

THE PLAN FOR GROWTH AND IMPROVEMENT

Instructions:

1. *The Protocol requires that the school submits its performance/capacity objectives to the Commissions' staff for technical review and approval prior to the Team Visit.*
2. *In the spaces provided below, place the objectives together with their baseline data exactly as they were approved by the Commissions' staff.*
3. *MSA requires between 3 and 5 objectives with at least two of them focusing on growing and improving areas of student performance. The other objectives will be focused on improving organizational capacity.*

Student Performance Objectives	Organizational Capacity Objectives
2	1, 2, or 3
3	1 or 2
4	1

4. *Embed or attach as an appendix the multi-year action plans that have been developed to achieve the performance/capacity objectives.*
5. *Embed or attach as an appendix the MSA Technical Review.*
6. *Duplicate tables as necessary.*
7. *Delete any tables below that are not used.*

STUDENT PERFORMANCE OBJECTIVES AND ACTION PLANS

Student Performance Objective # 1:

<p>Objective: By the year 2025, New Generation International Schools will continue to improve student performance in English Language Arts assessments as follow:</p> <ol style="list-style-type: none"> 1- The average students' results in reading and language usage MAP assessment for grades 3 to 8 will increase by 5 RIT points each year. 2- The average students' scores in English SAT for grades 11 and 12 will improve by 10%. 3- The average students' scores in English Language Arts standard -based local assessments for grades 2 to 12 will increase by 2% each year.

Describe the evidence that led the school to determine that the area of student performance on which this objective is focused as a priority for growth and improvement.

- 1- **Results of MAP Assessment** .The MAP (Measures of Academic Progress) test uses the RIT scores which are expected to increase by 5 RIT points every year. Scores of students in lower grades tend to increase more quickly than those of students in higher grades due to the increased level of difficulty of the higher grade-level tests. RIT scores generally range between 170 and 210.
- 2- **Scores of SAT exam in the high school** is an indicator as all the scores below the average score need to be improved by 10% (average score hovers around 1000/ 1600) in more details (the average score for Math is between 500 and 540 and the average score for Reading and Writing is between 480 and 520).
- 3- **Standard –based students’ assessments:** are chapter tests and semester exams that are aligned to the English Common Core Standards and benchmarks. Exams’ questions are selected from teachers’ editions, online resources, performance assessments, test preps and assessment resources that are also CCS aligned. Increasing students’ results by 2% will be an indicator that students’ skills are improving in terms of meeting international grade level standards.

Data base is 2016 – 2017 average scores:

MAP results:

Grade	Language usage	Reading
3	182.5 RIT	179.5 RIT
4	183.5	177.2
5	197.3	193.6
6	205.2	199.4
7	205.4	198.1
8	210.8	201.3

SAT Scores:

Grade	English / 800
11	480
12	500

Standard- based school assessments:

Grade	English Language Score / 100
2	96
3	86
4	92
5	87
6	90
7	84
8	84
9	79
10	84
11	84
12	91

Action Plan for Student Performance Objective # 1

In addition to answering the questions below, embed or attach as an appendix the multi-year action plans that have been developed to achieve the performance/capacity objectives.

ACTION PLAN

Objective: By the year 2025, New Generation International Schools will continue to improve student performance in English Language Arts assessments as follow:

1. The average students' results in reading and language usage MAP assessment for grades 3 to 8 will increase by 5 RIT points each year.
2. The average students' scores in English SAT for grades 11 and 12 will improve by 10%.
3. The average students' scores in English Language Arts standard -based local assessments for grades 2 to 12 will increase by 2% each year.

Strategy :

By the year 2025, New Generation International Schools will continue to offer and provide students with all strategies and tools which ensure students' proficiency in English in terms of speaking, reading, and writing skills.

A big focus on presentation and speaking skills will continue to be re-inforced and emphasized.

