

# DGPS Journey to Outstanding



Dove Green Private School proudly aligns its five-year plan with the KHDA E33 strategy, focusing on future-ready learning, inclusivity, and sustainability. This strategic approach aims to position the school as a leader in innovative education, inspiring the next generation while supporting UAE's educational priorities.					
	Year 1 (2023-2024): <b>Foundation and New Beginnings</b>	Year 2 (2024-2025): <b>Consolidation and Refinement</b>	Year 3 (2025-2026): <b>Innovation and Differentiation</b>	Year 4 (2026-2027): <b>Excellence in Results and Culture</b>	Year 5 (2027-2038): <b>Achieving Outstanding</b>
<b>Focus</b>	Strengthen leadership capacity. Advance teaching excellence with inclusion and innovation.	Launch the secondary campus and sixth form with a strong start. Distinguish Dove Green with unique offerings, partnerships, and excellence.	<b>Focus:</b> Meet or exceed all KHDA standards, including academic outcomes, inclusion, leadership, and innovation.	<b>Focus:</b> Demonstrate consistent academic excellence and a thriving school culture.	<b>Focus:</b> Approach Outstanding through exemplary performance and innovation.
<b>Timeline and Milestones</b>	Recruit expert educators, complete the curriculum by Term 2, and synchronize with the campus launch for innovation in Term 1, Year 2.	Open the secondary campus, expand pathways, implement projects, enhance inclusion, go green, and launch wellbeing programs.	Foster community partnerships, initiate energy-efficient projects, international exchanges, refine academic pathways, and launch student-led sustainability efforts.	Complete initial carbon-neutral initiatives, integrate sustainability campus-wide, expand international learning connections, and enhance alumni engagement.	Achieve full carbon-neutral campus status. - Establish Dove Green Private School as a leader in education excellence, sustainability, and community engagement.
<b>Projected Students</b>	<b>650</b>	<b>867</b>	<b>1200</b>	<b>1450</b>	<b>1600</b>
<b>Year Groups</b>	<b>FS1 - Yr 10</b>	<b>FS1 - Yr 11</b>	<b>FS1 - Yr 12</b>	<b>FS1 - Yr 13</b>	<b>FS1 - Yr 13</b>
<b>Facilities</b>	Complete the new secondary campus with operational facilities by December.	Opening in 2025, the campus features advanced facilities and a modern sixth-form center.	Upgrade play areas, refurbish classrooms, and add a performing arts space to primary facilities.	Implement solar panels, energy-efficient systems, and plan a cutting-edge sixth-form center at DGPS.	Add an auditorium and sports facilities for extracurricular growth.
<b>Staffing</b>	<b>Building Foundations for Professional Growth:</b> Recruit skilled teachers, assess development needs, ensure safeguarding, and start CPD workshops.	<b>Embedding Professional Growth Practices</b> Tailor CPD pathways, add peer coaching, align performance with KHDA, audit safeguarding, and invest in global-standard development.	<b>Advancing Inclusion and Innovation:</b> Offer CPD on inclusivity, adopt innovative tools, boost data-driven skills, and start mentorship.	<b>Fostering Leadership and Global Competence</b> Offer NPQ training, support research initiatives, and partner with higher education for global reach.	<b>Evaluating Impact and Sustaining Excellence</b> Evaluate staffing, CPD, & performance impact, lead BSME development, embed sustainability, and align growth with KHDA.
<b>Leadership</b>	Expand leadership roles for staff and analyze school-wide leadership to uncover gaps, challenges, and growth opportunities.	Introduce leadership pathways with NPQ courses, establish a Coaching School, and expand SLT for Sixth Form support.	Align leadership, start succession mentoring, and enhance training in curriculum and pastoral leadership.	Foster coaching and peer learning, train middle leaders in coaching, and host an internal leadership conference to highlight staff innovations.	Evaluate the leadership structure for improvements and enhance staff leadership through external collaborations.
<b>Curriculum</b>  Blend rigor with skills to foster creativity, critical thinking, and leadership.	<b>Foundation and Expansion.</b> Strengthen leadership, establish governance subcommittees, promote coaching, implement	<b>Growth, Integration, and Curriculum Alignment</b> Prioritise core subjects, sustainability, and thematic learning, transition campuses, launch Year 12, expand pathways, enhance SEN and	<b>Innovation and Enhancement</b> Expand BTEC options, pilot work-study, add a second language, enhance arts, formalize leadership,	<b>Community and Global Impact</b> Build university pathways with scholarships and early admissions, partner with GCC schools for exchanges, review FS-13 curriculum for	<b>Consolidation and Leadership</b> Establish DGPS as a leader in A-Level and vocational pathways, initiate university-led research, enhance its regional standing, refine the

