

封面故事
Cover Story

專訪愛培學校文麗萍校長、陳恩梓校長 ——

An interview with Kathleen and Abbie from Aoi Pui School ——

亦師亦友的新舊校長：「我們一定跑在前線！」

Like teachers like friends, two Principals, "We are always at the front line!"



一般人對「校長」有種嚴肅、不苟言笑和愛穿套裝的刻板印象。訪問那天，時任校長文麗萍 (Kathleen) 和現任校長陳恩梓 (Abbie) 身穿簡單的連身裙，帶著笑容進入會議室，那種破格的輕鬆感覺，瞬間就打破了刻板的校長形象。

The impression of Principal is usually strict, seldom smiles and always in suit. On the day of interview, our former Principal Kathleen and new Principal Abbie were both in simple dress, arrived at the conference room with smiles. They broke the traditional impressions of Principals not only by their outfits in fact.

時任校長Kathleen (右) 和現任校長Abbie (左) 逐步交接工作。

Former Principal Kathleen (right) handed over to the new Principal Abbie (left).

前線校長的形象

「很多人都說我們不像一般的小學校長。」當了校長十多年的Kathleen認為這跟行為治療師的背景和工作性質有關。許多人以為校長每天只坐在辦公室裡，但在愛培學校 (APS) 則不一樣，大家經常見到Kathleen和學生交談，一起玩社交遊戲。校長的身份也沒有阻礙Abbie與家長及學生接觸：「雖然我是校長，但我也要處理前線工作。」她們隨時準備好走入教室處理學生的行為及情緒問題，為老師提供支援。

在穿著方面，Kathleen和Abbie都不希望給人太拘謹的感覺，要體面之外，也要方便走動。Kathleen開玩笑說：「我們有一個原則，就是不穿旗袍！」她多次強調實用性，更主動向我們展示她的平底鞋，說這樣才能跑得快。兩位校長一點都不古板和嚴肅，也許就是這種平易近人的風格，所以得到許多學生的愛戴。

The Principals standing at front line

"Many people said we did not look like an ordinary primary school Principal." Kathleen who had been Principal for more than a decade, thought that was because of her background of being a behavioural therapist. Many people thought Principals only stay in the office every day, but at Aoi Pui School (APS), she always talked with students or played social games. Being a Principal never stopped Abbie from keeping touch with parents and students, "Although I'm the Principal, I have to handle the front line work." They were always ready to enter the classroom to handle the students' behavioural and emotional problems and to provide support to the teachers.

Kathleen and Abbie did not want to look too prudish on the appearance. Besides looking good, "convenient to move around" is more important. Kathleen giggled, "We could never wear cheongsam." She emphasised her clothing had to be functional, and immediately showed us her flat shoes which could make her run faster. Both Principals were not stubborn nor strict. Their easy-going character made them popular among students.

難忘的宿營活動

問到兩人加入APS後最難忘的經歷，Kathleen和Abbie不約而同地想起多年前的兩日一夜宿營活動。Kathleen認為參加宿營可讓學生接觸大自然和學習新技能，而且能讓家長休息一下，可是宿營並不如想像中舒適。有學生不習慣在陌生及黑暗的環境睡覺或因難以適應新環境而一直發脾氣，同時觸發了其他同學的情緒。他們遂根據學生的習慣來重新編配房間，學生們終於冷靜下來，大家都能好好睡一覺。

經過宿營後，Abbie對照顧自閉症兒童有了更深刻的體會：「我與一群學生只是共度了一晚便覺得很累，他們的父母要長時間面對孩子的行為和情緒問題，真的很吃力。」雖然辛苦，但他們覺得活動很有意義，可以明顯感受到他們其實很珍惜那次寶貴的經歷。

Unforgettable overnight camping

Being asked the most unforgettable moment at APS, Kathleen and Abbie both recalled the overnight camping a few years ago. Kathleen thought students could encounter the nature and equip new skills from camping while the parents could take a rest. However, it was not as good as expected. Some students could not sleep in a strange and dark environment, or they had tantrum to adapt a new place. Then, they had to arrange the rooms again according to the habits of the students, finally all students calmed down and slept well.

After the camp, Abbie understood deeper about taking care of children with autism. "I just spent one night with them and felt tired. It is really difficult for their parents to face their behavioural and emotional problems all the time." Although organising the camping was hard, they thought it was very meaningful and cherished that invaluable experience very much.

