

Delia Memorial School (Glee Path)

Annual School Plan

2022 - 2023



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Major Concerns

1. Curriculum and Talents

To be a collaborative learning organization of versatile curriculums and assessments in bi-lingual education and a prosperous working environment of multi-cultural context.

2. School Campus and Infrastructures

To be a safe, warm, welcoming, and comfortable learning environment with an eco-friendly school campus equipped with advanced instruments.

3. Avant-grade and New Initiatives

To be an innovative learning hub for experimental and experiential initiatives of cross-curricular approaches.

1. Major Concern:

Targets	Strategies	Success Criteria	Methods of Evaluation	Time Scale	People in charge
<i>To cultivate a collaborative learning organization</i>	<i>Adopt IB philosophy in junior forms through curriculum adaptation and mode of evaluation (i.e., the development of junior forms I&S).</i>	<i>IB elements can be identified in other subjects and learning areas.</i>	<i>Review teaching materials and evaluate students' learning outcome</i>	<i>The whole school year</i>	<i>All teachers and staff</i>
	<i>Cater differences by provision of various curriculums and individualized learning assessments of different levels (i.e., High Level and Standard Level in Math).</i>	<i>Extension, core, and remedial elements are evidential in all subjects and learning areas.</i>	<i>Review students' assignments, assessment materials, test papers, examination papers.</i>	<i>The whole school year</i>	<i>All teachers and staff</i>
	<i>Simplify and make administrative procedures transparent.</i>	<i>Teachers and staff can access information easily.</i>	<i>School records and survey</i>	<i>The whole school year</i>	<i>All teachers and staff</i>
	<i>Structuralize staff salary and compensation policies.</i>	<i>Teachers and staff identify with the policies.</i>	<i>School records and survey.</i>	<i>The whole school year</i>	<i>All teachers and staff</i>

<i>Establish collaborative working culture among administrative staff. Encourage open discussion among administrative staff.</i>	<i>Review working relation and culture among administrative staff.</i>	<i>Survey and observation</i>	<i>The whole school year</i>	<i>Subject Panels and Editorial Team</i>
<i>Provide working guidelines for teachers in different subjects.</i>	<i>Produce handbooks and working guidelines in all areas.</i>	<i>School record</i>	<i>The whole school year</i>	<i>All middle managers and administrative staff</i>
<i>Justify senior teachers' teaching load.</i>	<i>Structuralize duty allocation guidelines and make information available.</i>	<i>School record</i>	<i>The whole school year</i>	<i>All administrative staff</i>

2. Major Concern :

Targets	Strategies	Success Criteria	Methods of Evaluation	Time Scale	People in charge
<i>To nurture a safe, warm, welcoming, and comfortable learning environment for our students</i>	<i>Promote positive values through whole school pastoral support to students. Glorify the 50 years of services of DeliaGP to the community.</i>	<i>Students feel valued in school and demonstrate respectful manner on all occasions</i>	<i>Survey, observation</i>	<i>The whole school year</i>	<i>All teachers and staff</i>
	<i>Involve students in the decision-making process.</i>	<i>Provide communication channels for students to express themselves. Provide opportunities for students to play leading role.</i>	<i>School records</i>	<i>The whole school year</i>	<i>All teachers and staff</i>
	<i>Provide life skill training for students of various abilities (i.e., the development of tailor-made courses Performing Arts, P&F), as well as students with challenging backgrounds (i.e., the S4 ApL course for SEN).</i>	<i>Learning activities for students of special talents and needs are evidential</i>	<i>School records</i>	<i>The whole school year</i>	<i>Teacher Support Team</i>
	<i>Optimize and make student admission policy transparent. Formulate applicants' language benchmark for admission.</i>	<i>Involve administrative staff and middle managers in the student admission policy. Standardize admission policy.</i>	<i>School records</i>	<i>The whole school year</i>	<i>School Administrators and Middle Managers</i>

	<i>Facilitate teachers to focus on students' learning and pastoral support (i.e., activity arrangement, work distribution among class teachers)</i>	<i>Review and optimize teachers' workload</i>	<i>Survey and observation</i>	<i>The whole school year</i>	<i>All teachers and staff</i>
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3. Major Concern:

Targets	Strategies	Success Criteria	Methods of Evaluation	Time Scale	People in charge
<i>To develop an innovative learning hub</i>	<i>Expedite online learning development by all possible means such as the use of e-Platforms, digitalization of teaching material, sharing and dissemination of teaching and learning material, use of online teaching and learning applications.</i>	<i>Evaluate the use of learning e-Platforms and their effectiveness</i>	<i>School records</i>	<i>The whole school year</i>	<i>All teachers and staff</i>