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	pathways, and collaborate on A-Level and BTEC.	Arabic, boost arts and sports, and engage parents.	implement DEI, and launch EPQ and STEAM.	alignment, and integrate Year 13 into Sixth Form. .	curriculum, and build global research ties.
<b>Teaching typicality</b>	Majority of Lessons observed as Good or better across the school.	Majority of lessons observed as good or very good.	Majority of lessons observed as very good.	Majority of lessons observed as very good or outstanding.	Majority of lessons observed as outstanding.
<b>School Data</b>	<p><b>Establishing Foundations for Data-Driven Improvement</b></p> <p>Leverage observations, surveys, and standards to enhance teaching, well-being, and alignment, while piloting training.</p> <p>Internal Data: Good. External Data: Very Good (Attainment &amp; Progress)</p>	<p><b>Building Capacity Through Data Integration</b></p> <p>Refine observations with coaching, use PASS data effectively, pursue accreditation, and enhance tech-driven training.</p> <p>Internal Data: Good. External Data: Very Good (Attainment &amp; Progress)</p>	<p><b>Demonstrating Impact Through Measurable Outcomes</b></p> <p>Leverage observations to enhance teaching, assess PASS trends, attain accreditation, and evaluate training impacts.</p> <p>Internal Data: Very Good. External Data: Very Good (Attainment &amp; Progress)</p>	<p><b>Leveraging Data for Strategic Growth</b></p> <p>Utilize iSAMS and Syra for tracking, analyze three years of PASS data, benchmark globally for KHDA, and create dashboards for learning gaps.</p> <p>Internal Data: Very Good. External Data: Outstanding (Attainment &amp; Progress)</p>	<p><b>Embedding a Culture of Continuous Improvement</b></p> <p>Highlight progress via renewals, evaluate training impact, host an innovation conference, and aim for KHDA Outstanding with evidence-based approaches.</p> <p>Internal Data: Outstanding External Data: Outstanding (Attainment &amp; Progress)</p>
<b>Rating*</b>	<p><b>Strengthening Foundations</b></p> <p>Ensure KHDA compliance, strengthen secondary education, implement improvement plans, and advance teaching.</p>	<p><b>Good to Very Good foundations</b></p> <p>Meet KHDA standards, enhance teaching and leadership, aim for "Good," in all phases with "Very Good" features. Integrate E33 practices, and grow secondary offerings.</p>	<p><b>Advancing to Very Good</b></p> <p>Maintain KHDA compliance, improve teaching and leadership, target "Very Good," embed E33 practices, and expand secondary programs.</p>	<p><b>Moving Toward Outstanding</b></p> <p>Align with KHDA, address gaps, highlight E33 innovation, track outcomes, and enhance teaching.</p>	<p><b>Achieving Outstanding</b></p> <p>Aim for "Outstanding," embrace E33 initiatives, showcase blended learning, and benchmark globally for excellence.</p>
<b>Wellbeing</b>  Wellbeing anchors E33, driving growth, inclusion, & success.	Start a mental health program, form wellbeing committees, enhance leadership, train staff, and build career partnerships.	Run wellbeing surveys, hold stay interviews, enhance onboarding, start peer-support, host workshops, and integrate wellbeing daily.	Embed wellbeing in life skills, create a Hub, adopt peer coaching, standardise exits, enhance induction, and start mentorship.	Leverage EdTech for mental health, train staff in advanced aid, host a Wellbeing Summit, pilot sustainability projects, and review coaching impact.	Evaluate wellbeing impact, position Dove Green regionally, enhance the Hub, improve onboarding, publish a report, and deepen E33 ties.
<b>Inclusion &amp; Equity:</b>  Support students with inclusive programs.	<b>Laying the Foundation</b> Audit equity gaps, align policies with KHDA, train staff, and track outcomes.	<b>Building Capacity</b> Differentiate instruction, boost cultural representation, engage parents, and track inclusion data.	<b>Enhancing Systems and Practices</b> Create programs for Support underrepresented groups, add peer mentoring, train on justice, and review policies.	<b>Scaling Impact</b> Evaluate initiatives, build partnerships, empower students, and ensure equity.	<b>Sustaining Excellence</b> Embed inclusion, bolster support, celebrate diversity, and align strategy.

