Delia Memorial School
(Broadway)

Annual School Plan
(Staff Development)
2004/2005
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.
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1. **Major Concern:** To strengthen staff appraisal in school

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| • 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 | • from 9/2004 | • Teachers’ teaching achieves excellent level as stated by the performance indicator 2.3 strategies and skills.  
• Students learn effectively during lessons. | • Lesson observation form  
• Peer lesson observation report | • Academic Committee  
• School Administrators | • At least two free lessons are necessary for teachers participating in the peer observation as they need a lot of time for pre-lesson conference and post-lesson conference. |
2. Major Concern: **To promote professional development in school**

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<td>• To promote staff development in school</td>
<td>• 2004 - 2007</td>
<td>• The pursuit of 150 hours of continuous professional development as an indicative target for teachers and schools to work towards during the &quot;try-out period&quot;. The 150 hours of CPD should include time spent on structured learning and other professional development activities that contribute to school development.</td>
<td>• Participation in seminars / workshops / training and other professional courses&lt;br&gt;• Teacher Attendance on the above mentioned activities</td>
<td>• Academic Committee&lt;br&gt;• School Administrator</td>
<td>• NA</td>
</tr>
</tbody>
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3. Major Concern: To enhance students’ project learning through the co-operation and communication of teachers of different subjects

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| To enhance students’ project learning through the co-operation and communication of teachers of different subjects | 11 / 2004 – 2 / 2005 | * 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.  
  * Better co-operation and communication will be found among teachers of different subjects.  
  * Projects will be displayed on Parents-Teachers Interview Day. | Teachers’ feedback  
  * The voting of parents for the best projects on PTI day | Administrators | Administrative support may be required. |

* ‘Cascading effect’ is realized through alignment of development planning at school, department and committee levels