



Modern English School Cairo

WHOLE SCHOOL IMPROVEMENT PLAN - 2024/2025

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>
CULTURE 1 Reinforce our core beliefs and mission.	<ul style="list-style-type: none">● Promote 'Leadership through Education: Care, Challenge, Inspire' at every opportunity● Focus on Leadership and what this looks like from TLAs through to SLT● Focus on delegation within middle and senior leadership in preparation for a succession plan● Identify specifically the culture of the school. What are the expectations? What does it look like?	SLT commitment and reflection. Social Media presence Leadership training in induction HOF training in Induction WSAG throughout the academic year In house training and expertise shared	SLT/PSLT/SSLT	SLT	Refer to Sectional Development Plans	2024/2025 academic year

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	<ul style="list-style-type: none"> Promote individual philosophies of education Promote collective philosophies of education 	<p>PDPs</p> <p>Faculty meetings throughout the academic year</p> <p>Vlogs</p> <p>Link Books</p>				
CULTURE 2 <u>Instill in all students and staff an understanding of our aspirations and expectations</u>	<ul style="list-style-type: none"> Review/embed expectations and our response to challenging behaviour Review/embed expectations and our response to positive behaviour and rewards Embed expectations with students and parents of academic achievement and progress Direct a Student led strategy to positively impact behaviour/leadership/culture 	<p>Meetings, modelled leadership behaviour</p> <p>CPD</p> <p>Joint Primary and Secondary Meetings for whole school consistent approach</p> <p>Parental Meetings</p> <p>Letters</p> <p>Student Council</p> <p>Coords/Student Leaders/Mentors/Pioneers/House Captains</p>	<p>PSLT/SSLT /YTLs/AHs/ DOS</p> <p>WSAG</p> <p>All teaching staff</p>	<p>PSLT/SSLT</p> <p>SLT/SSLT/ PLT</p>	<p>Refer to Sectional Development Plans</p>	<p>2024/2025 academic year</p>

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	<ul style="list-style-type: none"> ● A PDP target that focuses on positive/effective relationships with students 					
CULTURE 3 Instill in all parents an understanding of our aspirations and expectations	<ul style="list-style-type: none"> ● Continue momentum with 'Parents as Partners' initiative (PAP). ● Include PAP Info sessions for all trips etc ● Continue with the Social Media campaign, in particular the VLOGs to reinforce school culture, leadership and parenting to support learning, growth and development 	Primary and Secondary Leadership Coordination of schedule for Vlogs Logistical support from Publishing	SLT/SSLT/PSLT Talent Pool of workshop leaders	SLT	Calendar of events Participation Stakeholder Feedback	Calendar roll-out for the school year
CULTURE 4 Elevate awareness/promotion of our 'safe campus' policies and 'one school' ethos	<ul style="list-style-type: none"> ● Raise the profile of the Child Protection Coordinators and their remit within school. Ensure information is visible in all areas of the school to assist students in need ● Include Child Protection as a fixed agenda item in meetings and relevant CPD sessions 	Meeting Time. Promotional resources - posters etc. Signage around campus and buses. Student Forum for advice/feedback. Staff CPD (Educare and NOS). Student Advisory Committee led by CPCo's	MM/LT/JB SLT/SSLT/PSLT, AH/DOS teams and all teachers and TLAs AH/DOS teams (WSAG)	Termly review by JB and Student Feedback Advisory Termly review by WSAG.	Refer to Sectional Development Plans	2024/2025 academic year

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	<ul style="list-style-type: none"> ● Promote a culture of kindness and responsibility towards all members of our community ● Maintain and further promote a rigorous policy for all forms of bullying and harassment ● Review approach to individual students/ groups and assess/implement inclusion strategies to ensure vulnerable/challenging students are supported on campus to avoid long periods of internal/external exclusion 	<p>Meetings/assemblies to achieve a sustainable culture whereby all are aware of the school's position and its rationale</p> <p>Data available on individual students, parental meetings, goals set for student success</p>	<p>All teachers and TLAs</p> <p>Student Leaders and Student Council</p>	Review of Student PASS data		
CULTURE 5 Enhance initiatives to support social cohesion and well-being amongst staff.	<ul style="list-style-type: none"> ● Strengthen sense of community amongst staff by coordinating opportunities for staff to socialise to contribute to personal and professional wellbeing 	Meeting time and support for the Staff Social Committee	<p>Staff Social Committee</p> <p>SLT</p>	Termly Review of initiatives		

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	<ul style="list-style-type: none"> • Ensure events are inclusive and welcoming. • Enhance familiarity amongst colleagues beyond immediate work teams • Provide social support for colleagues new to Cairo and/or feeling isolated • Continue to develop the 'Staff Social Committee' 	Induction programme and social events for new staff				
EDUCATION OBJECTIVE: Ensure excellent teaching and learning practices throughout the school						
What do we want to achieve?	How do we want to achieve it?	What resources are required to support our aim?	Who is involved in implementation?	Who measures progress?	How will we measure progress?	Timeframe?
EDUCATION 1 A consistent commitment to highly effective teaching and learning.	<ul style="list-style-type: none"> • A robust and consistent approach to lesson observations • A robust and consistent approach to marking and assessment • A CPD programme which uses in-house expertise to address areas for 	Dedicated time CPD aligned to priorities Whole school training on lesson observations and outcomes	SLT/PSLT/SSLT and respective teams WSAG	SLT/PSLT/SSLT and respective teams	Learning Walks Student Progress Feedback from lesson observations Delivery of Bespoke	2024/2025 academic year.

