SMB Strategic Plan

**vision**

Inspiring Leaders, Active Contributors

mission

To nurture responsible, innovative and concerned citizens in a caring and dynamic learning environment

Strategic Thrust 1

Academic Excellence

- Strategic Objective
  - i1 : Achieve Value-Added Academic Results Alignment
    - T&L framework KPI
    - GCE O Level
    - Value add for L1B5 (Sec 4E)
    - Value add for L1B4 (Sec 5N)
    - GCE N Level
    - % of Sec 4NA students eligible for Sec 5NA
    - % passes (3 subjects) for Sec 4NT

Strategic Thrust 2

Exemplary Character

- Strategic Objective
  - i2 : Develop Student Leadership Alignment
    - Leadership framework KPI
    - % of student achieving A or B grade for MPJ@ExCiTe
    - % of Sec 2 students attaining the NYAA Bronze award
    - % of Sec 3 students attaining the NYAA Silver award

Strategic Thrust 3

Physical, Aesthetics and CCA Excellence

- Strategic Objective
  - i3 : Enhance Social and Moral Well-Being Alignment
    - Student Well Being framework KPI
    - % of students rated Good and above in conduct grading exercise
    - QSE survey results

Strategic Thrust 4

Quality Teaching Force

- Strategic Objective
  - i4 : Instill Values and Foster Team Spirit Alignment
    - School Values KPI
    - % of students demonstrating strongly and adequately for Values Assessment Rubrics

Strategic Thrust 5

Partnership

- Strategic Objective
  - i5 : Encouraging Active Participation in CIP Alignment
    - CIP framework KPI
    - % of students contributing to community service

Strategic Objective

L1 : Enhancing staff capacity and capability Alignment

- Staff Leadership framework
- Staff Resource Planning framework
- Innovation framework
- T&L framework KPI
- Level in PDS
- % of staff deployed for larger responsibility
- Staff satisfaction level at SCS for L&D opportunities
- MRI for QSE survey for engagement in learning
- % of staff involved in reflective practices

Strategic Objective

L2 : Promote Staff Well-Being

- L3 : Focus on continuous improvement for school Alignment
  - Staff Resource Planning framework
  - Work Life Balance framework KPI
  - Level of staff engagement in SCS
  - Level of satisfaction for WLB in SCS

Strategic Objective

L4 : Collaborate with partners Alignment

- Partnership framework KPI
- Satisfaction level of parents
- Satisfaction level of Alumni members
- Satisfaction level of SAC members

Strategic Objective

L5 : Instill NE values Alignment

- NE framework KPI
- Level in NE Award
- Level in Green Audit Award

Strategic Objective

L6 : Promote Staff Well-Being

- L7 : Focus on continuous improvement for school Alignment

- Staff Resource Planning framework
- Work Life Balance framework
- T&L framework
- Level in PDS
- % of staff deployed for larger responsibility
- Staff satisfaction level at SCS for L&D opportunities
- MRI for QSE survey for engagement in learning
- % of staff involved in reflective practices

Strategic Objective

L8 : Enhance Social and Moral Well-Being

- L9 : Promote Staff Well-Being

- L10 : Focus on continuous improvement for school Alignment

- Staff Resource Planning framework
- Work Life Balance framework
- T&L framework
- Level in PDS
- % of staff deployed for larger responsibility
- Staff satisfaction level at SCS for L&D opportunities
- MRI for QSE survey for engagement in learning
- % of staff involved in reflective practices

Strategic Objective

L11 : Enhance Social and Moral Well-Being

- L12 : Promote Staff Well-Being

- L13 : Focus on continuous improvement for school Alignment

- Staff Resource Planning framework
- Work Life Balance framework
- T&L framework
- Level in PDS
- % of staff deployed for larger responsibility
- Staff satisfaction level at SCS for L&D opportunities
- MRI for QSE survey for engagement in learning
- % of staff involved in reflective practices

Strategic Objective

L14 : Instill Values and Foster Team Spirit Alignment

- School Values KPI
- % of students demonstrating strongly and adequately for Values Assessment Rubrics

Strategic Objective

L15 : Instill NE values Alignment

- NE framework KPI
- Level in NE Award
- Level in Green Audit Award

Strategic Objective

L16 : Instill NE values Alignment