



## WHOLE SCHOOL IMPROVEMENT PLAN - 2023/2024

### Leadership through Education: *Care, Challenge, Inspire*

#### CULTURE OBJECTIVE: Define and develop school culture

<i>What do we want to achieve?</i>	<i>How do we want to achieve it?</i>	<i>What resources are required to support our aim?</i>	<i>Who is involved in implementation?</i>	<i>Who measures progress?</i>	<i>How will we measure progress?</i>	<i>Timeframe?</i>
<b>CULTURE 1</b> <b>Reinforce our core beliefs and mission.</b>	<ul style="list-style-type: none"> <li>Promote 'Leadership through Education: Care, Challenge, Inspire' at every opportunity.</li> <li>Reinvigorate the MES Cairo Graduate Profile.</li> <li>Continue to develop 'Parents as Partners'.</li> <li>Nurture our family culture - celebrate, reinforce, develop.</li> </ul>	SLT commitment and reflection.  Social Media presence.  Signage around campus.	SLT and all	SLT	Refer to Sectional Development Plans.	2023/2024 academic year.
<b>CULTURE 2</b> <b>Instill in all students an understanding of our aspirations and expectations.</b>	Review/embed expectations and our response to positive and challenging behaviour. <ul style="list-style-type: none"> <li>Direct a Student led strategy to positively impact behaviour/culture.</li> </ul>	Time Nominal budget	PSLT/SSLT/YTLs /AHs/DOS  SDA  Student Council Coords/Student Leaders/Mentors/Pioneers/House Captains	PSLT/SSLT	Refer to Sectional Development Plans.	2023/2024 academic year.

<p><b>CULTURE 3</b> Instill in all <u>staff</u> an understanding of our aspirations and expectations.</p>	<ul style="list-style-type: none"> <li>● Review/embed expectations and our response to positive and challenging behaviour.</li> <li>● A PDP target that focuses on positive/effective relationships with students.</li> </ul>	<p>Time Nominal budget</p>	<p>PSLT/SSLT/YTLs /AHs/DOS</p> <p>SDA</p>	<p>PSLT/SSLT</p>	<p>Refer to Sectional Development Plans.</p>	<p>2023/2024 academic year.</p>
<p><b>CULTURE 4</b> Instill in all <u>parents</u> an understanding of our aspirations and expectations.</p>	<ul style="list-style-type: none"> <li>● Continue momentum with ‘Parents as Partners’ initiative (PAP).</li> <li>● Include PAP Info sessions for all trips etc</li> <li>● Calendar regular events to be offered online by staff/parents/specialist ‘experts’.</li> <li>● Develop Social Media campaign to reinforce school culture and parenting to support learning, growth and development.</li> <li>● Review annual parent survey substance and format.</li> </ul>	<p>Needs assessment from stakeholder feedback. Coordination of programme. Logistical support. Talent pool of session leaders.</p>	<p>SLT/SSLT/PSLT</p> <p>WS-DH</p> <p>Talent Pool of workshop leaders.</p>	<p>SLT</p> <p>WS-DH</p>	<p>Calendar of events</p> <p>Participation</p> <p>Stakeholder Feedback</p>	<p>Assess needs in Sept/Oct 2023.</p> <p>Calendar roll-out for T1 and T2.</p> <p>Planning for the year ahead in T3/24.</p>
<p><b>CULTURE 5</b> Elevate awareness/promotion of our ‘safe campus’ policies and ‘one school’ ethos.</p>	<ul style="list-style-type: none"> <li>● Raise the profile of the Child Protection Coordinators and their remit within school.</li> <li>● Include Child Protection as an agenda item in meetings and CPD and PAP.</li> </ul>	<p>Meeting Time. Promotional resources - posters etc. Signage around campus and buses. Student Forum for advice/feedback.</p>	<p>MM/LT/JB and CPCo’s SLT/SSLT/PSLT, AH/DOS teams and all teachers and TLAs</p> <p>CPCo’s</p>	<p>Termly review by CPCo’s and Student Feedback Advisory</p> <p>Termly review by SDA .</p>	<p>Refer to Sectional Development Plans.</p>	<p>2023/2024 academic year.</p>

