



المدرسة الإسبانية في أبوظبي

The Spanish School of Abu Dhabi

School Development Plan

25/26

PLAN DE MEJORA 25/26



REUNIÓN CONSEJO DE PADRES

November 18, 2025

(postponed from October 28)

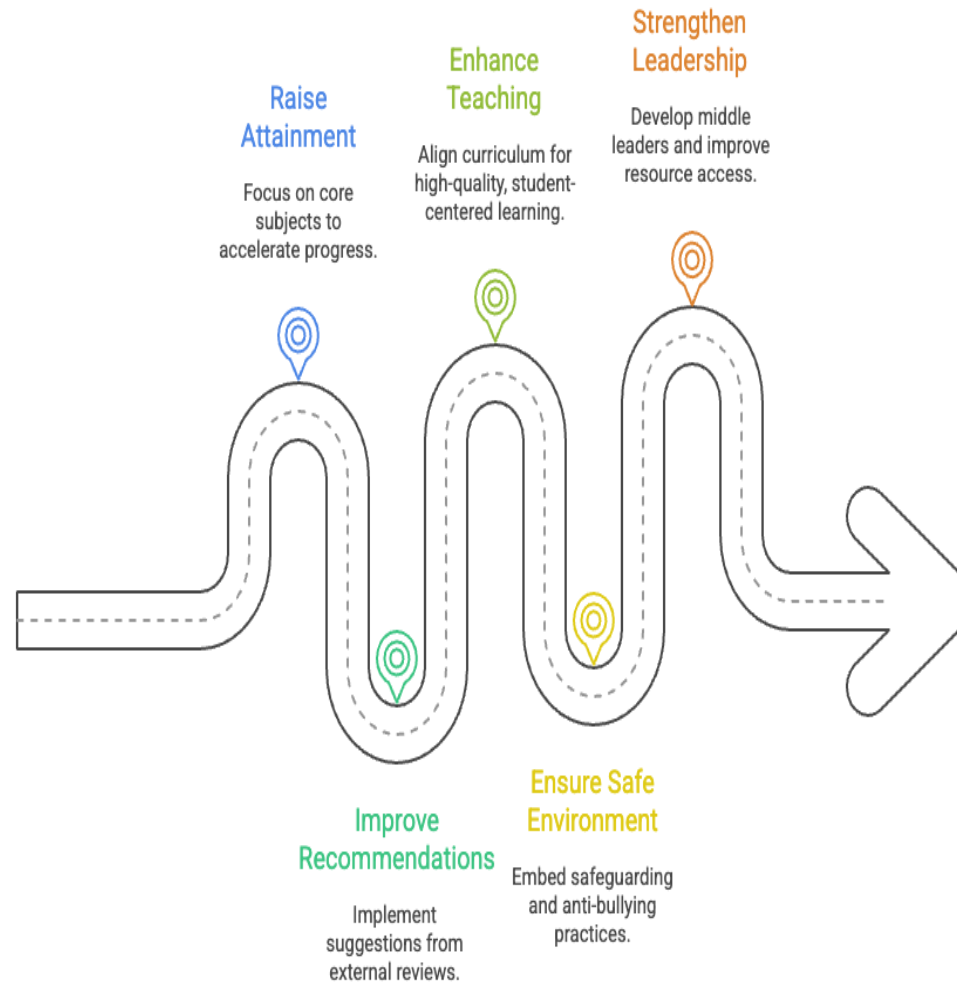
PARENTS' COUNCIL MEETING- Term 1

Our School Development Priorities

Nuestras Prioridades de Desarrollo Escolar



- **Raise achievement** in all core subjects — Math, Science, English, Arabic, and Spanish.
- **Close learning gaps** by giving every student the right level of support and challenge.
- **Keep improving teaching and learning** so lessons are engaging, student-centered, and linked to real-life skills.
- **Ensure a safe and positive school climate** through strong safeguarding and anti-bullying practices, while promoting good attendance and punctuality.
- **Strengthen leadership** so teachers and middle leaders use data effectively and continue to grow professionally, ensuring consistent, high-quality education across all grades.



