

Teaching and Learning  
Junior High School

OPERATIONAL PLAN  
AY 2023-2024

**Rationale:**

As our world becomes more digital and dynamic, some educators say that we shall prepare our students to thrive in the future, today. Peschl and Matlon (2021) explained that we now live in a VUCA world that is volatile, unstable, complex, and ambiguous.

In a **volatile** world, the changes happen fast and we shall have the agility or the ability to adapt to these changes, fast. In 2019, schools were pushed to innovate in a short span of time in order for their operations to continue. Even until today, schools are preparing to recover learning losses by shifting back to face-to-face modality and still be prepared to return to distance learning to ensure learning continuity.

Technology also develops fast. Life becomes more automated. However, the world also becomes **uncertain**. Even the seasons have become different due to climate change. The more the industry develops, the higher its contribution to climate change. This propels us to look after our aging mother earth.

The workplace has become more flexible. People can attend to their tasks at home or even while traveling with the help of gadgets. Even if this flexibility seems to make life easier, it is still difficult since the world also become **complex**. People experience more fatigue due to multitasking and a decrease in human connection.

Information is available anywhere for all. Knowledge has become downloadable. Yet, people are in danger of being misinformed and disinformed. Another dilemma especially faced by Catholic schools is the values system that slowly becomes **ambiguous**. Some students claim that they are agnostics. Families are easily broken and sometimes there isn't already an absolute truth depending on the reasons of people. An example of this is the issue of abortion. These issues are urgent and call for the action of all.

These factors compel educators to equip students with solid knowledge, values, and skills to solve problems and to be successful in any environment. Teachthough.com (2019) published 7 skills that future-proof schools shall develop among students. These are curiosity & imagination, initiative & entrepreneurship, agility & adaptability, critical thinking & problem solving, effective oral & written communication, collaboration across networks & leading by influence, and accessing & analyzing information. Margaret Mead said that we are now at a point where we must educate our children in what no one knew yesterday, and prepare our schools for what no one knows yet. Moreover, according to the World Economic Forum Report (2020), many of today's school children will work in new job types that do not yet exist and digital and socio-emotional skills will most likely be at the top of the contributors to success.

To be relevant, school human formation programs adjust as the curriculum develops. Education is continuously being reshaped since the curriculum shall create an educational system that recognizes the nature and characteristics of learners and shall enable students to be relevant in the future by having the ability to discover new knowledge, attain skills to create new and alternate solutions to emerging and new arising problems, critically assess their options, and collaborate with others. Philippine Catholic School Standard for Basic Education (2016) defined an excellent Catholic School to be centered in the person and message of Jesus Christ, participate in the Evangelizing Mission of the Church, animated by the Spirit of Communion, established as an Ecclesial institution, distinguished by a culture of excellence, committed to the integral human formation, engaged in the service of the Church and Society with a preferential option for the poor, and promotes dialogue on faith, life, and culture. Our school is a Catholic school, exclusive for boys. We cater to

middle-class to upper-class families. The interests of our gentlemen, who belong to generation alpha, vary from STEM-related, performing arts, behavioral and social science, business, sports, and video games. They enjoy being active and they are very articulate.

Amidst these challenges and opportunities, Lourdesian Education shall stand in fidelity to our Franciscan identity. As an institution that puts Catholic Religious Education at the core, our role is *Sentire Cum Ecclesia*, that is *To Think and Feel with the Church*. Lourdesian formators are challenged to provide quality Catholic Education by bringing all stakeholders closer to God and making them instruments of God's love and mercy. Lourdesians shall be formed as Christian Leaders in the family, the private sector, and the government through various programs and activities of the different units.

