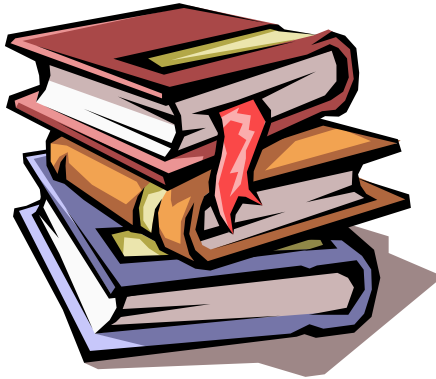


**Delia Memorial School
(Broadway)**

**School Development Plan
(Staff Development)**

2004/05 - 2006/07

Delia Memorial School (Broadway)



School Vision & Mission

To promote professional development and quality teaching which, in turns, improve teachers' practice and hence resulting in the betterment of students' learning process.

Where We Are Now

In recent years, a culture of continuing professional development (CPD) has been thriving among teachers in Hong Kong. We, teachers, also have to act in accordance with the document "Learning to Learn".

Our Strengths

- A team of young and energetic staff
- Student-focused staff
- Most staff willing and ready for help
- Relatively staff staffing

Our Weaknesses

- More co-operation and team spirit among staff needed
- Enhancement in teachers' professional development
- Informal staff appraisal
- New teachers induction needed
- Collaboration and communication between teachers of different subjects needed

Our Opportunities

- Most of the staff listen to different opinions and accept criticisms.
- There are experienced and quality teachers in the school. Through lesson observations by peers, their skills can be shared with other teachers, particularly new teachers, and teaching effectiveness can be boosted. New teachers' new teaching methods can also inspire other teachers so that every teacher can work towards further improvement.

Our Threats

- Some of the staff have already been teaching in the same school for many years. On the one hand, inertia may have developed; on the other hand, some of them may have other more important priority apart from teaching in their life. Motivating them to try new teaching strategies or to pursue continuous professional development may be difficult.
- New teachers may not have developed necessary teaching and classroom management skills.

Major Concerns for 2003/04 - 2005/06 (in order of priority)

1. To strengthen staff appraisal in school
2. To strengthen professional development in school
3. To enhance students' project learning through the co-operation and communication of teachers of different subjects

School Development Plan (2003/04 - 2005/06)*

Major Concerns (in order of priority)	Intended Outcomes / Targets	Strategies	Time Scale (Please insert ✓)		
			03/04	04/05	05/06
1. To strengthen staff appraisal in school	<ul style="list-style-type: none"> • To help teachers identify strengths and weakness for further improvement • To assist in planning in-service training and professional development of teachers individually and collectively • To provide help to teachers having difficulties with their performance, through appropriate guidance, counseling and training. • To enhance overall management of schools 	<ul style="list-style-type: none"> • Class observation should be conducted every year. Peer observation is strongly encouraged by the school to develop an atmosphere where teachers can learn their strengths from each other. • Heads of panels and committees are encouraged to assist and support their team members in various aspects 	✓	✓	✓

Major Concerns (in order of priority)	Intended Outcomes / Targets	Strategies	Time Scale (Please insert ✓)		
			03/04	04/05	05/06
2. To strengthen professional development in school	<ul style="list-style-type: none"> To enhance teachers professional development as stated by the the Advisory Committee on Teacher Education and Qualifications (ACTEQ) “Towards a Learning Profession” 	<ul style="list-style-type: none"> Staff are strongly recommended to take workshops / training/ seminars related to their subjects or professional development. Related articles/periodicals are posted / distributed for teachers’ reference. Valuable information will be passed over to respective staff for reference. 	✓	✓	✓
3. To enhance students’ project learning through the co-operation and communication of teachers of different subjects	<ul style="list-style-type: none"> Students will be able to learn across the curriculum. Students will be able to learn the 9 different generic skills including collaboration, communication, creativity, critical thinking, IT, problem-solving, numeracy, study and self-management skills. To enhance the co-operation and communication of teachers of different subjects 	<ul style="list-style-type: none"> Project Work for Parents Teachers Interview Day Increase communication through staff meetings, form meetings, subject meetings and committee meetings. 	✓	✓	✓