- **Aumentar el rendimiento académico** en todas las materias principales: Matemáticas, Ciencias, Inglés, Árabe y Español.
- **Cerrar las brechas de aprendizaje**, brindando a cada estudiante el nivel adecuado de apoyo y desafío.
- **Seguir mejorando la enseñanza y el aprendizaje**, con clases atractivas, centradas en el alumno y conectadas con habilidades del mundo real.
- **Garantizar un entorno seguro y positivo**, reforzando las prácticas de protección y prevención del acoso, y promoviendo la asistencia y puntualidad.
- **Fortalecer el liderazgo escolar**, para que todos los docentes y coordinadores utilicen los datos de forma eficaz y sigan creciendo profesionalmente, asegurando una educación coherente y de alta calidad en todos los grados.

Priority 1: Raise Student Achievement in All Core Subjects

Prioridad 1: Aumentar el Rendimiento Académico en Todas las Materias Principales

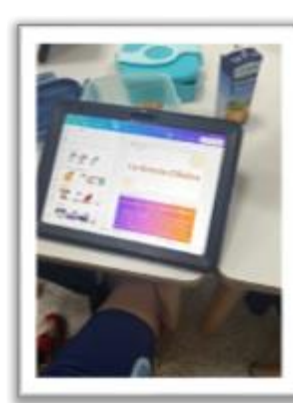
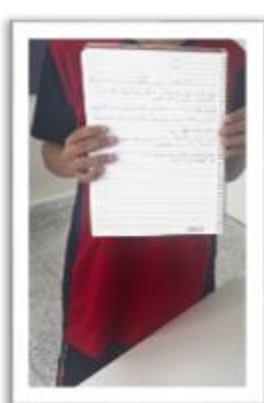


We aim to help every student make strong progress in **Math, Science, English, Arabic, and Spanish.**

Teachers will use data from MAP and class assessments to provide the right level of **challenge and support** so all students can succeed.

Nuestro objetivo es que todos los estudiantes progresen en **Matemáticas, Ciencias, Inglés, Árabe y Español.**

Los docentes utilizarán los datos de MAP y las evaluaciones internas para ofrecer el **nivel adecuado de apoyo y desafío**, asegurando el éxito de todo el alumnado.

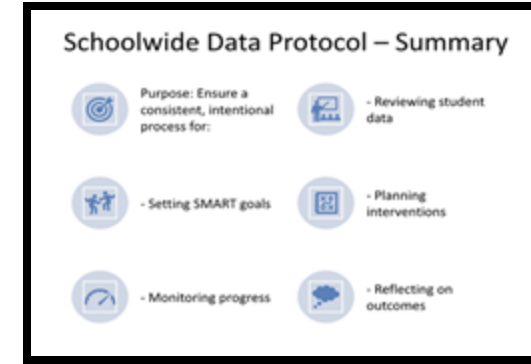


Priority 2: Improve Teaching, Learning, and Assessment

Prioridad 2: Mejorar la Enseñanza, el Aprendizaje y la Evaluación



Standard	Indicator	Assessment	Intervention	Monitoring	Reflection
Standard 1: Content Knowledge	Indicator 1.1: Understands the concepts and facts of the subject matter	Assessment 1.1: Content knowledge assessment	Intervention 1.1: Content knowledge intervention	Monitoring 1.1: Content knowledge monitoring	Reflection 1.1: Content knowledge reflection
Standard 2: Pedagogical Knowledge	Indicator 2.1: Understands and uses a variety of appropriate pedagogical strategies	Assessment 2.1: Pedagogical knowledge assessment	Intervention 2.1: Pedagogical knowledge intervention	Monitoring 2.1: Pedagogical knowledge monitoring	Reflection 2.1: Pedagogical knowledge reflection
Standard 3: Professional Knowledge	Indicator 3.1: Understands and uses appropriate technology	Assessment 3.1: Professional knowledge assessment	Intervention 3.1: Professional knowledge intervention	Monitoring 3.1: Professional knowledge monitoring	Reflection 3.1: Professional knowledge reflection
Standard 4: Communication Skills	Indicator 4.1: Communicates effectively with students, colleagues, and the community	Assessment 4.1: Communication skills assessment	Intervention 4.1: Communication skills intervention	Monitoring 4.1: Communication skills monitoring	Reflection 4.1: Communication skills reflection
Standard 5: Leadership Skills	Indicator 5.1: Demonstrates leadership skills	Assessment 5.1: Leadership skills assessment	Intervention 5.1: Leadership skills intervention	Monitoring 5.1: Leadership skills monitoring	Reflection 5.1: Leadership skills reflection

