



The Royal Academy, Ajman

"You have to Believe to Achieve"



SCHOOL DEVELOPMENT PLAN 2020-2021



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VISION AND MISSION

OUR VISION

To create an open, collaborative, school community that fosters the growth of responsible, confident, productive and critical thinkers who are interested in local and global issues and are able to respond to different challenges.

OUR MISSION

- Provide a curriculum that is international in scope and structure, but is rooted in tradition and values.
- Raise a generation of students possessed with happy minds, positive attitudes and compassionate hearts.
- Enable the acquisition of entrepreneurial and /or workforce skills through the integration of ICT and real world experience in the curriculum.
- Prepare students for leadership in a world so they accept responsibility for the care and protection of man and environment.
- Articulate a truly cosmopolitan campus environment where students learn to accept and respect other cultures in order to promote a tolerant, harmonious world.
- Recognise that each child is a gifted, accomplished individual who is capable of pursuing excellence and achieving success in his own way and time.
- Empower students with decision-making abilities and opportunities so they may use their education for the advancement of mankind.



AIM AND OBJECTIVE:

The main objective of our school development plan 2020-21 is to develop the quality of teaching and learning in school community. We look forward to improve learning experience, learning outcomes and thereby support our students with the best learning profile.

GOALS :

1.
 - Enhance the learning experience and success of learners
2.
 - Innovation in Education
3.
 - Induction programs for teachers



1. TEACHING AND LEARNING

| Priority 1: Improve the quality of teaching - Collaborative, Interactive and Innovative approach to Teaching and Learning | | | | | | |
|---|--|---|---|----------------------------------|---|--|
| Objective (Where do we want to go?) | Success indicator (What strategies need to be introduced?) | Lead Person (Who) | Impact (What do we expect to see?) | Time scale | Monitoring Method How will we know what we planned is happening? | Evidence |
| <p>Improve Classroom teaching, better monitoring and assessment of learning</p> <p>Good teaching practices are shared across and consistently reviewed for improvement.</p> <p>Improve the standard use of internet access by students. Implement pragmatic, regular teacher training on e-safety</p> | <p>Leaders establish where the best teaching is taking place. Teachers need to plan and meet the learning needs of different groups of pupils so that outcomes improve.</p> <p>Teachers check carefully on the pupils progress and clear the misconceptions and Misunderstandings of the pupil . All teachers have high expectations for all pupils and only accept work that is presented to a high standard ensuring learning is having high priority.</p> <p>Continuous Professional development aiming at upscaling good teaching across school related to ESAFETY</p> | <p>HOD/HOC/ HTr.</p> <p>SLT/ ICT Team</p> | <p>Motivated and focused students equipped with strategies to organize information for understanding, remembering, applying, creating and innovating.</p> <p>All teachers engage students with technology</p> | <p>April 2020-21 Ongoing</p> | <p>Rigorous monitoring and evaluation by HOD and SLT</p> <p>Report sheets, appraisal</p> <p>Reports and related documents</p> | <p>Lesson observations, marking/work scrutiny and student outcomes used to identify best teaching.</p> <p>Online survey, Whole school assessment information shared and used in order to drive individual outcomes</p> |

| Priority 1: Improve the quality of teaching – Collaborative, Interactive and Innovative approach to Teaching and Learning | | | | | | |
|---|--|--|--|----------------------------|--|---|
| Objective (Where do we want to go?) | Success indicator (What strategies need to be introduced?) | Lead Person (Who) | Impact (What do we expect to see?) | Time scale | Monitoring Method How will we know what we planned is happening? | Evidence |
| <p>Implementation of E- Learning</p> <p>Improve technology integration and support innovative practices at all phases</p> <p>Build ICT sessions into induction / orientation program. Provide teachers with ongoing ICT training and support.</p> <p>Review the model of ICT teaching to improve integration, classroom based approach to ensure technology supports learning in all areas .</p> <p>Review, consolidate and augment resources to support online safety.</p> | <p>Learning Modules were uploaded in Orison Online platform as an initial academic beginning.</p> <p>Zoom was implemented from KG- Grade 4 in the Beginning of academic session but later switched on to MS Teams</p> <p>Microsoft teams For Grade 5-12, Creative and effective use of ICT apps and Virtual Learning platforms (TEAMS, ZOOM)</p> <p>Implement Online safety policy in all walks of VLE</p> | <p>ICT Support/ SLT</p> <p>Online safety Group</p> | <p>All teachers engage students with technology to improve learning – QUIZZIZ,KAHOOT, NEARPOD etc</p> <p>All the stakeholders are aware of ONLINE SAFETY inside and outside the school</p> | <p>April 2020- Ongoing</p> | <p>Rigorous monitoring and evaluation by HOD and SLT</p> <p>Evidence of impact of ICT integration in lessons from observation records show a positive impact on students' learning. Teachers make better use of ICT training to make their lessons interactive and challenging for all levels of students.</p> | <p>Assessment analysis, CPD training sessions records, Lesson observations,</p> <p>Acceptable use agreement collected from Staff and students</p> |



