



# School Improvement Plan 2018-2019

German International School Dubai



## Strategic Targets for School Improvement at the German International School Dubai

The German International School Dubai is committed to provide an excellent educational offer to our school community that is based on a comprehensive set of values, the highest standards towards the quality of teaching and learning and a solid, rigorous curriculum that meets the needs of the students at the same time as it answers the demands of a globalized world.

Based on extensive internal evaluation and in commitment to both the KHDA framework and the framework for German Schools Overseas, the German International School has identified the following areas of focus for improvement during the upcoming academic year 2018/19.

### Effective Teaching and Learning

Modern pedagogical practice that meets the learning needs of the students is the core competence at our school. Teaching effectively assures the progress of students' achievements.

### Solid and Rigorous Curriculum

Based on the strongly laid out program for German Schools Overseas, a robust, rigorous curriculum is implemented and continuously adapted in order to meet the needs of our school community. This foundation will offer the base for the progress of concepts assuring a student centered, active and inquiry based knowledge and skill development.

### Leadership as a principle for school development

Setting a framework of values, ethics and a long sighted vision for development that will be referred to in all processes at the school, assures that the school grows as a learning institution. This offers a sense of belonging, fosters commitment and supports innovation in all areas of our organization. Self- leadership so becomes a principle for everyone at our school, from the classroom level all the way up to the governing bodies.

### Promoting German Cultural Understanding and Global Citizenship

Education always must be able to generate a framework for students to grow their understanding of themselves and offer perspectives of development at the same time. Serving a German speaking community in Dubai, our school wants to offer a balance between the roots of the German cultural understanding and the knowledge and skills to act as Global Citizens.

## Focus Area: Effective Teaching and Learning

Indicators of successful achievements:

- ✓ All students and parents will always be informed of learning achievements and progress.
- ✓ Regular feedback on teaching and learning will be documented and communicated internally and externally using a new internet based, interactive information tool.
- ✓ The school will take part in the international ISA assessments for the first time in grades 4-9.
- ✓ The school will adjust the admission policy by introducing a mandatory standardized cognitive test for all new students.
- ✓ The school will develop a new SEN strategy that incorporates the provision of German as a second language (GSL).
- ✓ All teachers of Islamic and Arabic will take part in a series of targeted teacher training.
- ✓ Collaborations between teachers will be established throughout the school.

## Areas for school improvement and action items

School Improvement Strategy (1): All teaching staff will provide students and parents with regular, accurate and personalized feedback on achievements and progress in students' learning.

No	Key measure	Responsibility		Start/ End
		Dep.	Leader	
1	Introduction of new feedback forms, that incorporate learning targets and individualized feedback for every student in every subject.	all	PQM/ SQM/ HoDs	02-2018 ongoing
2	Introduction of a new online information system with a special generated front end for parents in order to review results for exams and progression.	SLT/ IT/all Ts	P, IT	09- 2018 ongoing

School Improvement Strategy (2): By using existing data and filling in gaps of cognitive data, teachers will receive a full portfolio of each student that will allow them to the facilitation of differentiated learning for each student in order to ensure individual progress.

No	Key measure	Responsibility		Start/ End
		Dep.	Leader	
1	Introduce ISA tests as standardized assessment for grades 4-9 in reading and mathematical literature.	HoDs	PQM/ SQM/	02-2018 annually
2	Merge the data of standardized assessments, regular school assessments and online testing tools into a multidimensional portfolio of the students.	PQM, HoSs, all Ts	HoSs	09- 2018 ongoing
3	Introduce a new admission policy that includes reports from former educational institutions and a cognitive ability test.	Admin , SEND	School couns eling	05-2018 ongoing

**School Improvement Strategy (3):** Assure individual support for SEN students by the development and implementation of a new SEN policy that integrates a dedicated concept for providing support for GSL throughout the school.

No	Key measure	Responsibility		Start/ End
		Dep.	Leader	
1	Introduction and implementation of a specific SEN action plan.	all	School counseling, SEND	05-2018 ongoing
2	Draft and implement a new SEN policy that includes an all school GSL concept.	GSL HoD, PQM, school counselor	GSL HoD	09- 2018 01-2019
3	Document and communicate transparently achievable learning goals to parents and students; review regularly.	SEND, School counselor	School counselor	09-2018 ongoing
4	Provision and implementation of a new concept for supporting gifted and talented students.	All Ts/ SLT	PQM	03-2018 ongoing

**School Improvement Strategy (4):** Establishing the understanding of our school as a learning institution will assure that best practice is shared and improvement in teaching practice is assured.