### Five-Year Objective:

To deliver quality Catholic Education by forming Christian Leaders imbued with Gospel Brotherhood and Marian Spirituality thru developing, implementing, monitoring, evaluating, and enhancing academic programs that are dynamic, resilient, and responsive to the needs of the community.

| Objectives                                                                                                                                                                                                                                                    | Strategies/Activities                                                                                                                                                                                                                                                          | Time Frame                                                                                | Persons / Areas Involved                       | Measure of Success                                                                                                                                                                                                                                                                                         | Evaluation Tool                                                                                                                                                       |
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| <i>Area: Curricular Program Development</i>                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                |                                                                                           |                                                |                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                       |
| <b>To develop, implement, monitor, evaluate, and enhance curricular programs that are aligned with the school's vision and mission, adhere beyond the requirements of DepEd, clearly defined, communicated and reviewed periodically by all stakeholders.</b> |                                                                                                                                                                                                                                                                                |                                                                                           |                                                |                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                       |
| 1. Revise Curriculum Maps to include the use of A-M-T Learning Goals and Formation Standards                                                                                                                                                                  | 1.1 Seminar-Workshop on Curriculum Mapping<br>1.2 Orientation/Re-orientation on CFPP and School Thrust<br>1.3 IC and SAM for Curriculum Map Critiquing<br><br><b>1.4 Further training on the use and understanding of A-M-T learning goals in reflecting to academic plans</b> | <b>July 2023</b><br><br><b>July – August 2023</b><br><br><b>September to October 2023</b> | Academic Council<br>Faculty<br>Campus Ministry | <b>A compilation of well-written Curriculum Map with Formation Standards and Learning Goals aligned with and the school's VM</b><br><br><b><i>A well-written Learning Plan with learning goals aligned with the school's vision-mission; and values integration inherent in the delivery of lesson</i></b> | <b>Records of submission and Conferences</b><br><br><b>Minutes of the Meeting</b><br><br><b>Curriculum Map Evaluation Criteria</b><br><br><b><i>Learning Plan</i></b> |
| 2. Enhance curricular and co-curricular programs to ensure                                                                                                                                                                                                    | 2.1 Attendance to formation activities and professional development sessions                                                                                                                                                                                                   | <b>July 2023-February 2024</b>                                                            | Academic Council<br>Faculty<br>Campus Ministry | <b>Active participation in formation activities and professional development sessions</b>                                                                                                                                                                                                                  | <b>Evaluation tool for formation activities and professional development sessions</b>                                                                                 |

| Objectives                                                                                                                                                                                                                                                                                                  | Strategies/Activities                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Time Frame                                                                                                                                                                    | Persons / Areas Involved                                              | Measure of Success                                                                                                                                                                                                                                                 | Evaluation Tool                                                                                                                                                                                                                                                                          |
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| alignment with the school's vision-mission and thrust, adherence to DepEd's revised K-10 Curriculum, integrate emerging trends, pedagogical advancements and industry skills                                                                                                                                | 2.2 Implementation of Integrated Batch Projects<br>2.3 Conducting Curriculum Review Cycles<br>2.4 Utilization of technology-enhanced learning tools in face-to-face classes, online classes and academic month celebration activities<br>2.5 Formulate a Stakeholders Engagement Program for students and parents<br>2.6 Formulate #HHMBS Program and Pro-Philippines Program<br><b>2.7 Conducting SAM on review and comparison of K-12 and K-10 learning competencies</b> | <b>July 2023-February 2024</b><br><br><b>October 2023-January 2023</b><br><br><b>July 2023-February 2024</b><br><br><b>September 2023-October 2023</b><br><b>October 2023</b> | ITO<br>Rex-Learning Solutions Specialist<br>Student Government<br>PTA | <b>Successful implementation of Batch Projects</b><br><br><b>Matatag K-10 ready curriculum</b><br><br><b>At least 1 technology-enhanced learning tools utilized by each subject area</b><br><br><b>Presence of students and parents input in curriculum review</b> | <b>Evaluation tool for Batch Project Implementation</b><br><br><b>Minutes of Meeting on Curriculum Review</b><br><br><b>Learning Plans Academic Month Proposals and Evaluation tool</b><br><br><b>Minutes of Meeting on review and comparison of K-12 and K-10 learning competencies</b> |
| <b>Area: Teaching and Learning Program Development</b>                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                               |                                                                       |                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                          |
| <b>To develop, implement, monitor, evaluate, and enhance teaching and learning methods that are aligned with the school's philosophy, foster life-long learning, aligned with expected learning outcomes, utilize up-to-date ICT and learning resources, and reviewed periodically by all stakeholders.</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                               |                                                                       |                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                          |
| 3. Enrich Subject Area Programs to include strategies to better equip students with literacy, life and learning skills and address learning gaps                                                                                                                                                            | 3.1 PLC Sessions on design-thinking, SEL strategies, and integrating use of AI in lessons<br>3.2 Conducting SAM for developing teaching strategies and evaluating student achievement<br>3.3 Revisit the criteria for in-depth treatment of the lesson                                                                                                                                                                                                                     | <b>September -December 2023</b><br><br><b>September 2023-February 2024</b><br><br><b>July 2023</b>                                                                            | APAs<br>SACs<br>Faculty<br>Library/IMC<br>ITO                         | <b>At least 4 new teaching strategies and 1 program or activity are developed by each subject area that develops 21<sup>st</sup> century skills and addresses learning gaps</b><br><br><b>90% of students achieved proficiency in PASS Test and ACES</b>           | <b>Minutes and Evaluation of PLC Sessions</b><br><br><b>Minutes of Subject Area Meetings</b><br><br><b>PASS Results</b><br><b>ACES Results</b><br><br><b>Analysis of Instructional Outcomes</b>                                                                                          |