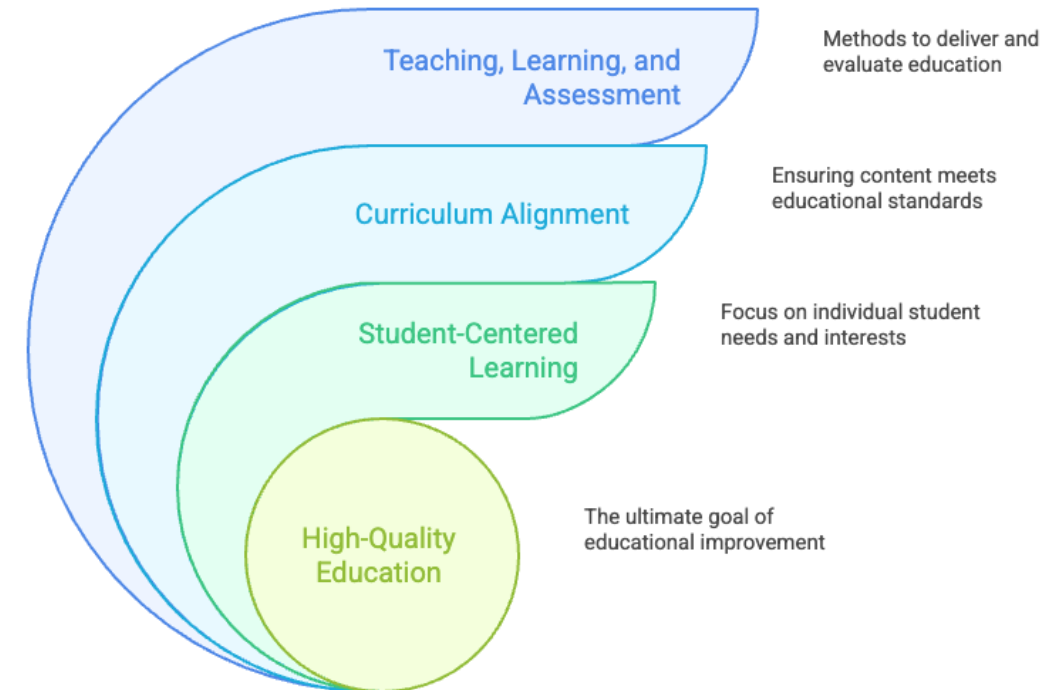


Estamos fortaleciendo la enseñanza para que las clases sean **atractivas, centradas en el alumno y alineadas con los estándares.**

Los docentes planifican en equipo, utilizan la retroalimentación de manera efectiva y aseguran que los estudiantes comprendan qué significa tener éxito.