「我的人生導師」

Abbie從小的志願是成為一位老師，她讀大學時曾接觸過自閉症兒童，留意到他們的特徵和學習需要，所以特別印象深刻。後來了解到「應用行為分析」（ABA）能有效地幫助自閉症兒童學習，便毫不猶豫地決定加入APS。Abbie從加入APS起便由Kathleen培訓，兩人共事超過十年，亦師亦友。Kathleen指Abbie很了解自己的強項及弱項，更會積極地學習並尋找方法去改善自己的不足之處。她認為Abbie具備了擔任校長的能力及條件，所以當她決定返英國生活時，便決定讓Abbie接替校長一職。

兩人在工作上是很好的拍檔，必然有些相似之處。Kathleen沉思數秒後指出「Can-do（可以辦到）」的工作態度：「我們都不會因為某些學生出現過激行為或是面對要求較多的家長而害怕退縮。Abbie十分投入於工作，甚至會比自己份內的工作多做一點。」有時候大家意見不同，Kathleen便會分享自身的經驗，讓Abbie試從另一個角度思考。在Abbie心目中，Kathleen十分提攜和照顧同事，從ABA的知識及技巧，到課室及人事管理，她都從Kathleen身上獲益良多：「無論是職場或人生，Kathleen都是我的好導師。」

"My life coach"

Abbie had wanted to be a teacher since she was a little girl. She has encountered children with autism at University, and noticed their characteristics and learning needs. After she learned that the Applied Behaviour Analysis (ABA) treatment can assist the learning of children with autism, she joined APS immediately. Abbie was trained by Kathleen upon entering APS. They have been working together for more than a decade and cooperated very well. Kathleen said Abbie understood her own strengths and weaknesses very well, and always works hard to improve. She knew well that Abbie has the ability to be the Principal, therefore thought of Abbie to take over her job once she wanted to be back to the United Kingdom.

Two people cooperated so smooth at work and they must have things alike. Kathleen answered it should be the "can-do" working attitude after thinking for a few seconds, "Both of us are not scared of students' extreme behaviours or demanding parents. Abbie is devoted to her work and always do more." Sometimes they had different points of view, Kathleen shared her own experiences and let Abbie to think from another angle. In Abbie's heart, Kathleen took great care of colleagues, from ABA knowledge and skills, to classroom and human resources management, she learned a lot from Kathleen. "No matter at work or personal growth, Kathleen is a very good coach for me."

Abbie接受過Kathleen的培訓，他們在訪問當日調轉角色，也趁機重溫當日的美好回憶。

Abbie received Kathleen's training, they swapped the roles on the day of interview and reviewed their good old days.



校長的挑戰

擔任校長一職，壓力自然少不免。Kathleen憶述成立APS初期的艱辛：「當時沒有太多資源和支持，我也不清楚營辦學校的相關規例和所需硬件，感到很吃力。」Kathleen從2007年開始，一步一步建立APS的雛形。她先從最擅長的治療工作著手，逐漸提升老師的教學技巧，學生人數從個位數慢慢增至20名、36名...現在更躍升至逾70名，成績讓人刮目相看！接棒成為校長的Abbie表情嚴肅起來，因深知自己的責任比以前大，也坦言有一點壓力：「以前有Kathleen作為支柱，現在我則要獨立作出決定。」除了不可像以前依賴Kathleen，肩負的職務不再只是協助主任管理課室及確保學生有良好的學習進度，更要處理學校行政事務和幫助老師成長。

Principal's Challenge

Being the Principal is no doubt stressful. Kathleen recollected the difficult times of setting up APS, "We didn't have much resources and support at that time, I didn't know the relevant regulations and hardware we need for setting up a school. That was very difficult." In 2007, we gradually established the School step by step. Kathleen started with improving the teaching and treatment skills of the teachers. The number of students went from a few to 20 and then 36, and now over 70. The achievement was incredible! Abbie suddenly looked serious, she knew her responsibilities are growing and admitted her stress, "Before Kathleen was my back up, now I have to make decisions independently." Her duties now not only include assisting teachers to manage the class and ensuring students' learning progress, but also managing administrative affairs and providing learning opportunities for the colleagues.



問及兩人會否再舉辦宿營活動，Abbie笑言要等Kathleen從英國回香港後，才再考慮舉辦。

Being asked if they would organise overnight camping again, Abbie said she would wait for Kathleen to come back from the UK first.



兩人一同欣賞多年前學生描繪愛培學校的畫作，讚賞學生用圖畫來介紹校園。

Kathleen and Abbie appreciated the students using paintings to introduce the campus.

