

St. Francis Xavier's College



School Development Plan (2018-2021)

Vision and Mission

- 1.1 St. Francis Xavier's College shall operate as a "Catholic" school. Its "Catholic" identity shall be recognized in so far as it conforms with the criteria set by the Catholic Church [see Canon 803 §§1-3 and related Canons 804-806 of the *Code of Canon Law* (promulgated in 1983), quoted in the Appendix; also refer to Vatican II, *Declaration on Christian Education* (28 October 1965), 8-9; Congregation for Catholic Education, Instruction "*The Religious Dimension of Education in a Catholic School*" (7 April 1988)].

With a determination to carry on the contribution of the Catholic Church to education, the School, as its vision and mission, shall uphold and pass on the following **core values** to young people to prepare them properly for their life and future responsibilities –

1.1.1 **Truth:** It is what the human intellect is searching for –

- (a) Human reason's capacity for truth must be upheld, and the desire for truth, especially the truth about God and about the meaning of life, must always be encouraged and kept alive.
- (b) Wisdom, which enables a person to distinguish right from wrong, and good from evil, must be treasured above all other kinds of knowledge.
- (c) Honesty demands that a person tell the truth and put it into practice, even at the cost of making a great sacrifice.

1.1.2 **Justice:** It is the moral virtue that consists of a constant and resolute will to give to God and one's neighbours their due –

- (a) Justice towards God is called the "virtue of religion"; and justice towards one's neighbours disposes one to respect the rights of others and to establish in human relationships the harmony that promotes equity with regard to individual persons and to the common good.
- (b) Human dignity can be protected and promoted, and the wellbeing of society can be achieved, only if human rights are respected and individuals undertake their responsibilities for one another, for their own families, and for society.

1.1.3 **Love:** It is the greatest of all virtues –

- (a) God, the source of life and goodness, has created everything out of love, and has called the whole human family to be His children. As a member of God's family, one's goals in life are to share God's happiness, to love God above all things and love one's neighbours as brothers and sisters.
- (b) Jesus Christ, the Son of God, the Saviour of humankind, is the model of selfless love and humble service to others.
- (c) The practice of all the virtues is to be inspired and motivated by love, so that all aspects of human life and interpersonal relationship may be bound together in perfect harmony.
- (d) Love surpasses the strict measure of justice and urges one to care for the poor and the needy, and to make a preferential option for the underprivileged and marginalized in society.

1.1.4 **Life:** It is a priceless gift from God and is sacred in itself –

- (a) Every human person is created in the image of God and has the right to life, which must be respected from its conception to its natural end.
- (b) In the spirit of the "Beatitudes" as taught in the Gospel, the tribulations and adversities in life are to be faced with serenity and hope.
- (c) Every person is entitled to have whatever is necessary for a decent and dignified existence.
- (d) Only a society which respects human life can bring happiness to all.

1.1.5 **Family:** It is the basic unit of society –

- (a) Only pure love, the unreserved mutual self-giving between husband and wife, is truly gratifying; a happy, wholesome marriage is prepared by the practice of the virtue of chastity and sustained by fidelity and an indissoluble, lifelong commitment.
- (b) Inasmuch as sex is an integral part of conjugal life and has its own dignity, a balanced sex education must follow a holistic and in-depth approach, with emphasis on the virtues of self-discipline and mutual respect between a man and a woman.
- (c) Marriage is the foundation of a family; an intact and united family is a permanent support for husband and wife, and for parents and children, in achieving their goals in life; an intact and united family is likewise a most favourable setting for the upbringing of children and young people, and a necessary condition for the wellbeing of human society.

1.2 The School shall cultivate the above **core values** by –

- 1.2.1 upholding the time-honoured practice of respecting and collaborating with stakeholders with diverse backgrounds in achieving the School’s vision and mission as set out in this Article, in the awareness that the success of education depends on the joint effort of all parties concerned (refer to Canon 796§2 and Canon 800§2 of the *Code of Canon Law*, quoted in the Appendix);
- 1.2.2 providing a family environment imbued with mutual trust and love in the School; and
- 1.2.3 incorporating in the formal school curriculum Religious Education courses designed by the SSB (as defined herein), and fostering a Catholic spirit through religious practices held regularly in the School, such as morning prayers and religious activities held regularly for staff and students.

1.3 The School was established by “The Visitor in Hong Kong of the Institute of the Marist Brothers of the Schools” whose founder St. Marcellin Champagnat had passed on the following beliefs and ideals as an integral part of his educational vision and mission –

- 1.3.1 That we should make Jesus known and loved among the young and the children, especially the poor and the least favoured.
- 1.3.2 That to bring up children properly, we must love them, and love them all equally.
- 1.3.3 That each of our students would cherish the love of God and accordingly develop his potentials fully, lead a meaningful life as an individual, and take a contributing role in society.