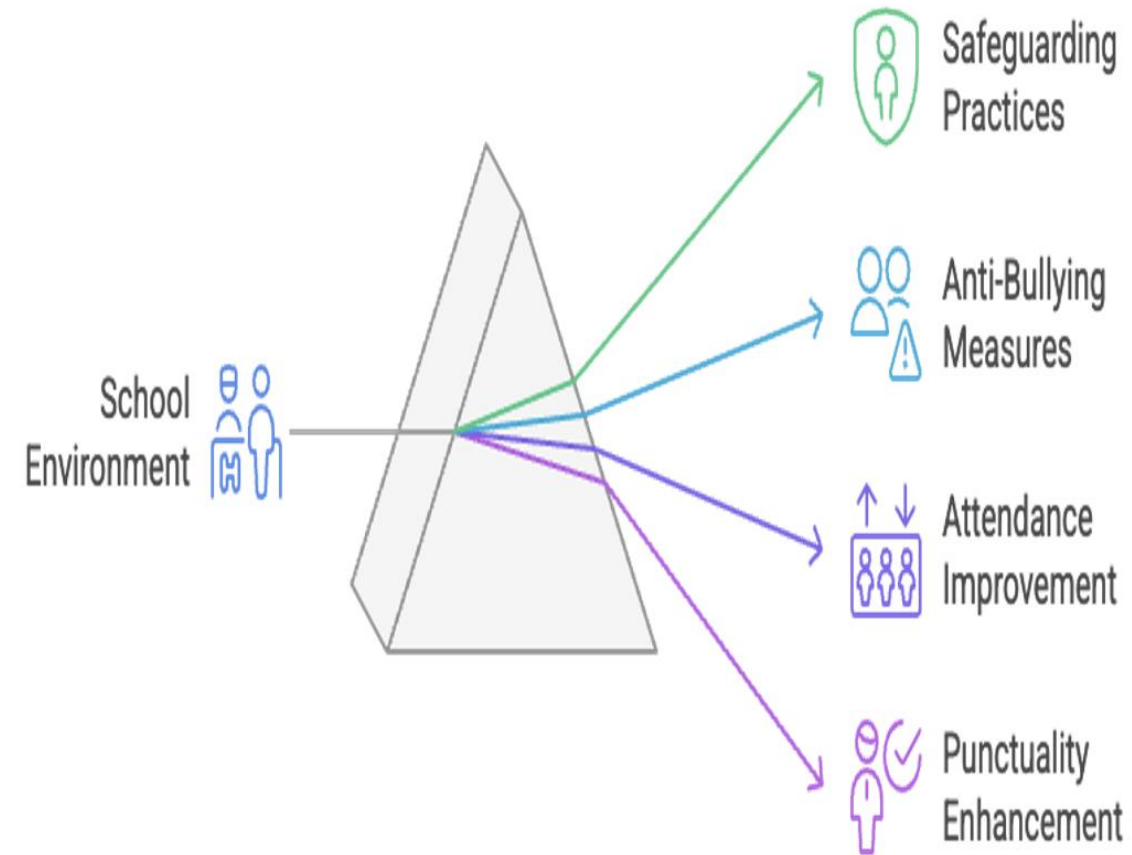
We are strengthening teaching practices, so lessons are **engaging, student-centered, and standards-aligned.**

Teachers collaborate to plan rich lessons, use feedback effectively, and ensure students understand what success looks like.



Priority 3: Create a Safe, Supportive, and Engaging School Environment

Prioridad 3: Crear un Entorno Escolar Seguro, Positivo y Motivador



We are committed to every child's **safety, wellbeing, and happiness.**

We are embedding **anti-bullying practices**, strong **safeguarding**, and promoting **attendance and punctuality** across all grade levels.



Estamos comprometidos con la **seguridad, el bienestar y la felicidad** de cada niño. Estamos fortaleciendo las **prácticas de prevención del acoso**, la **protección infantil** y fomentando la **asistencia y puntualidad** en todos los niveles.

Priority 4: Strengthen Leadership and Accountability.

Prioridad 4: Fortalecer el Liderazgo y la Responsabilidad

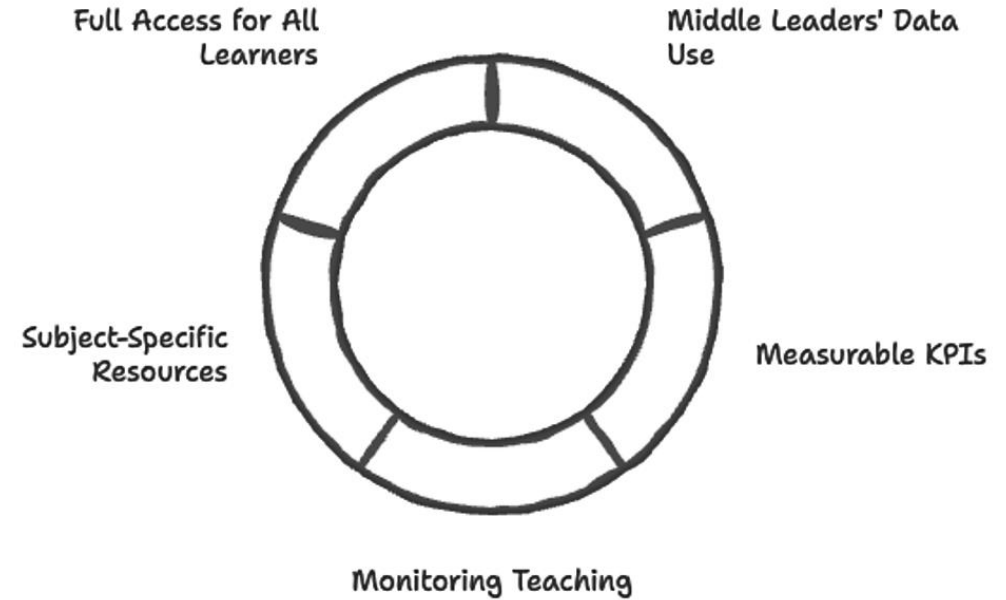


We are developing strong leaders at all levels.

