



# GEMS

EDUCATION EGYPT



## CONTENTS

Welcome Message

**Domain A:** Purpose and Direction

**Domain B:** Governance Leadership and Ownership

**Domain C:** The Curriculum

**Domain D:** Teaching and Assessing for Learning

**Domain E:** The Students' Learning and Wellbeing

**Domain F:** Staffing

**Domain G:** Premises and Physical accommodation

**Domain H:** Community and Home Partnerships





Dear GEMS Egypt Community



We are delighted to write to you by the end of this unprecedented term and year to thank you, above all, for your amazing support and co-operation, as we have all come together as one community to ensure the continued successful educational provision for our wonderful students. Moreover, as I hope you will agree, this term has witnessed significant educational development and progress, in line with our Strategic Plan and Core Objectives, with more to come very soon in the new calendar year.



The central education team has been working with the School Principals and Leadership Teams, as well as the Central GEMS office to ensure that our educational provision, both academic and co-curricular, is of the highest possible standard and strongly connected to our core values of **“Pursuing Excellence, Leading through Innovation, Global Citizenship and Growing by Learning”**.

We are delighted that the GEMS Egypt Strategic Plan and Core Objectives have provided an excellent focus around which to build our educational progress during the course of this term, with a number of the main achievements, if not all, highlighted below, together with a number of indicators of our continued exciting plans for the second half of the academic year.



**YOU CAN FIND OUR CORE OBJECTIVES FOR 2020-2021 FROM THE LINK [HERE](#)**



To conclude, a **huge thank you to all our parents**, who have served on our parent groups or school advisory committees or in any other capacity in support of the school this term. **Your commitment to your school is greatly appreciated and, as ever, we always take any feedback received in a constructive way** to try to improve the level of educational provision that we are offering. Moreover, **an equally huge thank you to all teachers (and support staff) for your dedication and commitment this term, and, of course, more importantly for your great agility and flexibility** in maintaining such a high level of learning and teaching in the face of such unprecedented circumstances. It is truly appreciated!



With very best wishes.

*Stuart Bryan*, VP Education

*Rony ElKadi*, Assistant Director of Academic Programmes

*Noha Morsy*, Assistant Director of Academic Programmes





## DOMAIN A: PURPOSE AND DIRECTION

To maintain a clear identity for the School, a Mission, which will be owned by the school community, and a Vision, which will excite successful school development and growth.

We have maintained a clear focus and agenda throughout this term on ensuring the implementation of both our **GEMS Core Values and Jewels of Kindness**. We have ensured that all our strategic and curriculum planning is related very closely to these themes, together with a strong focus on ensuring that all our day to day work is also underpinned by these essential values. In particular, we are delighted that the Jewels of Kindness are now being fully utilised in our schools and that all members of our GEMS Egypt community: students, staff and parents are fully following the excellent guidance provided by these statements throughout all their



interactions at school. In particular, the highly successful revised arrangements for pick-up and drop-off of students at the start and the end of the school day, together with all our other Covid-19 precautionary measures, really demonstrated just how caring and supportive all members of the community can be to one another.

We have also developed a policy for the formal review of the impact of our Core Values and Jewels of Kindness and we will be carrying out this review with all members of our community, towards the start of the new calendar year, so that we can see which areas we still need to develop and improve, to further enhance our alignment with our guiding statements. In particular, we will also be focusing on the development of the **Core Value of Global Citizenship**, which refers to enhancing both appreciations of local heritage as well developing international-mindedness. You will notice a number of initiatives under Domain H, which refer explicitly to supporting the development of this value in all members of our community.



## DOMAIN B: GOVERNANCE LEADERSHIP AND OWNERSHIP

To create an effective, open and ethical leadership and management at all levels throughout the school that supports the learning and management at all levels throughout the school and unites the school community in a powerful collaboration.



We were delighted that during the course of this term we were able to host two Evaluation Visits by the Council of International Schools (CIS) and that both **TBS** and **BISM** not only secured CIS membership status, but did so in a very successful manner recognising the significant educational progress, which has taken place.





Indeed, every single one of the twenty-four (24) CIS Standards for Membership was fully met by both schools and not a single standard was rated as not or partially met, with a number of the core standards exceeding the criteria at membership, **especially for governance and leadership, student well-being and safeguarding (all for both schools) and School Facilities (BISM) and for positive relations with parents (TBS).**



#WeAreCommitted



#WeAreCommitted



As I am sure you will agree, this is a highly significant achievement for the schools as it demonstrates that each school meets fully the highest international educational standards of membership of the premier international accreditation organisation world-wide, and also demonstrates the school's commitment to fully engage with the process of independent and impartial school evaluation and improvement.

