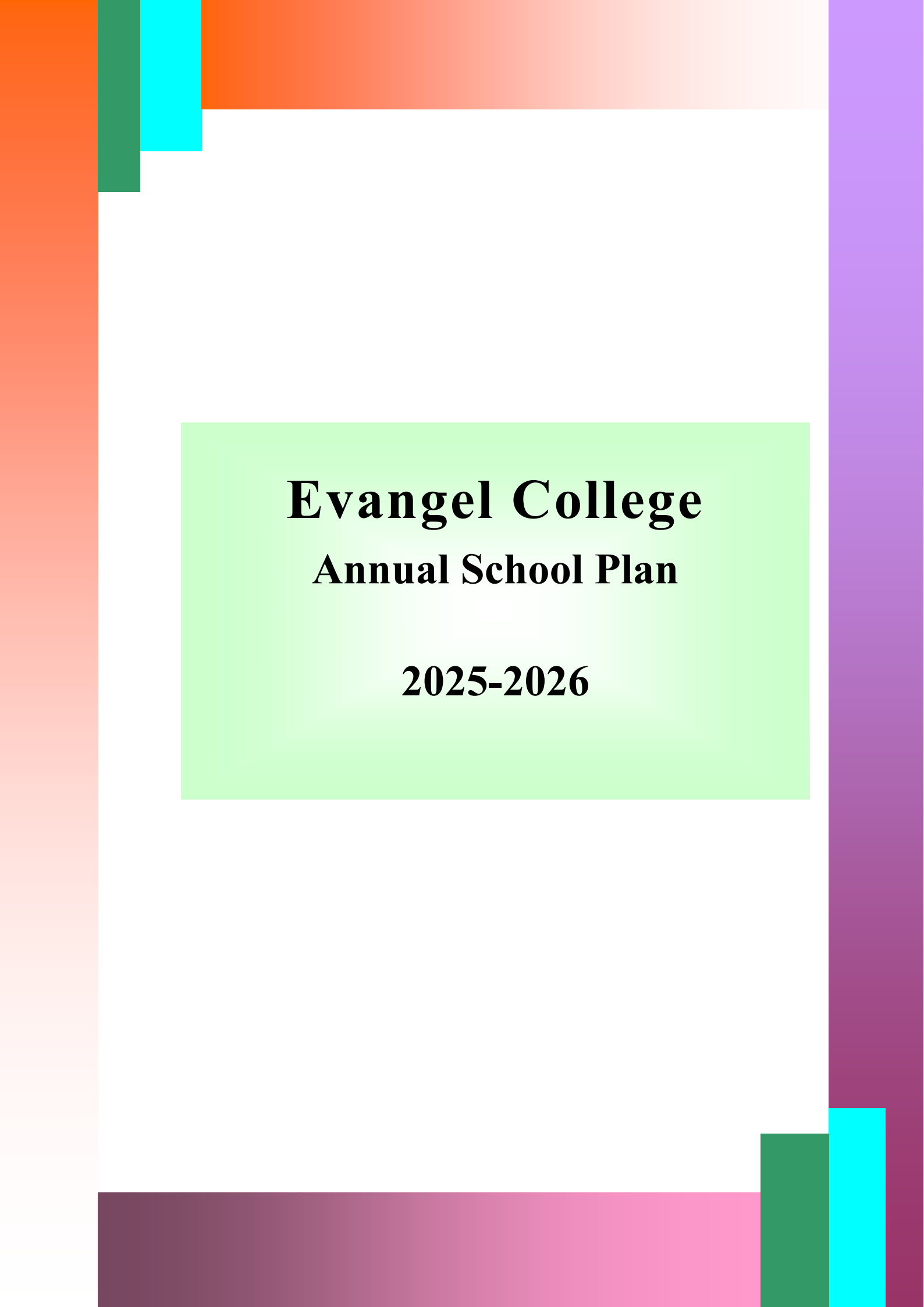




Evangel College

Annual School Plan

2025-2026

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1.1 School Mission (put forward by the School Sponsoring Body)

With biblical truth as our cornerstone, we seek to provide quality whole-person education to help the youth cultivate a wholesome attitude, realize their potentials and achieve a well-balanced development, spiritually, morally, intellectually, physically, socially and aesthetically. We strive to guide the young towards a life based on Christian virtues, Chinese culture and a global outlook. In our school, the children will live together in harmony, mutual respects, but are fearless to face their responsibilities. They are driven by a desire to care about the community, serve mankind and not least, their country.