Middle leaders and teachers use **student data** to monitor progress, share best practices, and ensure high-quality teaching across all departments.

Estamos desarrollando la capacidad de liderazgo en todos los niveles.

Los coordinadores y docentes utilizan **los datos de los estudiantes** para monitorear el progreso, compartir buenas prácticas y garantizar una enseñanza de alta calidad en todos los departamentos.



PROFESSIONAL DEVELOPMENT PLAN

Building Staff Capacity



Professional Development Cycles

Coaching

Mentoring

Observation Data Used to Identify Needs and Strengths

Future and Middle Leader Capacity Building

PROFESSIONAL DEVELOPMENT PLAN

Purpose & SMART Goals



SMART Goals - Teaching & Learning

Goal Area	Status/Target
Differentiation	85% teachers differentiate for MAP bands
Curriculum Pacing	100% guides aligned to scope
Student Goal Setting	All grades implement each term
Curricular Alignment	Subjects fully aligned by March 2026
Language Development	+5% students meeting expectations

SMART Goals - Data Overview

Goal	Target
MAP Growth	71% at/above standards
Reduce Low Percentiles	-10% below 40th percentile
DIBELS Benchmarking	90% meet/exceed targets
Data Completion	100% completion
MAP & ABT Usage	All teachers use profiles/reports

PURPOSE

- Ensure teachers are equipped with the strategies and skills for consistent high-quality instruction.
- Embed PD across the year, aligned with **six SIP strategic goals**.
- Guarantee systematic, sustained professional growth tied to improved student outcomes in Spanish, English, Arabic.

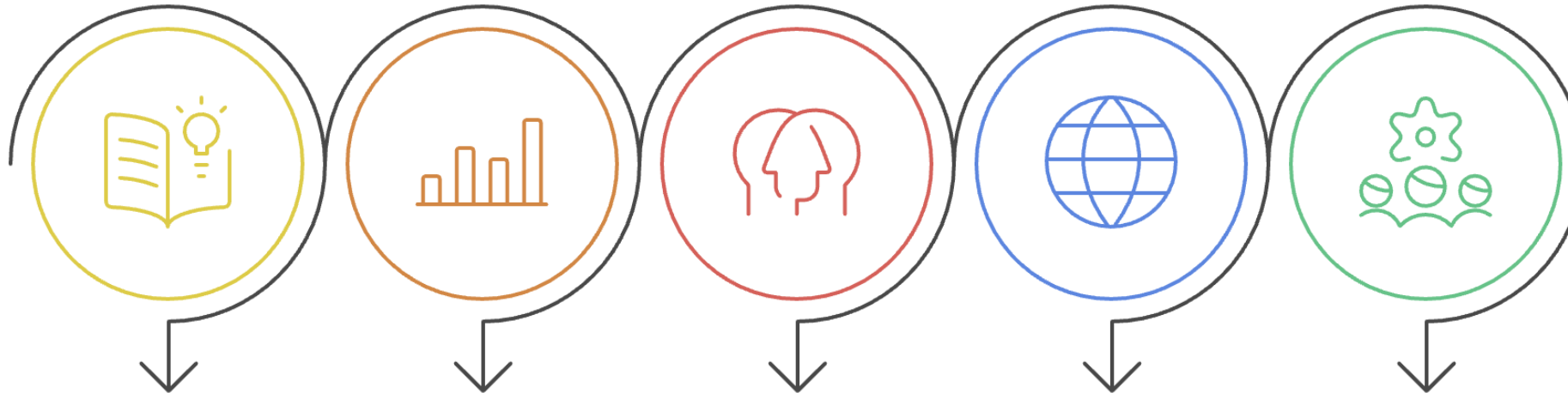
PROFESSIONAL DEVELOPMENT PLAN

Calendar Highlights and Focus Areas



Strategic Alignment: *All PD sessions link directly to SIP goals*

STRUCTURE



Teaching & Learning

Covers scopes, sequences, lesson planning and best practices. It also includes digital tools and cross-curricular strategies.

Data

Includes MAP training, DIBELS analysis and small group instruction. It also covers benchmarking and final reviews.