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| <p>Equip teachers to embed digital awareness and digital citizenship in their practice</p> <p>Age appropriate concepts and activities related to online safety incorporated into the CBSE curriculum</p> | <p>Awareness sessions conducting for staff and students</p> <p>Model lesson by ICT Dept</p> | <p>Online safety Group</p> <p>HOD/SLT</p> | <p>Ensure that all the stake holders are aware of</p> <ol style="list-style-type: none">1.AUP2.ONLINE SAFETY POLICY <p>Celebrated Cyber-security week to promote online safety measures to make aware of the risks.</p> <p>All staff</p> | | <p>Integration in lessons</p> | <p>Econduct guideline provided for teachers.</p> <p>Photos,posters,logos</p> <p>Lesson plans, Lesson observation check list Activity sheet</p> |
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2.ASSESSMENT

Priority 2: Ensure progress tracking is done in all lessons to enable teachers to have a more robust knowledge of ongoing student's achievement and their next steps in learning.

| Objective (Where do we want to go?) | Success indicator (What strategies need to be introduced?) | Lead Person (Who) | Impact (What do we expect to see?) | Time scale | Monitoring Method How will we know what we planned is happening? | Evidence |
|--|---|--|---|---|---|---|
| <p>To provide more opportunities for students to develop and use critical thinking and independent learning skills across all subjects and phases.</p> <p>Work in students' books and the school's assessment records across all the year(Previous year)</p> | <p>Assessment procedures are effective in identifying any curriculum shortcomings</p> <p>Each student's progress, strengths and needs to be regularly discussed</p> | <p>Subject Teachers/ HoD/ HoC/SLT/ DOE</p> | <p>Frequent evaluations help pinpoint the areas in which students need more help or additional instruction to achieve success.</p> <p>Progress in learning against clear targets / learning objectives.</p> | <p>Mont hly from April 2020- March 2021</p> | <p>Monitoring of progress through Periodic Assessments and Term Assessments</p> <p>Observations, Departmental Meetings</p> <p>Notebook scrutiny</p> | <p>Progress report</p> <p>Students Anecdotal report</p> |



3. CURRICULUM

| Priority 3: Work towards the development of 5C's (CREATIVITY, COMMUNICATION, COLLABORATION, CRITICAL THINKING AND CITIZENSHIP) in students | | | | | | |
|--|--|--|--|---------------------------|--|---|
| Objective (Where do we want to go?) | Success indicator (What strategies need to be introduced?) | Lead Person (Who) | Impact (What do we expect to see?) | Time scale | Monitoring Method How will we know what we planned is happening? | Evidence |
| Provides a curriculum which enables all students to thrive at school and beyond | A well planned ,coherent and ambitious curriculum is implemented by including all the subjects | Principal/ SLT/All Teachers | All the stakeholders know and understands the curriculum plans for all subjects and phases | March 2020 | Preparation and submission of Academic plans | CBSE Curriculum Annual Plan, Term Plans, DLP |
| Incorporate the teaching of 5Cs (Creativity, Communication, collaboration, critical thinking and citizenship) into the curriculum | Provide teachers with a wider repertoire of teaching strategies. Provide teachers with opportunities for international exposure through teacher exchange programme with schools overseas so that they can bring back innovative teaching ideas to share with other teaching staff | Subject Teachers/ HoD/ HoC/SLT/ DOE | Students will receive proper guidance in all lessons | April 2020- March 2021 | Student centered approach to teaching and learning can be visualised | Greater use of online platform such as M.S TEAMS which enhance teacher-student connection and foster student collaboration. |
| Inclusion of online safety education for whole school and community | NOS training and accreditation | All staff | Awareness on esafety | September 2020 | E survey conducted | Online safety policy |



