

Feedback on PTA Questions

Thank you very much for these valued questions. I have attempted to answer where I am able to and will follow up over time those areas that perhaps are still to be answered. Please do feel free to contact me through the email address if you would like to.

My very best regards

Lee Moors

Al Najah HASIS Transition Project Manager

7th July 2018

- 1- What about some of the highly qualified teachers we currently have in the school are they going to continue working with us in the new school?

Due to labour laws and visa constrictions we are not in a position to confirm whether or not teachers will be able to take position at the new school at this stage. This is currently under review and we hope to conclude this by the end of March. A very large international operation is currently underway to secure teachers of appropriate caliber ready for all lessons in September.

- 2- When are the final interviews for the current staff going to take place?

As previously mentioned the process is currently underway and will be concluded by the end of March

- 3- We would like the school to organize international trips for the students like other international schools in Oman.

Al Najah will advise OLNG and the school leadership team that it fully supports international educational visits and holidays as these are valuable cultural learning opportunities. Al Najah has expertise in international educational visits and will support this strategy when required

- 4- We want the open days and parent teacher conferences to continue.

This will be continued and enhanced

- 5- How will the school canteen system going to be in the new school?

You will be reassured by the canteen arrangements and facilities for the boys and girls and menu's which will be culturally appropriate, healthy and freshly made on the school site by professional caterers and in first class facilities

6- What about the school uniform?

This is currently being considered and as soon as there is some news on this I will consult with you further

7- If a new school uniform going to be introduced, can you please inform us in advance so we can have enough time to have it made.

If a change is desired by OLNG this will be communicated quickly to ensure that there is no inconvenience to parents

8- What about the current school administrators?

As I understand it all Omani staff are transitioning to posts in the new school site

9- We would like to have a bus on duty available in the school.

This will be the case

10- We would like to have some special programmes for the students with high academic achievement (Talented and gifted programmes).

Curriculum provision is being considered and Al Najah will always advise that all students must be stretched irrespective of ability. At all Al Najah schools appropriate provision is given to all ability levels to stretch outcomes. Accountability models and assessment monitoring will also support this from September

11- Are you going to have relief teachers/substitute teachers available in the new school?

This is currently under review and as soon as we have concluded and outcome we will give further advice

12- School bag is too heavy. is there any possibility that other alternatives going to be considered? (IPAD, E-books....).

This is currently under review and we feel that it is a valued consideration. As soon as an outcome is concluded we will give you further information

13- What will the behavior management system be like in the new school?

Al Najah will advise that this is something that is critical to success in the learning environment and therefore outcomes at all years. It also sets out values and standards for life through adolescence and into adulthood. Al Najah will advise in line with international standards and ensure that appropriate pastoral provisions, structures, policies and training is in place for September. Accountability for behavior outcomes will be delivered through the new leadership structures as advised by Al Najah.

14- What will the rewards system be like in the new school?

Sanctions and rewards are considered in the previous answer but Al Najah and international research support expert opinion rewards that develop intrinsic value far outweigh extrinsic value. Material

rewards such as gifts are extrinsic and are often forgotten quickly. These policies are currently under review and will for part of the transition modelling

15- Will the parents be involved in their children's remedial plan?

Al Najha advise that professional experts in the field of additional needs manage these in an inclusive approach with a team of experts under a leader who is accountable through the school leadership team. This is factored into the modelling for September

16- What is the criteria for recruiting the new staff?

A very large international operation is currently underway in the UK, the region, and elsewhere with a high brief to secure teachers to HASIS for September. There are three very large recruitment fairs in London, Cardiff and Birmingham in the next two weeks. Much work is being done to market HASIS and Sur internationally to attract the best. OLNG support this plan and also desire the best and most qualified and experienced UK teachers in line with international standards and will embrace what is need to ensure that we have these in place for September.

17- Will the school have a plan for rewarding and recognizing the good teachers?

Of course. Al Najah recognise that it is critical to acknowledge outstanding teaching and service to the school and our children. There will be a robust accountability model on teaching performance and also international standard training and development to promote quality teaching practice. Ways to acknowledge this are being considered and you can be reassured that this is something that we value.

18- Why didn't the company organize any meetings with the parents to keep them updated with what is happening with the new school?

I cannot comment on this but I do plan to initiate a number of strategies that will keep you regularly updated and informed

19- Will the after school activities continue in its current form?

I am currently unaware of what these look like but I will do so over the next week or so. You do have Al Najah's commitment that we do advise that enrichment activities in addition to the normal school day are of great value and are important for the holistic development of children and into adulthood. Many social lessons are learned in these circumstances.

20- What will the channels of communication be in the new school?

There are many new management systems and communication pathways being introduced in the new school specification. There will be regular and prompt communication and also opportunities for parents to have access to various key indicators for their children such as: Attendance, Behaviour, Achievement etc. we will also advise on the commissioning of a communication and management platform, that will enable parents to access information about the school, and for the school to communicate directly with parents through e-mail, text etc.

21- Why don't we have a dedicated time for finishing homework at school?

Al Najha will advise that homework is a critical tool to develop independence and personal responsibility for learning but also that it should reflect the age and learning moment for that child. Clearly as a student progresses towards examinations at all ages independent study will be important and also a necessary tool to promote the best outcomes. This is another area that is being discussed currently and the leadership team member with accountability for academic teaching, curriculum and outcomes will publish an appropriate policy in line with international standards for the start of the new academic year

22- are we going to have cameras in the new school?

Yes there are many security systems in the new school and monitoring systems that will ensure student and staff safety.

23- How will the swimming classes be taught in the new school? (one week for boys, one week for girls?).

I am unsure of the answer to this question at this time but this will form part of the curriculum review.