	<ul style="list-style-type: none"> <li>● Develop CPCo role to include vulnerabilities associated with online behaviour.</li> <li>● Promote a culture of kindness and responsibility towards all members of our community.</li> <li>● Maintain and further promote a zero tolerance policy for all forms of bullying and harassment.</li> <li>● Identify minority groups and assess/implement inclusion strategies.</li> </ul>	<p>Staff CPD (Educare and NOS).  Student Advisory Committee led by CPCo's.  Meetings/assemblies to achieve a sustainable culture whereby all are aware of the school's position and its rationale.</p>	<p>AH/DOS teams (SDA)</p> <p>All teachers and TLAs</p> <p>Student Leaders and Student Counsels</p>	<p>Review of Student PASS data</p>		
<p><b>CULTURE 6</b>  Enhance initiatives to support social cohesion and well-being amongst staff.</p>	<ul style="list-style-type: none"> <li>● Strengthen sense of community amongst staff by coordinating opportunities for staff to socialise to contribute to personal and professional well-being.</li> <li>● Ensure events are inclusive and welcoming.</li> <li>● Enhance familiarity amongst colleagues beyond immediate work teams.</li> <li>● Provide social support for colleagues new to Cairo and/or feeling isolated.</li> <li>● Continue to develop the 'Staff Social Committee'.</li> </ul>	<p>Meeting time and support for the Staff Social Committee.</p>	<p>Staff Social Committee  SLT</p>	<p>Termly Review of initiatives</p>		
<p><b>CULTURE 7</b>  Prioritise the development</p>						

<p><b>of our enrichment curriculum to promote students' interest and loyalty.</b></p>	<ul style="list-style-type: none"> <li>● Expand the range and uptake for ASAs.</li> <li>● Address challenges of student commitment to Cougars.</li> <li>● Re-invigorate our performing arts.</li> <li>● Audit effectiveness of student leadership opportunities and enhance profile.</li> </ul>	<p>Time for review and planning.</p> <p>Budget to develop programmes and support productions etc</p>	<p>SLT/SSLT/PSL T/AHs+DOS</p>	<p>Termly Review of initiatives</p>		
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**EDUCATION OBJECTIVE: Ensure excellent teaching and learning practices**

<i>What do we want to achieve?</i>	<i>How do we want to achieve it?</i>	<i>What resources are required to support our aim?</i>	<i>Who is involved in implementation?</i>	<i>Who measures progress?</i>	<i>How will we measure progress?</i>	<i>Timeframe?</i>
<p><b>EDUCATION 1</b> <b>A consistent commitment to highly effective teaching and learning.</b></p>	<ul style="list-style-type: none"> <li>● Strategise to raise the standard of teaching and learning in <u>all</u> lessons to good or better.</li> <li>● A school wide review of monitoring, feedback and reporting practices.</li> </ul>	<p>Dedicated time CPD aligned to priorities PDP target setting/ counsel with identified challenges.</p>	<p>SLT PSLT SSLT and respective teams</p> <p>SDA</p>	<p>SLT PSLT SSLT and respective teams</p>	<p>Learning Walks Student Progress Feedback from lesson observations</p> <p>Mid Term/End of Term reviews: -curriculum audit -student attainment data</p>	<p>Throughout 2023/2024 with likely extension into 2024/2025.</p>
<p><b>EDUCATION 2</b> <b>A consistent commitment to ensuring learning challenges all students.</b></p>	<ul style="list-style-type: none"> <li>● A PDP target for all which focuses on 'challenge'.</li> <li>● Effective use of data to monitor student progress.</li> <li>● Review LDD and G&amp;T provision - identify good practice and</li> </ul>	<p>SDAs continued focus: Explore how we ensure and sustain 'challenge' for all learners.</p>	<p>YTLs/HODs/P SLT/ SSLT</p> <p>SDA</p>	<p>SSLT/PSLT</p>	<p>Refer to Sectional Development Plans.</p>	<p>2023/2024 academic year.</p>

