



# Post Inspection Action Plan

Parental Update

May 2022



Growth

Flourish

Mindfulness

GEMS Founders School Al Mizhar

#WeAreGFM



Dear Parents and Carers,

Following publication of GEMS Founders School Al Mizhar's DSIB and BSO reports in May 2022, I would like to provide parents with a termly update on our school action plan in clear, understandable layperson's language.

What you see in the pages which follow is the Summer Term update. We have taken the **four** areas for improvement identified in the report and listed the actions we are taking to address them (which can be found in a more detailed form in the School Improvement Plan [SIP]) along with things you can expect to see as a parent as a result. We are firmly committed to ensuring transparency and that progress in the areas for improvement is clear for all to see.

The inspectors noted how we provide "**a good quality education**" and we are determined to drive further improvement across the school. We could not have achieved this without your support and I would like to take this opportunity to thank all of you, your fantastic children and our dedicated staff for their hard work and commitment, which has helped to make GFM such an amazing place to learn, work and succeed.

The report highlights many key strengths of our school. Some areas that make us very proud include:

- The quality of education provided for students (including Emirati students) meets the requirements of the UAE in that all its citizens will attend good schools.
- The principal is committed to the school and developing leaders for the future.
- Students make good progress in almost all subjects.
- Students of determination are well supported and make good progress.
- Students in all classes enjoy a curriculum that is varied and provides them with real life experiences.
- Teachers know their students well and try hard to provide students with work that will help them improve.
- Students are very safe in this school. They receive good levels of care and guidance.
- Students confirm they have good relationships with adults and with each other.
- The KHDA Students' Wellbeing Census shows that students' level of happiness is in line with that of others in Dubai private schools. Students express high levels of satisfaction of what the school provides for them.
- Primary students make very good progress in mathematics.
- Health and safety procedures and how these are implemented support the well-being of students and staff.
- The use of development plans helps to drive improvement.
- The school has high quality and quantity of learning resources.

I encourage you to read this document carefully in order to fully appreciate the work, which is going on in our school. Our aim is now to start the journey in becoming an Outstanding High performing School.

Best wishes

Akram Tarik

Principal / CEO



# 1. Arabic and Islamic Education

## What did the report say?

*To accelerate students' progress and raise attainment in Islamic education and Arabic by:*

- *adapting the curriculum effectively to address gaps in students' knowledge and understanding, particularly for non-native Arabic speakers.*

## What are we doing?

- We are reviewing and modifying the curriculum of Arabic and Islamic Studies to meet the needs of all groups of students, specifically focusing on rapidly improving:
  - students' recitation skills, knowledge of Islamic law and understanding of Seerah.
  - students' ability to quote relevant Qur'anic verses and to understand the links between the different elements of Islamic education.
  - Improve students' writing, reading comprehension and speaking skills.
  - We will be placing students into 'sets' as to provide a personalised curriculum, particularly for non-native Arabic speakers. This will be based on their years of Arabic studies.
- We are further developing the quality of teaching and learning in the Arabic and Islamic studies lessons. This will provide greater opportunities for students to ask questions, solve problems, innovate, express their ideas and further develop the learning skills of HPL.
- We are improving the accuracy and use of our assessment data for Arabic and Islamic Studies. This is to ensure that the outcomes of the assessments positively impact on the quality of teaching and learning and accelerates progress and attainment.

## How you can support:

- Read our weekly newsletters and discuss the content with your children.
- Encourage your child to participate, work independently and respond to the teacher requirements within the newsletters.
- Work closely with the teachers to prepare your child for the assessments (provided 2 weeks in advance) and review the outcomes from the assessments.



### **What you will see as a parent:**

- Your child will have a clear understanding of what they need to learn next, why they need to learn it and what it will look like when they have successfully learnt it.
- Your child will feel that they fully participate in Arabic and Islamic Studies lessons and they have regular opportunities to ask questions, solve problems, innovate, express their ideas and further develop the learning skills of HPL.
- Your child will fully understand the outcomes of their assessments including their strengths and areas for development. These areas for development will form the next targets for their upcoming learning.



