**Policy: Teaching Quality**

**Introduction:**The **quality of teaching** refers to the effectiveness and evaluation of both teaching and learning provided by teachers. It also refers to a teacher’s effectiveness in providing an engaging learning environment, which fosters the students’ intellectual and personal growth, including their self-esteem. Well-qualified competent teachers use varied and innovative strategies and methods to achieve optimal progress for all students in their ongoing process to acquire knowledge, concepts and skills.

**Rational:**

•To ensure that teaching and learning are of the highest possible quality in the Elite APS.  
•To provide guidance to the Elite APS for monitoring the teaching and learning cycle  
to continuously improve upon its quality.  
•To ensure that students will acquire the skills, knowledge and qualifications that  
will ultimately contribute to the economic growth of the Emirate and for  
successfully competing in the global market.  
  
**Policy Statement:**

Elite APS must achieve high standards in teaching and learning. Elite APS should implement the following guiding principles as key indicators of teaching quality by ensuring that teachers:  
  
•Are committed to exemplifying high standards and to meeting the outcomes of  
an accurate and well-documented CCCSS curriculum.  
•Are suitably qualified and have excellent subject knowledge and instructional  
skills, incorporating the use of technologies as tools with which to teach and  
learn while covering curriculum components.  
•Have a range of effective skills and approaches to classroom management  
through reinforcing the ethos of mutual respect and trust.  
•Use their own creativity and self-reflection to enhance their teaching methods.  
•Actively engage with all students, including students with special needs and  
talented and high-achieving students.  
•The capacity to inspire and stimulate intellectual curiosity.  
•Have a variety of well-chosen methods matching students’ learning styles,  
individual needs and levels of intelligence.  
•Are skilled in the effective deployment of varied resources for investigative and  
inquiry-based learning beyond the textbook.  
•Show a willingness to embrace change and harness curricula, instruction  
methods, assessments and innovations to enrich their work within a subject.  
•Employ rigorous assessment methods that measure students’ progress and are  
used to diagnose and respond effectively to individual and collective needs.  
•Have a strong commitment to work collaboratively with colleagues in order to  
maximize the quality of planning and adopting best practices in the School.  
•Have a sincere desire to communicate effectively with Parents / Guardians as  
partners in their child’s education.

**Indicators of learning quality:**

Elite APS shall implement the following indicators by ensuring that learning occurs through:  
•An equality of educational and developmental opportunities for all students.  
•Documented, high standards of learning and achievement that will enable all  
students to reach their full potential.  
•A fostered development of many skills in addition to the academic curriculum  
content, including: creative and critical thinking, problem-solving,  
communication, collaboration, positive social and emotional practices, UAE  
heritage and cultural appreciation and life-long learning.  
•A focus on preparing students well for work and for contributing to society in  
the 21st Century.  
•A sense of shared responsibility for learning and maintaining a positive School  
ethos.  
•The students’ embracing high expectations for appropriate behavior, self-discipline and motivation.  
•A strong commitment among all students to do their very best to learn and to  
develop as effective, responsible citizens.

***Ensuring the Quality of Teaching***:

Relevant or responsible parties in Schools are required to carry out periodic formal and informal classroom observations, in order to annually appraise the performance of all teachers as part of their commitment to quality assurance. Schools are expected to identify each teacher’s key strengths and areas for development, while taking into account the School’s development priorities as identified in the Elite APS Development Plan.  
   
Elite APS plans and implements professional development programs  
that provide a minimum of twenty five hours of training per year for every teacher. The aim of this requirement is to support teachers in addressing their own areas for  
development as identified through the annual performance-appraisal process. Teachers should themselves provide evidences that they attended 20 hrs of external PD sessions.

**Roles and Responsibilities:  
Elite APS will:**

* Strive for high quality in the teaching by appointing qualified teachers who are able to teach consistently to a high standard and meet and/or exceed the key indicators of teaching quality as prescribed by this policy.
* Ensure that there is effective monitoring of teaching and learning through a program of regular informal classroom observations and yearly performance management of all teachers.  
  - Make use of the outcomes of performance management to inform their processes of self-assessment and School development planning.  
  - Support innovation and development, especially in relation to the use of ICT and other technologies to enhance and enrich learning across the School’s curriculum.  
  - Ensure that all teachers are provided with appropriate professional development opportunities in order to build upon their teaching strengths, address any weaknesses and to improve the quality of education for all students.

**Teachers will:**  
- Do their utmost to work with their students by applying their experience, teaching skills, attitudes and methods to ensure that optimal progress and results are achieved by all.  
  
- Reflect upon the effectiveness of their own teaching and their students’ learning and undertake relevant professional development initiatives to improve the quality of their performance.  
- Make use of assessment data and exam results to inform their teaching to achieve optimal learning progress by each student.