

SALEM-Immanuel Lutheran College
School Development Plan (2015-2018)

Theme: Better Me, Brighter Future

Major Concern 1: Promote Students' Academic Achievements

Intended Outcomes	Strategies	Parties Involved	1516	1617	1718
A. Students build up good language proficiency	1.1 Build up a language-rich environment	VP, Dean 1, Dean 2, AAC, LDTC, ITC EMI Unit, Working Committee of e-learning, All Subjects, All Committees.	✓	✓	✓
B. Students do pre-lesson preparation and actively engage in classroom learning	1.2 Promote self-directed and interactive pedagogies (in particular: self-directed learning, e-learning, flipped classroom)		✓	✓	✓
C. Students grasp the learning opportunities to attain academic achievements and celebrate success	1.3 Promote academic activities/ programmes		✓	✓	✓
	1.4 Promote elite enhancement and Remedial Work		✓	✓	✓
	1.5 Use assessment data to improve L&T		✓	✓	✓
	1.6 Display students' learning outcomes and recognize students' achievements		✓	✓	✓

Major Concern 2: Enhance Students' Personal and Career Development

Intended Outcomes	Strategies	Parties Involved	1516	1617	1718
A. Students understand oneself and develop their potential	2.1 Develop life planning education to cater for student holistic development	LPE Core Unit, Committees and subjects involved, Class Teachers and Supporting Teachers, Teacher in charge of Student Leader Teams and Student Service Teams.	✓	✓	✓
B. Students explore their opportunities of further studies and potential careers	2.2 Provide comprehensive career guidance service		✓	✓	✓
C. Students set personal goals and formulate action plans in academics and career to realize their potential	2.3 Promote teacher professional development		✓	✓	✓

Major Concern 3: Foster Teachers' Professional Development

Intended Outcomes	Strategies	Parties Involved	1516	1617	1718
A. Teachers specialize or excel in particular dimensions of schoolwork	3.1 Motivate teachers to initiate and implement their own professional development plans	Professional Development Team, LTDC-CA, LEC-CLP, EMI Unit, ITC, All teachers, Middle Managers.		✓	✓
B. Teachers' mastery of teaching strategies is enhanced	3.2 Strengthen teachers' pedagogies to address the school major concerns. (in particular: language proficiency, interactive & self-directed pedagogies, career guidance)		✓	✓	✓
C. Middle managers' management and leadership skills are strengthened	3.3 Strengthen the management and leadership skills of the middle managers.		✓	✓	✓