

مدرسة جيمس ميلينيوم الخاصة
GEMS Millennium School
Sharjah



STEPS TOWARDS OUTSTANDING

CONTEXT – BASED ON MOE INSPECTION RATINGS (2014)

- The Leadership of the School - Effective
- The School as a Community - Effective
- The School's approach to student learning – Highly Effective
- The classroom climate - Effective
- Students' personal development - Effective
- Students' attainment & progress – Effective



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Strategy for September 2016 - January 2017

| Focus Area: Standards of Progress and Attainment Standards of Progress and Attainment | Plan of Action | Time line per action | Actions taken |
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| Improve attainment and progress in Arabic as an additional language | <p>Monitor and coach Arabic teachers to a standard of good or better by providing regular and timely CPD which is specific to individual needs.</p> <p>Monitor student progress through student books, lesson observations and learning walks; introduce afterschool intervention which is specifically targeted.</p> | Ongoing | <p>An Arabic Coach has been appointed in addition to the Arabic Supervisor.</p> <p>4 CPDs conducted; Arabic Coach visits every Monday to observe lessons and ensure a good standard of Teaching & Learning.</p> <p>Notebook checks are done periodically by the Supervisor and Arabic Supervisor.</p> <p>2 lesson observations have been done and feedback for improvement has been provided.</p> <p>Arabic remediation classes and beginner's classes are being offered as part of the afternoon SEP.</p> |



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| | <p>Significantly increase the level of challenge of Arabic in lessons, tests and worksheets</p> <p>Provide varied, exciting and interesting enrichment activities that develop spoken and written Arabic skills.</p> | <p>PIE worksheets have been prepared for all topics giving students the opportunity to work towards a higher level of difficulty. Question papers are vetted by the Arabic Supervisor for quality assurance. Arabic is being taught through immersion with greater emphasis on spoken Arabic in the classroom.</p> <p>Arabic is being introduced orally in the Kindergarten.</p> <p>School assemblies, classroom projects, role plays, songs, Show & Tell sessions in Arabic have been introduced. The U.A.E National Day celebrations were conducted in Arabic across all grades. The weekly G.K Olympiads includes questions in Arabic. Arabic Week will be celebrated in the week beginning January 15, 2017. The Arabic Choral Recitation will be held for Grades 1 to 5.</p> <p><i>Students of Grades 4 & 6 will write the Arabic CASE Examination in February 2017.</i></p> |
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| <p>Improve the quality of Teaching, Learning and Assessments across the school such that almost all ratings are good or better</p> | <p>All teachers have a PDP (Performance Development Plan) and have been given specific targets for improvement. Tailored CPDs are conducted based on their individual needs. Teachers are expected to perform in line with the standards detailed in the UAE Unified Inspection Framework.</p> <p>Ensure good quality assessments are set, marked and fed back to students regularly; provide formative feedback such that they understand next steps in learning.</p> | <p>Term wise</p> | <p>Lesson observations and learning walks have been conducted and teachers have been appraised by the Supervisor and/or members of the SLT.</p> <p>The Unified Inspection Framework standards have been shared with the teaching faculty. The lesson observation tool has been reviewed to capture the quality of teaching and learning in real time.</p> <p>Micro-teaching, sharing of best practices, mentoring and coaching are encouraged.</p> <p>Question papers are vetted by the subject coordinators and Supervisor and/or members of the SLT for quality assurance.</p> <p>Assessment reports are shared with parents in an interactive session wherein strategies for improvement/next targets are discussed.</p> |
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| | <p>Match individual children's needs accurately by using well-judged and imaginative teaching strategies together with the right support and intervention at the right time.</p> | | <p>Teachers send a monthly report to parents regarding their child's performance in class tests and activities.</p> <p>Teachers provide diagnostic remarks in the notebooks to apprise students of their current level and set targets to raise the attainment and progress levels.</p> <p>PIE worksheets have been prepared for all topics giving students the opportunity to work towards a higher level of difficulty.</p> <p>Weekly Olympiads in Math, Science and G.K. in addition to the JAM sessions and Spell-A-Thon are being conducted to enrich the curriculum.</p> <p>The Makerspace and i-Lab were inaugurated in September 2016 providing all students with opportunities for exploration and discovery.</p> |
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| <p>Promote a culture of innovation and enterprise</p> | <p>Audit current enrichment activities; conduct a student survey to understand what they want; increase opportunities for independent learning, promote the use of new learning technologies, critical thinking and problem solving.</p> | <p>Ongoing</p> | <p>Makers Space and Innovation Lab were inaugurated in September 2016 providing opportunities for exploration and discovery.</p> <p>Afternoon Self Enhancement Programme is in place for all students of Grade 3 upwards since October 2016.</p> <p>Innovista was organized in October 2016. Robotics and high quality STEM projects designed by students were presented.</p> <p>Increased participation of Students in Intra School and Inter School competitions.</p> <p>Increased student voice in the functioning of the school through an open door policy.</p> <p>Student survey conducted in December 2016 and results were shared with students and staff. Immediate action was taken to address concerns and suggestions were taken on board.</p> |
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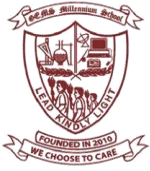
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| | | | <p>The "Hour of Code" was observed in December 2016 across all grades with the intention of demystifying coding to improve technical awareness and ability amongst students.</p> <p>GMS is now a Common Sense Digital Citizenship certified school.</p> <p>STEM & Robotics, Tech Club, Photography & Film Making are being offered to students as part of the afternoon SEP.</p> |
| <p>Actively promote reading throughout the school</p> | <p>Extend provision in the library. Continue to provide students with a wide range of high quality reading materials, enrichment activities and opportunities - reading initiatives, celebratory events, competitions and book clubs.</p> | <p>Ongoing</p> | <p>AED 28,000/- worth of books were added to the already existing Library resources in December 2016.</p> <p>Additional teaching resources for Arabic and Islamic Studies.</p> <p>Literary activities such as DEAR, Choral Reading, Word of the Day and language building activities (for Kindergarten) are being conducted using the Sight Word Wall.</p> <p>Inclusion of Scrabble club as part of</p> |