Wellbeing

Covers safeguarding, inclusion, and staff/student wellbeing. It also includes positive behavior reinforcement and staff reflection.

Curriculum & Culture

Includes Día de La Hispanidad prep and national identity integration. It also covers final curriculum alignment.

Leadership & Management

Covers teacher evaluation framework and staff recognition. It also includes accountability systems.

Term 1 (Aug–Dec):

Foundations →

Scopes, safeguarding, MAP training, differentiation.

Term 2 (Jan–Mar):

Alignment →

Bilingual planning, data reviews, inclusion, tech integration.

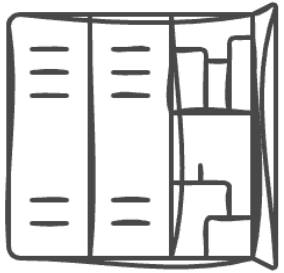
Term 3 (Apr–Jun):

Consolidation →

Language strategies, MAP trends, best practices, achievements.

TEACHER PERFORMANCE EVALUATION PLAN

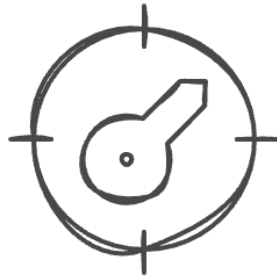
Structure and Organization



Weekly Walkthroughs

SLT and middle leaders conduct targeted weekly walkthroughs.

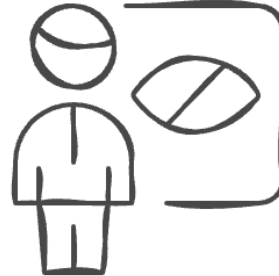
1



Strategic Coaching

Targeted teachers receive strategic coaching from peers, middle leaders, and SLT.

2



Lesson Observations

Structured lesson observations and evaluation timeline are implemented.

3

Goal Setting and Clear Guidelines

Walkthroughs Tracker for Monitoring

Joint Lesson Observations for Transparency

Lesson Observations Forms Aligned with Expectations

Personalized Feedback Sessions with Follow-Up

Structured Self-Evaluation and Peer Observations

Collection of Evidence through Portfolios

Inclusive Joint Final Evaluation

TEACHER PERFORMANCE EVALUATION PLAN

Performance Evaluation Tool



Weighed Distribution: Stronger Focus on Teaching and Learning

<i>Domain</i>	<i>Title</i>	<i>Weight (%)</i>	<i>Rationale</i>
I	School Philosophy and UAE National Identity	10%	Foundational to SSAD's ethos but less critical for instructional impact
II	Classroom Environment	15%	Important for student safety and behavior, but secondary to teaching and learning
III	Teaching for Effective Learning	25%	Central to classroom quality, lesson design, and methodology
IV	Student Engagement and Learning Skills	20%	Reflects student-centered practice and visible learning outcomes
V	Assessment and Evaluation	20%	Key to monitoring progress, differentiation, and data-driven instruction
VI	Professional Responsibilities	10%	Professional conduct and teamwork, important but supportive of core teaching functions

TEACHER PERFORMANCE EVALUATION PLAN

Performance Evaluation Tool



Domain I: School Phylosophy and UAE National Identity		
1	Embraces and actively promotes the school's vision, mission, and core values within the school and beyond	0
2	Integrates UAE national identity elements meaningfully into the curriculum, classroom practices, and school culture.	0
3	Participates in building a cohesive school community by supporting initiatives that foster belonging and cultural respect.	0
4	Engages actively in school-wide events, celebrations, and initiatives that reflect the school's ethos and UAE heritage.	0
5	Participates actively in the school community, demonstrating leadership and initiative when appropriate.	0
6	Supports and contributes to initiatives that promote intercultural understanding and respect for Emirati and Hispanic traditions.	0
	TOTAL POINTS FOR THIS DOMAIN	0
	AVERAGE RATING FOR THIS DOMAIN	0

Domain II: Classroom Environment		
1	Creates an environment of respect and rapport	0
2	Establishes a culture of learning	0
3	Classroom layout supports teaching and learning and space is effectively organized	0
4	Manages students behavior effectively	0
5	Manages classroom procedures and routines effectively	0
6	Displays student work to make learning evident	0
	TOTAL POINTS FOR THIS DOMAIN	0
	AVERAGE RATING FOR THIS DOMAIN	0