**In light of this success, we have now already informed CIS that both schools will be pursuing the award of CIS International Accreditation, which will focus all aspects of the school on continued school improvement and development and will engage all members of the school community, at appropriate points in the future, in a powerful collaboration to ensure that our commitment to the learning of our students is of the highest possible standard.**

*“ We congratulate everyone at the school on your commitment to the shared vision held by CIS school members around the world—a desire to provide students with the knowledge, skills and abilities to pursue their lives as global citizens and a commitment to high quality education and sustainable school improvement ”*

CIS letter, Sep 2020

In addition, we were absolutely delighted that BISM also achieved full accreditation with the World Academy of Sport (WAOs) as an **Athlete Friendly Accreditation Centre (AFEC)** which makes it the first school in Egypt to join a prestigious group of international schools who are demonstrating the highest standards of support and provision for their student-athletes

This accreditation was awarded at one of the highest levels possible, meaning that the school does not just offer excellent sporting facilities, but also that there is a high level of wellbeing and educational support for all our students, not just our elite athletes. As we move forward, the WAOs, will be in regular contact with the school to ensure that we are continuing to provide the highest level of support in this area.



We are delighted to be working with such prestigious international organisations as CIS and WAOs to develop our curricular and co-curricular provision and, going forward, we will continue to expand the range of both international and local organisations that we connect with, wherever we can secure a tangible benefit for our students and their families.



## DOMAIN C: THE CURRICULUM

To ensure that the learning and progress achieved by all students is secure, facilitated both by teaching of a consistently high standard throughout the school and an appropriate curriculum for all.

The central education team, in partnership with the School Leadership Teams, worked on a number of curriculum initiatives this academic term to ensure the highest level of academic provision and consistency in the delivery of the academic programmes. An overview review was conducted of the Primary Curriculum to ensure that the learning outcomes at the end of each school year were in accordance with not only the English National Curriculum, but also best international primary practice. In addition, we reviewed our Learning Support provision in **BISM**, in accordance with the CIS international benchmarks, in order to ascertain the appropriateness of the current level of provision provided and ways that we can develop this in the future.



We were very pleased that the full review of the Secondary curriculum provision at **TBS**, which was carried out last academic year was fully implemented this term. This included the introduction of the highly relevant and exciting Global Perspectives course into Year 9, and the implementation of personalised pathways for Year 10 students regarding their IGCSE courses. These three personalised pathways allow students to be better supported and gain the qualifications that they need in a way that better suits their own individual learning plan, individual progression routes and future career aspirations.

In addition, in collaboration with the Leadership Team of the school, a full review of our IGCSE provision in **BISM** has also been completed, with the aim of supporting our secondary students and their parents, on more appropriate pathways to IGCSE, AS and A Level success. This has involved both an extensive curriculum review, including syllabus changes and changes in the mode of delivery of the number of IGCSEs studied per year, together with a much-enhanced guidance and counselling programme. The school is now in the process of finalising the options' choices for all students in Years 9 – 11 for next academic year and further information will be provided from the school once this process is complete.



OPTIONS EVENING @GEMS BISM



### GEMS CORE VALUES





## DOMAIN D: TEACHING AND ASSESSING FOR LEARNING

To ensure that our learning and teaching is of the highest standard and fully engages all students in the learning process, maximising the educational potential and outcomes of all students

We are working with GEMS Dubai on the overall enhanced mapping of the written curriculum throughout the schools. We already have developed detailed and cogent lesson planning templates, linked to the Core Values and Jewels of Kindness, however, we are now looking to become one of the first parts of the **GEMS Educational network** to upload all our curriculum planning documentation onto the Phoenix Virtual Platform, which will provide our teachers with a direct link between the curriculum planning of the school and the use of the Phoenix Classroom for learning and teaching.

We are also continuing our focus on innovation in learning and teaching. We have introduced the **Global Futures Curriculum at TBS**, whilst at **BISM teachers of the core subjects received training in the latest Virtual and Augmented Reality tools**, which will be used throughout the rest of the academic year to increase student interest and excitement in the learning process, bringing a variety of lessons to life in a fantastic way in the classroom.



## DOMAIN E: STUDENTS' LEARNING AND WELLBEING

To ensure that students are encouraged and helped to learn effectively and to realise their full potentials as learners and young people.

We are aware that the school's leadership teams and staff have all made it a priority to support the wellbeing of students, after their return from the prolonged period of remote-learning last academic year. A full review of the learning needs of each class was undertaken by the teacher and programmes of study have been updated as necessary in order to ensure that all students are supported to the best of our ability. In addition, in line with GEMS policy, as last year, we have also carried out **GL baseline assessments in both schools, including the PASS attitudinal survey**, in order to provide a full diagnostic review of the potential ability and also attitude of students towards the learning process of the year groups, which have been targeted to carry out these tests.

This information is then utilised by the school, as appropriate, to support the learning of students and ensure that we continue with our aim of offering as personalised approach to supporting student learning as possible.