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| Priority 3.1: Curriculum linking to UAE Culture – Arabic | | | | | | |
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| Objective (Where do we want to go?) | Success indicator (What strategies need to be introduced?) | Lead Person (Who) | Impact (What do we expect to see?) | Time scale | Monitoring Method How will we know what we planned is happening? | Evidence |
| <p>Adopting a suitable and rich curriculum</p> <p>Improve the four skills, listening, speaking, reading and writing.</p> <p>High quality teaching and learning</p> | <p>HOD Modifying and adopting a curriculum that is suitable with the students' ability:</p> <p>Online assessments will be conducted to determine the level of children and to set target</p> | <p>Principal/ SLT</p> <p>Subject Teachers/ HoD/ HoC/SLT/ DOE</p> | <p>The students judge and know their real level in Arabic, Evaluate their improvement and know the next step.</p> <p>Teachers conduct assessments and collect the student's attainment and progress.</p> | <p>March 2020</p> <p>Ongoing</p> | <p>Checklist</p> <p>Entry Level Test</p> <p>Data analysis of the students' performance</p> <p>Worksheets</p> <p>Students' notebooks</p> | <p>Challenges whether the students abilities, critical thinking are suitable with the requirements of the 21th century.</p> <p>Improvement in the four skills of the Students.</p> |



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| | <p>Beginners will be given for newly joined students</p> <p>Use of new text and exercises books which contains topics that improve the four skills of the students.</p> | | <p>Concentration on the beginners and increasing their attainment.</p> <p>Students will be able to speak about themselves and frame sentences to describe</p> | | <p>Yearly and monthly plan</p> <p>Question papers</p> | <p>Fast progress for beginners with increased vocabulary & reading ability. Well trained students to understand, solve different types of Arabic questions,</p> |
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| Priority 3.2: Curriculum linking to UAE Culture –Islamic | | | | | | |
|--|--|----------------------|--|------------|---|----------|
| Objective (Where do we want to go?) | Success indicator (What strategies need to be introduced?) | Lead Person (Who) | Impact (What do we expect to see?) | Time scale | Monitoring Method How will we know what we planned is happening? | Evidence |



| Priority 3.3: Curriculum linking to UAE Culture –Moral Education | | | | | | |
|---|--|---|--|----------------------------------|---|--|
| Objective (Where do we want to go?) | Success indicator (What strategies need to be introduced?) | Lead Person (Who) | Impact (What do we expect to see?) | Time scale | Monitoring Method How will we know what we planned is happening? | Evidence |
| <p>To blend academic content with an exploration of character and ethics</p> <p>To inculcate the core principles and values at the foundation of the curriculum and formulate with students of all nationalities, ethnicities and backgrounds in mind.</p> <p>Moral values give awareness to students</p> | Teaching students with moral values to develop character | <p>Principal/ SLT</p> <p>Subject Teachers/ HoD/ HoC/SLT</p> | <p>increased level of student’s involvement in class.</p> <p>Lessons will be providing learning beyond text.</p> | <p>March 2020</p> <p>Ongoing</p> | <p>Classroom Observations</p> <p>Assignments.</p> | <p>Projects and activities done by students</p> <p>PHSE Curriculum</p> |



| Priority 3.4: Curriculum linking to UAE Culture –UAE SST | | | | | | |
|--|--|---|---|---------------------------|--|----------|
| Objective (Where do we want to go?) | Success indicator (What strategies need to be introduced?) | Lead Person (Who) | Impact (What do we expect to see?) | Time scale | Monitoring Method How will we know what we planned is happening? | Evidence |
| To learn about historical stories, personalities, and places (the Union's story in a simplified form). | HOD have overall responsibility for social studies across the school Ensure that the UAE social studies outcomes are mapped across the school curriculum. | Principal/ SLT Subject Teachers/ HoD/ HoC/SLT | respect to the host country culture and traditions Engage in the local history, geography and culture of the UAE and feel proud of their contributions to the community <ul style="list-style-type: none"> Participate in all activities related to promoting the UAE history, culture and heritage. | March 2020 Ongoing | Formative assessment (questioning, quizzes etc) Student self-assessment Peer assessments Verbal and written feedback to students from teachers <ul style="list-style-type: none"> Summative (end of unit projects and presentation) UAE National day exhibition, displays and assemblies | |