## 2. Accuracy of monitoring procedures to impact student outcomes

### What did the report say?

*Improve the accuracy of monitoring procedures used to measure the impact of teaching on student outcomes.*

### What are we doing?

- **MOE:** We are creating more leadership roles in the Arabic and Islamic departments. Experienced leaders will be appointed and supported in their role; they will monitor the quality of teaching and learning and further increase accountability of all staff against modified curriculum content. The MOE departments will align further with Primary/Secondary Schools, which will increase the capacity for monitoring procedures.
- **FS:** We are developing frequent and detailed moderation of our children's work on Evidence Me.
- **Year 1-6:** We will increase the breadth of UK based assessments to moderate standards and measure the impact of the teaching and learning. Curriculum adaptations will be made to ensure students achieve in line with curriculum standards.
- **Year 7-12:** We will further improve our monitoring of the standard of teaching by being more focused in how we measure the impact of teaching. This will involve improvements in how and when we assess student progress. Leaders within the school will work with Heads of Department to refresh the criteria for 'good teaching' and the expected student outcomes. These criteria will be used to improve our knowledge of the teaching and allow us to support and challenge where needed. Professional development and staff training will be made available to support this.

### How you can support:

- **MOE:** Attend as required our 'MoE Parent Clinic' sessions and work with us to further improve student outcomes.
- **FS:** All parents to use the 'Parent Share' aspect of Evidence Me to contribute effectively to their child's learning journey.
- **Year 1-6:** Routinely completing home learning activities to ensure your child maintains pace with expectations.
- **Year 7-12:** Read through the Assessment timetables with your child to help them understand when they have each subject assessment. Support them in creating a revision timetable for end of term/year assessments to help manage



their time effectively. Refer to the learning overview & yearly curriculum overview so that you know the level of challenge being provided at any point in the year.



### What you will see as a parent:

- **MOE:** Your child will feel that they fully participate in Arabic and Islamic Studies lessons and they have a clear understanding of what they need to learn next, why they need to learn it and what it will look like when they have successfully learnt it.
- **FS:** You will receive frequent and accurate information about your child's learning journey.
- **Year 1-6:** You will have a clear understanding of your child's outcomes in relation to expectations related to the UK national curriculum.
- **Year 7-12:**
  - Improved communication from the school about your child's progress and more encouragement for you to contact teachers and the leadership team directly.
  - Assessment timetable information for end of term/year assessments shared in advance with families so that you can support them with their time management and preparation for assessments.
  - A clear overview of the grade level for each topic/possible outcomes for students on a weekly basis. A clear overview of the level of demand in each subject curriculum before the start of the next academic year.
  - Subject Curriculum (Learning) overviews for the following academic year shared at the end of Term 3. Topics to be graded against the KS3 or KS4 Assessment grading scheme for improved transparency of curriculum demands so that parents have a better understanding of their child's progress and academic reports.



## 3. Teaching for effective learning

### What did the report say?

*To ensure that all teachers consistently make full use of assessment information to meet the learning needs of all groups of students.*

### What are we doing?

- **MOE:** We will improve the accuracy and use of assessment data for Arabic and Islamic Studies, to ensure that the outcomes of the assessments positively influence the quality of teaching and learning for all groups of students.
- **FS:** We will develop the students' achievement in Literacy (writing) against the curriculum standards. Students will work with small groups to develop writing skills in line with the Progression maps.
- **Year 1-6:** We will develop our students' achievement against the curriculum standards through students reflecting on their own personalised targets and finding evidence to support their achievement. Teachers will create personalised learning to meet the learning needs based on individual targets.
- **Year 7-12:**
  - We will be further refining our marking and feedback procedures to make sure that teachers are always aware of the strengths and areas for development of all students in their care to ensure that it is suitable for each individual department, with a priority focus on Maths.
  - All teachers in all departments will use their marking to personalise the planning of upcoming lessons and ensure work is suitably challenging for all students and many opportunities for students to act on this feedback by making **purple pen** improvements.
  - Heads of Department will improve their monitoring to ensure that all teachers are teaching using assessment to inform their planning by carrying out regular book looks to gain a solid understanding of the strengths and areas for development in their department. They will be thoroughly supported by their Senior Leader line manager to ensure the process is reflective and impacts student outcomes positively.

### How you can support:

- **MOE:**
  - Encourage and support your child to respond to the teacher requests, specifically focusing on:
    - Students' recitation skills, knowledge of Islamic law and understanding of Seerah.