將「be nice」（友善待人）的風格承傳下去

Kathleen離任後轉職為愛培自閉症基金（APF）的顧問，支援機構的治療師培訓及服務和課程的發展。她盼在放下校長的身份後，重新檢視教學的每一環，並提出改善的建議。她對Abbie抱有期望：「我希望『be nice』（友善待人）的風格能承傳下去，以友好態度處理任何事情。」Abbie十分感激Kathleen對她的信任，更表示會秉承Kathleen的一貫作風。問到她覺得學校有否需要增強或改善的元素，她提及修讀「應用行為分析」（ABA）碩士課程有很大的得著，因此會積極推動同事進修。從她篤定的眼神能看出她有帶領老師和學生們一起向前進發的決心。

Keep the "be nice" character

Kathleen is now the Consultant of Autism Partnership Foundation (APF) to continue supporting therapist training, services and curriculum development. She would evaluate every detail of teaching, and suggest ways for improvement from a new perspective and angle. In fact, she has expectations for Abbie, "I hope she would continue to be nice, handle everything with a nice attitude." Abbie felt very grateful for Kathleen's trust, and promised to continue Kathleen's style. When we asked Abbie if she thought the School needs any improvements, she mentioned that studying the ABA Masters course is beneficial, so she will encourage her colleagues to do so. We could see her determination in leading the teachers and students to make a big step forward.

Kathleen在過去十多年一直忙於學校事務和讀書，她希望回到英國後學習瑜珈和畫畫，還要抽空製作法國牛角包，她更幽默地叫大家密切留意她的畫作，大家聽到都不禁哈哈大笑。共事多年的Abbie衷心祝福Kathleen回到英國後和家人生活愉快。她也下定決心在新崗位更努力，協助更多自閉症學童改善行為、學習和生活上的問題。

Kathleen was very busy with school duties and studies in the past decade. She wishes to learn yoga and painting, and make croissant when she is back to the United Kingdom. She joked to ask us to pay close attention to her "master pieces". We all bursted into laughters. Abbie blessed Kathleen a happy life with her family in the United Kingdom. She was determined to work hard at her new position, assist more students with autism to improve behaviours and to learn and enjoy life.



愛培學校
AOI PUI SCHOOL

關於愛培學校 About Aoi Pui School

APF自2013年得到紅磡三約街坊福利會的支持，將其舊小學改革成為愛培學校（APS），以自負盈虧的模式運作，成為香港唯一一所教育局註冊、專為自閉症兒童提供雙語課程選擇的小學。

With the support from Hung Hom (Three Districts) Kaifong Association, APF has been able to operate a self-financed project - Aoi Pui School (APS) since 2013. Registered under the Education Bureau, it is the only primary school for children with autism in Hong Kong with a bilingual curriculum.

主席的話

Chairperson's Note

我在此衷心感謝愛培學校（APS）的前校長文麗萍女士（Kathleen），由今年10月起，Kathleen改變了角色，成為APF的顧問，以騰出更多時間來照顧家庭。沒有她的貢獻，我們就不可能在香港成立及運作一所專為自閉症兒童而設的學校。我們十分幸運，她願意繼續於不同崗位支持APF。另外，我們十分高興陳恩婷女士（Abbie）接任成為APS的新校長，一直敬業樂業的她已經在APS工作超過十年，並且表現出色。

我還要多謝兩位前董事局成員Stephen Gore先生和Mark Williams先生。雖然兩位現已不在香港工作，但是他們承諾會繼續支持APF。我在此代表機構祝願他們於海外工作順利、生活愉快！與此同時，我很榮幸在此公佈Alec Tracy先生和Paul Gresham先生加入董事局。他們都熱忱於幫助有需要的人，並對自閉症及APF有深入的了解，我相信他們將會為我們帶來嶄新的視野，帶領APF邁步向前。

I would like to take this opportunity to thank Ms. Kathleen Man, our former Principal of Aoi Pui School (APS) for the efforts she put into the School. Kathleen has shifted her role from the School Principal to the Consultant of our Foundation since October 2019, to spend more time taking care of her family. Her dedication has enabled us to set up and operate a school tailor-made for students with autism in Hong Kong and we are most fortunate to have her continued support to APF in a different role. We are also pleased to have Ms. Abbie Chan as the new Principal of APS who has been a devoted member at the APS for more than 10 years with outstanding performance.



A sincere thank you also goes to Mr. Stephen Gore and Mr. Mark Williams – two former members of our Board of Directors. Although they are not currently working in Hong Kong, they have expressed their will to continue supporting the APF. On behalf of the Organisation, I wish them a successful and happy life overseas. Meanwhile, it is my honour to welcome Mr. Alec Tracy and Mr. Paul Gresham to join our Board. Both passionate in serving others and with extensive understanding about autism and the APF, I believe they will bring new insights to the Organisation, helping us reach new heights.

