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STRATEGIC EDUCATION PLAN 2019-2020

We are continuing with the implementation of our 9-point Strategic Educational Plan, which is focused on, **Citizenship and Character Building, Progressive Personalised Learning and creating a dynamic, and inclusive school culture.**



1- Citizenship and Character Building

Positive Behaviour for Learning

We are delighted to welcome over 2,000 students across the two sites to school every morning, from pre-school to Year 12. It is evident from our regular lesson observations, teacher feedback and from their general conduct around the schools, that the standard of behaviour and commitment to the learning process of our students is exceptionally high.



Dear GEMS Family

I am delighted to write to you at the start of the second term of the academic year and, moreover, the start of a new decade to highlight the educational progress which we are making across both The British School, Al-Rehab (TBS) and the British International School Madinaty (BISM).

Stuart Bryan

MA Hons (St. Andrews), PGCE (Oxon.)
Vice President, GEMS Education, Egypt

GEMS Jewels of kindness

Moreover, throughout the schools we have continued to focus on 'Values' education through both individual lessons and through assemblies and extra-curricular events and trips. This will now be developed further through the formal launch with students of our "GEMS Jewels of Kindness" initiative, which is a feature of all GEMS Schools worldwide and particularly promotes the values of:

RESPECT, EMPATHY, COMPASSION and HELPFULNESS.



Extra- Curricular Activities

We have been delighted by the expansion of our Activities and Extra-Curricular programme in both schools this academic year. We have offered a full range of ECA's ranging from creative to intellectual, from academic to language support, and we have been tremendously impressed by the take-up and attendance of our students. We now have the largest number of students ever involved, usually in excess of half the numbers of each school, in extra-curricular activities, all given by our dedicated and committed staff. We are determined that these activities should be fun and engaging for our students, however, they also, of course, help to develop the character of our students, as per our strategic plan objective, by promoting intellectual virtues, moral virtues and performance virtues. Moreover, we are aiming to engender a sense of curiosity, compassion and confidence in all our students and we do encourage them all to take us up on this opportunity and, perhaps, try something different and new, which will further develop the holistic nature of our students in order to help them become flourishing and engaged members of both their school and wider community. As always, it is impossible for us to cover every single imaginable ECA possible, however, if you do have a specific request, please let us know and we will certainly try to build it into our future planning.

In addition, we have been greatly impressed by the expansion of our Sports' programme in both British Schools this year, which is testament to the great support and guidance, and, of course, commitment provided by our PE departments and supporters. Our Girls and Boys Football teams have performed exceptionally well, with not only great individual talent and expertise, but also an amazing team ethos and spirit, showing outstanding sportsmanship and character throughout their matches.

We are also fortunate to have some very talented Basketball players in both schools and at all age ranges, for both boys and girls, with, in particular, the BISM Under 11 Girls team narrowly winning the league after a close fought fight with none other than TBS! We are so proud of our sporting heroes in both schools, whatever sport they play, and once again we encourage all to get involved and take up the wonderful sporting opportunities that are offered.



2- Progressive, Personalised Learning

Each one of our over 2000 students is an individual; each one of these individuals has different strengths and weaknesses, different likes and dislikes and, more importantly, different learning and behavioural needs. As part of our strategic plan, we aim to differentiate both our curriculum and our teaching strategies to ensure that every one of our 2000 students is able to make the progress that they are capable of.



be yourself

GL Assessments

In order to do this, in line with all schools in the GEMS Education network worldwide, we have made a significant investment in purchasing diagnostic assessments from GL, a UK-based educational company.



GL provides the most popular **Cognitive Abilities Testing programme (CAT 4)** used by English National Curriculum (ENC) schools in the UK. It evaluates the four most significant abilities, which are regarded as impacting on the learning and achievement of students. Most importantly, along with the teacher's professional judgement, it provides objective and impartial evidence on potential student ability and progress, and thereby enables us to target additional support and/or challenge as appropriate to students, who need it, supporting our objective of providing progressive, personalised learning.

"We've found kids with amazing potential that we wouldn't have known about without CAT4."

Secondary School, UK

"CAT4 helps us to determine why children may not be achieving and gives us clues as to how we can construct a different model for them."

Independent School, UK

"Feedback has been incredible – not only have pupils grown and learnt more about themselves, staff have as well."

Primary School, UK



Innovation Developments

Moreover, as part of our focus on creating students, who are **leaders, designers and creators**, in a 21st Century world, we have been very excited by the positive impact of our **"STEM" programme** at BISM, which has really showcased the schools' commitment to creating a skills and career-focused school.

There is no question that this pilot programme has been a great success and we plan to continue it for next year, plus roll out other innovative learning and teaching developments, which will be announced later this year. As part of this programme, we will be welcoming to all the GEMS Egypt Schools in February, Mr. Michael Gernon, GEMS Chief Education Innovation Officer, from Dubai, who will be working with both schools to advise on the next steps with our innovation strategic plan initiative.



STEM



Science • Technology • Engineering • Math

STEM DAYS, PARENT- CHILD QUALITY TIME



"I am proud of my son working on STEM project"

"Impressive Programme"

"I was happily watching my child making the radio and alarm circuit at this age!"

"This is a great improvement"



Teacher Retention and Recruitment

Apart from the students themselves, of course, the most important resource for delivering a highly personalised, progressive educational programme are our precious teachers.