1.2 School Vision (put forward by the school)

To fulfil the school mission, we have to make every effort to build the capacity of teachers to learn, teach and excel in teaching. We seek to develop teachers to build a needs-satisfying school in which the needs of students (relationship, power, fun, freedom and survival) are satisfied, the self-worth of students is built, the self-concept of students is developed, and the academic and non-academic potential of students are realized to fullness. We strive to implement Life Value Education which helps students to explore, acquire and apply values of Chinese culture and of Christian faith in the context of personal, social, societal, national and global domains.

Briefly list the feedback and follow-up actions from the previous school year:

1. Key Concern 1: Strengthen SSE with Data Management to inform school practices.
 - The school successfully integrated the practice of collecting of essential data (e.g. Monthly Attitude Mark, Benchmarking Task Mark, Lexile Scores, etc.) regarding student learning. Using such figures to inform students and teachers was found to be useful for helping students to improve learning.
 - The school should consider compile an integrated report on subject basis to present those figures for facilitating students, teachers & parents to (1) evaluate student learning more comprehensively, (2) provide feedback, (3) facilitate students to set goals & (4) make self- improvements. This proposed measure highly gears with the spirit of Academic Attainment MMA Mission, Monthly Plus Two Mission for pursuing Success for ALL.
2. Key Concern 2: Develop SMT & MMT to build the capacity of leading & managing changes as required by the school.
 - The school attempted a series of practices for conducting effective leadership & management.
 - The school should shift the focus more to building the capacity of Senior Management Team (SMT) and Middle Management Team (MMT) to put those recommended practices into action.
3. Key Concern 3: Make good use of technology to foster school development.
 - The school successfully launched the Device-facilitated Learning & Teaching. The focus of the following step should be put on improving, deepening or extending the practice.
 - The school successfully introduced the use of AI. It's useful on the one hand, but risky on the other hand. It's essential to help teachers to develop mindset and habit of using AI properly but also explore extend the use of AI into the school practices when suitable.

Key concerns:

1. Strengthen SSE with Data Management to inform school practices.
2. Develop SMT & MMT to build the capacity of leading & managing changes as required by the school.
3. Make good use of technology to foster school development.

Key Concern 1

Strengthen SSE with Data Management to inform school practices in Learning & Teaching

Targets	Strategies (Actions)	Success Criteria	Methods of Evaluation	Time Scale	Persons in Charge	Resources Required
Collect, report & evaluate Healthy Learning Indexes (HLI)	Collect core Healthy Learning Indexes (HLI). HLI are essential data currently collected regarding student learning which included (1) Monthly Attitude Mark (MAM), (2) Benchmarking Task Mark (BT Mark), (3) Unit Test Score, (4) Lexile Score, (5) Writing Level.	Subject panels institutionalize the collection of HLI.	Evaluate by Subject Panels in Monthly Meeting with the SEC. Report on the progress monthly to SMC.	Whole Year	VPs of 444 Academic Development	Making use of existing human resources
	Collect optional subject-based HLI which reflect the mastery of the (1) various metacognitive skills (notetaking, mind mapping, handwriting, use of BT Journal, use of Star Task Journal, etc.) as well as (2) contribution to building learning community (active sharer, peer tutor, little teacher, etc.)	HLI Reports are compiled & sent to parents. Students, teachers & parents find HLI & HLI Reports facilitate them to evaluate student learning more comprehensively, provide feedback, facilitate students to set goals & make self-improvements.				
	Compile Healthy Learning Index Report (HLI Report) in all grades to facilitate teachers, students and parents to (1) view the progress of learning more comprehensively, (2) provide feedback, (3) facilitate students to set goals & (4) evaluate self-improvements.					

