



NORD ANGLIA
INTERNATIONAL SCHOOL
AL KHOR

NAISAK

3 Year Development Plan

(Abridged Version)

January 2017 – June 2020
(2018 / 19 updates)

NAISAK Core values: High 5

Show respect, work hard, aim high, be nice and accept responsibility.



Vision

Be challenged and inspired today, challenge and inspire tomorrow.

Mission

At NAISAK we are a global community that instils ambition through world class partnerships and collaborations. Respect, responsibility and hard work are actively encouraged and celebrated by our internationally trained and caring teachers. We bring the best of the world to Al Khor.



Strategic Goal 1: Teaching and Learning

Visionary Statement: The learning experience at NAISAK is of a premium standard by providing a consistent, balanced and personalised education requiring all students to be ambitious.

Strategic Goal 1A: Pupil Progress

Strategic Goal: All stakeholders have an accurate understanding of each student's journey to ensure all students recognise their academic and social potential.

May 2020 Results:

- Data is used in a way that enables reflection on student achievement, target setting and a tool to make a positive impact on teaching practice and curriculum content.
- Students make exceptional progress for their level of ability.

Plan Coordinator: LGO (HoS) & EWE (DHoP)
Milestones for April 2019 (SMART):
<ol style="list-style-type: none">1. CEM data from 2017 and 2018 is shared with all shareholders and used to identify groups of students and any trends.2. CEM data manipulation is reflected in planning decisions.3. CEM and internal assessment data is triangulated and used to identify necessary interventions.

Strategic Goal 1B: Differentiation

Strategic Goal: All students will benefit from lessons that are tailored to meet their diverse needs through the positive discipline approach and will enable them to grow as lifelong learners.

May 2020 results:

- Staff are confident in identifying relevant strategies and make effective use of them.
- Students ability to access learning is maximised through effective differentiation.

Plan Coordinator: NJE/ LGO

Milestones for April 2019 (SMART):

1. Successful implementation of appropriate strategies for differentiation (across subjects, year groups and stages) providing support and challenge for all learners irrespective of their starting points.
2. All teachers will use formative and summative assessment data as a tool for successful differentiation.

Strategic Goal 1C: Reading

Strategic Goal: All students make expected progress in their ability to read in English and Arabic (where appropriate).

May 2020 results:

- To inspire a love for reading.
- Students are able to engage in meaningful dialogue of their reading.
- To use data to ensure that meaningful dialogue is reflected in the results.

Plan Coordinator: NJE/LGO/BSP

Milestones for June 2019 (SMART):

1. Review of existing reading approaches and timetables
2. Introduction of consistent approaches to phonics, guided reading, shared reading and individual reading
3. Parent workshops on how to support children reading at home

Strategic Goal 2: Foundation Stage (FS)

Strategic Goal: Students make exceptional progress in communication and language through continuous provision, which is engaging, learning-focused and play-based.

May 2020 results:

- The majority of children achieve the early learning goal for communication and language.
- (70% achieving ELG Expected level @ end of Foundation 2; 50% achieving 30-50mths secure by end of F1)

Plan Coordinator: TPH & SCL

Milestones for April 2019 (SMART):

1. Quality of teaching & assessment
 - Consistent good standard of practice across Foundation One and Two (pupil voice, observation, data)
 - Assessment used to identify next steps of learning to ensure progress (observations, data, teacher knowledge)
2. Partnership
 - Parents and teachers work in partnership to support and develop children's learning
3. Provision (Curriculum) & Environment
 - Learning environment supports continuous play based provision both in the classroom and outside
4. Transition
 - Children transition smoothly between Foundation and Year One

Strategic Goal 3: EAL

Strategic Goal: The EAL specialist teachers work as a department to identify and implement student-relevant schemes of work, run immersion and intervention programmes.

May 2020 results:

- Have a language rich environment that will be supported via the integrated curriculum.
- All relevant people having the necessary training.
- ELDs are firmly embedded and informing planning (Primary)

Plan Coordinator: ALNCO
Milestones for April 2019 (SMART):
<ol style="list-style-type: none">1. Set up an effective system of communication between the department, admissions, parents and all relevant teachers (iSams)2. Training of ALN/ EAL staff and other relevant staff3. Have a formal, intensive immersion programme that addresses the needs of new students with little or no English followed by diverse intervention programmes according to all ALN/ EAL student needs.

Strategic Development Goal 4: Community

Strategic Goal: The NAISAK community is communicated with in an appropriate manner ensuring engagement in school life.

May 2020 results:

- Clear communication policy in place for all school staff and parents.
- A team with clear and focused roles that allow them to ensure communication process is administered successfully.
- One bi-lingual system for communicating all school events, workshops, fixtures, trips, news, parental engagement opportunities that includes sign up and payment to share responsibility between school and stakeholders. Increased uptake from across the school community with deadlines being met.

Plan Coordinator: DAM (Principal until appointed)

Milestones for April 2019 (SMART):

1. Clear communication policy in place that is understood and followed by 100% of staff members.
2. One bi-lingual communication system is agreed on and budgeted for, for academic year 2019-2020 that is user friendly for staff and parents (current and prospective).
3. Parent workshops to engage parents in areas of school life (e.g. assessment, reports, supporting your child at home, positive behaviour, ECA sign up, community opportunities and to sign up) have been planned for and delivered.

Strategic Goal 5: Strategic

Strategic goal: All stakeholders have a clear, transparent awareness of where we are, where we are going and how we are going to get there.

May 2020 results:

- Documented curriculum preparing students for 21st century and beyond
- All colleagues' efforts are focused on achieving the goals as set out in the development plan which are in line with our guiding statements

Plan Coordinator: Principal

Milestones for April 2019 (SMART):

1. The NAISAK written and taught curriculum is broad and balanced and prepares students for the 21st century.
2. Increased student engagement and improved behaviour
3. A whole School Positive Discipline Oversight Team to champion the Positive Discipline in the Classroom approach across the whole school to be set up
4. Review School behaviour policies and rewards systems in both Primary and Secondary schools and realign them to consider the Positive Discipline approach
5. Positive Discipline approaches are internalised and set up as consistent practice
6. All colleagues are able to talk about their personal and the school's goals