Toby Mountjoy

創辦人兼主席
Founder and Chairperson

製作自家冰皮月餅 Snowy Mooncake Workshop

* 是次活動由Hallmark Cards (HK) Ltd. 全力贊助
* The activity was fully sponsored by Hallmark Cards (HK) Ltd.

為慶祝中秋節，我們於8月31日舉辦了冰皮月餅工作坊。十數位家長及小朋友準時到達烘焙坊，隨即跟從導師的指導，展開製作自家冰皮月餅的工序，期間發生了不少趣事。小朋友都十分渴望品嚐到美味的月餅，有些於是在開始製作前已急不及待偷偷先嚐綠豆蓉餡料的味道，更是津津有味。中秋節當然少不了猜燈謎。其中一題的謎面是：「酸甜甜辣味，他們總先嚐（猜日常用品）」，有一個小朋友立刻大叫「相機」，全場所有人頓時大笑起來。隨後我們拍了大合照，大家便高高興興地把豐富禮物及自家製冰皮月餅一同帶回家去。



小朋友和媽媽一起用心製作月餅。

A kid and his mother were making mooncakes with their whole heart.

To celebrate Mid-Autumn Festival, we organised a snowy mooncake workshop on 31st August. Parents and children arrived at the bakery punctually, and started making snowy mooncakes under the master's instructions. Everyone focused on the production while there were some funny episodes. Children were eager to know the taste of mooncakes. Some dipped the green bean paste and then requested for more before the workshop started! There is a must-play game at Mid-Autumn Festival – riddles. One riddle was about "Please guess a daily utensil which always tastes your food before your turn", then a child responded to this by shouting out – "Camera"! All laughed immediately for this creative answer. After taking a group photo, everyone was back to home with gifts and delicious snowy mooncakes.



三天家長培訓工作坊 Three-day Parents' Training Workshop

許多家長表示不知道如何加強自閉症孩子的自發性溝通能力，有見及此，我們在10月22日至24日舉行了一連三天的家長培訓工作坊。是次工作坊結合了理論學習、角色扮演及實習時間，並由APS行為治療課程監督黎靄怡小姐、APF個案督導主任梁定安先生和麥心明小姐授課，旨在讓家長提升對自發性語言的了解，掌握訓練的方法，從而協助他們的孩子主動與別人溝通。家長們都很用心地學習，並與孩子進行練習。治療師在旁提供即時的指導，讓家長更能掌握訓練技巧。希望家長在家中都可與孩子進行訓練，運用所學的方法增強孩子的社交溝通能力。

Many parents expressed that it is difficult to strengthen spontaneous communication skills of children with autism. Therefore, we organised a three-day parents' training workshop. This workshop combined theory, role-play and practicum. Our instructors were Ms. Christy Lai, APS's Classroom Supervisor, Mr. Zon Leung and Ms. Samantha Mak, APF's Case Managers. The workshop has enhanced the parents' knowledge of spontaneous communications and the relevant training methods, so that they can help their children communicate actively with others. Parents learnt hard and practised with children, while therapists provided immediate instructions. Hope parents would use what they have learnt to train their children at home, in order to enhance their social skills.



(上) 家長嘗試運用已學的知識跟孩子進行訓練。

(Top) A parent tried to train a child with what she has learnt.

(下) 透過角色扮演去鞏固所學。

(Bottom) Parents strengthened their learning through role play.

兒子不再活在自己的世界裡！

My son no longer lives in a bubble!

「我和兒子的關係更親密了，自己的付出終於得到回報。」栢栢媽媽透露栢栢曾經只活在自己的世界裡，令她十分憂心，並決心要為兒子帶來改變。經過一年的「學習小夥伴」計劃後，栢栢已蛻變成一個活潑又主動的男孩子。

兩歲時的栢栢不太留意身邊事物，經常獨自玩耍。栢栢媽媽表示：「當時我很心痛，很希望栢栢能學會社交技巧，與朋輩愉快地相處。」她發現坊間適合自閉症兒童的密集式社交小組極少，而栢栢接受了APF一個月一對一密集式ABA治療後的進步十分顯著，於是她對APF的服務很有信心，便為栢栢報名參加「學習小夥伴」計劃。

對媽媽來說，最開心的事就是見證孩子的進步。經過訓練後，栢栢多了留意身邊事物，還會專注聆聽別人說話，開始對與朋輩交流感到興趣。可是，栢栢漸漸

“I get closer with my son. My efforts finally paid off,” said Pak’s mother. She revealed that Pak did not interact with others in the past, as if he was living in a bubble. She worried about Pak a lot and was determined to bring him changes. After joining a year of “Learning Buddies” programme, Pak has become a lively and lovely boy.

