

ELCHK Lutheran Academy

School Development Plan

2018 - 2021

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A. School Vision & Mission

School Vision

LA is determined to provide our future leaders with quality education and become one of the best schools that the community could always look up to.

School Mission

Through Christian education, LA pledges to cultivate students' ethics and morality to act with integrity and honesty. They think, inquire, interact, reflect, strive and excel within and beyond our school-based international curriculum framework. As a school that values and celebrates respect for diversity, we are dedicated to fostering students' consciousness of Chinese culture, and equipping them with international-mindedness and holistic abilities for lifelong learning.

B. School Motto

The School adopts the scripture “Love bears all things, believes all things” (1 Cor 13:7) as the school motto. The motto is also related to the Chinese name of the School - “Hong Xin Shu Yuan”.

“Hong” means ‘wide and spacious, great and vast’. It connotes that one should possess the virtues of forgiveness and respect for different and opposite opinions. Furthermore, one should also possess vast knowledge and good manners.

In a greater sense, man should acquire global mindedness and broad range of knowledge so that we could overcome the limitations of region, culture and experiences to attain great accomplishments. Being able to acknowledge one’s humility in our unnoticeable existence in the universe is important, and the only way to overcome the obstacles in our lives is to rely on Lord and seek the truth.

“Xin” means “faith, trust and belief”. It connotes the unconditioned trust in Lord from the bottom of one’s heart. Faith must be founded on truth, and learning the truth would increase one’s faith.

In a greater sense, man always experiences a series of peaks and troughs throughout history. We should believe the Almighty God has always arranged the best for us, even in times of uncertainty so that we are willing to bear the pains at the moment and wait until the day we receive the ultimate and eternal honor from the Lord.

C. Core Values of Education

We believe that to successfully nurture 21st century global leaders, a holistic and balanced education which allows students to explore, develop and grow is essential. Combining the core competencies of students, we expect to produce with our mission, three core values that support the whole School, from policy design to implementation, have been devised. The core values, namely *Christian Education*, *Global Vision* and *Pursuit of Excellence*, represent the most important values and beliefs that the School would preach, uphold and live out in the daily school life. In case of value conflicts, they act as criteria for decision-making and judgment. We want our students and teachers to develop the attributes developed from the core values, so that they will live and work with love, acquire the qualities of global citizens and has the desires to continuously search for excellence. These also become the features of the School, which are fully immersed into the school spirit.

D. Outline of Implementation on School Development

We always begin our plans with our vision and mission and focus on our core values of education as they are the centred and essential components placed to generate our School Development (SDP), Annual School Plan (ASP), and individual Annual Plan for each faculty/ department/ team, and thus to launch an extensive implementation on the school development. The tri-annual SDP is originated as a reflection of our core values in which feedback of all our stakeholders, including students, parents, and teachers, are gathered in formulation. Putting forward the SDP, the ASP is then outlined as an inflection of the centred values. Proposing on a whole-school basis, it acts as a significant role in monitoring the progress of implementation at committee level by keeping track on prioritized plans to ensure the School is steadily attaining its set targets. Our streamlined departments with corresponding department heads further elaborate the Annual Plan by contriving the Annual Plan of departments annually to guarantee our centred values are well maintained. By assembling timely reviews and re-engineering of workflow, the work effectiveness regarding responsible panel members with different roles and duties is then enhanced to initiate our SWOT Analysis (Strengths, Weaknesses, Opportunities, and Threats) and Questionnaire. They are in other words a congregation of feedback from all of our stakeholders which is at the same time the generator to the next SDP.

E. Major Concerns and Plan for 2018 - 2020

Figure 1: Keys to the 3 Major Concerns

Box(es) in Orange colour	Target(s) which involve(s) Christian Education.
Box(es) in Green colour	Target(s) which involve(s) Global Vision.
Box(es) in Purple colour	Target(s) which involve(s) Pursuit of Excellence.

