



## **Saint Gabriel's Foundation of Thailand**

### **Announcement No. 2/2025**

## **Subject: Policies and Guidelines of Saint Gabriel's Foundation of Thailand Academic Years 2025**

In order to ensure that the governance of Saint Gabriel's Foundation of Thailand continues to align with its Constitution (4th Edition, B.E. 2553) and the Strategic Plan (2022–2027), and to strengthen its mission in today's context, the Foundation presents the following Policies and Guidelines for the Academic Years 2025–2027.

### **Policies**

1. Promote educational practices grounded in the Foundation's strategic direction, guided by the principles of good governance and a commitment to quality.
2. Strengthen administrative operations through clear structures and the effective use of technology.
3. Continue to develop a human resource system that is professional, responsive, and future-ready.
4. Support access to education for children and youth in need.
5. Enhance the quality of collaboration by building strong partnerships with parents, alumni, stakeholders, and all who share in the educational mission.

### **Policies and Guidelines**

#### **1. Promote educational practices grounded in the Foundation's strategic direction, guided by the principles of good governance and a commitment to quality.**

- 1.1 Encourage schools to move forward with the Montfortian approach to education—an education that seeks to respond to the needs, potential, interests, and future pathways of every student. Form students to be disciplined, virtuous, persevering, socially responsible, and equipped with life and learning skills for the future.
- 1.2 The Commissions within the Foundation shall accompany, monitor, and evaluate their areas of responsibility in light of the strategic plan, with consistency and commitment.
- 1.3 The Education Division plays a vital role in guiding and supporting the use of the Governance Manual in schools, ensuring that its implementation is fruitful and faithful to its intent.
- 1.4 Schools shall base their annual action plans on the Foundation's Strategic Plan (2025-2027), setting meaningful goals in line with the designated indicators.
- 1.5 Schools shall prepare reports on the implementation of the strategic plan and submit them to the Foundation's Office within the required timeframe.

1.6 Schools are invited to implement the revised Good Governance Manual (2025 Edition) in managing their organization, people, and finances-with transparency, accountability, and a desire for excellence.

1.7 Schools are encouraged to grow in the spirit of sustainable development through the ESG model:

**Environment:** Caring for the earth and using resources responsibly

**Social:** Fostering justice, equity, and positive contributions to society

**Governance:** Acting with integrity, participation, and openness in decision-making

## **2. Strengthen administrative operations through clear structures and the effective use of technology**

2.1 The Foundation and its schools shall revisit their organizational structures and job roles, making sure they are fit for today's realities and clearly defined.

2.2 Brothers with gifts, knowledge, or readiness to serve are encouraged to participate in governance and leadership in ways that are life-giving and mission-driven.

2.3 Encourage a culture of shared responsibility, where leadership and decision-making are exercised together—with clarity, participation, and empowerment.

2.4 Update rules, announcements, and operational guidelines to reflect transparency, legality, and appropriateness.

2.5 Ensure that administrative practices are carried out with balance, unity, quality, and in alignment with recognized standards.

2.6 The Foundation's Finance and Property Division shall oversee financial and material resources with responsibility, transparency, and stewardship.

2.7 The Education Division shall provide a framework for institutional research, and encourage schools to engage in studies that support sustainable development.

2.8 Make good use of the SWIS system to gather, analyze, and communicate information that supports timely and wise decision-making.

2.9 Develop communication strategies that reflect the Foundation's values and identity.

2.10 Support schools in building learning communities-moving from PLC (Professional Learning Community) to SLC (Student Learning Community)—and sharing best practices with others.

2.11 Schools shall take part in the celebration of the Jubilee Year 2025 as a moment of faith, gratitude, and renewal.

## **3. Continue to develop a human resource system that is professional, responsive, and future-ready**

3.1 The Foundation's Human Resource Division shall regularly review and set staffing criteria to ensure alignment with the mission and needs of each school.

3.2 Schools shall review their own staffing in accordance with the Foundation's guidelines, while remaining attentive to educational quality and local realities.

- 3.3 Strengthen systems for recruitment, formation, staff care, performance review, and retention—ensuring that they are consistent, fair, and effective.
- 3.4 Encourage school activities that nurture community, well-being, motivation, and a sense of belonging among staff members.
- 3.5 The Foundation shall accompany the ongoing growth and development of Brothers, teachers, and staff with programs that are timely, systematic, and responsive.

#### **4. Support access to education for children and youth in need**

- 4.1 Schools shall provide scholarships for students from low-income families.
- 4.2 Build supportive networks of parents and benefactors to help fund scholarships—either individually or through dedicated foundations
- 4.3 The Foundation shall continue to support the mission of Assumption Technical School Nakhon Phanom (ATSN) and Montfort House for Education (MHE).
- 4.4 The Education Division, in collaboration with the Justice and Peace Division, shall explore appropriate and relevant models for non-formal or flexible education in the spirit of Montfort—especially those that serve the poor.
- 4.5 Collaborate with the Church, local communities, and partner organizations to further the cause of education for disadvantaged children.

#### **5 Enhance the quality of collaboration by building strong partnerships with parents, alumni, stakeholders, and all who share in the educational mission**

- 5.1 Deepen the collaboration among Foundation schools through the sharing of resources, knowledge, and best practices—growing together in a spirit of fraternity and co-responsibility.
- 5.2 Strengthen ties with alumni and parent-teacher associations by inviting them to co-design programs, support initiatives, and contribute to school life through a spirit of partnership.
- 5.3 Expand relationships with parents, alumni, communities, educational institutions, and other groups to form a learning ecosystem that nurtures the holistic development of young people.
- 5.4 Develop networks of collaboration, both locally and internationally, to build capacity and foster innovation—ensuring that Brothers, educators, and school leaders are equipped to meet the challenges of the present with hope and competence.



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