True Light Middle School of Hong Kong - School Development Plan (2015/16 – 2017/18)

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. 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. ***The opening of the TL Oasis which include the Library and the Academic Learning Centre*** help create an even richer learning environment which facilitate learning and teaching and the development of eLearning.
5. ***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.
6. ***Parents*** share the mission and vision of our school. Mutual understanding, trust and support have established between school and parents.
7. 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 allow smooth implementation of the development plan.
2. ***Teachers*** are pre-occupied with a tight teaching schedule. Senior and middle management are busy preparing the 334 education reform. This will affect the full and smooth implementation of the development plan.
3. A minority of ***students*** who used to rely 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 2015/16 - 2017/18**

The School Development Plan (SDP) is made with conscious awareness of the demands of education reforms and the whole person development of our students. It is initiated by the School Improvement Team (SIT). SIT has considered the views from the following sources before the plan is formulated :
1. needs of the students which were reflected in KPM Questionnaire in December 2014 &
2. discussion in Panel, Moral & Civic Education, Executive and Staff Deliberative Meetings held in 2014/15.
The SDP has been endorsed by the Staff Deliberative Meeting.

"**Strive for the Best Performance. Live with a Better Balance.**" are the main goals for the years from 2015-18. It is built on the strengths consolidated in the previous years. The main focus is to **motivate students to excel themselves to strive for their best** and **initiate students to adjust their connection with inner selves, living and others, so as to better balance of their personal and life development**. We expect through all the subjects and departments of our school, a series of strategies around the theme will be implemented.

In terms of "Live with Better Balance", classes at each level and the extra-curricular activity groups will organize various activities aiming at raising students' awareness of physical health, inner self or others. We also hope to build up and enhance students' skill for balanced life.

The Annual School Plan (ASP) formulated around the SDP will delineate clearly the details of the actual implementation. Subject Panels departments and committees have also prepared annual plans in line with the SDP and the ASP.   Details of the ASP (2015-2016) are attached with the SDP while all annual plans of subject departments and committees are put in the school intranet.

Major concerns for 2015-16
1. To provide effective feedback to motivate students to excel themselves to strive for their best.
2. To initiate students to adjust their connection with inner selves, living and others, so as to better balance of their personal and life development.

School Development Plan 2015/16 - 2017/18

	Intended Outcomes/ Targets	Strategies	Time Scale		
			15/16	16/17	17/18
Major Concerns 1. To provide effective feedback to motivate students to excel themselves to strive for their best.	(i) Each panel subject review their feedback policies and practices & identifies a focused area or general strategies in which effective feedback and follow-up policies will be developed or further improved to close the gap between students' present condition and desired learning outcomes	✧ Internal review will be conducted by each subject panel. Each subject panel reviews their feedback policies and practices.	✓		
		✧ Reviewed, integrated, adjusted and strengthened of the feedback policies and practices.		✓	✓
		✧ Refine the follow-up strategies by taking into consideration the learner diversity.		✓	✓

	Target	Strategies			
	(ii) To create an environment that students treasure the learning process	✧ Invite students, alumnae or speakers who are self-directed learners to share in the assemblies or school major functions.	✓	✓	✓
		✧ Set up the Reading Promotion Team to create a rich reading atmosphere to facilitate students to become self-directed learners.	✓		
		✧ Invite the above average students of S4-S5 to join the Learning Enhancement and Enrichment Program (LEEP) to sharpen their learning skills of the EMI subjects and increase the word power of English	✓	✓	✓
		✧ Invite the lower achievers of S4-S5 to join the LEEP to enhance their learning skills of the EMI subjects and to develop their good learning habits.		✓	✓
		✧ Organize student workshops on common generic skills for S1-S3 students		✓	✓
	(iii) To enhance teachers' skills to provide effective feedback	✧ Hold sharing sessions and workshops to enhance teachers' abilities and skills to provide effective feedback.	✓	✓	✓
		✧ Tap resources and assistance from professionals	✓	✓	✓
		✧ Strengthen and explore the use of functional apps and interactive learning platform, namely Edmodo & Schoology to facilitate teachers to provide effective feedback.	✓	✓	
	(iv) To strengthen the use of data to provide effective feedback	✧ Set up Data Analysis Team to enhance the use of assessment data to strengthen Class Teachers' support to students.	✓	✓	
		✧ Enhance the use of assessment data to provide more feedback to students in terms of their academic progress.		✓	✓
		✧ Enhance the use of assessment data to provide more feedback to facilitate students' life planning.			✓
		✧ Review the existing evaluation forms		✓	

Major Concerns	Intended Outcomes/ Targets	Strategies	Time Scale		
			15/16	16/17	17/18
2. To initiate students to adjust their connection with inner selves, living and others, so as to better balance of their personal and life development.	(i) To raise the awareness of physical self	Activities and exercises to raise students' awareness of their physical health: ✧ For whole school 1. 5 mins stretching exercise in assemblies 2. Professional talks on the topic of health 3. Healthier food providing at tuck shop ✧ For junior forms 1. Morning run programme ➢ S1 students ➢ S2 – S3 students 2. Sports ACT log book for S1-S3 to encourage students to exercise regularly and frequently 3. Knowledge about balanced diet will be taught in S1-S3 HE lessons	✓ ✓ ✓ ✓ ✓ ✓	✓ ✓ ✓ ✓ ✓ ✓ ✓	 ✓ ✓ ✓ ✓ ✓
	(ii) To raise the awareness of the inner self and others	Mindfulness experiences to raise students' awareness of the inner self and nature: ✧ Life stories sharing in morning prayer sessions ✧ Mindfulness exercises in RS lessons ✧ Planting activity for S1 students and interest group members	✓ ✓ ✓	✓ ✓ ✓	✓ ✓ ✓

Major Concerns	Intended Outcomes/ Targets	Strategies	Time Scale		
			15/16	16/17	17/18
	(iii) To consolidate the connection with inner self and others	Mindful reflections to consolidate the understanding and connection of inner self and others:			
		✧ 5-10 mins for mindfulness and stretching exercise in assemblies			✓
		✧ Mindful reflection and sharing after the designated activities such as planting, Student Christian Fellowship		✓	✓
		Activities to broaden and deepen students' connection between self and others:			
		✧ Long-term service commitment		✓	✓
		✧ In-depth experience of nature life and retreat			✓
	(iv) To build up and enhance students' skill for balanced life	Skills of planning and review of implementation for students to activate their better balanced life:			
		✧ Goal setting and action plan	✓	✓	✓
		✧ Better time management	✓	✓	✓