



Creativity Private School

“Learners Today, Leaders Tomorrow”

Creativity – Outstanding – Quality



Cambridge Associate School

WHAT DOES CREATIVITY PRIVATE SCHOOL DO TO ENSURE CONTINUOUS IMPROVEMENT?

WHAT IS THE MISSION OF Creativity Private School?

To provide students with high quality educational services, through applying best pedagogical practices, in order to bring up generation that would elevate Kingdom of Bahrain and make it outshining among other nations.



At the center of the figure is our **Mission** which is to develop each child in all his aspects – academic, moral, psychological, social, and all his intelligences.

First: To develop the capabilities of each student, based on the sacred principles of Islam, to become a critical thinker, who cares about others, becomes a global citizen, and a lifelong learner.

Second: To participate in the development of education in the kingdom of Bahrain.

CPS students will learn to become:

1. Reflective of faithfully Muslims
Students Possess strong faith in the principles and values of our sacred Islamic religion, which are also the values of humanity, and that is reflected in their words and deeds.
2. Critical Thinkers who become global citizens and life long learners.
 - A. Students Keep up-to-date about current events and matters of importance locally and internationally
 - B. Students apply critical thinking skills in making decisions and solving complex problems
 - C. Students curiosity and love of learning throughout life, possess the skills needed to continue learning and research new ideas in a manner that is constructive and valuable
 - D. Students Think about own learning, analyzing own points of strengths and weaknesses in a constructive manner.
3. Global citizen
 - A. Students demonstrate caring and empathy towards others and their feelings as well as a strong sense of personal commitment to take action in the service of the future of our world
 - B. Students appreciate differences in individuals, showing respect for different cultures and religions
4. Successful people who contribute to the development of society
 - A. Students demonstrate life skills, applying them consistently in life
 - B. Students demonstrate a high level of ability to express ideas, feelings and information with confidence, in English, in Arabic
 - C. Students know the importance of balance between the mind and body for personal health and maintain this balance in life
 - D. Students approach the unknown without anxiety, having the confidence and self-reliance to take on new roles and deal with new ideas and strategies.
 - E. Students look in a positive view of matters and of people and own the skills and cooperate with others.
 - F. Students Hold sense of belonging and loyalty to their school, kingdom, nation, and the world

With this comprehensive view of the school's Mission, we appreciate that the process of moving toward it and toward our Targeted Characteristics is very complex. We also recognize that everything that takes place in the school is part of the teaching process. The key success is having a positive

climate in the school where everyone feels accepted, respected, and supported no matter who they are. Within that positive climate, we can work on our instructional program. To be effective, we must plan and carefully coordinate our standards, assessment, curriculum, co-curricular program, the time allocated to all the parts, and the resources available. CPS efforts to improve our instructional program are discussed in more detail below.

In order to guarantee nonstop improvement, CPS has worked on numerous areas. The most important of which are explained below.

WHAT IS THE CPS STRATEGY FOR CONTINUOUS IMPROVEMENT?

The CPS strategy for continuous improvement is to accomplish the Schools' mission through living the principles of a professional learning community.

This strategy involves all personnel in the school in an ongoing professional development that allows them to contribute to the continuous analysis and evaluation of data about the results different performances, the growth and stability in systems, methods, and teaching materials and adding of new programs for our students.

This strategy has been guiding CPS right from its first year and has helped provide the answers to the question, "What does CPS do to ensure continuous progress?"

1. Continuously undertakes new efforts to maintain a positive climate and environment

A. Cares for faculty and staff

Realizing the importance of providing the psychological and physical comfort for its employees, CPS has provided different opportunities for professional growth and involvement in decision making for their area of work as well financial support for their children who study at our school.

B. Strives to be clear about policies, and implements them consistently

The Directors' Committee (Principals, Director of Curriculum) meets occasionally to approve and coordinate progress and activities, to identify the need for policies and to collaborate to write them.

