EXCELLENCE PLAN

2024-2025 | Secure Marginal Gains





TWS Leading World Class



- » Improve the quality of teaching, learning and assessment through better use of metacognition, Al and data
- » Identify key skills for the future and embed programs in line with those skills
- » Integrate **STEAM** into a wider range of lessons
- » Ensure effective use of the Robotics lab and library with better resources and better opportunities for students
- » Improve IGCSE and A level results
- » Introduce new gifted and talented initiatives
- » Achieve the **Green Flag award**
- » Develop spaces that encourage collaboration among students and staff
- » Secure improvements in GCSE and A Level results
- » Secure 100% good or better teaching
- » Secure gains in BSO inspection





I respect the needs of my stakeholders. I will ensure they feel listened to and cared for.

- » Review the wellbeing and personal social development curriculum
- » Design new workshops, seminars, and activities focused on wellbeing
- » Implement a peer joint wellbeing programme led by Sixth Form students
- » Introduce initiatives to promote work-life balance for staff
- » Achieve **SENDIA** award
- » Achieve 100% compliance in safeguarding audits
- » Identify scholarship and career opportunities for students
- » Test Al tools to improve wellbeing of staff and students





I am a team player. I work with the bigger picture in mind. I put the team's needs ahead of my own.

- » Implement **performance management** for all staff through Blue Sky
- » Introduce a bespoke induction programme for Emirati staff
- » Achieve Emirati recruitment targets
- » Develop an effective parent council
- » Recruit new Local Advisory Board members with relevant expertise
- » Review the **induction programme** for all new staff
- » Develop and implement a new staff retention strategy
- » Identify opportunities for **staff promotion** at TWS and other GEMS schools





My open minded curiosity fuels my love for IINIC learning. I ask questions and listen so that I continuously learn and improve.

- » Introduce the National College training programme
- » Introduce Microsoft hub courses for students and staff
- » Provide opportunities for students and teachers to work collaboratively on AI and Metacognition projects
- » Use Blue Sky effectively to create, monitor and deliver personalized, professional development plans for all staff
- » Embed the TWS Leadership Development Programme for high potential teachers

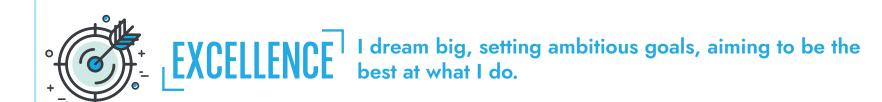
EXCELLENCE PLAN

2025-2026 Disrupt and Innovate





TWS Leading World Class



- » Create a curriculum for the future which includes an assessment system for future skills
- » Secure budget and invest in **STEAM and Robotics**
- » Introduce a dynamic gifted and talented programme that fosters individual growth of the identified students with the help of tailored learning pathways
- » Co-construct and deliver a teaching programme in collaboration with universities
- » Collaborate with other schools around innovative practices
- » Further improve the GCSE and A Level results
- » Secure further gains in **DSIB** inspection





CARE I respect the needs of my stakeholders. I will ensure they feel listened to and cared for.

- » Create outdoor learning and wellness spaces
- » Provide a digital or physical hub with resources on well-being, mental health, and self-care
- » Formally introduce and embed AI tools to improve wellbeing of for staff and students.
- » Collaborate with other schools to ensure innovative evidence-based practices in wellbeing and mental health
- » Expand the scholarship opportunities and maintain contact with the previous cohort



I am a team player. I work with the bigger picture in mind. I put the team's needs ahead of my own.

- » Fully integrate **Blue Sky and National College** programmes
- » Introduce **performance-related** pay for all staff
- » Introduce action research that includes collaboration between staff and students.
- » Introduce a parent led teaching plan
- » Collaborate with other schools around innovative ideas.
- » Encourage staff to apply for career progression opportunities within GEMS Education





My open minded curiosity fuels my love for LEARNING learning. I ask questions and listen so that I

- » Implement new **Metacognition strategies and AI tools**
- » Link **National College programmes** to Blue Sky
- » Introduce an Emirati Training Programme
- » Introduce a QTS training program for Emiratis and Non-Emiratis
- » Introduce **NPQ training for teachers**
- » Collaborate with other schools to learn innovative ideas.

2026-2027 Transform and Sustain





TWS Leading World Class



- » Network and share **best practice** with other schools within GEMS Education
- » Fully embed **STEAM and Robotics** into the curriculum
- » Conduct whole school curriculum review to assess the effectiveness of future skills curriculum
- » Secure **Very Good** in DSIB inspection
- » Achieve further improvements in GCSE and A Level results





CARE I respect the needs of my stakeholders. I will ensure they feel listened to and cared for.

- » Share **best practice** with other schools within GEMS Education
- » Transfer well-being leadership from Senior Leadership Team to well-being committees
- » Review and develop Al tools use for further workload reduction and improvement in wellbeing
- » Provide opportunities for alumni return to TWS to offer scholarship and career opportunities



I am a team player. I work with the bigger picture in mind. I put the team's needs ahead of my own.

- » Review the performance related pay to ensure fairness across the school
- » Link action research to accreditation
- » Review the effectiveness of the National College and BlueSky programmes





My open minded curiosity fuels my love for

- » Develop and embed the TWS metacognition strategies and AI tools
- » Roll out the Emirati Training programme to other schools
- » Set up an agreement with government entities to offer additional trainings for Emiratis