| Objectives                                                                                                | Strategies/Activities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Time Frame                                                           | Persons / Areas Involved                                               | Measure of Success                                                                                                                                                                                                              | Evaluation Tool                                                                                                                 |
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|                                                                                                           | 3.4 Library Detour Program<br>3.5 Formulation of Intervention Plans based on PASS and ACES                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                      |                                                                        | At least 4 library integration activities conducted by each subject area                                                                                                                                                        | Evaluation and documentation of library integration activities                                                                  |
| 4. Establish networks and linkages with other schools, organizations, and communities                     | 4.1 Membership to professional organization for teachers<br>4.2 Benchmarking Activities: Poveda, De La Salle – Zobel, etc.<br>4.3 Interaction Activities with nearby schools, partner communities, and LSQC<br><br><b>4.1.1 Membership to ASTEP (Association of Science Teachers and Educators of the Philippines) and PAPSI (Philippine Association of Physics and Science Instructors)</b><br><br><b>4.2.1 Benchmarking Activities: Manresa School or other Schools (focused on Science Laboratory Operations)</b> | July 2023-April 2024<br><br>November 2023<br>January 2024-March 2024 | Academic Council<br>Faculty<br>Students                                | 80% of teachers became active members of their professional organization<br><br>Proposed enhancement of programs and practices based on results of benchmarking activities<br><br>Successfully conducted interaction activities | List of membership to professional organizations<br><br>Evaluation and Documentation of Benchmarking and interaction activities |
| 5. strengthen collaboration across disciplines, departments, levels, programs and practices for holistic, | 5.1 GS-JHS Articulation Meeting/ JHS-SHS Articulation Meeting<br>5.2 Grade – Level Planning<br>5.3 Mid-quarter deliberation Meeting                                                                                                                                                                                                                                                                                                                                                                                  | September 2023-October 2023<br>Quarterly<br><br>Quarterly            | APAs<br>SACs<br>Guidance Coordinator and Counselors<br>Faculty<br>APDs | Successfully conducted articulation meetings<br><br>Revised scope and sequence                                                                                                                                                  | Minutes of the Meeting<br><br>Documentation and evaluation of integration activities                                            |

