



SCHOOL STRATEGIC PLAN

2024-2025



PREAMBLE

STRATEGIC PLANNING

The priorities in this School Strategic Plan (SSP) provide an overview of our strategic vision and planning commitments for the first year of operation at GEMS Founders School - Dubai South (GFD). The SSP has been developed through a comprehensive consultation process involving senior leadership members across the Founders cluster of schools, teachers, parents and students.

Our SSP takes into consideration a multitude of factors, looking at both internal and external commitments that we strive to achieve in our first year of operation. These commitments will be monitored rigorously by the Senior Leadership Team, Local Advisory Board, Cluster Improvement Partner as well as measured through a British Schools Overseas inspection in May 2025.

Working parties have been established to drive school development for each priority. GFD will demonstrate a data driven and measurable approach to each of the commitments, providing updates to the school community on a frequent basis. Our overall aim is to be transparent, reflective and mindful whilst ensuring our leadership teams are held to account for driving the school forward to future success.



OUR VISION

GROW FLOURISH DISCOVER

In August 2024, GEMS Founders School - Dubai South began its journey. As with all schools, one of the key priorities was to establish a meaningful school vision. A vision that would be long standing and one that could be identified and understood through the lenses of all stakeholders.

The intention was to keep the vision short and concise, using the letters *GFD* strategically to help our school community associate with our direction and be able to talk fluently about its intention.

The vision is aligned with all of the schools in the Founders brand as well as the aspirations of the Dubai South community. Known as *The City of You*, Dubai South promotes a culture in which people can *Live, Work and Thrive*, a concept that will also apply to GFD as we to help students to *Grow, Flourish and Discover*.



SENIOR LEADERSHIP TEAM



**IAN
PLANT**

PRINCIPAL/CEO



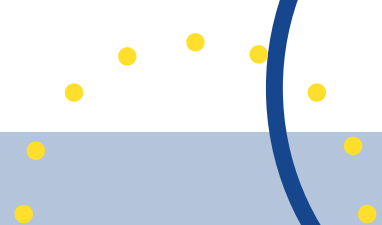
**LISA
CUNNINGHAM**

HEAD OF PRIMARY



**CHELSEY
SEYMOUR**

TEACHING AND LEARNING COACH



OUR MISSION

TOGETHER WE FOSTER AN INCLUSIVE, KIND AND CREATIVE COMMUNITY THAT NURTURES IMAGINATION AND ALWAYS PUTS WELLBEING AND FAMILY VALUES FIRST

The GFD mission is based upon key words and values that we expect all stakeholders to exhibit every day. Our inclusive school puts wellbeing and Family First and provides a kind and caring environment in which everyone aspires to learn, develop and discover each day.

Our mission statement was crafted through a collaborative and inclusive process. We engaged all stakeholders, including students, parents, teachers, and community members, ensuring diverse perspectives were considered. Through a series of workshops, discussions, and surveys, we gathered valuable input to shape a mission that truly reflects our shared values and aspirations. This collective effort underscores our commitment to fostering a supportive and dynamic learning environment, where every voice is heard and valued, and where our mission serves as a guiding light for the entire school community. Our values and behaviours below are aligned with all of the other GEMS Founders schools.

OUR VALUES AND BEHAVIOURS

- Have high expectations, aspirations, excellence and a belief that all can succeed
- Embrace innovation and risk taking
- Lead by example

- Demonstrate respect for ourselves and every other member of the community
- Create a safe and inspiring learning environment
- Celebrate equality, diversity and inclusion

- Act to support each other to be successful
- Collaborate and work together in teams
- Develop trusting, caring and honest relationships





STRATEGIC PRIORITY

WELLBEING AND FAMILY FIRST

At GFD, wellbeing and the Family First movement are paramount. We prioritise a nurturing environment where students feel safe, valued, and supported. Our holistic approach includes pastoral care, mental health awareness, and emotional resilience programmes. We actively involve families in the school community, fostering strong partnerships through regular communication and engagement. This collaborative effort ensures a balanced and positive school experience, promoting happiness and personal growth for all students.

Strategic Commitment
Ensure all data at GFD is viewed as wellbeing data
Implement Upstrive and PASS to measure student and staff engagement and wellbeing
Implement a welfare strategy which promotes positive mental health and ensures all stakeholders have equitable access to wellbeing support
Implement rigorous systems for capturing and acting upon student and parent voice across the school
Ensure all teachers are trained in Mental Health First Aid
Ensure parent engagement sessions are implemented weekly across the school



STRATEGIC PRIORITY

TEACHING FOR EFFECTIVE LEARNING

At GFD, effective learning is fostered through a student-centred approach that emphasises active engagement, critical thinking, and real-world application. Our diverse and inclusive curriculum, guided by the National Curriculum for England and Ministry of Education Curriculum, is tailored to meet the individual needs of students. We encourage collaborative learning and utilise innovative teaching methods, including technology integration, to inspire curiosity and lifelong learning.

Strategic Commitment

Create and implement comprehensive learning profiles for each student by the end of the academic year

Implement a programme of continuous professional development to refine teacher's pedagogical skills, apply differentiated instruction strategies and stay abreast of educational best practices

Ensure student-centered learning opportunities are central to our planning process

Establish a system for regular, individualised feedback and monitoring for all students, with frequent updates provided to students and parents

Ensure the quality of teaching, learning and assessment is rated as good overall in the May 2025 British Schools Overseas inspection

Create a collaborative learning culture in which teamwork and peer learning provides opportunities to develop communication, cooperation, and leadership skills among students

Adapt teaching methods and resources to accommodate diverse learning needs, ensuring all students have access to quality education



STRATEGIC PRIORITY

DISRUPTIVE INNOVATION

At GFD, disruptive innovation drives our educational approach, transforming traditional teaching methods. We embrace technology and forward-thinking practices to enhance learning experiences. Our curriculum integrates digital tools, personalised learning paths, and interdisciplinary projects, preparing students for a rapidly changing world. We encourage creativity, problem-solving, and adaptability, fostering a culture of continuous improvement.

Strategic Commitment

Create partnerships with companies in the Dubai South community to enhance opportunities for students to develop real life skills

Develop, implement and integrate a comprehensive Super Curriculum with a wide range of enrichment activities and experiences, ensuring that all students have access to a well-rounded education

Collaborate with educators, industry experts, and community partners to design a curriculum that includes a diverse range of enrichment opportunities such as co-curricular activities, real-world projects, and cultural experiences

Encourage cross-curricular collaborations that foster critical thinking, creativity, and real-world problem-solving skills

Embrace emerging technologies and integrate the latest digital tools and platforms to enhance teaching and learning experiences across all subjects

Create flexible learning environments and adaptable physical and virtual spaces that support diverse teaching methods and student collaboration

Use data analytics and insights to inform instructional strategies and measure student engagement effectively



<https://www.gemsfoundersschool-dubaisouth.com>

