

**St Stephen's College**  
**School Development Plan (2018 – 2023)**  
**“The Spirit of the Lord will rest on him –**  
**Spirit of wisdom and understanding, Spirit of counsel and might, Spirit of the knowledge and fear of the Lord.**  
**He will delight in the fear of the Lord” (Isaiah 11:2-3).**

**Major Concern 1: To empower students to become self-directed learners who strive for academic excellence in a positive learning environment (Domain 2: Learning and Teaching)**

Intended Outcomes	Strategies	Time Frame				
		2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
1. Students have a positive learning attitude  2. Students become self-directed learners (#inquirers, knowledgeable)	1. Fostering conceptual understanding and boosting information and media literacy <ul style="list-style-type: none"> <li>Prioritize learning across subjects: reading, information &amp; media literacy and research skills</li> <li>Enhance inquiry-based learning, conceptual understanding and coursework components</li> <li>Adopt various pedagogical approaches through e-learning, discussions and inquiry to foster self-directed critical thinking and understanding</li> <li>Use diversified modes of assessments and promote high-order thinking by designing assessments that require self-directed learning; greater variety of activities in class to engage students in learning with positive and constructive feedback</li> </ul>	X	X	X	X	X
		X	X	X	X	X
		X	X	X	X	X
		X	X	X	X	X
	2. Prioritising learning outcomes to improve academic performance <ul style="list-style-type: none"> <li>Prioritise learning outcomes to improve academic performance with assessment data that feedback learning and teaching; subject panels review internal and external assessment data to analyze effectiveness of teaching as part of the curriculum planning-pedagogy-assessment cycle</li> </ul>	X	X	X	X	X
		X	X	X	X	X
3. Catering for learner diversity <ul style="list-style-type: none"> <li>Learner diversity based on ability, learning styles and academic backgrounds to be addressed in order to increase knowledge base and enrich multiple perspectives</li> </ul>	X	X	X	X	X	
	X	X	X	X	X	

**Major Concern 2: To strengthen students' creativity, communication and critical thinking skills (3C's) with rigour, relevance and relationship (3R's) (Domain 2: Learning and Teaching)**

Intended Outcomes	Strategies	Time Frame				
		2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
1. Creativity and innovation are strengthened	1. Academic departments developing their unique policies to enhance 3C's and 3R's <ul style="list-style-type: none"> <li>Subject panels &amp; functional committees develop learning activities, according to their individual policies, to enhance 3C's and 3R's</li> <li>Create collaborative opportunities with teachers through professional development to model lessons on any of 3C's and 3R's</li> </ul>	X	X	X	X	X
		X	X	X	X	X
2. Critical thinking and problem solving skills are strengthened	2. Exploring knowledge across disciplines while communicating effectively <ul style="list-style-type: none"> <li>Encourage investigation of putting theory into practice through STEM and STEAM</li> <li>Incorporate opportunities for students to present their work and communicate their ideas in groups, while providing opportunities for post-activity and peer feedback</li> <li>Enrich the language environment on campus with more exposure to the use of authentic language</li> </ul>	X	X	X	X	X
		X	X	X	X	X
3. Communication and collaboration are strengthened		X	X	X	X	X
		X	X	X	X	X
4. 3C's are developed in the context of 3R's (#inquirers, knowledgeable, thinkers, communicators)		X	X	X	X	X
		X	X	X	X	X

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**Major Concern 3: To enhance students’ spiritual, moral and social development**  
**(Domain 3: School Ethos and School Support)**

Intended Outcomes	Strategies	Time Frame				
		2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
1. To enhance students’ positive dispositions [Junior form: self-discipline, identity, independent, moral judgement, discernment, cyberethics, time management and stress management] & [Senior form: resilience, perseverance, courage (#risk-takers), goal setting]	1. & 2. (a) Structured Class Time Programme (a spiral curriculum over a three-year cycle) (b) Workshops /Talks during OLE time or assemblies (c) Life Planning Programme (d) Other programmes e.g. Self-enhancement Scheme for repeaters (e) Class activities organized by the Class Teachers or Class Committees (f) Assignments of class duties to students by Class Teachers (g) *Change of Day 6 Assembly to OLE time (h) *Change of Day 3 Assembly: Whole-school assembly, Junior-form or Senior-form Assembly, Class Time (1), ^ Class Time (2) on a rotation basis (i) Assemblies to be led by students  3. (a) Bi-weekly prayers / sharing of testimonies by Christians during Class Time (b) School-based curriculum of Religious Studies	X	X	X	X	X
2. To strengthen students’ interpersonal skills (#communicators) and leadership skills (#principled)	# <i>The IB Learner Profile</i> ^ cannot be used for any activities other than the activities organized by Class Teachers or Class Committees  * <u>Day 6 OLE Time</u>  • Whole school assembly (1. SA/SC Promotion 2. School Policy Discussion Forum 3. Subject Prize-giving Ceremony / Speech Day Rehearsal) • Class Time Programme (Moral and Civic Education) • Talks / Workshops / Other activities e.g. CAS (same grade-level basis / class basis) • Class Time (special programmes for small groups of students are allowed) • Selected School Team Practice (fixed number of times e.g. twice a term) • Not for ECA activities except for the selected School Teams • Not for recreational activities • Not for academic purposes	X	X X	X X	X X	X X
3. To inculcate in students Christian values [love, patience, kindness, justice, compassion (#caring)]	* <u>Day 3 Assembly led by students.</u>  • Reading session (15 minutes) • Hymn singing / Worship session and 10-minute religious sharing / Prayers / other sharing (10 minutes) • Announcements [10 minutes (strictly monitored)]  * <u>Day 3 Class Time</u>  • Reading session (15 minutes); could be cancelled if the Class Time is used for value education by MCE • Class business					