INTERVENTIONS IN KG

| Priority 3.5: Curriculum linking to further outcomes in the core areas of reading and writing. | | | | | | |
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| Objective (Where do we want to go?) | Success indicator (What strategies need to be introduced?) | Lead Person (Who) | Impact (What do we expect to see?) | Time scale | Monitoring Method How will we know what we planned is happening? | Evidence |
| Students in kindergarten actively participate in independent reading and writing skills | <p>Online E reading program in classes through online phonic program</p> <p>Opportunities for reading and writing to be provided which will be seen</p> <p>seen in displays and children's work. Weekly phase meetings with staff identify key pupils for targeting in planning and teaching and introduce sustained shared thinking to support children</p> <p>Work is appropriately differentiated so that pupils who are working below expectation develop independence and are engaged in their learning</p> | KG head Teacher/ HOC | <p>A strengthened culture of reading in classrooms and independent reading is seen across KG</p> <p>Effective feedback to students on reading and lesson show greater emphasis on reading and writing across curriculum</p> <p>Majority of children are able to read new words through the phonic program</p> <p>Vocabulary is enhanced through critical thinking and imaginative writing in class</p> | From April | <p>Meeting records with the teachers</p> <p>Differential lesson plans</p> <p>Teaching & learning observation records</p> | <p>Report of students</p> <p>Evidences of cross curricular learning seen in the environment</p> <p>Work samples of students</p> |



STUDENTS OF DETERMINATION

| Priority 3.5: Recommendations: Ensure that all the teachers take consistent account of the needs of students of determination while planning and delivering lessons. | | | | | | |
|---|---|-----------------------------|---|-----------------------|---|---------------------------------|
| Objective (Where do we want to go?) | Success indicator (What strategies need to be introduced?) | Lead Person (Who) | Impact (What do we expect to see?) | Time scale | Monitoring Method How will we know what we planned is happening? | Evidence |
| <p>Most students make good progress towards their personal goals.</p> <p>In a few lessons, progress is slower when the teacher does not modify the curriculum enough to meet the needs of students of determination</p> | <p>All teachers take consistent account of the needs of students of determination when planning and delivering lessons.</p> | <p>Ecounsellor/ SLT</p> | <p>E-Counsellor will conduct personal meetings with parents to equip them with information, advice, support and guidance, about the needs of students of determination.</p> <p>guide the teachers and monitor the lesson plans and</p> <p>classroom teaching & learning to ensure that students of determination are receiving need-based quality support in the classroom.</p> | <p>April 2020</p> | <p>Monitoring through assessment</p> | <p>Work samples of students</p> |



CONSOLIDATED ELEARNING STRATEGY

| Sl No | Time line | Strategy | Description | Incharge | Remarks |
|-------|-------------------|---|--|-----------|---|
| 1 | April 2020 | Implementation of ELearning | Learning Modules were uploaded in Orison Online platform for teaching Zoom was implemented from KG-Grade 4 Microsoft teams For Grade 5-12 | SLT/ICT | Due to online safety issue the platform for ZOOM learning was discontinued and were Accredited to Ms Teams |
| 2 | May 2020 | Implementation of Safety programmes | Teachers and students training sessionS Parent Forum meeting | SLT/ICT | To ensure safety environment among the school and community |
| 3 | June 2020 | Contract with the Microsoft team | Updation of firefox And getting License for teams / Webinars | BOG | To enhance and make the ELearning more effective with added software's |
| 4 | September | Implementation for Online safety Education for whole school and community | Getting tie up with On Line National safety/ Webinars | BOG/ICT | Supporting school staff and parents to keep children safe on internet |
| 5 | October | certification for E safety school | The school got the certificate for Esafety School | BOG/ICT | Teachers and parents did the certified course for understanding the role of online safety teaching and learning |
| 6 | November/December | Professional learning based training for teachers | Teaching strategies to help teachers to integrate on line safety to their programmes and planning | SLT/ICT | Webinars on safety to be given by Esafety experts |
| 7 | January | Safety tools During Assessments | Training to improve the strategies of education through various | All Staff | Workshop for attaining better results for the academic year |



| | | | educational tools and methods. | | |
|---|----------------|---------------------------------|--|-----------|---|
| 8 | February/March | Safety tools During Assessments | Training to improve the strategies of education through various educational tools and methods. | All Staff | Webinar/Workshop for attaining better results for the academic year |