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<p><b>Personalised Pathways</b></p> <p>A career center connecting students to global and UAE pathways, supporting E33's goals.</p>	<p><b>Foundations of Inclusion and Equity</b></p> <p>Audit inclusion for accessibility gaps. Train staff in inclusion practices. Collaborate on IEPs and SSPs. Create a committee to monitor progress.</p>	<p><b>Expanding Support and Engagement</b></p> <p>Expand assistive tech and sensory spaces. Train staff in autism and co-teaching. Partner with inclusion consultants. Launch parent workshops.</p>	<p><b>Embedding Inclusive Practices</b></p> <p>Apply UDL in planning, grow the inclusion team, add peer mentoring, and celebrate diversity.</p>	<p><b>Monitoring and Continuous Improvement</b></p> <p>Review policies with feedback, train staff in leadership, pilot VR tools, and collaborate for a regional conference.</p>	<p><b>Sustaining an Inclusive Culture</b></p> <p>Follow KHDA and E33 guidelines. Publish an annual Inclusion Report. Integrate inclusion into policies. Train staff to support the model.</p>
<p><b>Emiratization</b></p>	<p>Audit roles, create Emirati opportunities, and partner with universities and career fairs.</p>	<p>Create an induction and mentorship program to support Emirati staff development and integration.</p>	<p>Offer CPD for Emirati staff with leadership training and specialised certifications to boost career growth.</p>	<p>Boost Emirati representation by creating career pathways and promotion opportunities.</p>	<p>Refine the Emiratisation strategy to ensure growth in Emirati employment and alignment with the DGPS vision.</p>
<p><b>Sustainability Focus:</b></p> <p>Integrate sustainability education to align with the UAE's green economy goals.</p>	<p><b>Establishing Foundations</b></p> <p>Audit the environment, embed sustainability in subjects, save energy, and form a committee.</p>	<p><b>Expanding Efforts</b></p> <p>Adopt renewables, save water, improve recycling, and promote green transport.</p>	<p><b>Strengthening Impact</b></p> <p>Cut carbon with energy efficiency, boost sustainability in lessons, plan green buildings, and start student-led projects.</p>	<p><b>Scaling and Innovating</b></p> <p>Adopt green procurement, aim for carbon neutrality by 2030, build partnerships, and grow student leadership.</p>	<p><b>Achieving Milestones</b></p> <p>Cut emissions, pursue green certifications, host an expo, and refine the plan.</p>
<p><b>Community Integration:</b></p> <p>Connect with DIP businesses &amp; higher institutions.</p>	<p><b>Foundation &amp; Development</b></p> <p>Forge partnerships, launch recycling, host events, and engage parents.</p>	<p><b>Growth</b></p> <p>Expand partnerships, promote sustainability, host events, and engage parents and alumni.</p>	<p><b>Expansion</b></p> <p>Build school partnerships, join SDG initiatives, expand cultural events, and launch an alumni network</p>	<p><b>Strengthening Impact</b></p> <p>Formalize partnerships, launch SDG initiatives, host events, and create an advisory board.</p>	<p><b>Reflection and Leadership</b></p> <p>Strengthen global ties, boost sustainability, host a major event, and grow the alumni network.</p>
<p><b>General E33 Alignment</b></p> <p>(E33 is specifically woven into the focus statements above)</p>	<p>*Pre E33 Implement safeguarding and operational safety measures.  Set clear goals for compliance and improvement.</p>	<ul style="list-style-type: none"> <li>• Ensure E33 compliance.</li> <li>• Provide professional development on future-ready teaching and inclusivity.</li> <li>• Assess progress and share reports.</li> <li>• Track student progress and enhance inclusion.</li> <li>• Expand academic programs with a focus on innovation.</li> </ul>	<p>Align curriculum with E33 to promote critical thinking and global citizenship.</p> <ul style="list-style-type: none"> <li>• Enhance teaching with future-ready skills like digital literacy and problem-solving.</li> <li>• Increase parental engagement through opportunities for involvement in school initiatives.</li> </ul>	<ul style="list-style-type: none"> <li>• Exceed E33 standards in teaching, learning, and operations.</li> <li>• Strengthen partnerships and ensure sustainable growth.</li> </ul>	<p>Exceed KHDA standards, expand programs, strengthen ties, and ensure growth.</p>

As Dove Green Private School embarks on its next chapter of development, the opening of our new secondary campus in early 2025 and the introduction of our sixth form in August 2025 represent pivotal milestones. These initiatives are strategically designed to align with the KHDA's E33 Strategy, fostering a world-class education ecosystem that meets Dubai's aspirations for talent development, future-ready skills, and inclusive growth.

\*Qualitative language may change based on any new DSIB Inspection Framework.