

Maryknoll Fathers' School
3-Year School Development Plan 2024/2025– 2026/2027

Targets	Outline of Strategies	Time Scale Year 1/2/3			Seven Learning Goals
		1	2	3	
Major Concern I: Cater for learners' diversity – the whole school works together to enable students of all abilities to learn with enhanced motivation and confidence, so as to achieve academic growth.					
1. Teachers have a good understanding of the causes and strategies to handle learners' diversity (LD) & apply them effectively in the classrooms to address students' diverse learning needs	1.1 Organize professional staff development workshop, focusing on theories accounting for LD, related effective teaching strategies & design of tiered assignments	✓			2. Breadth of Knowledge 3. Language Proficiency 4. Generic Skills
	1.2 Subject panels discuss and specify clearly on schemes of work for each unit the different expected learning outcomes for the more advanced, average and less able students	✓	✓	✓	
	1.3 Subject panels work collaboratively on lesson planning with differentiated instruction and tiered assignments, and upload the products onto the school drive for internal professional sharing	✓	✓	✓	
	1.4 Open classrooms for peer lesson observation	✓	✓	✓	
	1.5 Use specific lesson observation form to help identify good practices to cater for learners' diversity	✓	✓	✓	
2. Students are well-equipped with relevant learning and thinking skills and fostered with proper learning habits & attitude, so that they take part in learning with greater readiness and higher motivation	2.1 Devise framework of required learning skills and attitude, including note-taking, mastery goal setting, thinking tools, and relevant SRL skills such as rehearsal and attribution	✓	✓	✓	5. Information Literacy 6. Life Planning 7. Healthy Lifestyle
	2.2 Conduct workshops or organize relevant activities on relevant learning skills for students	✓	✓	✓	
	2.3 Conduct workshops for teachers & students on relevant IT skills to enhance students' engagement	✓	✓		
3. Assessment data are analyzed to feedback on the effectiveness of teaching strategies for further improvement	3.1 Assessment Data Analysis Team (ADAT) tries out relevant tool, e.g. PowerBI to analyze assessment data that helps to suggest remedial measures	✓			
	3.2 ADAT analyzes assessment data and feedbacks the findings to each subject panel for further improvement		✓	✓	

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Major Concern II: With reference to a comprehensive school-based Whole Person Development Framework in accordance with Catholic values, parents & teachers join together to nurture students to be all-round individuals with appropriate values, attributes and skills, with special focuses on resilience, perseverance, emotional stability & leadership					
1. Students are familiarized with the framework. They understand the rationale behind and promise to try their best to live out the values	1.1 Fine tune the school-based Whole-Person Development Framework	✓			1. National and Global Identity 2. Breadth of Knowledge 3. Language Proficiency 4. Generic Skills 5. Information Literacy 6. Life Planning 7. Healthy Lifestyle
	1.2 Arrange staff development program/sharing sessions to familiarize teachers with the Whole-Person Development Framework and relevant activities	✓			
	1.3 Set annual themes to promote/explain to students the Whole-Person Development Framework through various means	✓	✓	✓	
	1.4 All class teachers guide students to set goals and make plans to achieve the targets	✓	✓	✓	
2. Students are equipped with the values, attitudes and skills highlighted in the framework. They demonstrate improved resilience, perseverance, emotional stability and leadership	2.1 Develop students relevant values, attitudes and skills through class-based, form-based and school-based co-curricular activities	✓	✓	✓	
	2.2 All class teachers play an active role in strengthening students relevant values, attributes and skills	✓	✓	✓	
	2.3 All relevant functional groups design and organise activities, e.g. competition, pilgrimage, experiential learning etc., to foster students with the values and equip them with skills stated in the framework	✓	✓	✓	
	2.3 All subject panels incorporate core values into different curricular as far as possible	✓	✓	✓	
Major Concern III: Foster a more positive school culture with focuses on work relationship among staff and relationship with parents and alumni					
1. More cohesive team spirit among staff is enhanced with mutual trust, respect, appreciation, collaboration and increased transparency of school policies	1.1 Decorate workplace with friendly reminders of the importance of mutual trust, respect and appreciation	✓	✓	✓	
	1.2 Provide training/coaching/mentorship and opportunities for informal exchanges among faculty and administration staff	✓	✓	✓	
	1.3 Involve more staff in decision-making process. Explain decision as far as possible	✓	✓	✓	
2. Partnership with parents is strengthened	2.1 Encourage parents to get more actively involved in school events.	✓	✓	✓	
	2.2 Organize workshops for/arrange informal discussions with parents to develop shared goals for students' learning and development	✓	✓	✓	
3. Bondage with alumni is strengthened	3.1 Organize homecoming events or other activities for congenial communications	✓	✓	✓	