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| | | | <p>the afternoon SEP.</p> <p>Inter School Choral Elocution Competition was held in October 2016.</p> <p>A Book Fair was organized in November 2016.</p> <p>Students of Grade 6 visited the Sharjah International Book Fair in November 2016.</p> |
| <p>Increase parent involvement in all school related matters</p> | <p>Institute a formal Parent Forum to represent parents across the school as partners and contribute to our school community.</p> | <p>Ongoing</p> | <p>Parent Forum instituted for the current year.</p> <p>Second meeting was held in September 2016 to plan, organize and conduct activities for the Parent Engagement Week which was conducted in October 2016. The Forum took full responsibility for organizing and conducting the activities.</p> <p>Increased parent involvement in school activities as judges for various competitions, and volunteers.</p> |



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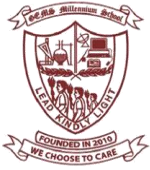
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| | | | <p>The official school Facebook page informs the parent community on day to day school activities, events and achievements.</p> <p>Local Advisory Body was formed in November 2016.</p> <p>Parent calendar of activities for KG, the Family Learning Guide for KG to Grade 10 and the monthly E-Connections keep parents informed.</p> |
| | Organize a support group for parents of children with SEND. | January 2017 | To be held in January 2017 |



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| <p>Increase capacity of the SEND team</p> | <p>Appoint an additional qualified and specialized staff member to strengthen the team.</p> | <p>Already done</p> | <p>Appointment of an additional Special Educator to support students in the Middle & Senior Grades.</p> |
| <p>Further develop the quality of SEND provision</p> | <p>Provide training to staff to raise their awareness and improve their understanding of special education needs; supporting students based on their IEPs and IAPs.</p> | <p>Twice a term</p> | <p>SEND Action Plan was drawn up. A workshop was conducted by an external resource person in December 2016, on Sensitization (Causes for Poor Performance in School)</p> |
| <p>Ensure that the provision for students with SEND is having the desired impact on their progress</p> | <p>Review classroom provision and types of interventions currently in place and level of effectiveness termly; conduct inclusion meetings and information sessions for parents, and regularly track progress against IEPs.</p> | <p>Term wise</p> | <p>Modifications, accommodations, exemptions and one on one support during examinations are in place.</p> |



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| The school leadership demonstrates a clear ambitious vision and sets high expectations for all learners | SLT to continue to review and develop the curriculum to ensure that it is effective, engaging and well integrated. | Ongoing | Increased opportunities for all learners through SEP activities, Intra School and Inter School activities/events/competitions. |
| | Develop the strategic capacity of senior, middle and subject leaders across the school to drive achievement and progress. | Ongoing | All members of the SLT have a PDP (Performance Development Plan) and are expected to deliver on Key Performance Indicators. Distributive leadership across the school with a shared common vision. |

| Current indicator judgements | Desired outcome |
|---|------------------------|
| MOE Rating - Effective with accreditation | Highly Effective |