No	Key measure	Responsibility		Start/ End
		Dep.	Leader	
1	All Arabic and Islamic teachers will take part in teacher trainings about best practices in modern language teaching, classroom management and student centered adaptations of scope and sequence.	all	SLT, GSO (ZfA)	06-2018 ongoing
2	Introduction and implementation of #CollabWednesday at all stages (KG – Grade 12).	all Ts	SLT	09- 2018 ongoing

## Focus Area: Solid and Rigorous Curriculum

Indicators of successful achievements:

- ✓ A system of regular student centered adjustments of all subject curricula will be implemented and documented.
- ✓ The use of more variety in teaching methods will be assured by additional documented and measured lesson planning implemented throughout the school.
- ✓ A new curriculum for Information Technology will be introduced. IT will be a mandatory subject for grades 8, 9 and 10.

- ✓ The lesson planning, scope and sequence for Arabic (M&F) will be adjusted, implemented and documented.
- ✓ The science lesson planning will be enhanced by mandatory experimental work in the school labs.
- ✓ The school will organize "Science Days".
- ✓ The school will receive ratings of very good in all phases in regards to curriculum adaptation.

## Areas for school improvement and action items

School Improvement Strategy (5): Using the feedback of teachers and the students' assessment data, the curriculum will be reviewed and amended regularly. All changes will be documented and available on a shared medium.

No	Key measure	Responsibility		Start/ End
		Dep.	Leader	
1	Review and amend the curriculum, scope and sequence by the end/start of each school year. Document changes for all subjects.	All Ts	PQM/S QM/HoDs	06-2018 ongoing
2	Documentation of all amendments in a shared medium available for all pedagogical staff.	IT, HoSs, SLT, PQM	SLT	
3	Addition of mandatory investigative work to scope and sequence of science lesson planning.	All science teachers	HoD	09-2018 ongoing
4	Addition of mandatory use of technology to scope and sequence of all lesson planning.	All Ts	HoDs, HoSs	09-2018 ongoing
5	Regularly scheduled and documented meetings of HoDs of different stages in order to develop a student centered amended curriculum even during stage transfer.	HoDs, HoSs	HoDs	09 - 2018

School Improvement Strategy (6): Assure relevance of lesson contents to the requirements of daily life and the environment of the students in order to grow their motivation for self-led learning.

No	Key measure	Responsibility		Start/ End
		Dep.	Leader	
1	Introduction and implementation of new writing activities in addition to the curriculum of German language provision in order to support the acquirement of a broad active and passive vocabulary, e.g. Writing Circle, Newspaper, Weblog for Students.	HoDs	PQM /SQ M/H oDs	10-2018 ongoing
2	Organization of "science days" in order to allow intensified, investigative and innovative work in direct interaction with natural phenomenons.	SLT, HoDs, HoSs,	HoDs	11-2018 annually

		Science Ts,		
3	Introduce a new IT curriculum. Advice IT as a mandatory subject for grades 8,9 and 10.	HoD, SLT	HoD	09- 2018 ongoing
4	Use of robot kits in IT projects.	HoD, IT, IT teacher	HoD	09-2018 ongoing
5	Mandatory provisions of interactive dialogues in a range of real- life situations during Arabic lessons.	HoDs, all Arabic Ts	HoDs	09-2018 ongoing
6	Mandatory use of a variety of student led activities during Arabic lessons, e.g. debates, discussions, presentations in order to enhance communication skills in Arabic (M&F).	HoDs, all Arabic Ts	HoDs	03-2018 ongoing
7	Improve the understanding of real-life relevance of Islamic teaching by addition of mandatory reference to Quran and Hadith in every lesson plan.	HoDs, all Islamic teachers	HoD	09-2018 ongoing
8	Addition of references to the school's values of the visionary statement to scope and sequence of Islamic teaching.	HoDs, all islamic teachers	HoD	09-2018 ongoing
9	Change the concept of the KG section into an open, explorative inquiry based learning environment.	SLT, all Ts of KG	HoS	03- 2018 – 03- 2021

## Focus Area: Leadership as a principle for school development

Indicators of successful achievements:

- ✓ A long-term vision statement will be developed in cooperation of all stake holders in order to provide consistent and strategic direction for all members of the school community.
- ✓ The school organigram will be reviewed and all key positions will receive a clear set of key priority items that will be measured regularly by observation tools.
- ✓ All staff and school leaders will be fully involved in systematic self- evaluation and improvement planning.
- ✓ The school will receive ratings of very good or outstanding for school self-evaluation and improvement planning.
- ✓ Regularly scheduled meetings of leaders and staff in all school areas will be implemented and documented.
- ✓ The school will organize a career fair for all students from grades 8 onwards annually.
- ✓ All staff will take part in child protection trainings.
- ✓ The majority of students and parents will make healthy eating choices on school premises from the canteen and as well by the food they bring with them to school.

## Areas for school improvement and action items

**School Improvement Strategy (7):** Development of a visionary statement that includes a framework of values and gives a clearly inspiring vision to the entire school community.

