

## School Development Plan 2012/13 - 2014/15

### A. Analysis of current situation

#### a. Strengths & Opportunities

1. The *School Board and alumnae* are very supportive and are ready to provide above-standard resources to implement the school development plan.
2. *Teachers* share the mission and vision of our school. They have good understanding of the development plan. Many of them are adaptable to changes and ready to experiment with new challenges in pedagogy.
3. The senior management is well-supported and well-loved by the staff and students. Both the senior and middle management are receptive and have the necessary skill and capacity to manage change & can provide good leadership to our school. Most of the supporting staff is experienced & able to relieve teachers of workload & share their duties. All these factors work together to facilitate the smooth implementation of the development plan and the concerted effort required for its successful implementation.
4. *Students* in our school are well disciplined and are ready to learn and to strive for better academic results and balanced development in various domains.
5. *Parents* share the mission and vision of our school. Mutual understanding, trust and support have been established between school and parents.
6. The School has established good linkages & relationships with the *local community* and various professional organizations to provide academic support & other essential learning experiences to the students.

#### b. Weaknesses & Threats

1. *Senior management* needs to take time to establish effective channels of communication among various groups of stakeholders to make possible smooth implementation of the development plan.
2. *Teachers* are pre-occupied with a tight teaching schedule. This will affect the full and smooth implementation of the development plan.
3. A minority of *students* who used to be over-dependence on teachers may lack confidence in more active self-learning. They also lack the endurance and perseverance to strive for excellence.

## **B. School Development Plan 2012/13 – 2014/15**

“*Learn Actively, Engage Proactively*” will be the guiding spirit of our school’s development plans for 2012-15. On the basis of our last 3 years’ development plan, we would like to prepare our students to be *active, self reflective and confident*.

For lessons or other learning experiences, *student-centered activities* will be designed to *engage more students in the learning process*. Meanwhile, all students are encouraged to *reflect, set and act on the goal* for themselves. Also, forms and ECA groups will provide support and training for students to develop their capacity and enhance their sense of achievement.

The Annual School Plan formulated around the School Development Plan will delineate clearly the details of the actual implementation. Subject Panels departments and committees have also prepared annual plans in line with the School Development Plan and the Annual School Plan. Details of the Annual School Plan (2012/13) are attached with the School Development Plan while all annual plans of subject departments and committees are put in the school intranet.

### **Major concerns for 2012/13**

1. Enhancing Students’ Active Learning Capacity
2. From self reflection to self confidence

**School Development Plan 2012/13 – 2014/15**

Major Concerns	Intended Outcomes/ Targets	Strategies	Time Scale		
			12/13	13/14	14/15
<b>1. Enhancing Students' Active Learning Capacity</b>	(i) Students' learning capacity is enhanced by engaging students actively in the learning process across the subjects.	✧ Subject teachers review the existing curriculum and learning tasks, <i>redesign</i> part of curriculum & design learning tasks to <i>engage students more in the learning process</i> .	✓	✓	✓
		✧ Subject teachers actively engage student in the learning process during the lesson observed by Panel Heads and vice principal.	✓	✓	✓
		✧ Review, integrate, adjust and refine the student-centred teaching approaches.		✓	✓
		✧ Students of different abilities are given tasks of which they feel challenging and through which they can acquire a variety of learning experiences.		✓	✓
	(ii) An active learning environment is created in which students are engaged actively in the learning process	✧ Introduce good learning habits and strategies to S2 students systematically in the S2 Active Learning Lesson.	✓	✓	
		✧ Develop a secure e-learning social network as a learning platform for students and teachers to connect, collaborate, share content and access homework and class discussion.	✓	✓	✓
		✧ Introduce active learning elements in life-wide learning activities outside school and out-of-town study tours	✓	✓	✓
		✧ Invite ECA groups and departments to organize activities or enrichment courses which involve active engagement of the students.		✓	✓
		✧ Invite guest speaker and/ students who are models of active learners to share in Morning Assemblies or Activity lessons.		✓	✓

Major Concerns	Intended Outcomes/ Targets	Strategies	Time Scale		
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<b>1. Enhancing Students' Active Learning Capacity</b>	(iii) Teachers will acquire teaching strategies to enhance students' active learning capacities	✧ Organize sharing sessions and workshops to enhance teachers' abilities to develop students' active learning capacities.	✓	✓	✓
		✧ Compile teachers' active learning lesson plans and develop self-evaluation forms for teachers' references.		✓	✓
		✧ More resources and assistance will be elicited from professionals	✓	✓	✓
		✧ Develop an e-platform for professional sharing of pedagogies related to active learning and for collection & sharing of active learning materials & educational applications.	✓	✓	✓
		✧ More teachers explore the use of i-pad as a tool to engage students in learning processes.	✓	✓	✓
<b>2. From self reflection to self confidence</b>	(i) Students will develop <i>good living habits</i> and be <i>more self-reflective</i> .	👍 Students' sharing on the topic of "Reflection and Growth" at 1. assembly / activity periods for all students 2. class periods for students of the Form /Class 3. ECA groups for all members	✓	✓	✓
		👍 Teachers' sharing on the topic of "Reflection and Growth" at 1. assembly / activity periods 2. morning prayer sessions 3. campus TV	✓	✓	✓
		👍 Reflection Board Show of ECA groups	✓	✓	✓