Action Step (Task)	Person(s)/Group (s) Responsible	Timeline for Completion	Resources Needed	Indicators of Success	Status
1. Improve English reading skills	Academic Director English HOD English Teachers	2017 - 2022	Library Independent and guided reading eBooks Poetry and Drama clubs Reading competitions	MAP Reading average scores increase by 5 RIT points each year. SAT average scores increase in English by 10% Standard –based assessments' analyses indicate horizontal and vertical growth in students' results by 2% each year.	On going September 2017 – June 2022
2. Improve English writing skills	Academic Director English HOD English Teachers	2017 - 2022	Composition club Professional learning sessions Writing competitions and activities	MAP Language Usage average scores increase by 5 RIT points each year. SAT average scores increase in English by 10% Standard –based assessments' analyses indicate horizontal and vertical growth in students' results by 2% each year	On going September 2017 – June 2022
3. Improve English speaking Skills	Academic Director English HOD English Teachers ICT Teachers	2020 - 2023	Language Lab Class/school speaking and listening presentation classes	listening and speaking assessment results that show improvement in proficiency levels based on international rubrics	Not started yet September 2020 – June 2023

4. Offering a complete studying program to prepare students to pass English TOEFL Exams	Academic Director English HOD English Teachers	2023-2025	Junior TOEFL programs Primary TOEFL programs Senior TOEFL programs	Increase the number of students who pass the TOEFL exams successfully	Not started yet September 2023 – June 2025
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Who participated in developing the action plan for Student Performance Objective # 1?

Name	Role in the School ¹
Mr. Nabil Michel	Academic director
Dr. Sahar Fouad	Middle and High School Principal
Mrs. Mona Haddara	Head of English Department – Internal coordinator
Mr. Robert Nicola	High school Principal's Assistant
Mrs. Heba Ramy	Physics teacher
Mrs. Dina El Nady	KG lead teacher
Mrs. Ibtisam William	Math teacher
Dr. Mahmoud Hamza	Executive manager and school improvement plan committee leader

What major findings for strengths and areas in need of improvement learned from the self-study were incorporated into this action plan?

<p>In reference to the descriptive summary of educational programs and resource and the descriptive summary of assessment and evidence of student learning , action plans have been based on the following:</p> <p>Points of Strength:</p> <ol style="list-style-type: none"> Using horizontal and vertical data analysis results, many NG students have shown improvement in English scores across many grade levels. NG caters for students' individual needs, as differentiated instruction strategies and methods are implemented to enrich students' knowledge and re-teach difficult concepts. <p>Areas of Improvement:</p> <ol style="list-style-type: none"> Continue to meet international standards and achieve higher scores in MAP, SAT and TOEFL. Provide more rigorous programs to better serve diversity and challenge students' potentials.

Student Performance Objective # 2:

¹ For example, student, teacher, parent, administrator, central office staff, governing body, community member, etc.

Objective: By the year 2025, New Generation International Schools will continue to improve student performance in Mathematics assessments as follows :

1. The average students' results in Mathematics MAP assessment for grade 3 to 8 will increase by 5 RIT points each year.
2. The average students' scores in Math SAT for grades 11 and 12 will improve by 10%.
3. The average students' scores in Mathematics standard-based local assessments will increase by 2% each year.

Describe the evidence that led the school to determine that the area of student performance on which this objective is focused as a priority for growth and improvement.

- 1. Results of MAP assessment** .The MAP (Measures of Academic Progress) test uses the RIT scores which are expected to increase by 5 RIT points every year. Scores of students in lower grades tend to increase more quickly than those of students in higher grades due to the increased level of difficulty of the higher grade-level tests. RIT scores generally range between 170 and 210.
- 2. Scores of SAT exam** in the high school is an indicator as all the scores below the average score need to be improved by 10% (average score hovers around 1000/ 1600) in more details (the average score for Math is between 500 and 540 and the average score for Reading and Writing is between 480 and 520).
- 3. Standard –based students' assessments:** are semester exams that take place twice per year and are aligned to the subject's standards and benchmarks. Students' questions are derived from text books, teachers' online, and assessment resources. Increasing students' results by 2% is an indicator that students' skills have improved and are meeting international grade level standards.