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	<p>development in teaching, informed by the lesson observation cycles</p> <ul style="list-style-type: none"> ● Provide an engaging and productive learning environment across the school, including ownership of displays/work areas which promote learning, subject specific content or MES Cairo culturally relevant material to the highest standard 	<p>Review of how Year/grade examinations/ assessments are administered and marked, focusing on moderation and transparency</p> <p>SLT/SSLT/PSLT</p>	<p>All teachers accountable and take ownership of displays across the school and within all classrooms</p>		<p>training on specific areas of teaching and learning.</p> <p>Mid Term/End of Term reviews: -curriculum audit -student attainment data</p>	
<p>EDUCATION 2</p> <p>A consistent commitment to ensuring learning challenges all students.</p>	<ul style="list-style-type: none"> ● Effective use of data to monitor student progress ● Review LDD and G&T provision - identify good practice and opportunities for further improvement ● Review learning opportunities and attainment of less able students 	<p>Lesson monitoring to focus on challenge</p> <p>Time and dedicated focus</p> <p>Collaboration between Primary and Secondary teams</p> <p>Personalised learning in all areas of the curriculum</p>	<p>YTLs/HODs/P SLT/SSLT</p> <p>WSAG</p> <p>LDD Coords SSLT/PSLT</p>	SSLT/PSLT	Refer to Sectional Development Plans.	2024/2025 academic year.

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EDUCATION 3 Reinforce the importance of the Ministry of Education curriculum	<ul style="list-style-type: none"> Develop teaching practices in the Arabic Depts Encourage students to embrace/celebrate their culture and the MOE curriculum/exams 	CPD for Arabic Dept on effective T&L Digitise content for flipped learning Special events Calendar priority	Managing Director - exploiting links with GES Managing Director with Arabic Depts/SLT	Managing Director HOD Arabic Dept SLT	Exam performance Attendance	2024/2025 academic year
EDUCATION 4 Strengthen capacity of middle leaders to positively impact the culture, and learning behaviour in the school.	<ul style="list-style-type: none"> Ensure all Middle Leaders have a PDP target that has a focus on positive behaviour for learning, to maximise learning and progress and attainment within lessons Improve quality and quantity of pastoral training for all Middle Leaders Share leadership practice beyond the immediate peer group 	PDP counsel/target setting. Ongoing advisory in achieving target. Opportunity to demonstrate impact/success Opportunities to collaborate beyond section/stage/phase	SLT and all POR holders	SLT	Refer to Sectional Development Plans.	Termly progress checks throughout 2024/2025 academic year

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TECHNOLOGY OBJECTIVE: Enhance student engagement and learning outcomes with appropriate instructional technologies						
What do we want to achieve?	How do we want to achieve it?	What resources are required to support our aim?	Who is involved in implementation?	Who measures progress?	How will we measure progress?	Timeframe?
TECHNOLOGY 1 All teachers understand how Google Suite supports collaborative teaching and learning.	<ul style="list-style-type: none">Review, embed and develop Google Suite capacity and impactAudit confidence amongst staff and design CPD provision accordinglyFocus on the induction and training of all new teachers	Ongoing CPD provision Responsive Google Coords and Tech Committee	WSAG SLT Google Coords SSLT PSLT	SLT	Teachers' skills and expertise will be evident in lesson delivery, and communication	Throughout T1 with mid-year progress and directional review Term 1



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TECHNOLOGY 2 Explore Instructional Tools which support curriculum engagement and learning.	<ul style="list-style-type: none"> • Explore and beta test companion tools which support T&L • Promote the use of tools which are deemed to fit our purpose/context • Implement a schoolwide strategy in response to AI developments; trial and share effective practice 	Time to meet for discussion, review and make recommendations to SLT	WSAG SLT Google Coords	SLT	Teachers' skills and expertise will be evident in lesson delivery, and communication Refer to Sectional Development Plans	Throughout T1 with mid-year progress and directional review
TECHNOLOGY 3 Promote staff awareness of effective digigogy.	<ul style="list-style-type: none"> • Explore the 'why?' • Promote careful consideration of the use of instructional tools in planning, delivery and impact across the whole school • Promote increased understanding of child/adolescent brain development where instructional technologies are concerned and monitor this 	CPD Direction from SLT/SSLT/PSLT Research focus	SLT/SSLT/PSLT/ WSAG/ Google Team	SLT/SSLT/PSLT	Refer to Sectional Development Plans	Throughout T1 with mid-year progress and directional review



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	<ul style="list-style-type: none">• Guide teaching staff on which research to follow, which literature to read to facilitate individual and personal CPD					
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