



MACAU ANGLICAN COLLEGE

School Development Plan

2023~2026

Macau Anglican College

1. **School Vision - Our vision is** to inspire a new generation of learners **to become** successful learners, confident individuals, responsible citizens **and** effective contributors:
2. School Mission - We achieve our vision through upholding our three core **mission values** – a **multicultural** outlook, **maximizing potential**, and being **all-inclusive**
3. School Goals/Aims - to build a strong bond between parent, teacher and child
4. Core Values of Education – multicultural, maximizing potential, being all inclusive

INTERNAL FACTORS

STRENGTHS (+)	WEAKNESSES (-)
<ul style="list-style-type: none"> *Communication with parents (and paperless) *Good educational program (curriculum) <ul style="list-style-type: none"> - K-12 Cambridge Curriculum (only school in Macau) *Good teamwork and collaboration *Diverse array of CCA options *Inclusive Program *Diversity of teaching staff *House system *Professional Development Opportunities (Instructional Coaching Team) *Patriotic Education / Citizenship Promotion Programs *Good reputation e.g. sports and music in the community (awareness + promotion) *Positive Education + Well-Being Program (Students & Teachers Well-Being) – Pastoral Care *Affordability *Well-being holiday *Student council – student representation *Volunteering opportunities *Strong and connected community *Competitive environment (House system etc) *Encourages sustainability among students and teachers 	<ul style="list-style-type: none"> *Weak I.T. infrastructure *Lack of space and facilities *Time *Inconsistency among teachers (e.g. language, regulations, policies, etc.) *Weak teaching pedagogy (lack of Cambridge and / or teaching experience / knowledge) *Differentiated and Collaborative Teaching Methods / Program not very strong *Too much administration tasks / work *Meeting and planning time for the House System *Weak perception of IEU staff *Lack of time to plan and embed the well-being program *Noise levels in school *Declining numbers of kids who join BYOD *Cut general classes or make it less serious in terms of report card *More leniency with staying after school to do work

EXTERNAL FACTORS

OPPORTUNITIES (+)	THREATS (-)
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- *Outside learning opportunities (travel and competitions)
- *Inter-school activities / competitions
- *Online platforms (e.g. TES, IXL, etc.)
- *Need for more programs that cater to high demand subjects (Science & Business)
- *International Teaching Recruitment
- *Community Outreach (social awareness)
- *Science Fair/STEM Program (links with outside to enhance already successful programs)
- *Expanding Portuguese Language and Culture Program
- *DSEDJ PD opportunities for Chinese Teachers (Chinese Language Teaching)
- *Student Internship Programs (student teachers, etc.)
- *External PD Training Opportunities
- *Expand the PSA involvement in the school
- *Job shadowing
- *IB programme
- *Corporate sponsorship

- *Loss of student and teacher diversity
- *Lack of English language ability
- *Competition from two international schools
- *Increase of IEP students affecting teaching and learning. (Ratio of students to support staff, teachers not being trained, etc.)
- *Post-COVID impact
- *Parent-Child-School Behavior Management Issues (Parents not being accepting of behavioral issues and disciplinary measures)
- *Cyber Bullying (amount of time kids spend online)
- *Weaknesses / Problems that stems from the online learning program
- *STEM and DAT programs not attracting female students
- *Changes in local education policy
- *Human Resources available when teachers are absent (PTH)
- *DSEDJ admin work

Major Concerns

1. Improving the instructional practice across the school
2. Develop sustainable IT infrastructure and BYOD program
3. Improving the wellbeing of students and teacher

School Development Plan (2023-2026) ^=achieved

Major Concerns	Objectives	Time Scale (Please insert ✓)			Outline of Strategies	Required Resources
		Year	Year	Year		
		1	2	3		
1.Improving instructional practice across the school	<ul style="list-style-type: none"> • Teachers follow the same lesson plan structure which cooperate the educational needs in different sections • Enhance students' learning outcomes and enrich their educational experience through improving lesson plans design (Year 1), implementation (Year 2) and consolidation (Year 3). The following should be incorporated: <ol style="list-style-type: none"> a) Differentiated instruction be embedded in lessons K1-F6 b) Incorporate collaborative teaching strategies in lessons K1-F6 c) Assessment for learning is used by teachers K1-F6 to monitor student progress 	✓	✓	✓	<ul style="list-style-type: none"> • Lesson plan designing to include target areas • Assessment of learners for planning, teaching & learning • Instructional coaching of teachers to support instructional practice 	<ul style="list-style-type: none"> - Internal & external coaches - DSEDJ PD budget - School PD budget

<p>2. Develop sustainable IT infrastructure and BYOD program</p>	<ul style="list-style-type: none"> • Upgrade IT hardware (including teachers and students iPads & laptops; classroom desktops) & software (Microsoft Office & Adobe, etc.) • Establish stable daily Wifi connectivity in classrooms, staffrooms & communal areas • Encourage student BYOD participation P4-F6 to free up school IT resources 	<p>√</p> <p>√</p> <p>√</p>	<p>√</p> <p>√</p> <p>√</p>	<p>√</p> <p>√</p> <p>√</p>	<ul style="list-style-type: none"> • Increase funding to upgrading and purchase updated hardware & software • Upgrade wifi AP's, switch, optical transceiver on floors 3-6. • Review BYOD program criteria for P4-P6 and secondary, to allow for increased student participation 	<ul style="list-style-type: none"> - External expertise - Outsource tech suppliers - Improved internal expertise - External sponsorship of devices
<p>3. Improving the wellbeing of students and staff</p>	<ul style="list-style-type: none"> • Provide students with a positive school experience & learning environment through promoting Positive Ed & wellbeing practices • Improve student's emotions and behaviours K1-F6 • Improve school staff and teachers wellbeing, emotions, behaviours, attendance etc. 	<p>√</p> <p>√</p> <p>√</p>	<p>√</p> <p>√</p> <p>√</p>	<p>√</p> <p>√</p> <p>√</p>	<ul style="list-style-type: none"> • Monitor teachers work efficacy & workload • Assessing the impact of COVID on whole school wellbeing • Learn, Live, Teach, Embed elements of Positive Education • Behaviour intervention • Counselling talks / workshop • Student F1-F6 online support program - Komodo 	<ul style="list-style-type: none"> - Internal & external services; talks; trainers - Focus talks - Registration for Institute of Positive Education & Komodo - External community services - TES & Staff Pulse platform