C. Provides opportunities, encouragement, and support to each child, regardless of national, regional, and regardless of the child's academic record, appearance, or individual strengths or weaknesses

Discrimination against any social groupings is not permitted in the school and, when identified, is addressed. Further, all students are required to participate in many activities and events, and are encouraged to try themselves in new situations, whether or not they seem to be naturally talented or ready for the challenge.

D. Communicates with graduates

CPS seeks to strengthen the relations among graduates in order to help them develop a supportive network for themselves. It also works to maintain the graduates' ties with the School.

2. Strives toward becoming a Professional Learning Community

CPS strives to become a professional learning community, which is characterized by the following eight attributes.

A. Shared norms and values

All personnel were involved in the process of writing the school's Mission, Vision, Targeted Characteristics and other statements of norms and values.

B. Collaborative teams

• Takes a team approach to leadership of the school

CPS organizational chart is based on the principles of collaborative leadership; thus, there is a committee of directors for determining policies, regulations and procedures, a committee for professional development, a committee for the educational supervision; a committee for internal improvement; academic teams; teacher support groups; and other task forces formed to deal with specific issues.

• Organizes teachers into departments/teams

In order to get the most benefit possible from the educational process for both, the student and the teacher, our school has organized the teachers into Departments, each of which shares a cluster of classrooms and is supervised by a coordinator.

This mode of organization has many benefits; for example, it enhances communication, collaboration, friendly relations, coordination, sharing of experiences and planning among members of the Department. It also ensures educational and developmental support for the teacher through the educational supervisor who works with that team and meets regularly with its members for consultation, joint planning and personal support for change. Collective focus on learning and results

C. Collective reflective inquiry

CPS Departments collect data and study it to make decisions about how to improve especially in

relation to the academic program. CPS is using a growing number of standardized tests and other forms of data to help teachers and teams evaluate the progress of their students. While the amount of data is still insufficient, its use has been found to be powerful in stimulating change.

D. Shared responsibility for children

- Provides a safe and healthy setting for all and encourages the development of positive habits that will continue for life.
- **Communicates with parents of students**

Since regular communication between CPS and its students and parents is so important for motivating and improving the educational process, our school has developed and implemented an annual plan that includes:

- I. A special meeting for the parents of new students in the first week of the school year.
- II. A general meeting for parents of all students in the first month of school.
- III. Whatsapp group for parents and students to communicate with admims and teachers.
- IV. Individual parent – teacher conferences once each semester.
- V. Involvement of parents in the continuous follow-up of students’ behavior and achievement.
- VI. Establishment of an interactive website through which the two sides can communicate (currently under construction).
- VII. Access for parents and students to the CPS Google Classrooms to ensure two-way communication will also provide continuity of learning at a distance
- VIII. Recreational events attended by students, parents, and teachers.

E. De-privatized practice

As part of their professional development plan, teachers meet regularly in their teaching Departments. In these meetings, they discuss plans, units, student work, successes and failures in order to help each other help the children. They also visit each others’ classes. Further, the role of the supervisor includes extensive work as a personal coach – joint planning of lessons, observing in the classroom, giving feedback, and discussing ways to bring about improvement.

F. Action orientation

As part of the teacher evaluation process, teachers are asked to explain the actions they have taken to solve problems that have been identified. On a group basis, supervisors and Departments are expected to make decisions about actions that must be taken and principals and other directors are supposed to take action for the school as a whole.