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2. From self reflection to self confidence	(ii) Students <i>self-efficacy and confidence</i> will be enhanced by improving their capacity to act on the goal(s) they set for themselves.	<p>☞ Engage students to make self improvement through goal setting and action plan:</p> <ol style="list-style-type: none"> <li>1. Activities for promoting students' self-understanding and strategies of action are provided during class periods. Students are encouraged to reflect and set goal(s) in different aspects, e.g. academic performance, interpersonal relations and community services.</li> <li>2. Students are encouraged to review regularly for self appreciation and improvement.</li> </ol> <p>☞ Engage students to work for goal(s) set by forms or ECA groups: Activities or trainings are organized in line with the themes of each form or group. Reflection &amp; evaluation for improvement are needed at the end of the term.</p> <ol style="list-style-type: none"> <li>1. Form teachers</li> <li>2. ECA team leaders.</li> </ol> <p>☞ Encourage students of senior forms to set goal(s) and action plan for groups, e.g. entrusting working committees to set goal(s) for ECA groups/classes.</p> <ol style="list-style-type: none"> <li>1. Students are guided to observe and review the current situation of the group. Knowledge and skills training for goal setting and planning are also provided for the team leaders and committee members.</li> <li>2. Action plan is set by committee in relation to the goal(s). Reflection and evaluation for further improvement are needed at the end of the term.</li> </ol>	✓	✓	✓
	(iii) Students review their plan regularly for further improvement.	<p>☞ Celebration activities are held for giving recognition to students' improvement.</p> <ol style="list-style-type: none"> <li>1. Activities for classes and ECA groups are held at the end of academic year.</li> <li>2. Activities for whole school are held at the end of academic year 2014-15.</li> </ol>	✓	✓	✓

Appendix 1: Strategies of each form to encourage students to reflect, set and act on their goal

	Goals	Major strategies
S1	<b><i>Be a responsible secondary student</i></b>	<ul style="list-style-type: none"> <li>➤ F1 Building Team and class teachers provide training for students to develop good habits and behaviour.</li> <li>➤ Activities are arranged in class periods for students to explore and understand themselves.</li> <li>➤ Students are encouraged to set a short term goal and action plan based on their self reflection. Then review and sharing will be arranged after 6 weeks.</li> </ul>
S2	<b><i>Exercise your strength to enrich your lives and the lives of others</i></b>	<ul style="list-style-type: none"> <li>➤ Various training and service opportunities are provided to develop students' potentials, e.g. True Light Teens Programme, sharing sessions of Voluntary Service.</li> <li>➤ Students are encouraged to set a goal and action plan to explore or develop their talents according to the results of multiple quotient test. .</li> </ul>
S3	<b><i>Make enhancement to face the NSS challenges</i></b>	<ul style="list-style-type: none"> <li>➤ For helping students to act on the plan effectively, rules and skills of time management are introduced.</li> <li>➤ Students are encouraged to set a goal and action plan for NSS subject selection.</li> </ul>
S4	<b><i>Study effectively and work for class unity</i></b>	<ul style="list-style-type: none"> <li>➤ Various activities are organized by form committee to increase cohesion within each class and across the form.</li> <li>➤ Students are required to make reflection on their time management in journal and make some changes in daily practice for achieving the goal(s) more effectively.</li> </ul>
S5	<b><i>Explore yourself, plan your future</i></b>	<ul style="list-style-type: none"> <li>➤ University visits, careers card sorting game and experience sharing by old girls are organized to prepare the students to better plan their future.</li> <li>➤ Strategies to act on goal(s) are introduced to students through class activities: Self determination and Persistence.</li> </ul>
S6	<b><i>Embrace the challenge, release your inner strength</i></b>	<ul style="list-style-type: none"> <li>➤ The focus is put on helping students set up their goal and action plan in academic pursuit and personal growth. Students' self reflection and sharing are held regularly for further improvement.</li> <li>➤ Strategy to act on goal(s) is introduced to student through class activities: Resist Temptation.</li> </ul>