When Pak was two years old, he was unaware of his surroundings and always played alone. Pak’s mother said, “I was heartbroken. I desperately hoped that Pak could learn some social skills and play with friends happily”. She found that there were very few intensive social skills training groups for children with autism in the community. As Pak improved a lot after receiving APF’s one-month one on one intensive ABA treatment, Pak’s mother built confidence in APF’s services and therefore she applied for a place of “Learning Buddies” for Pak.

The happiest thing for Pak’s mother was witnessing Pak’s improvement. After training, Pak paid more attention to the surroundings, developed



栢栢 (前排左一) 十分享受和珍惜與小夥伴相處的時光。

Pak (front row, first left) enjoyed and cherished the moment with the buddies.



在畢業典禮中，栢栢和媽媽一起合影。
Pak posed with his mother at his graduation ceremony.



小夥伴雀躍地製作燈籠，慶祝中秋佳節。
The buddies made lanterns delightedly to celebrate Mid-Autumn Festival.

出現行為和情緒問題，當別人不服從他的指令時，他會發脾氣和打人。媽媽感到不知所措，便尋求治療師的協助。治療師透過角色扮演，讓栢栢明白他的行為會令對方傷心和受傷。我們還邀請了栢栢媽媽和哥哥到中心參與訓練，經過練習後，栢栢能夠控制自己的情緒。栢栢媽媽看到栢栢的進步，感到很高興：「個人化課程能針對性地改善栢栢的行為，我很感激治療師。」

自閉症兒童通常難以辨認面部表情和缺乏情感交流，他們對別人表現出關愛更是難能可貴。栢栢在課堂中學習了情緒概念，他能留意到媽媽不開心的，並主動關心她。栢栢媽媽感到滿足：「栢栢的舉動令我感到很窩心，我的付出終於得到回報。ABA治療很適合栢栢，這個計劃很值得參加。」栢栢媽媽看到訓練的成效，十分希望栢栢可以在APF繼續接受訓練。

栢栢現在於幼稚園裡很享受與其他同學一同玩樂，栢栢媽媽也透過「學習小夥伴」計劃認識了其他自閉症兒童的家長，互相扶持。我們的治療師團隊亦積極地為處理孩子的問題提供建議，並會在孩子畢業後一年內定期跟進孩子的情況，這些支援都給予栢栢媽媽力量。最後，栢栢媽媽鼓勵同路人，只要堅持給予孩子訓練，終會看到孩子進步。

social interest towards peers and would listen to people attentively. However, Pak gradually displayed behavioural and emotional problems. He would lose his temper or hit others when they did not listen to his orders. Pak's mother felt lost and therefore sought help from our therapists. Our therapists helped Pak understand that hitting people would make them sad and injured through role-plays. Pak's mother and brother were also invited to APF's centre to practise with Pak. After some practices, Pak can now control his emotions. Pak's mother was delighted to see Pak's progress, "The individualised curriculum focused on improving Pak's behaviours. I'm very thankful to APF's therapists," said Pak's mother.

Children with autism often have difficulties in reading facial expressions and emotional communications, which made their show of kindness and caring for people rare. After learning about emotions in class, Pak can now notice his mother's bad mood and take the initiative to care for her. Pak's mother felt contented, "I was touched by Pak's act. My efforts paid off. ABA treatment fits Pak very well and 'Learning Buddies' is definitely worth joining." She saw the effectiveness of the treatment and hoped that Pak can continue training at APF.

Pak is now able to enjoy playing with peers at his kindergarten. Pak's mother also met other parents of children with autism through "Learning Buddies" and formed a support network. Our clinical team also gives practical advice to parents on solving children's problems and follows up the children regularly for a year after graduation. These support brought strength to Pak's mother and cheered her up. She is eager to encourage other parents of children with autism that they will see their children's progress one day as long as they persist on arranging training for their children.



PRESENTS

kay... isn't me.

演唱會紀念T恤 Concert Memorial T-shirt

著名藝人謝安琪小姐 (Kay) 相隔三年後，於今年十月再舉辦演唱會，並與 FILA 合作推出了一件限量版紀念T恤。Kay 十分有愛心，將紀念T恤的全部收益捐給APF，幫助基層自閉症小朋友接受適切的治療及相關服務。

Ms. Kay Tse, a renowned artiste, held her concert again in October after three years. Kay is so kind to donate all the income from the sales of a limited edition T-shirt launched together with FILA to APF in order to help the children with autism to receive treatment and relevant services.



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