G. Celebration of success

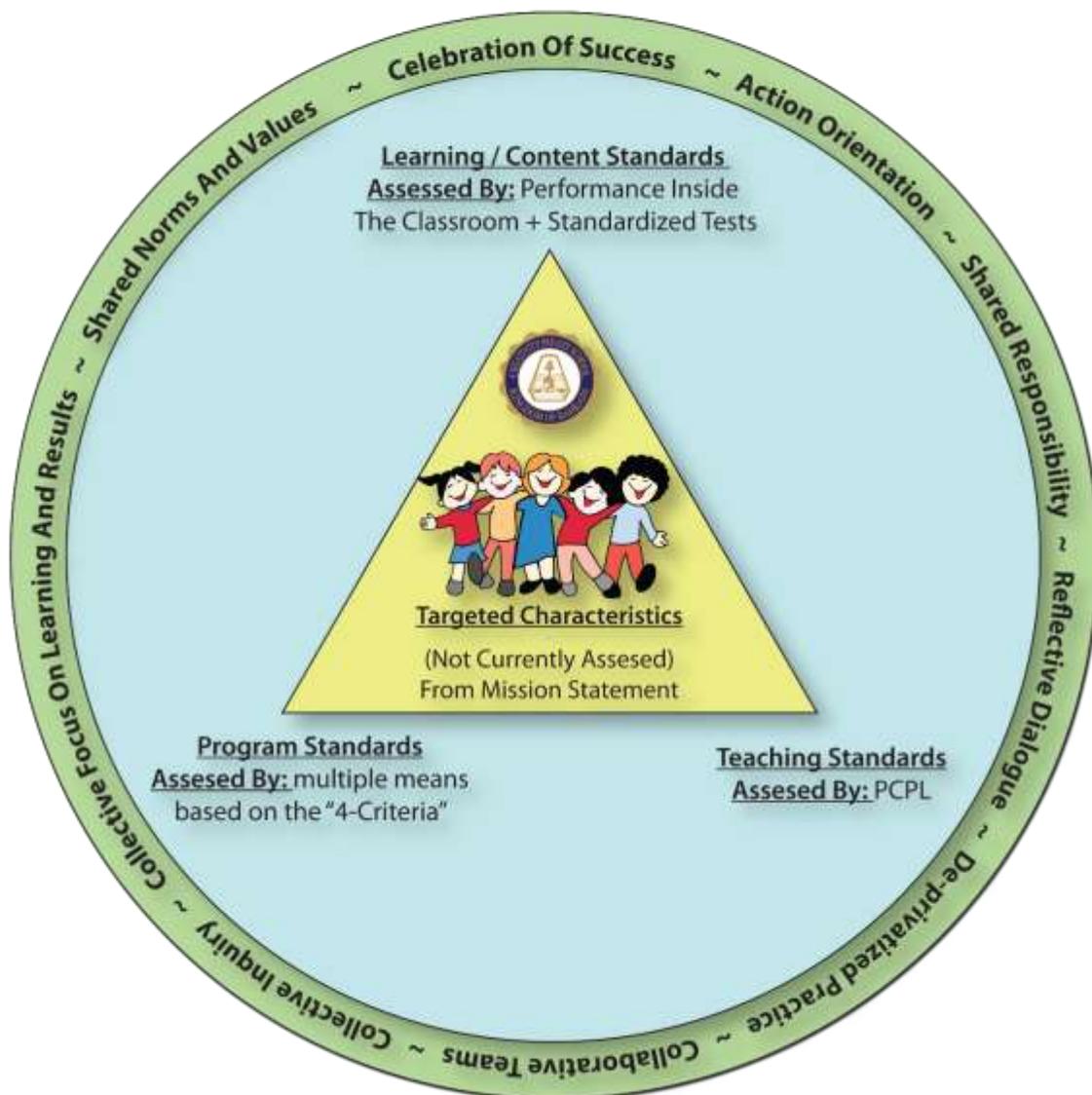
A number of different kinds of awards are given publicly to students, reinforcing not only the top academic achievers but also those who tried harder, those who maintained their moderate levels, those who showed leadership and those who contributed in other ways. They also have the

opportunity to show what they have learned or accomplished during club time at the recognition ceremonies at the end of each semester when they receive certificates for their accomplishment of the expected action.

3. Designs and implements a system for continuous improvement which is imbedded inside and outside the classroom.

CPS VISION

Continuous Progress Through PLC Culture



A. Professional Development

CPS exerts a lot of effort into the professional development and training of its faculty and staff. Teachers are sent for regional, and domestic conferences as well as weekly professional session at school that is dedicated each Thursday.

B. Performance Evaluation

Performance is evaluated according to published criteria and procedures that are based on current educational research. The focus of the process for the teacher is on his/her ability to identify and respond to the real needs of his/her students as well as his/her contribution to the development and success of his team.