TEACHER PERFORMANCE EVALUATION PLAN

Performance Evaluation Tool



Domain III: Teaching for Effective Learning		
1	Demonstrates subject knowledge and understanding of how students learn.	0
2	Implements a student-centered approach that promotes engagement and ownership.	0
3	Designs well-structured lessons with clear, measurable objectives and efficient use of time and resources	0
4	Demonstrates knowledge of students by implementing teaching strategies to meet the needs of individuals and groups of students	0
5	Establishes and communicates high expectations, selecting appropriate learning outcomes to provide stretch and challenge for all students	0
6	Promotes critical thinking and authentic learning through questioning, discussion, and technology.	0
	TOTAL POINTS FOR THIS DOMAIN	0
	AVERAGE RATING FOR THIS DOMAIN	0

Domain IV: Student Engagement and Learning Skills			E
1	Students are engaged and take responsibility for their own learning, making effective use of metacognitive strategies		0
2	Application of learning to the real world and connections between different areas of learning are evident in class		0
3	Students interact and collaborate effectively working in pairs and in groups		0
4	Students demonstrate highly effective communication skills		0
5	Students use enquiry and research skills effectively		0
6	Students use learning technologies independently and effectively		0
	TOTAL POINTS FOR THIS DOMAIN		0
	AVERAGE RATING FOR THIS DOMAIN		0

TEACHER PERFORMANCE EVALUATION PLAN

Performance Evaluation Tool



Domain V: Assessment and Evaluation			E
1	Conducts ongoing, systematic assessment aligned with curriculum standards and school-wide expectations.		0
2	Applies diagnostic, formative, and summative assessments to inform instruction, enhance teaching, and modify the curriculum		0
3	Uses school-mandated tools and rubrics consistently to evaluate student performance.		0
4	Embeds peer and self-assessment to promote reflection, independence, and accountability for learning.		0
5	Provides timely, constructive, and differentiated feedback that supports all learners, including those with specific needs.		0
6	Analyzes assessment data to identify gaps, redirect instruction, and ensure student progress.		0
		TOTAL POINTS FOR THIS DOMAIN	0
		AVERAGE RATING FOR THIS DOMAIN	0

Domain VI: Professional Responsibilities			E
1	Reflects systematically on instructional and professional practices to pursue continuous self-improvement.		0
2	Fulfills administrative responsibilities accurately and on time, maintaining organized records and documentation.		0
3	Communicates respectfully and effectively with parents, fostering trust and positive relationships.		0
4	Collaborates constructively with colleagues and contributes to a positive, team-oriented work environment.		0
5	Ensures student safety through active supervision and fulfills all assigned surveillance and safeguarding duties responsibly and consistently.		0
6	Demonstrates professionalism by adhering to the MOE Code of Conduct, SSAD policies, and engaging in relevant professional development.		0
		TOTAL POINTS FOR THIS DOMAIN	0
		AVERAGE RATING FOR THIS DOMAIN	0