Targets	Strategies (Actions)	Success Criteria	Methods of Evaluation	Time Scale	Persons in Charge	Resources Required
	Make use of the HLI reports to replace the school reports of P.1 compiled by the end of each term.					

Key Concern 2

Develop SMT & MMT to build the capacity of leading & managing changes as required by the school.

Targets	Strategies (Actions)	Success Criteria	Methods of Evaluation	Time Scale	Persons in Charge	Resources Required
	Compile the handbook for Senior Management Team (SMT) & Middle Management Team (MMT) to document our wisdom in leading & management, and their roles & responsibilities - ACTS Whole-person Development, PASS Model of Tripartite Communication & Decision Making, LEAD, High IP Index Strategic Actions, 7 Criteria of Organizational Success, PIMEF, Cycle of 3-I (Initiation, Implementation, Improvement), From Reactive, Preventive to Proactive Intervention, Item Budgeting, Data & Evidence based SSE, etc.	The handbook for MMT & SMT is compiled. MMT & SMT learn & adopt the models of practices in leading & managing.	Evaluation by MMT & SMT in the monthly meeting with SDSC/Panel Heads. Supervision by SEC	Whole year	SEC	
	Integrate and schedule horizontal & vertical communication meetings for training &/or expanding the capacity of MMT.	The meeting schedule is compiled. The awareness of SMT/MMT to reduce avoidable meeting time & make good use of the scheduled meeting for effective communication & decision making is raised.	Reporting the progress monthly to SMC			

Targets	Strategies (Actions)	Success Criteria	Methods of Evaluation	Time Scale	Persons in Charge	Resources Required
	Train SMT & MMT to (1) streamline practices, (2) collaborate to create synergy, (3) avoid procrastination & (4) prevent avoidable mistakes to create time & space for teachers.	Avoidable meeting time is reduced. Aligned collaboration can reduce the effort/time to attain goals. Mistakes & procrastination are responded quickly and genuine feedback is given to avoid repeating mistakes.				

Key Concern 3

Make good use of technology to foster school development.

Targets	Strategies (Actions)	Success Criteria	Methods of Evaluation	Time Scale	Persons in Charge	Resources Required
Digital School Development	Restructure the IT in Education SDSC into Digital School Development SDSC to extend its function to cover digital education.	Restructure the ITE SDSC into Digital School Development (DSD) SDSC.	Evaluation by Subject Panels & DSD Head in Monthly Meeting with the SEC Supervision by VP in charge of IT development Reporting the progress monthly to SMC	Aug	VP Foo Amanda Wong	Fund for subscribing to AI service
	Develop teachers to develop the mindset & habit of using AI properly to facilitate more student-centred and student-directed learning and assessment.	The key players of DSD are clear about their mission, strategies, roles & responsibilities.		Whole year		
	Consolidate the current practice of AI facilitated practices (reading, writing, recommendation letter writing) and extend it into speaking, AI-tutoring, etc.	Teachers develop the mindset of using AI wisely and use AI to facilitate more student-centred and student-directed learning and assessment.				
Device-facilitated Learning & Teaching	Better Device-facilitated Learning & Teaching (DFLT) by bettering the use of existing Apps & introducing more useful Apps to build the culture of “instant sharing, collaborative learning & interaction for bettering learning” (即時、共學、互動)	Teachers are more confident of adopting the practice of DFLT. The ICI culture is observed in classroom practice.		Whole year	VP Foo Amanda Wong	Fund for purchasing Apps

STEAM Education	Review the STEAM curriculum in our through-train school system to gear it with EDB's expectation (coding, drones, robotics, 3-D printing, etc.) and school-based development (IOT, smart school development, etc.)	Develop, adopt & document the school-based STEAM curriculum. Increase one more lesson per week in the junior secondary curriculum.	Evaluation by ICT Panel & STEAM SDSC Head in Monthly Meeting with the SEC Supervision by VP in charge of IT development Reporting the monthly progress to SMC	Whole year	Amanda Wong Michael	Budget for purchasing required equipment Employ one more IT Teacher.
	Increase the formal curriculum time in the secondary school section.			Sep	Amanda Wong	