

St. Catharine's School for Girls

**School Development Plan
2021/22 - 2023/24**

SWOT Analysis of the School

Prior to the new cycle of school development planning, a new SWOT analysis has been done to identify external opportunities and threats as well as internal strengths and weaknesses. Such a process would help determine strategic priority areas that we need to focus on for sustainable development and improvement of learning outcomes.

Our Strengths:

- A church school established with the Christian spirit.
- Good practices and traditions have been well developed over the past 53 years.
- The ethos of the school has been encouraging.
- The school provides a diverse variety of co-curricular activities and encourages students' active participation in them to widen their horizon and attain an all-round education.
- The IMC was established on 31st August 2015. Since the composition of the board of managers has been further enlarged, the betterment of the school has been further enhanced. The IMC is made up of people of vision with a broad spectrum of experiences in various fields, and they show immense enthusiasm for the school.
- A majority of teachers are well qualified, experienced and dedicated. They possess sound subject knowledge.
- More new teachers will be joining the school and make the teaching team become more energetic.
- The non-teaching staff members form a highly effective and efficient team showing good rapport and teamwork.
- Most students are willing to learn.
- The sense of belonging of both students and staff towards the school is very strong.
- Trusting and co-operative parents who are supportive of the teaching of the school.

Our Weaknesses:

- Family support of the majority of students await enhancement and extra support in financial, social and cultural capital is in need.
- Students are not self-motivated enough to develop independent learning skills.
- There is still room for enhancing the sharing of teaching skills.

Our Opportunities:

- The key emphases of the curriculum on e-learning and STEM education help students fully unleash their potential in innovation and equip them to meet the changes and challenges around the world.
- The mixed learning modes, face-to-face and online teaching, caused by the pandemic enable teachers to adopt different e-learning strategies to support students' learning.
- The EDB's support in terms of the provision of grants has been gradually enhanced recently.

Our Threats:

- The pandemic has hindered the students' learning.
- The school is facing the unprecedented challenges of learner diversity because of the widening of banding which caused by the categorizing system in banding and by the result of the decrease in the number of school-age children in recent years.
- Senior form students become less mature as they do not get enough chances to strengthen their resolve and build up confidence due to the reduction in the number of public examinations.
- Reduction of one level under the 3+3 curriculum reduces the time for personal development of students and the training of student leaders.
- The decadent and demoralizing trend in our society is undermining moral values and adversely affecting young people's attitudes.
- Political issues have invaded education institutions recently.
- The number of cases of students' emotional illness has been increasing.
- Students are engaged by electronic social network activities and these have an adverse effect on their time-management.
- Parents have insufficient time to take care of their children.
- The number of parents who spoil their children is increasing.

School Development Plan 2021/22 – 2023/24

Major Concerns (in order of priority)	Intended Outcomes / Targets	Strategies	Time Scale		
			21/22	22/23	23/24
1. To cater for learner diversity as well as unleash their learning power.	1.1 Learner diversity to be catered for through e-learning.	<ul style="list-style-type: none"> To facilitate interactive teaching and learning via e-learning tools. 	✓	✓	✓
		<ul style="list-style-type: none"> To provide graded and diversified e-learning materials for students to learn, revise or practise. 	✓	✓	✓
		<ul style="list-style-type: none"> To promote professional development within/among panels through peer observation / CLP as well as lesson observation. 	✓	✓	✓
	1.2 Students' capability in integrating and applying the acquired knowledge and skills to be unleashed and developed through interdisciplinary approach.	<ul style="list-style-type: none"> To create a collaborative environment among and across panels / functional groups by conducting curriculum / program mapping. 	✓	✓	✓
		<ul style="list-style-type: none"> To promote various academic activities by assigning a theme of the year across panels. 		✓	✓
		<ul style="list-style-type: none"> To create a collaborative environment among and across panels. 	✓	✓	✓

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2. To nurture students to be good leaders.	2.1 Students' character traits of a good leader to be established.	<ul style="list-style-type: none"> To learn from our Lord Jesus Christ the spirit of "to serve but not to be served" by providing students with a variety of services and opportunities both inside and outside school. 	✓	✓	✓
	2.2 Students' leadership skills to be sharpened.	<ul style="list-style-type: none"> To enhance students' self-confidence by exposing students to opportunities to unleash their potentials and to acknowledge students' accomplishments. 	✓	✓	✓
	2.3 Students become future pillars of society.	<ul style="list-style-type: none"> To cultivate in students the qualities of integrity and responsibility. 	✓		✓
		<ul style="list-style-type: none"> To cultivate in students the qualities of perseverance and enthusiasm. 		✓	✓
		<ul style="list-style-type: none"> To sharpen students' leadership skills by exposing students to opportunities for practice. 	✓	✓	✓
		<ul style="list-style-type: none"> To further enhance students' communication and problem-solving skills. 	✓	✓	✓
		<ul style="list-style-type: none"> To set up a talent pool in order to get more information about the students' potential and strengths, and to stretch their talents appropriately. 	✓		
		<ul style="list-style-type: none"> To equip teachers with necessary professional knowledge and skills to cultivate in students the qualities of leadership. 	✓	✓	✓