1.4 With due regard for the core values set out in Article 2.1, the School shall also strive to put the aforementioned beliefs and ideals into practice by inculcating in the school environment the following –

- 1.4.1 Opportunity be provided for the students to learn the Gospel of Christ in order to enrich their spiritual life.
- 1.4.2 Our students be nurtured with Marist Style of Education that they may get a whole-person education and develop their moral, intellectual, physical, social and aesthetic potentials.
- 1.4.3 That our students be instilled with the proper moral values so that they have positive goals of life, and have concern about others in the society.
- 1.4.4 That our students may build up with confidence, interpersonal relationship and leadership skills so that they are able to meet future challenges and changes.

Our Strengths

1. As a Marist school, our mission and vision of loving all children as equal individuals are being upheld even under different changing demands of society.
2. As a Catholic school with a long history, our school has established a good reputation among parents and is well-known in the district. Parents trust and respect the school by showing great support.
3. The atmosphere in school is caring and harmonious. A good rapport and family spirit have been established. Our students are proud of being Xaverians and they have a strong sense of belonging to the school.
4. Students' proficiency to learn in English and the long history of English learning environment allow us to continue to use English Language as our medium of instruction.
5. A strong alumni network has been developed. The SFXC Foundation contributed by ex-students gives unfailing support to the development of the alma mater.
6. Teachers are enthusiastic and are willing to improve their pedagogical approaches to enhance the teaching effectiveness.

Our Weaknesses

1. It is difficult to pervade the Marist tradition due to the decreased small number of Marist Brothers.
2. The school campus has limited space for activities and some facilities cannot catch up with modern standard.
3. Students lack the independent learning ability and effective study skills.
4. Though the number of students is less than before, the workload to provide student support is increasing on the other hand.

Our Opportunities

1. Extra subsidy from the government and the external resources from different organizations foster school development.
2. The interflows and collaborations among schools in various aspects enhance teaching and non-teaching work.
3. The development of i-Teaching and STEM in education enhance the learning motivation and teaching effectiveness.
4. The continuous development in YTM district brings an increase in population which enables us to have sufficient number of students.

Our Threats

1. In recent years, teens are addicted to the electronic media, e.g. mobile phones, which lowers students' academic performance, and negatively affects the morality and family relationship of students.
2. Over emphasis on academic results and a lack of proper life/value education has weakened students' overall well being.
3. The 'Integrated Policy' of the government results in more intake of SEN and NCS students and leads to a greater learners' diversity in school.
4. The unstable population in F.1 intake brings uncertainty to schools in HK.

Major Concerns for 2018/19 - 2020/21

To build on what have already been achieved, we pay particular attention to the following major concerns:

1. That maintains SFXC a vibrant learning community which brings about effectiveness and innovation in L&T practices.
秉持芳濟學習社群的理念與熱誠，提升學與教的成效及促進革新。
2. That SFXC keeps the tradition of being a Catholic School with the Marist Distinctive Styles.
承傳聖母昆仲會優良特質，實踐天主教辦學精神。

Major concerns	Intended Outcomes / Targets	Strategies	Time Scale		
			18/19	19/20	20/21
1. That maintains SFXC a vibrant learning community which brings about effectiveness and innovation in L&T practices.	i. The learning and teaching effectiveness is further enhanced by professional exchanges and development	a. Organize professional exchange for teachers.	✓	✓	✓
		b. Arrange professional development programmes for teachers.	✓	✓	✓
		c. Conduct Student Survey for professional development purposes.	✓	✓	✓
	ii. The learning & teaching competence is fostered by innovative practices	a. Promote the use of IT in enhancing learning & teaching.	✓	✓	✓
		b. Build up an effective teaching community through lesson study.		✓	✓
		c. Encourage peer learning community among students.	✓	✓	✓
		d. Promote STEM education through cross-curriculum collaboration	✓	✓	✓
	iii. Learners' Diversity is catered	a. Review the remedial and enhancement strategies.	✓	✓	✓
		b. Launch remedial strategies in different levels.	✓	✓	✓
		c. Provide suitable gifted programmes to our gifted students in different academic subjects	✓	✓	✓

Major concerns	Intended Outcomes / Targets	Strategies	Time Scale		
			18/19	19/20	20/21
2. That SFXC keeps the tradition of being a Catholic School with the Marist Distinctive Styles.	i. The distinctive tradition of SFXC is maintained.	a. Strengthen the family spirit and brotherhood of SFXC by different schemes and programmes.	✓	✓	✓
		b. Build up an inclusive culture in the school	✓	✓	✓
	ii. The Marist styles and Catholic core values are promoted.	a. Review the curriculum and make relevant implementation plans.	✓	✓	✓
		b. Offer Staff Development Programmes for new teachers on the above topics	✓	✓	✓
		c. Organize related activities to enhance the values education	✓	✓	✓