- students' ability to quote relevant Qur'anic verses and to understand the links between the different elements of Islamic education
- Improve students' writing, reading comprehension and speaking skills.
- **FS:** Engage children in activities to strengthen fine motor skills, e.g. lego, threading and using playdough. Allow your child many opportunities to excite your child to mark make.
- **Year 1-6:** Ask your child about their personalised QR targets on the back of their lanyard and work with your child on these at home as well as look at books in school to show improvements.
- **Year 7-12:** Add comments to your child's marking and feedback in their books! We would love to see what you think of their work. Use a **red pen** and add the code PF (parent feedback) in the margin so that your child's teacher can take on board your feedback.

### What you will see as a parent:

- **MOE:** Your child will fully understand the outcomes of their assessments including their strengths and areas for development. These areas for development will form the next targets for their upcoming learning.
- **FS:** At the end of the year, your child will be able to construct and write simple sentences.
- **Year 1-6:** Further development of interactive QR targets: students RAG rating their targets on the QR Code and finding their own evidence to support their achievements.
- **Year 7-12:** Regular marking as per the individuals departmental marking policy. For English, Maths, and Science detailed marking will occur every two weeks. For all other subjects, deep marking will occur every three weeks. You will see the teacher's feedback in a **green pen**, and your child's responses to this feedback in a **purple pen**. Teacher's feedback will correct spelling, punctuation, and grammar (SPaG) and will also further challenge your child through targeted questioning.





## 4. Curriculum

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### What did the report say?

*Increase teachers' knowledge of how to accurately assess students' achievement against the curriculum standard.*

### What are we doing?

- **MOE:** We have started to review and modify the curriculum and assessment arrangements to meet the needs of all groups of students. We will have pupil progress meetings, target setting/reviewing meetings and interventions to accelerate student progress and increase attainment. Finally, we will increase the frequency of internal and external moderation and assessment professional development.
- **FS:** In Maths, we are increasing teacher training and moderation of teaching so children will become confident at recognizing written numbers and their values.
- **Year 1-6:** In science, lessons based on scientific investigations will be more frequent and at least one school trip per year will have a sharp scientific focus. Additionally, in all subjects, the use of educational applications will be specific and targeted to secure broader application of innovative technology.
- **Year 7-12:** We will be providing more training that is specific for teachers, both whole school and within subject departments. This will involve a focus on understanding the curriculum standards within each area and how students can demonstrate that they have achieved it. This will link closely to Section 2 in this document (Assessment). These sessions will be planned as part of our after-school meetings, our training days and as part of the induction for new teaching staff in the next academic year. The Schemes of Learning from this year, which departments use to plan their lessons and assessments, will be reviewed to ensure that these clearly show the knowledge, skills and concepts needed. These Schemes of Learning will be shared with parents.

### How you can support:

- **MOE:** Encourage your child to read variety of Arabic books, complete online activities and practice Quran memorisation and recitation.
- **FS:** Use a range of opportunities to encourage your child to count objects in their environment.
- **Year 1-6:** Monitor and support your child's efforts when completing homework tasks. Develop your child's interest in science by exploring places of scientific interest during family time.



- **Year 7-12:** Continue to talk to your child about their learning in school. This should not be based around 'What did you do?', but rather focus on 'What did you learn?' and 'What do you need to do to improve?'. Be aware of the curriculum standards in each subject and encourage your child to share their work with you and discuss their learning. From next year use the new Schemes of Learning to help support and challenge your child.

### What you will see as a parent:

- **MOE:** Improvement of Arabic reading comprehension, speaking & listening and writing. Improvement of recitation skills, knowledge of Islamic law and understanding of Seerah alongside students' ability to quote relevant Qur'anic verses and to understand the links between the different elements of Islamic education
- **FS:** Your child will be supported to make rapid progress and meet curriculum standards in mathematics
- **Year 1-6:** Your child will be a confident scientist and able to plan a fair test. Additionally, your child will become skilled in the use of a broad range of applications to research, measure, explore, create and publish.
- **Year 7-12:** An improved ability of your child to discuss their learning in school and the next steps for their improvement. Teachers will also be able to give you more targeted and personalized feedback when discussing student work and how this relates to the curriculum standards.



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