In this regard, following a full review of the quality of learning and teaching being provided by all teachers in both schools, we have now started in full force our teaching staff recruitment campaign for next academic year, which is significantly earlier than last academic year. **We have focused on retaining quality teaching staff in our schools**, wherever possible, and reviewed our Middle Management structure so as to provide appropriate support to students and teachers to enhance the consistency in the delivery of the curriculum both horizontally across year teams and vertically between year teams.



teachers

Moreover, we have recently made a significant investment in securing the best possible teachers for next academic year by partnering with the number one agency for providing the highest quality British and other nationality expatriate teachers worldwide, the Times Educational Supplement (TES).

We are confident that by using this platform, which is available to us throughout the next 12 months, and by **recruiting much earlier than last year, that we will be able to secure the highest standard of new teachers to the school for next academic year.**

Whilst, we will still retain a focus on recruiting expatriate teachers, we will, of course, still consider highly qualified and talented local teachers, who have substantial experience of the English National Curriculum, especially at IGCSE level, where we are aware of some highly successful local teaching practice.

IGCSE Planning

With regards to the IGCSE provision in both schools, we have been engaging in a full review of our offering for next academic year.

As always in this review process, our priority is whatever is best for the learning and overall education of our students.

You will be aware that we have secured over the past few years some outstanding IGCSE results in both schools, however, we would like to be able to retain and encourage more students to join the schools at this level, as this will enable us to offer an even wider range of course offerings to all our students. With this in mind, and after appropriate consultation, and, of course, still making sure that we retain our distinctive British education ethos, we will be communicating with you in due course from both schools regarding our proposed plans for next academic year.



3- A Dynamic, Inclusive School Culture

We are particularly pleased with the progress that we are making with this aspect of our Educational Strategic Plan.

School Advisory Councils

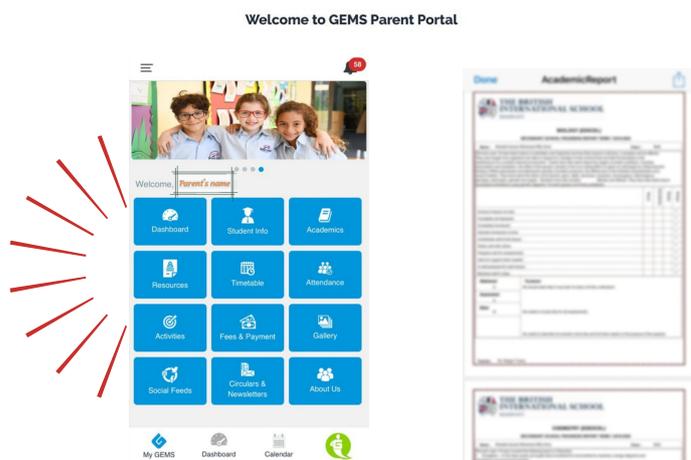
We have been holding regular meetings of the School Advisory Council, which consists of a representative group of staff, students and parents in both schools. These meetings provide a forum for the school Principals to receive feedback on all aspects of the educational provision of the school, from all stakeholders, and also to consult over major educational initiatives that the school may be looking to adopt in the future. Going forward, we will place a general update in each subsequent school newsletter of the overall proceedings of each meeting, so that you are aware of the topics and items that have been discussed.

Please also note that we will be considering applications for the School Advisory Committees for the 2020 – 2021 academic year in May after the Spring break.



Virtual Learning Platform

We have been continuing to work on our communication protocols and as part of this, following very successful training for appropriate staff, on our new Virtual Learning Platform, Phoenix, we are getting ready for the live launch to the community, after final testing and quality control procedures have been established.



Parent Forums

Moreover, we were also delighted with the attendance last November at the Parent Forum meetings which were held at the schools.

The aim of these meetings was to create a draft School/Parent Charter for the British International Schools for your review and feedback.

We are now in the process of planning our second Parent Forum of the academic year, which will be held in February 2020. We will be sending out the details and dates in due course and we do hope that as many of you as possible can attend.



School/Parent Charter

It is intended that, once formally approved, this School/Parent Charter, will significantly support and enhance our home-school partnership and communication protocols by making it explicit and transparent what the expectations are from both School and parents.

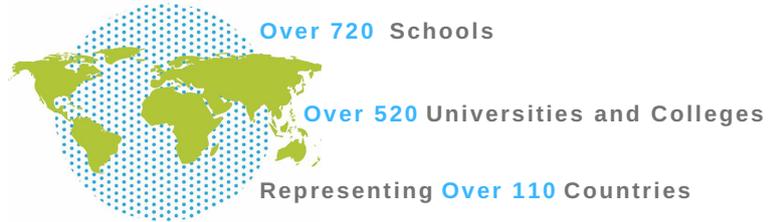
[Click here to access the draft School/Parent Charter.](#)

If you have any comments or suggestions regarding the attached document, please can you send them directly back to me at stuart.bryan@gemseducation.com email **before Sunday 2 February 2020.**

After the collection of this feedback, the draft Charter will be modified, as appropriate, before final confirmation by the School Advisory Councils.



Accreditation Developments



As mentioned at the first Parent Forum and School Advisory Councils, we are now in the process of investigating the Council of International Schools (CIS) Membership and subsequent accreditation process for both our British Schools.

The membership of this highly prestigious international, quality control organisation is designed to support all of us in the journey of school improvement and provide support for securing our strategic plan developments. It will also, of course, provide an impartial and objective view on the progress, which we are making, and is an indication that we are challenging all members of our community to the absolute highest standards of educational provision, as per the international standards and benchmarks provided by CIS for all aspects of our educational provision.

You will receive more detail regarding this initiative at the next Parent Forum.

