

	<p>3. To enhance teaching skills through professional sharing</p> <p>a. Peer lesson observation and debriefing will be self-arranged by each teacher</p> <p>b. Co-teaching will be implemented in KLA</p> <p>c. Learning circle or sharing with teacher(s) of other schools will be arranged</p>	<ul style="list-style-type: none"> • 90% of teachers arrange peer lesson observation and followed by a discussion with at least one colleague • At least 1 co-teaching is implemented by at least one subject in each KLA or cross-KLA • At least 1 subject department in each KLA have relevant arrangements 	<ul style="list-style-type: none"> • Records • Records • Records 	<p>Whole year</p> <p>Whole year</p> <p>Whole year</p>	<p>All teachers</p> <p>KLA coordinators</p> <p>HODs KLA coordinators</p>	<p>Network with other school(s)</p>
<p>B. To enhance teachers' professionalism by strengthening self-reflection and self-enhancement</p>	<p>1. To strengthen self-reflection of the teachers</p> <p>a. "Survey of Student's Views on Classroom Learning" will be conducted for each subject.</p> <p>b. 'Keep-Improve-Stop-Start' (K.I.S.S.) analysis will be done after the survey (a) for self-reflection on learning and teaching</p> <p>c. "Subject Curriculum Evaluation Survey" will be conducted by departments. Insight gained will be shared in the departmental meeting for the betterment of the future planning.</p>	<ul style="list-style-type: none"> • At least once per year for each teacher • At least once per year for each teacher • At least once per year for each department 	<ul style="list-style-type: none"> • Records • Records • Records 	<p>1st term</p> <p>1st term</p> <p>2nd term</p>	<p>All teachers</p> <p>All teachers</p> <p>All teachers All departments</p>	

	<p>2. To cultivate self-enhancement of the teachers</p> <p>a. Professional enhancement programme and teachers sharing on innovative and student-centered teaching strategies will be conducted on Staff Development Days (SDD)</p> <p>b. Subject-based enhancement programme will be arranged for members by each department</p> <p>c. Teachers are required to participate in the training programme (including professional competencies, professional values and conduct, and aspiration for self-advancement through self-evaluation) offered by EDB or other institutes</p>	<ul style="list-style-type: none"> • Once per year • At least once per year for each department • For newly joined teachers: <ul style="list-style-type: none"> - 30 hours of core training within the first 3 years of service - Not less than 60 hours of elective training based on individual professional development needs • For in-service teachers: <ul style="list-style-type: none"> - 150 hours of training in every 3-year cycle, including a minimum of 30 hours of core training 	<ul style="list-style-type: none"> • Records • Records • Records 	<p>Whole year</p> <p>Whole year</p> <p>Whole year</p>	<p>Staff Support and Development Team</p> <p>HODs</p> <p>All teachers</p>	<p>School funding</p> <p>Training Calendar & other training programmes</p>
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