| Objectives                                                                                                                                                                                                                                                                                                                                           | Strategies/Activities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Time Frame                                                                                              | Persons / Areas Involved                                                                                                  | Measure of Success                                                                                                                                                                                                                                                                                                             | Evaluation Tool                                                                                                      |
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| integrative teaching and learning                                                                                                                                                                                                                                                                                                                    | 5.4 Collaborative Meetings<br>5.5 Alternative Learning Class<br><b>5.6 Periodic Articulation Meeting (JHS-SHS) focused on alignment of content, skills, and performance standards/tasks</b>                                                                                                                                                                                                                                                                                                                                                                                               | <b>Weekly</b><br><b>January 2014</b>                                                                    | <b>Social Action Coordinator</b>                                                                                          | <b>Well-formulated action plans for students at-risk</b><br><br><b>Effective integration activities across disciplines</b>                                                                                                                                                                                                     |                                                                                                                      |
| <b>To develop, implement, monitor, evaluate, and enhance teacher development programs that are aligned with the school's vision and mission and thrust, clearly defined, documented and communicated, relevant, needs-based, equitable, available to all, and with provision for teacher-participation, continuous improvement, and recognition.</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                         |                                                                                                                           |                                                                                                                                                                                                                                                                                                                                |                                                                                                                      |
| 6. Intensify strategies in the supervisory program                                                                                                                                                                                                                                                                                                   | 6.1 Joyful Journey Training Program Module on Personality Development<br>6.2 Strengthen HATCH Together into a Mentoring Program<br>6.3 Seminar/Workshop on Integrating Social Action in Lesson 2; Improving Communication Skills; Student Engagement; Training Christian Leaders; student engagement and assessment<br>6.4 Formulation of Guidelines on APEX<br>6.5 Shadow-Demo Teaching focusing on Smooth Transition; Values Integration; and In-depth Treatment of the Lesson<br>6.6 Formulation of Additional Awards for Teachers on the use of Schoology<br>6.7 Regular ICs and SAMs | <b>October 2023</b><br><b>October 2023</b><br><br><b>Year-round</b><br><br><br><br><br><b>July 2023</b> | <b>Academic Council</b><br><b>SACs</b><br><b>Faculty</b><br><b>Rex- Schoology</b><br><b>Learning Solutions Specialist</b> | <b>Successfully implemented Joyful Journey Training Program Module on Personality Development</b><br><br><b>Well-crafted HATCH Together-Mentoring Program</b><br><br><b>Successfully Conducted and well-participated Training Workshops and Shadow Demo-Teaching Activities</b><br><br><b>Compilation of well-crafted APEX</b> | <b>Documentation and evaluation of training/workshop activities</b><br><br><br><br><br><b>Minutes of the Meeting</b> |

| Objectives                                                                                                                                                                                                                                                                                                                                                                                                                   | Strategies/Activities                                                                                                                                                                                                   | Time Frame                                                                | Persons / Areas Involved                         | Measure of Success                                                                                                                                                                                                                            | Evaluation Tool                                                                              |
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|                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>6.8 Training/workshops for science teachers on the use of PASCO equipment and other hi-tech equipment; on the development of IRP/research skills; and on the formulation of teacher-made or modified experiments</b> |                                                                           |                                                  | <p>Clear set of evaluation criteria for additional teacher awards</p> <p>Successfully conducted trainings for science teachers on the use of PASCO equipment, development of research skills, and formulation of teacher-made experiments</p> |                                                                                              |
| 7. Simplify practices and digitize academic documents                                                                                                                                                                                                                                                                                                                                                                        | <p>7.1 Application of Yet-Another-Mail-Merge Google Sheet Extension to automate feedbacking with teachers</p> <p>7.2 Formulation of Guidelines on the Use of Learning Plans Banking Program</p>                         | <p>Year-round</p> <p>December 2023-April 2024</p>                         | Principal<br>APAs<br>SACs<br>Faculty             | <p>A well-organized link repository of automated classroom observation forms</p> <p>Intensified practices on evaluation and feedbacking</p> <p>Clear set of guidelines for Learning Plans Banking Program</p>                                 | <p>Classroom Observation Forms</p> <p>Summary of results of classroom observations</p>       |
| <p><b>To develop, implement, monitor, evaluate, and enhance student development programs that are aligned with the school's vision and mission and thrust that are aligned with the school's vision and mission and thrust, clearly defined, documented and communicated, relevant, needs-based, equitable, available to all, and with provision for student-participation, continuous improvement, and recognition.</b></p> |                                                                                                                                                                                                                         |                                                                           |                                                  |                                                                                                                                                                                                                                               |                                                                                              |
| 8. Refine/ Design student development programs that address emerging needs, aligning with                                                                                                                                                                                                                                                                                                                                    | <p>8.1 Academic Training Program and Honors' Circle Training Program</p> <p>8.2 Cream class Program</p> <p>8.3 Enrichment and Certification Programs</p> <p>8.4 Career Development Program</p>                          | <p>Year-round</p> <p>January 2024</p> <p>Year-round</p> <p>Year-round</p> | Principal<br>APAs<br>SACs<br>Faculty<br>Students | Clear guidelines, designated responsibilities, and a well-defined timeline                                                                                                                                                                    | <p>Documentation and evaluation tools for program implementation</p> <p>Needs Assessment</p> |

