Maryknoll Fathers’ School

School Development Plan

2003 – 2006
Maryknoll Fathers’ School

School Mission

It is our mission to educate students to be self-motivated, creative, rational and responsible individuals characterized by a manifestation of “Truth and Loyalty” – the motto of the school, through a balanced educational program relevant to a rapidly changing world.
Where we are now

**Strengths**
1. Our school practices "quality education". We emphasize academic performance, extra-curricular activities and moral and spiritual education to help each student attain his/her full potential.
2. We have an advanced IT implementation scheme which assists teachers to promote intensive and student-centered learning.
3. The Campus TV studio provides a handy source of quality video equipment for various activities.
4. Many of our teachers are computer experts capable of developing tailor-made software to enhance school administration.
5. All staff willingly participate in relevant in-service activities to enrich their professional development and teaching skills.
6. We have an active, supportive Parent-Teacher Association.
7. Our students are noted for their modesty and simplicity.

**Weaknesses**
1. Students’ intakes are of mixed abilities.
2. Some students lack learning motivation.
3. Some students are passive, having neither confidence in themselves nor expectations for their future.
4. The staff appraisal system is not yet fully developed.

**Opportunities**
1. Our School is recognized for its good discipline and simplicity that provide an ideal environment for students to pursue their studies under our “quality education”; students are offered opportunities to cultivate their interests and abilities in different areas. They can also achieve self-realization through a range of activities and schemes organized by the school committees.
2. The school provides an Information Technology (IT) environment to improve learning and teaching. The Multi-Media Learning Centre (MMLC) has been launched and a local area network (LAN) is set up to link up most parts of the campus. Through the school Intranet and Internet students and teachers have better communication and have access to different parts of the world. Information
and teaching materials can also be shared and exchanged. IT courses are organized to equip teachers with the latest IT knowledge and skills. We have already launched our own web site and projectors have been installed in all classrooms and special rooms.

3. Our teachers have good academic and professional qualifications and experience. Some of the teachers have served the school for many years. This high retention rate is an indication of job satisfaction.

4. As both family and school educations play an integral part in a child's development, the Parent-Teacher Association (PTA) was established in September 1998 to strengthen home-school cooperation. An extensive range of home-school activities has been organized where parents and school work together to help students cope with problems associated with their studies, families and personal development.

5. Our campus TV serves as an audio-visual medium to enhance communication on campus and to disseminate information on school affairs to students.

**Threats**

1. Students are too dependent on teachers and lack sufficient initiative to learn.
2. The pace and manner of implementation of educational changes has added significantly to teachers’ workload.
3. Hong Kong’s social climate has changed, resulting in undesirable pressures on families and young people.
Major Concerns for 2003 – 2006

(In order of priority)

1. To create a positive learning and teaching environment where students and teachers can achieve academic excellence.

2. To develop among students a strong sense of responsibility, self-discipline, integrity and self-esteem.

3. To establish a formal staff appraisal system.

<table>
<thead>
<tr>
<th>Major Concerns (in order of priority)</th>
<th>Intended Outcomes / Targets</th>
<th>Strategies</th>
<th>Time Scale (Please insert ✓)</th>
</tr>
</thead>
</table>
| 1. To create a positive learning and teaching environment where students and teachers can achieve academic excellence. | 1.1 To improve students’ reading habit. | 1.1.1 To run a Morning Reading Scheme.  
1.1.2 To establish a Form One Parent-Child Reading Scheme.  
1.1.3 To upgrade the school library | ✓ ✓ ✓ |
|  | 1.2 To upgrade the English standard and maintain English as an effective medium of instruction. | 1.2.1 To conduct English Presentations during Morning Assemblies.  
1.2.2 To implement the English Ambassadors policy.  
1.2.3 To encourage students to take part in Hong Kong Schools Speech Festival and other external competitions. | ✓ ✓ ✓ |
|  | 1.3 To increase academic achievement and learning for all students. | 1.3.1 To provide after-school enrichment and remediation programs.  
1.3.2 To implement a homework policy.  
1.3.3 To encourage all teachers to attend professional staff development programs that will enhance teaching strategies. | ✓ ✓ ✓ |

<table>
<thead>
<tr>
<th>Major Concerns (in order of priority)</th>
<th>Intended Outcomes / Targets</th>
<th>Strategies</th>
<th>Time Scale (Please insert ✓)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>1.3.4 To promote better communication between parents, teachers and the school. It is hoped that through closer communication, parents and school can work together to help students to cope with problems associated with their studies.</td>
<td>✓ ✓ ✓</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1.3.5 To provide the necessary support to enhance performance in the public examination results.</td>
<td>✓ ✓ ✓</td>
</tr>
<tr>
<td>2. To develop among students a strong sense of responsibility, self-discipline, integrity and self-esteem.</td>
<td>2.1 To nourish Christian values, particularly humility, respect and kindness as well as love.</td>
<td>1. To provide more activities related to moral and civic education.</td>
<td>✓ ✓ ✓</td>
</tr>
<tr>
<td></td>
<td>2.2 To develop students’ self-respect, self-awareness and self-discipline to foster a harmonious human relationship.</td>
<td>2. To conduct an Activating Your Potential Award Scheme.</td>
<td>✓ ✓ ✓</td>
</tr>
<tr>
<td></td>
<td>2.3 To help students to identify and cultivate personal ethical values and to apply these values to contemporary social issues.</td>
<td>3. To foster closer ties with parents to help students become self-fulfilling and fully-functioning individuals.</td>
<td>✓ ✓ ✓</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Major Concerns (in order of priority)</th>
<th>Intended Outcomes / Targets</th>
<th>Strategies</th>
<th>Time Scale (Please insert ✓)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>4. To implement a student passport policy.</td>
<td>03/04</td>
</tr>
<tr>
<td>3. To establish a formal staff appraisal system.</td>
<td>3.1 To set up an open and fair staff appraisal system.</td>
<td>3.1.1 To conduct lesson observations.</td>
<td>✓</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3.1.2 To continue staff self-appraisal.</td>
<td>✓</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3.1.3 To carry out a subject questionnaire survey.</td>
<td>✓</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3.1.4 To develop a comprehensive appraisal system.</td>
<td>✓</td>
</tr>
</tbody>
</table>