**Major Concern 1 – Learning & Teaching and Student Performance:
Enhance Students’ Learning Capacity**

Targets		Time Scale (Please insert ✓)			Strategies	
		2018/ 2019	2019/ 2020	2020/ 2021		
A	Develop <u>student agency</u> in learning and motivate them to take the lead in self-directed learning for enabling them to become lifelong learners	✓	✓		1.A.1	Strengthen our curriculum leadership to make sure the <u>interdisciplinary curriculum</u> we offer is effective for allowing students to enjoy <u>greater learner autonomy</u> and to acquire transferable generic skills that can facilitate their lifelong learning
			✓	✓	1.A.2	Engage teachers more in planning lessons and draw their attention to the importance of helping students develop skills of <u>Approaches To Learning (ATL)</u> incrementally and build a solid foundation for learning independently
		✓	✓	✓	1.A.3	Create a more positive learning environment that students feel safe, engaged, connected and supported during their learning process
B	Maximize the effectiveness of <u>catering for learner diversity</u> to better support students to achieve different levels of academic excellence	✓			1.B.1	Put P-I-E cycle into practice and review the strategies that our teachers have been using to evaluate the effectiveness of assisting students
			✓	✓	1.B.2	Make use of the feedback to inform and improve the strategies for providing achievers with <u>personalized learning experience</u> as well as differentiated support inside and outside the classroom
C	Encourage students to think out-of-the-box and equip them with <u>global competences</u> for meeting the challenges of the 21 st century	✓	✓	✓	1.C.1	Prioritize <u>STREAM (Science, Technology, Reading, Engineering, Arts and Math) education</u> and promote it actively across our curriculum by organizing school-based STREAM activities
		✓	✓		1.C.2	Send teachers to attend relevant workshops and seminars to support students’ learning in STREAM

**Major Concern 2 – Student Support & School Ethos and Student Performance:
Improve Students’ Personal Qualities & Develop a Better School Climate**

Targets		Time Scale (Please insert ✓)			Strategies	
		2018/ 2019	2019/ 2020	2020/ 2021		
A	Nurture students through <u>Christian education</u> to let them become future leaders with a <u>growth mindset</u> , empathy, passion, positive values and <u>global mindedness</u> who are <u>resilient</u> to adversities	✓	✓	✓	2.A.1	Integrate Christian and moral education into lessons in a more intensive way to immerse students in positive values and attitudes
		✓	✓	✓	2.A.2	Explore more opportunities to hold exchange programmes for developing student talents both local and internationally and facilitating their social and affective development
B	Strengthen the spirit of harmony, mutual respect and appreciation among the school community in order to promote the importance of embracing differences, especially when handling conflicts	✓	✓		2.B.1	Allow the spiritual growth department and the pastoral care team to collaborate more to come up with plans for preparing the atmosphere
		✓	✓	✓	2.B.2	Organizing school-wide activities for stakeholders, including teachers, students and parents, to let them feel the caring and supportive environment of the school
C	Build stronger bonding among students, including both the current students and alumni	✓	✓	✓	2.C.1	Create more chances to encourage greater alumni involvement in school affairs and to support the learning of current students, such as inviting students who have been studying overseas to be the guest speakers in the seminars organized by our career and counselling team to share their university life and the international education they are receiving
		✓	✓	✓	2.C.2	Promote the communication between the alumni and the school by setting up more communication channels and holding more social gatherings

**Major Concern 3 – Management & Organization:
Foster the School’s Sustainable Development**

Targets		Time Scale (Please insert ✓)			Strategies	
		2018/ 2019	2019/ 2020	2020/ 2021		
A	Optimize the use of the <u>School Development and Accountability (SDA) Framework</u> introduced by the Education Bureau (EDB) to support our future growth	✓	✓	✓	3.A.1	Send middle managers to receive professional development trainings about putting the <u>P-I-E cycle</u> into practice effectively so as to increase their awareness of conducting evaluation
		✓			3.A.2	Review the existing evaluation system to make sure it is a <u>whole-school approach</u> and <u>data</u> is properly analyzed for the school’s continuous development as a through-train school
B	Place more emphasis on assisting staff in obtaining the necessary knowledge and skills to deal with their work, for both teaching and non-teaching members	✓	✓	✓	3.B.1	Identify staff members who have the potentials and offer them adequate chances for them to develop and get promoted for maintaining <u>sustainability</u> of the school
		✓	✓	✓	3.B.2	Arrange in-house workshops and send staff to external organizations to receive appropriate training according to their needs by offering time-release and financial support
		✓	✓	✓	3.B.3	Encourage staff to share their expertise with counterparts
C	Boost the sense of belonging of staff for building a <u>cohesive workforce team</u>	✓			3.C.1	Devise a plan to raise the morale of staff
		✓	✓	✓	3.C.2	Cultivate a culture of stronger <u>trust and empowerment</u> in the workplace to achieve our <u>common goals</u> together, i.e. to realize the school’s vision & mission and provide students with quality education