| Objectives                                                                                                                                                                                                                            | Strategies/Activities                                                                                                                                                                                                                                                                                                  | Time Frame                          | Persons / Areas Involved                         | Measure of Success                                                                                                                                                                                                                                              | Evaluation Tool                                                      |
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| the school's vision, mission, and core values                                                                                                                                                                                         | 8.5 Academic Assistance Program<br>8.6 SEL and Inclusion Program<br>8.7 Christian Leadership Camp<br>8.8 Use of Community Resources (Human and Material)<br><br><b>8.1.1 Formulation of Training Program for both mathematically and scientifically-inclined students</b>                                              | Year-round                          |                                                  |                                                                                                                                                                                                                                                                 |                                                                      |
| 9. Recognize and celebrate student achievements and milestones within the student development programs, fostering a sense of accomplishment and motivation                                                                            | 9.1 Quarterly Recognition Activities<br>9.2 Positive Email Campaign<br>9.3 Organized exhibitions, showcases, or symposia to present students' projects, research, and accomplishments to the broader community<br><br><b>9.4 Formulation of Guidelines for Project LIFE Best Implementer of the Quarter / Overall.</b> | Quarterly<br>Quarterly<br>Semestral | Principal<br>APAs<br>SACs<br>Faculty<br>Students | Successfully conducted recognition ceremonies<br>exhibit of student outputs<br><br>100% of teachers sent positive emails on student performance and behavior to parents quarterly<br><br><b>Clear guidelines in selecting the Best Project LIFE implementer</b> | <b>Documentation and evaluation tools for program implementation</b> |
| <b>Area: Assessment Program Development</b>                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                        |                                     |                                                  |                                                                                                                                                                                                                                                                 |                                                                      |
| To develop, implement, monitor, evaluate and enhance assessment methods that are differentiated, aligned with learning objectives, utilized to enhance teaching and learning, designed and reviewed periodically by all stakeholders. |                                                                                                                                                                                                                                                                                                                        |                                     |                                                  |                                                                                                                                                                                                                                                                 |                                                                      |
| 10. Develop a variety of assessment methods that cater to diverse                                                                                                                                                                     | 10.1 Training/workshop on writing ILSA-like questions                                                                                                                                                                                                                                                                  | October 2023-November 2023          | Principal<br>APAs<br>SACs                        | Successfully conducted training/workshop                                                                                                                                                                                                                        | Documentation and evaluation of training sessions                    |

| Objectives                                                                                                                                                                   | Strategies/Activities                                                                                                                                                                   | Time Frame                   | Persons / Areas Involved                                        | Measure of Success                                                                                     | Evaluation Tool                                                                  |
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| learning styles and multiple intelligences, and provide opportunities for students to apply concepts and engage in critical thinking, creative thinking, and problem solving | 10.2 Implementation of performance-based quarterly assessments                                                                                                                          | Quarterly                    | <b>Faculty</b>                                                  | Use of ILSA-like question in written exams<br><br>Updated Project LIFE                                 | Item-Bank<br>TOS                                                                 |
| 11. Evaluate assessment methods regularly                                                                                                                                    | 11.1 Creation of assessment-feedback loop mechanism<br>11.2 Consistent reporting of results of formative and summative assessments the Progress Monitoring column in the Learning Plans | September 2023<br>Year-round | <b>APAs</b><br><b>SACs</b><br><b>Faculty</b><br><b>Students</b> | Clear mechanics on assessment-feedback-loop<br>90% of teachers regularly report results of assessments | Students' feedback on every assessment<br>Teacher's feedback on every assessment |