Priority 5: Ongoing School Improvement

Prioridad 5: Mejora Continua del Colegio

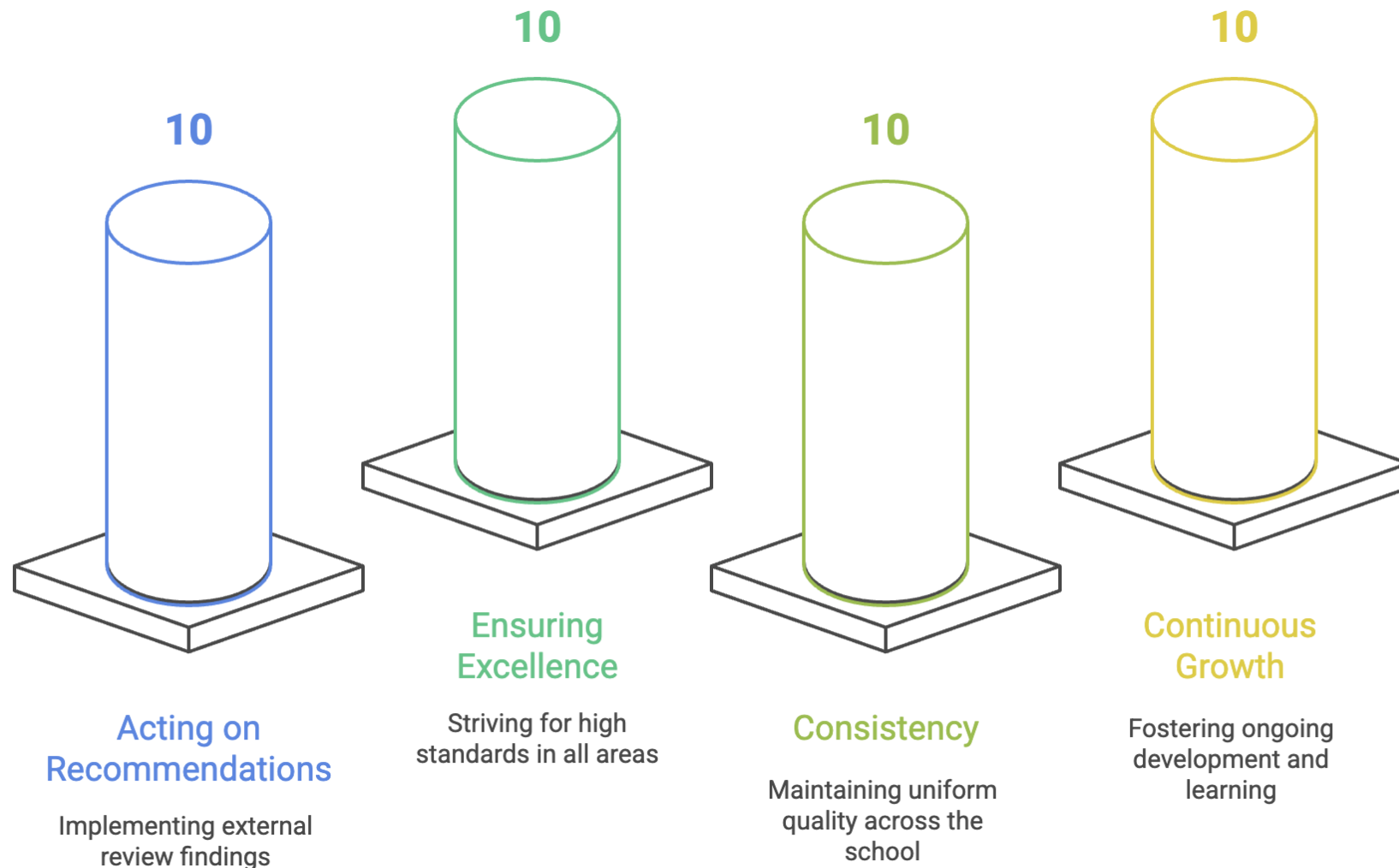


We are committed to **acting on recommendations from external reviews** and using feedback to keep improving.

Our focus is on **ensuring excellence**, consistency, and continuous growth across all areas of the school.

Nos comprometemos a **aplicar las recomendaciones de las revisiones externas** y a usar la retroalimentación para seguir mejorando.

Nuestro objetivo es **garantizar la excelencia**, la coherencia y el crecimiento continuo en todas las áreas del colegio.



How You Can Help ¿Cómo nos podéis ayudar?

- ✓ **Share constructive feedback** on school initiatives, curriculum communication, and student wellbeing.
- ✓ **Support learning at home** by encouraging reading, attendance, and positive study habits.
- ✓ **Celebrate success** by joining school events, assemblies, and exhibitions.
- ✓ **Promote inclusion** — helping every child feel valued, respected, and supported.
- ✓ **Be a bridge** between parents and the school, sharing information and building trust.
- ✓ **Volunteer for projects** such as cultural events, reading programs, or community outreach.



- ✓ **Aportar retroalimentación constructiva** sobre las iniciativas escolares, la comunicación y las experiencias de aprendizaje.
- ✓ **Apoyar el aprendizaje en casa**, fomentando la lectura, la asistencia y los hábitos de estudio positivos.
- ✓ **Celebrar los logros**, participando en eventos, asambleas y exposiciones escolares.
- ✓ **Promover la inclusión**, ayudando a que todos los niños se sientan valorados, respetados y apoyados.
- ✓ **Servir de puente** entre las familias y la escuela, compartiendo información y fortaleciendo la confianza.
- ✓ **Colaborar como voluntarios** en proyectos como eventos culturales, programas de lectura o actividades comunitarias