WHAT DOES CPS DO TO ENRICH IT'S EDUCATIONAL PROGRAMS?

Progress toward better educational programs has resulted from focus in three directions at the same time: quality of teaching and quality of curriculum, and amount of time provided for both.

1. Quality of teaching

A. Introduces methodologies that increase student engagement

Our school has made use of its Standards of Good Teaching at CPS to train teachers and evaluate their work. We have sought to benefit from the findings and applications of contemporary educational research, gradually adapting and adopting best practices that are appropriate for our setting. It has focused on learner-centered strategies that activate the learner's role in the entire educational process, such as backward design, cooperative learning, debates, simulations, extensive use of manipulatives in the teaching of math and science, integrated thematic instruction, the writing process, the Big Six approach to student research, the use of technology in teaching and learning, and other. Teachers are trained and supported in the use of these methodologies through the program of professional development, described above and in the PCPL.

B. Provides assistance in the case of learning difficulties

After identifying students with learning difficulties in the basic skills of Arabic language, math, and English, CPS provides them with an opportunity to receive additional help for around 2 periods a week.

2. Quality of the curriculum

A. Aims toward the highest academic standards

CPS is following the Common Core Standards. The school is investing time and money in the training, teacher support, and instructional materials that can be expected to gradually bring about implementation of high expectations.

B.

Develops the curriculum, making use of international research to develop subjects taught in both Arabic and English

CPS has always worked to improve its curriculum. Curriculum review takes place by the end of every year when the departments work on the curriculum scope and sequence.

- **Encourages higher order thinking skills and avoid the use of rote memorization whenever possible**

The battle against rote memorization is difficult and requires careful attention to methods of teaching, of assessment, and of grading. We have made a lot of progress but are still working on it.

- **Implements standardized tests to evaluate progress, particularly in Arabic and English**

CPS is a collage board member. This shows how much we care about standardized testing. Students get training on different exam styles. CPS hold yearly the PASAT and MAP testing to evaluate student's performance.

3. Provides additional learning time

CPS provides additional time in our weekly schedule that exceeds what is formally required by the Ministry of Education.

This extra time is used either to reinforce required subject matter or to provide additional programs, such as the examples seen below:

A. Literacy skills

B. English language

C. Research process and informational problem solving

D. Computer

E. Purposeful field trips

F. Physical fitness

J. Preparation for national and international tests

WHAT DOES CPS DO TO ENRICH IT'S CO-CURRICULAR PROGRAMS?

1. Works to instill a sense of responsibility, compassion and charity in students

CPS dedicates two periods each week from the normal school program for our clubs program. Each four weeks, each student chooses the program he/she will enter for these periods, selecting from a variety of activities. Our purpose in this clubs program has been threefold: to develop students' interests and talents in fields outside their normal studies; to develop their collaborative, organizational and leadership skills; and to instill in them an awareness of issues and needs in society and of their ability to make a difference in making the world a better place.

2. Requires students to make presentations and speak publicly

CPS requires that all students speak publicly. Students give presentations in their classrooms as a normal part of their instructional units of Speech and Drama subject , and also in assemblies, contests, shows, for visitors to the school, and a variety of other settings with small and large groups. Offers opportunities for students to try a wide range of kinds of activities and skills

3. Challenges students to work at world class levels through participation in international competitions

Participation in robotics, science fairs, Global Issues Network, gives CPS students an opportunity to interact with students from other countries. Through these contacts, they are able to gauge the level of their skills and understandings against world class standards. Both our students and our school have gained confidence as a result of the achievements of CPS students in these activities.

WHAT KIND OF FACILITIES DOES CPS HAVE TO SUPPORT ITS PROGRAMS?

CPS facilities include the following.

- A. Two libraries that contain big number of books in English and Arabic for students at all ages, parents and educators inside and outside the school.
- B. Labs for computers, physics, chemistry, biology, and general science
- C. VEX lab for robotics
- D. Two computer labs
- E. Smartboards, and Mimeos are available in many classes
- F. Multiple courts for basketball, volleyball, and football.
- G. Art rooms