## DOMAIN F: STAFFING

To ensure that the Human Resources policies and procedures are comprehensive, clear and consistent, and helpful to all employees.

We are pleased to confirm that, as per our staff performance management process, both schools have completed over the past couple of months a full appraisal process of all teaching staff members to ensure the highest level of quality and consistency in the delivery of our educational provision. Moreover, we are delighted that the vast **majority of our teachers have already indicated that they intend to stay with GEMS Egypt for next academic year, giving us a very strong level of retention and stability.**

As last year, we are also advertising any confirmed vacancies for next academic year now through the **Times Educational Supplement (TES)** portal so that we will secure the best possible teachers for next academic year by recruiting staff as early as possible in the recruitment cycle.



## DOMAIN G: PREMISES AND PHYSICAL ACCOMMODATION

To ensure that the physical and financial resources are developed, maintained and used in an open and effective manner to maximise performance whilst minimising manual process to support learning and teaching.

We were delighted with the **overall improvements, which were made to our campuses over the summer**, which have greatly supported student learning this term. In particular, the focus on providing **enhanced educational resources**, such as **library and IT provision**, has made a real difference to the student learning experience. Moreover, the continued focus on improvements in our **IT infrastructure**, plus the enhanced version of the Phoenix Classroom, has allowed us to offer a strong and robust system of remote-learning and/or blended learning, wherever needed, to ensure that we have been able to sustain the continuity in student learning whether at school or at home.

**In addition, the operations team have done a wonderful job in ensuring that our school environments are as safe and secure, as possible, and have really gone beyond the call of duty in facilitating the highest standards of Covid-19 precautions, in terms of health and safety protocols, including sanitization, as communicated in our Covid-19 health and safety procedures update.**





## DOMAIN H: COMMUNITY AND HOME PARTNERSHIPS

To develop the school's understanding of its responsibilities to and involvement with the local and international community and to maintain the profile of GEMS Egypt locally and internationally and to ensure that our "outreach" is positive, lively, accurate, and of good quality in order to secure positive student and staff recruitment and retention.

In spite of the continued restrictions imposed by the Covid-19 precautions, one of the main foci of the Education Team this academic term has been to work in **partnership with the schools to promote a greater range of opportunities and educational experiences for our precious students, especially at the Secondary phase.**

These enhanced opportunities have included **Model United Nations (MUN)** debating training provided by the dynamic students of the American University of Cairo, which runs the most established and prestigious CIMUN event in the country. We have also arranged a fantastic range of **internship opportunities, in 9 different career-related fields, for our Year 11 and 12 students to take part in during the February half-term holiday.** Moreover, as part of our focus on supporting our most senior students with their career aspirations, we have fully implemented the **UNifrog portal, (a complete destinations platform)** which provides extensive support and guidance to students for university choices, scholarship opportunities and future career planning. We are also in the process of investigating a number of other exciting leadership and service opportunities for our secondary students, which we hope to share with you in due course.

# EMPOWERING YOUNG PROFESSIONALS

CIMUN

Internship  
Programme

UniFrog



Throwback to our iconic Graduation Ceremony- 2020







In addition, for all our students throughout GEMS Egypt, we have just announced the launch of our first-ever GEMS Intra-School student challenge, the **Challenge of the Pharaohs 2021!** We would like to encourage all our precious GEMS Egypt students in all schools to take an active part in this challenge, supported by their dedicated teachers.

**For all students in Years 4 to 8, with optional entries from Years 9 to 12 inclusive, we would like each class to produce a short film, based on the theme of the Challenge of the Pharaohs.**

The films can be as creative and innovative as possible and relate to any aspect of the above theme in the widest possible interpretation (history, geography, society, engineering, architecture, food, clothes, tombs, mummies, artefacts, beliefs, myths etc.). Teachers will be introducing the competition in their classes in December and we will also be providing additional support and training in appropriate skills, both in class, and through a special After School Activity (ASA) programme from January 2021. We will be releasing the detailed evaluation and judging criteria in due course.

**The deadline date for the submission of the final project is 27 February 2021.**

**For all students from Pre-K /FS1 to Year 3 we will work with each class to create an assembly (play, song, dance) related to the theme Challenge of the Pharaohs.**

The assemblies will be performed to the rest of the year group and parents in an appropriate socially distanced manner, with a "Day of the Pharaohs" being organised in each school with a series of events and activities throughout the day in **March 2021 (Day to be confirmed).**



All participating students will receive full recognition and celebration of their participation in the GEMS Egypt Challenge of the Pharaohs Competition.

**The judging panel will also select winning entries for each year group in each school, overall winning entries per school, winning entries by category (to be advised) and an overall GEMS Egypt Challenge of the Pharaohs winner for 2021!**

It now only remains for us to wish you a very relaxing, safe and healthy winter break, happy holidays and, for those of you celebrating, Merry Christmas!

