

Islamic Kasim Tuet Memorial College

School Development Plan

(2024-2027)

I. Management and Organisation

Matters concerned	Targets/ Expected Results	Time Scale			Strategies
		2024-2025	2025-2026	2026-2027	
1.1 To develop leadership succession of teachers	1.1.1 Identify potential personnel for key school administration tasks.		✓	✓	<p>1.1a Corresponding teachers are appointed to handle committees and administration tasks.</p> <p>1.1b Enhance school-based staff development and team building programs.</p> <p>1.1c Promote assistance and support to enhance vertical communication.</p> <p>1.1d Promote knowledge management in a more systematic way.</p>
	1.1.2 Teachers are more aware of the importance of and are willing to take responsibilities of school administration work.		✓	✓	
	1.1.3 The teachers possess a stronger sense of achievement, ownership, and support from senior teachers in preparing their leading roles.			✓	
	1.1.4 Enhance human resources stability for smooth administrative succession.		✓	✓	
1.2 To cultivate a sense of awareness in data application	1.2.1 Teachers are more ready to apply data analysis in different aspects of schoolwork.	✓	✓	✓	<p>1.2a Align data collection among different subject panels.</p> <p>1.2b Teachers are able to generate the data reports for their subject-based or work tasks analysis.</p> <p>1.2c Teachers understand and interpret meanings of different data reports through staff training.</p> <p>1.2d Teachers are able to use the data analysis to evaluate students' performance or feedback which benefits the planning of their work tasks.</p>
	1.2.2 Application of data analysis becoming a routine in school assessment / administration.	✓	✓	✓	

II. Learning and Teaching

Matters concerned	Targets/ Expected Results	Time Scale			Strategies
		2024-2025	2025-2026	2026-2027	
2.1 To facilitate students independent learning competence	2.1.1 Students are more aware of the importance of self-directed learning.	✓	✓	✓	2.1a Integrate the practice of pre-lesson learning and extended learning into regular assessment. 2.1b Leverage digital platforms, project-based learning with multimedia presentations learning and assessment. 2.1c Promote participation in academic-based activities (inside school and inter-schools). 2.1d Promote good use of spare time for self-learning.
	2.1.2 Students are more confident and proactive in self-directed learning.		✓	✓	
	2.1.3 Students be able to hone their reasoning and inquiry skills			✓	
2.2 To enhance students' problem-solving skills	2.2.1 Students are more amenable to knowledge integration	✓	✓	✓	2.2a Encourage and deepen the cooperation for cross-curriculum projects and activities among different subject panels. 2.2b Regulate the school-based STEAM education programs for sustainable development of students' core knowledge and abilities.
	2.2.2 Students have better knowledge integration abilities		✓	✓	

III. School Ethos and Support for Students

Matters concerned	Targets/ Expected Results	Time Scale			Strategies
		2024-2025	2025-2026	2026-2027	
3.1 Strengthen students' resilience	3.1.1 Students are more aware of the importance of mental health.	✓	✓	✓	3.1a Promote the importance of mental health through different means. 3.1b Observe and analyze the source of stress and stress level of students with various tools.
	3.1.2 Students are able to reach out to appropriate school personnel for assistance to manage their mental health issues.	✓	✓	✓	3.1c Equip teachers with training and resources to identify and monitor signs of students with distress. 3.1d Establish reporting protocols for teachers to escalate concerns about students' mental health.
3.2 Nurturing students' commitment and responsibility towards the school	3.2.1 Students show responsibility for their commitment.		✓	✓	3.2a Implement incentives and reward systems to improve students' punctuality and attendance.
	3.2.2 Students are more willing to serve the school.		✓	✓	3.2b Develop Student Leadership Programs: Implement structured leadership development programs that identify and nurture promising student leaders.
	3.2.3 Students can demonstrate a genuine sense of commitment to service.		✓	✓	3.2c Cultivate a student-led culture to organize different school-serving activities.

Matters concerned	Targets/ Expected Results	Time Scale			Strategies
		2024-2025	2025-2026	2026-2027	
3.3 Cultivating students' citizenship and national identity	3.3.1 Students become more aware of the national identity	✓	✓	✓	<p>3.3a Promote National Security Education within and across KLAs.</p> <p>3.3b Achievements in various areas of China will be displayed on campus and integrated into various KLAs.</p> <p>3.3c Biographies and successful stories of different ethnic minorities in China and Hong Kong to be displayed on campus.</p>
	3.3.2 Students take pride in their citizenships and national identity	✓	✓	✓	<p>3.3d Organize tours in different learning themes to the Mainland to witness and experience the latest developments.</p> <p>3.3e Create more opportunities for students to represent China and Hong Kong to join some regional / international events or competitions.</p>