



ZAYED COLLEGE for GIRLS STRATEGIC PLAN 2025

OUR VISION - For every girl to develop a beautiful character and academic excellence in a nurturing Islamic environment.

VALUES - KARE: Kindness, Appreciation, Respect, Equity

SCHOOL GOALS	How	Who	When
1. Distribute leadership effectively, with systems embedded that support learner engagement and outcomes	Flatter, more distributed leadership structure	SLL, HoLLA and HoLA review and further modify	By year end
	New student and staff council leadership roles	Student and staff leaders co-construct JDs and roles	Term One
2. Improve regular attendance and retention rates	All teachers record KAMAR attendance in a timely fashion	All teachers	All year
	Attendance system management and review continues proactively	All staff led by Nahla and Lina	All year

3. Develop and embed a positive school culture based on school values	School values are reviewed and agreed	All students and staff led by SLL	Term One
	School values are enacted	All students and staff	All year
4. Develop and embed positive relationships between and amongst students and staff, so that students feel valued, confident to access support and take ownership of their learning and overall wellbeing	All staff treat each other respectfully	All staff	All year
	All staff treat all students respectfully	All staff	All year
	Pastoral care systems and support are accessible and well utilised	PCT promote and ensure accessibility and quality care	Review twice
5. Develop and embed consistency of teaching practices and implementation of behaviour management and pastoral systems based on shared understandings of best practice	Teaching practices develop to be more consistent across all teachers	All staff led by HoLLA and HoLA	All year
	Pastoral systems are reviewed and agreed	All students and staff led by PCT	Term One
	Pastoral systems are implemented	All staff	All year

ANNUAL GOALS 2025

GOAL ONE

Distribute leadership effectively, with systems embedded that support learner engagement and outcomes

ACTIONS	Completion	Responsible	Resources	Measurement What is our success going to look like
- Flatter, more distributed leadership structure	By year end	SLL, HoLLA and HoLA review and further modify	Roles and Responsibilities are updated on document Roles are advertised	More staff in leadership positions Staff strengths are considered when offering the roles. Transparent and fair processes are followed
ACTIONS	Completion	Responsible	Resources	Measurement What is our success going to look like
-New student and staff council leadership roles	Term One	Student and staff leaders co-construct JDs and roles	Job descriptions to be updated/ created. List of available roles in the space.	JDs shared Staff allocated Regular meetings Regular feedback from all parties.

GOAL TWO

Improve regular attendance and retention rates

ACTIONS	Completion	Responsible	Resources	Measurement
All teachers record KAMAR attendance in a timely fashion	All year	All teachers/ Student Administrator/ Ust Lina to follow up.	KAMAR Reports	Attendance is marked in a timely manner
Attendance system management and review continues proactively	All year	All staff led by Ust Nahla and Ust Lina	Letters Tracking system Texts set up	Improved attendance, Engagement and achievements at all levels.

GOAL THREE

Develop and embed a positive school culture based on school values

ACTIONS	Completion	Responsible	Resources	Measurement
School values are reviewed and agreed	Term One	All students and staff led by SLL	KARE values Religious books Korero with staff Religious scholars	Documented via consultation
School values are enacted	All year	All students and staff	Posters displayed Updated practices and approaches	Reduction in the number of behavioural issues reported.

GOAL FOUR

Develop and embed positive relationships between and amongst students and staff, so that students feel valued, confident to access support and take ownership of their learning and overall wellbeing

ACTIONS	Completion	Responsible	Resources	Measurement
All staff treat each other respectfully	All year	All staff	Staff meeting Individual Meetings PC team SCT PLDs	Survey Results
All staff treat all students respectfully	All year	All staff	SCT support PC team Individual meetings	Survey and Feedback More engagement and participation in all aspects.
Pastoral care systems and support are accessible and well utilised	Review twice yearly	PCT promote and ensure accessibility and quality care	PC team/ Staff	Staff and Students' Feedback

GOAL FIVE

Develop and embed consistency of teaching practices and implementation of behaviour management and pastoral systems based on shared understandings of best practice

ACTIONS	Completion	Responsible	Resources	Measurement
Teaching practices develop to be more consistent across all teachers	All year	All staff led by HoLLA and HoLA SCT SLL		Healthy relationship (Relationship First) between staff and students. Increase in the level of student engagement across the school.
Pastoral systems are reviewed and agreed	Term one	All students and staff led by PC		Consistent implementation across.
Pastoral systems are implemented	All year	All staff		Reduction in behavioural issues. Less incidents reported. Issues are resolved at the lower level.