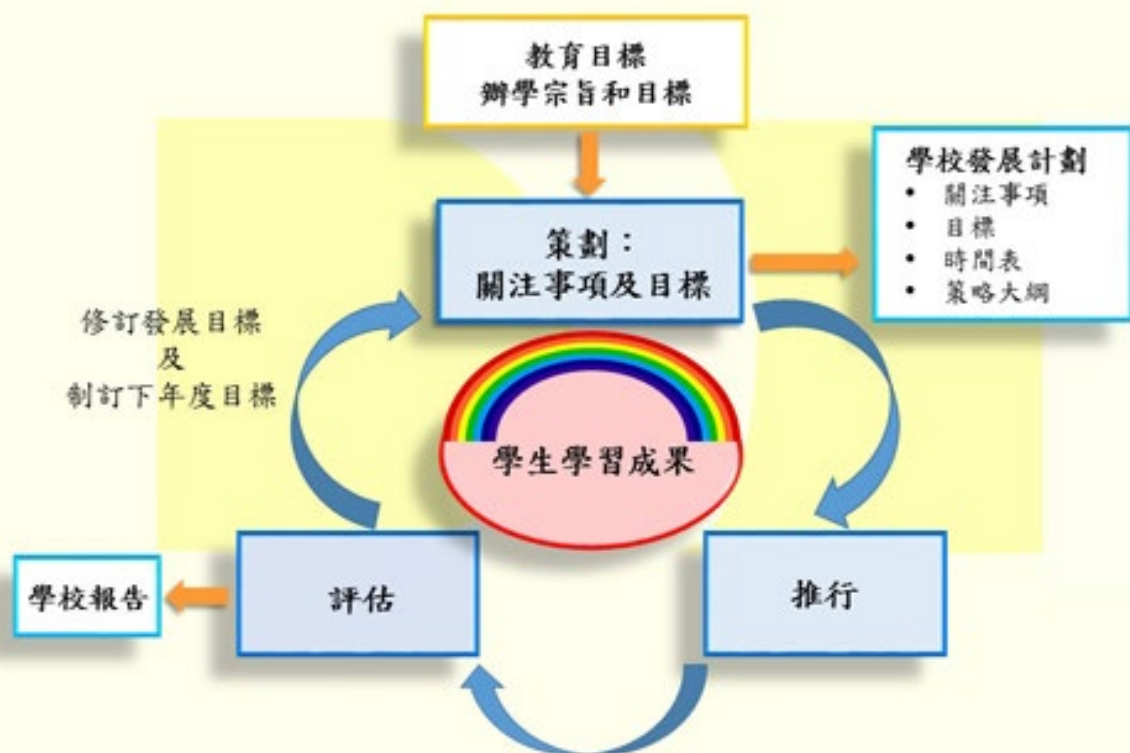
Hong Kong School Curriculum



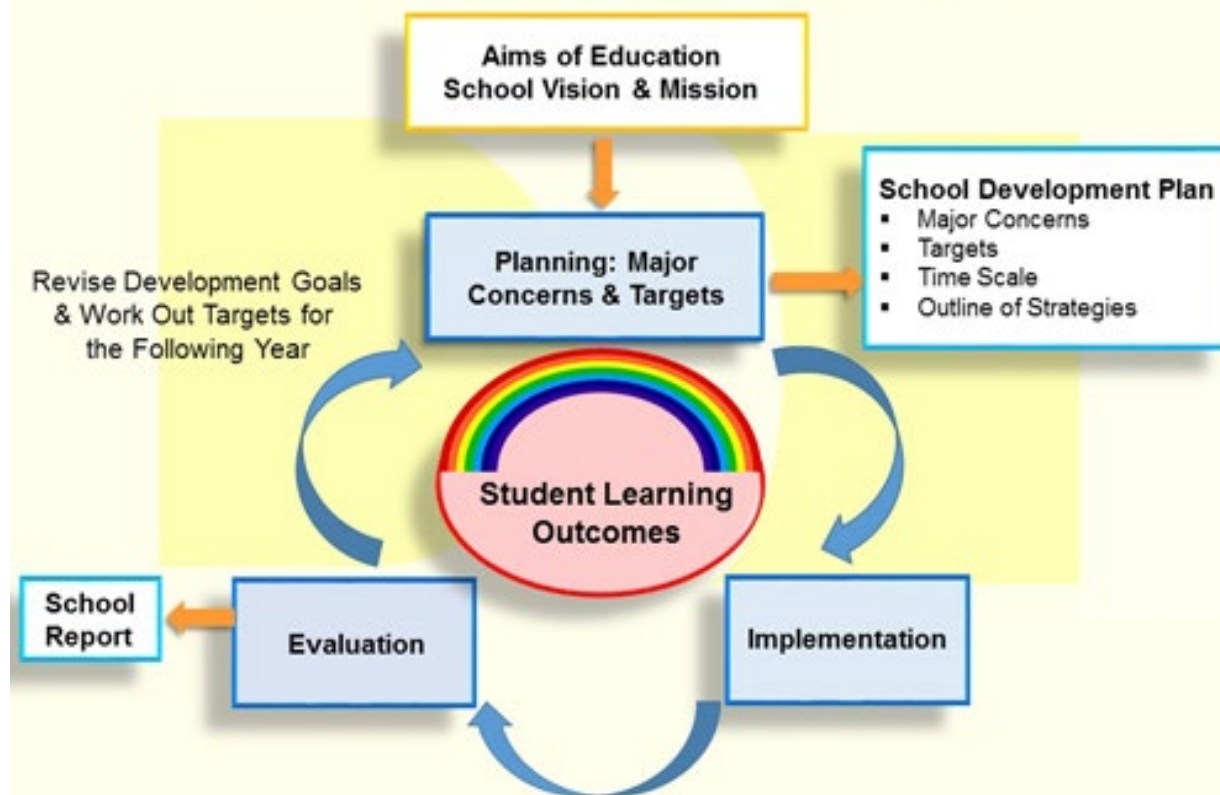
What Makes Our School Unique

- Self-improvement with a growth mindset

學校自我完善的工作循環



School Self-Improvement Cycle



What is a growth mindset?

A growth mindset is a concept from Carol Dweck's work. It's the belief that abilities can be developed through effort, learning, and persistence. The concept offers valuable insights for school leaders navigating **rapid technological change**.

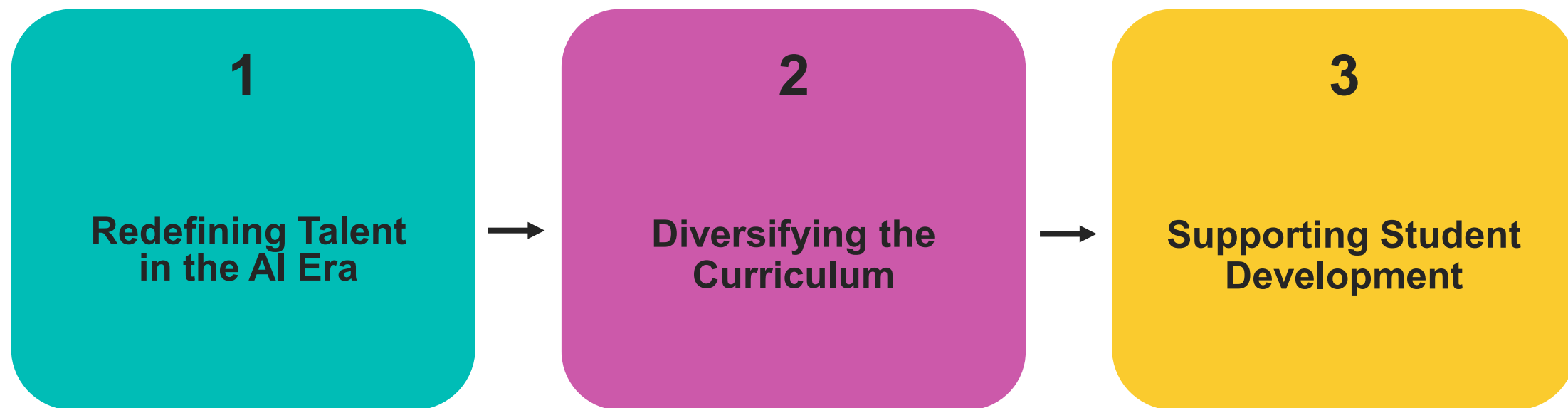
Aspect	Fixed Mindset	Growth Mindset
Challenges	Avoids challenges	Embraces challenges
Effort	Views effort as pointless	Sees effort as a path to mastery
Feedback	Ignores criticism	Learns from feedback
Setbacks	Gives up easily	Persists through obstacles
Success of Others	Feels threatened by others' success	Inspired by others' success

Why Growth Mindset Matters in School Development

- Provide the psychological foundation.
- Transform self-improvement plans into genuine reflection opportunities.
- Create a dynamic, supportive ecosystem for everyone to thrive through effort, adaptability, and collective growth.