	opportunities for further improvement.	Lesson monitoring to focus on challenge. Time and dedicated focus. Collaboration between Primary and Secondary teams.	LDD Coords SSLT/PSLT	PSLT/SSLT		
<b>EDUCATION 3</b> <b>Reinforce the importance of the Ministry of Education curriculum</b>	<ul style="list-style-type: none"> <li>Develop teaching practices in the Arabic Depts</li> <li>Encourage students to embrace/celebrate their culture and the MOE curriculum/exams</li> </ul>	<p>CPD for Arabic Dept on effective T&amp;L</p> <p>Digitise content for flipped learning</p> <p>Special events Calendar priority</p>	<p>Managing Director - exploiting links with GES</p> <p>Managing Director with Arabic Depts/SLT</p>	<p>Managing Director</p> <p>HOD Arabic Dept</p> <p>SLT</p>	Exam performance Attendance	2023/2024 academic year.
<b>EDUCATION 4</b> <b>Strengthen capacity of middle leaders to positively impact teaching and learning.</b>	<ul style="list-style-type: none"> <li>Ensure all Middle Leaders have a PDP target that compels engagement in/leadership of an initiative through which they can demonstrate positive impact on learning outcomes.</li> <li>Share leadership practice beyond immediate peer group.</li> </ul>	<p>PDP counsel/target setting.</p> <p>Ongoing advisory in achieving target.</p> <p>Opportunity to demonstrate impact/success.</p> <p>Opportunities to collaborate beyond section/stage/phase.</p>	SLT and all POR holders	SLT	Refer to Sectional Development Plans.	Termly progress checks throughout 2023/2024 academic year.

**TECHNOLOGY OBJECTIVE: Enhance student engagement and learning outcomes with appropriate instructional technologies**

<i>What do we want to achieve?</i>	<i>How do we want to achieve it?</i>	<i>What resources are required to support our aim?</i>	<i>Who is involved in implementation?</i>	<i>Who measures progress?</i>	<i>How will we measure progress?</i>	<i>Timeframe?</i>
<p><b>TECHNOLOGY 1</b> All teachers to understand how Google Suite supports collaborative teaching and learning.</p>	<ul style="list-style-type: none"> <li>Review, embed and develop Google Suite capacity and impact.</li> <li>Audit confidence amongst staff and design CPD provision accordingly.</li> </ul>	<p>Ongoing CPD provision. Responsive Google Coords and Tech Committee. Resources and infrastructure which reflects instructional needs.</p>	<p>SDA SLT Google Coords</p> <p>SSLT PSLT</p>	SLT		Throughout T1 with mid-year progress and directional review.
<p><b>TECHNOLOGY 2</b> Explore Instructional Tools which support curriculum engagement and learning.</p>	<ul style="list-style-type: none"> <li>Explore and beta test companion tools which support T&amp;L.</li> <li>Promote the use of tools which are deemed to fit our purpose/context.</li> <li>Cautiously develop a schoolwide strategy in response to AI developments; trial and share effective practice.</li> </ul>	<p>Time to meet for discussion, review and make recommendations to SLT.</p>	<p>SDA SLT Google Coords</p>	SLT	Refer to Sectional Development Plans.	Throughout T1 with mid-year progress and directional review.
<p><b>TECHNOLOGY 3</b> Promote staff awareness of</p>	<ul style="list-style-type: none"> <li>Explore the 'why?'</li> </ul>	CPD	SLT/SSLT/PSLT/ T/	SLT/SSLT/PSLT T	Refer to Sectional Development Plans.	Throughout T1 with mid-year progress

<b>effective digigogy.</b>	<ul style="list-style-type: none"><li>● Promote careful consideration of the use of instructional tools in planning, delivery and impact.</li><li>● Promote increased understanding of child/adolescent brain development where instructional technologies are concerned.</li></ul>	Direction from SLT/SSLT/PSLT  Research focus	SDA4/Google Team			and directional review.
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