No	Key measure	Responsibility		Start/ End
		Dep.	Leader	
1	Form a task group for drafting a visionary statement for the school community by involving all stake holders.	Board, SLT, Ts, PC	Board rep.	02-2018 ongoing
2	Involve all school community in drafting the visionary statement by using an online survey.	Task group	SLT	05- 2018 05-2018
3	Share the draft with the wider school community.	Task group	SLT	06- 10.2018
4	Communicate the visionary statement publicly using different media (website, school building, class rooms etc.)	Task group	SLT, board	10.2018 ongoing

**School Improvement Strategy (8):** Improve effectiveness of leadership at school by appointing clearly defined tasks to each leadership position. Ensure that these tasks will be monitored and the follow up will be documented.

No	Key measure	Responsibility		Start/ End
		Dep.	Leader	
1	Creation of a list of KPIs for each leadership position throughout the school.	SLT	P	06-2018 09-2018
2	Communication of agreed tasks and measurable targets to each staff member of school.	SLT	P	09- 2018
3	Create a shared media tool for documentation and follow up.	SLT/IT	P	10-2018

**School Improvement Strategy (9):** Develop effective school improvement planning by implementing an evaluation circuit and ensuring that effective measures are put in place for school development that is student centered in improving the outcomes of teaching and learning.

No	Key measure	Responsibility		Start/ End
		Dep.	Leader	
1	Appointment of Educational Consultant for School improvement and School Development as part of the SLT.	SLT	P	22.4.2018
2	Draft and implement a long term school development plan.	SLT, board	P, Ed.co ns.	06 – 2018 11 -2018
3	Implementation and execution of a 360 degree evaluation involving all members of the school community.	SLT, PQM	Ed Consu lt.	06- 2018
4	Analyze all data of the evaluation in order to identify key improvement areas. Involve the school community in this process.	SLT	Ed Consu lt.	07 – 2018 10 - 2018

5	Advice detailed school improvement action items based on the data of the 360 degree evaluation.	SLT, board	Ed. Conslt.	09- 2018 11 - 2018
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School Improvement Strategy (10): Involve the entire school community in a common approach for the security, safety and health of our school's students. Make sure that each staff member is enabled to prevent or react in any case that concerns child protection at our school.

No	Key measure	Responsibility		Start/ End
		Dep.	Leader	
1	Explain child protection concerns to parents.	SLT	P	1.5.2018
2	Review the school child protection policy. Communicate the revised policy to the entire school community.	SLT, school counselor	SLT	06- 2018 09- 2018
3	Provide child protection training to all school staff during the preparation week at the beginning of the year.	All staff	SLT, school counselor	08-2018 annually
4	Establish a network with outside child protection agencies (Dubai Police, CDA, etc.).	School counselor	SLT, school counselor	06- 2018 ongoing
5	Revise the school's food policy. Include adaptations in regards to the new regulations and guidelines for food and nutrition in Dubai.	SLT, nurse	Nurse	05-2018 05-2018
6	Communicate the food policy to all stake holders in a positive motivating way (parent coffee mornings, leaflets, website).	SLT	SLT-PR	09-2018 ongoing

## Focus Area: Promoting German Cultural Understanding and Global Citizenship

Indicators of successful achievements:

- ✓ A new subject, social studies, will be introduced.
- ✓ The school will celebrate International Day by involving of the entire school community.
- ✓ The students of the school will take part in sports competitions in cooperation with two other German schools in the UAE.
- ✓ The students will take part in international sport competitions.
- ✓ The school will announce a school partnership with an international school overseas.

## Areas for school improvement and action items



School Improvement Strategy (11): Teaching the understanding of the German culture remains a core competence of the German School. In order to assure students are well prepared to reintegrate into the German society and education system, the school wants to improve the student’s understanding of shared values.

No	Key measure	Responsibility		Start/ End
		Dep.	Leader	
1	Introduction of a new subject, Social Studies for grades 9 and 10.	HoD, Ts for SK, SLT	HoDs	09-2018 ongoing
2	Employment of a new PE coordinator, who will take the responsibility to coordinate sports competitions with the German schools in the UAE.	SLT, board	P	09- 2018

School Improvement Strategy (12): The students will learn more about other cultures, from their classmates and even more of their host country in order to develop their intercultural competences.

No	Key measure	Responsibility		Start/ End
		Dep.	Leader	
1	Celebration of International Day as a Welcome Back to School event, organized by the parents’ council of the GISD.	SLT	PC	09-2018 annually
2	Establishment of a partnership with a foreign school. Draft a concept for collaboration.	SLT, board	P	09- 2018 12-2018
3	Organization and implementation of school sport teams that will take part in UAE and international sport competitions.	SLT, PE coordinator	PE coordinator	10- 2018 ongoing
4	Create different real- world settings in order to motivate students to learn and speak Arabic more naturally. Adjust according to scope and sequence.	HoDs	HoD	02- 2018 ongoing
4	Exchange of students studying Arabic with at least 2 different schools in Dubai in order to practice Arabic communication skills.	HoD, SLT	HoD	10- 2018 ongoing