Stakeholder	Impact of Growth Mindset
Students	Embrace challenges, persist through setbacks, and view mistakes as learning opportunities.
Teachers	Embrace AI, adapt to diverse needs, and model lifelong learning.
Parents	Support effort over outcomes, update expectations.
School Leaders	Build cultures of improvement, encourage risk-taking.

Applying a Growth Mindset in the School Setting



1. Redefining Talent in the AI Era

A famous school principal **Tang Jiangpeng** once shared:

- The "special skill" gained from intensive exam practice may become obsolete, while the "excellent character" nurtured by moral education will endure. We should focus on developing noble human qualities like kindness, love, compassion, courage, empathy, and imagination.
- Defining talent: **Passion-Driven Specialist** vs. Broadly Competent Mediocrity
- 刷题训练得来的“一技之长”可能落荒而逃，立德树人涵养的“优秀人格”将会站立不倒...着力发展人的高贵属性，比如善良与爱，悲悯与仁慈，勇敢与坚毅，同理心，想象力。
- 人才定义：极致热爱的专科人VS全科优秀的平庸者



Ace Programme

- A three-year super curriculum designed to channel gifted students' passion and enthusiasm for their subjects while encouraging them to explore beyond the standard school curriculum.

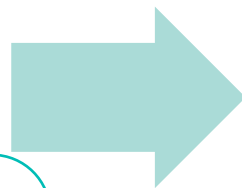


Change in Ace Programme

- When we select the students into the Ace programme, who should we choose?
 - A student who achieved an A in every IGCSE subject
 - A students who achieved A* in math, physics, and chemistry, and B in Chinese and English

2023-2024

- By selection
- Choose the average A students who demonstrate well-rounded academic excellence.



2024-2025

- By application
- Choose the students who show with exceptional aptitude in specific areas.
- Allows for some flexibility in other subjects while maintaining a solid baseline.

Where Passion Meets Purpose: Passion-Driven Specialist

G9 Exploring
broadly



G10-11 Discovering
Passions



G12 Achieving
Specialization

Academic
Pursuit

Online courses &
extensive reading

Research projects,
summer schools

Entrance Exam and
Interview

Character
Development

Propose an ECA club
DoE Bronze Award

Club leadership,
DoE Silver Award

Corporate internships,
DoE Gold Award

Subject
Mastery

Use English to
master subjects

Solid foundation,
Competitions in
interested fields

Meet admission
requirements

Language
Skills

IG ESL

IG ESL, English for
Academic Purpose
(EAP)

IELTS 7.5+, EAP

This framework guides students through progressive development, helping them explore interests, develop skills, and achieve their potential in both academic and personal domains.

2. Diversifying the curriculum

- What is Curriculum?



Diversifying the curriculum

- IGCSE Curriculum Change over Three Years

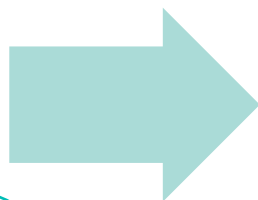
23-24 G1-G2	24-25 G1-G2	25-26 G1-G2	IGCSE課程 IGCSE courses			校本課程 School-based courses
			必修 Compulsory	選修A Elective A	選修B Elective B	
			英文第二語言 ESL	物理 Physics	全球視野 GP	體育 PE
			數學 Mathematics	化學 Chemistry	心理學 Psychology	升學規劃 College Success
			中文 Chinese	生物 Biology	Drama 戲劇	音樂 Music
				計算機科學 CS		班主任課 CT
				經濟 Economics		視覺藝術 VA
				商科 Business		

3. Supporting the Student Development

Adapting our approach while maintaining our core values of growth, excellence, and character development.

2021-2023

- Foundation building phase
- Focused on discipline, guidance, and behavior management.



2023-present

- Growth-Oriented Transformation
- Foster leadership and cultivate holistic development.

Serving with Passion, Leading with Compassion



Holistic Development Rooted in Virtuous Character

Grit

Passion

Strive for Excellence



“教育改革不是革命，更不是內卷，是
進化”

Education reform is not a revolution,
nor an involution—it is **evolution**.

Thank you!

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