Data base is 2016 – 2017 average scores:

MAP results:

Grade	Mathematics
3	184.5 RIT
4	189.7
5	198.9
6	199.1
7	205.5
8	215

SAT Scores:

Grade	Math / 800
11	500
12	540

Standard base school assessments:

Grade	Math Score / 100
2	96
3	96
4	97
5	83
6	87
7	68
8	79
9	70
10	75
11	88
12	82

Action Plan for Student Performance Objective # 2

In addition to answering the questions below, embed or attach as an appendix the multi-year action plans that have been developed to achieve the performance/capacity objectives.

ACTION PLAN

Objective: By the year 2025, New Generation International Schools will continue to improve student performance in Mathematics assessments as follows:

1. The average students' results in Mathematics MAP assessment for grade 3 to 8 will increase by 5 RIT points each year.
2. The average students' scores in Math SAT for grades 11 and 12 will improve by 10%.
3. The average students' scores in Mathematics standard-based local assessments will increase by 2% each year.

Strategy :

By the year 2025, New Generation International Schools will continue to offer a complete studying program that meets all students' individual needs and ensure that all mathematical standards are met while serving the below and on level students and challenging above level students as well.

Action Step (Task)	Person(s)/Group(s) Responsible	Timeline for Completion	Resources Needed	Indicators of Success	Status
1. Improve Arithmetic skills	Academic Director Math HOD M&HS Math teachers ICT Teachers	2017- 2022	Standard-based resources and pre-assessments Mental Math Books Hands on activities Khan Academy	Arithmetic skills in MAP assessment average RIT score increase by 5 points each year SAT Math scores will increase by 10% Standard –based assessments' analyses indicate horizontal and vertical growth in students' results by 2% each year.	Ongoing September 2017– June 2022
2. Improve Algebra skills	Academic Director Math HOD M&HS Math teachers ICT Teachers	2017- 2022	Useful sites Computational knowledge Engine	Algebra skills in MAP assessment average RIT score increase by 5 points each year SAT Math scores will increase by 10% Standard –based assessments' analyses indicate horizontal and vertical growth in students' results by 2% each year.	Ongoing September 2017– June 2022
3. Improve Geometry skills	Academic Director Math HOD M&HS Math teachers	2017- 2022	Visual aids Measurements Khan Academy Math competition	Geometry skills in MAP assessment average RIT score will increase by 5 points each year SAT Math scores will increase by 10%	Ongoing September 2017– June 2022

	ICT Teachers			Standard –based assessments’ analyses indicate horizontal and vertical growth in students’ results by 2% each year.	
4. Improve Problem solving skills	Academic Director Math HOD M&HS Math teachers ICT Teachers	2017- 2022	Real life situations Critical thinking problems Integrated projects	Problem solving skills in MAP assessment average RIT score increase by 5 points each year SAT Math scores will increase by 10% Standard –based assessments’ analyses indicate horizontal and vertical growth in students’ results by 2% each year.	Ongoing September 2017– June 2022
5. Improve Trigonometry skills	Academic Director Math HOD M&HS Math teachers ICT Teachers	2017- 2023	Real life applications Khan academy Using instruments in measurements	Trigonometry skills in MAP assessment average RIT score increase by 5 points each year SAT Math scores will increase by 10% Standard –based assessments’ analyses indicate horizontal and vertical growth in students’ results by 2% each year.	Ongoing September 2017– June 2023
6. Offering a complete studying program to prepare students to pass AP Calculus AB Exams	Academic Director Math HOD M&HS Math teachers M&HS Principal	2023 - 2025	AP online course audit AP teachers’ resources Classrooms Add AP course to transcripts	Increase the number of students who pass the AP Calculus AB exams successfully with at least score 3 out of 5	Not started yet September 2023 – June 2025

Who participated in developing the action plan for Student Performance Objective # 2?

Name	Role in the School ²
Mr. Nabil Michel	Academic director – Head of Math Department
Mr. Hossam Gamal	Math lead teacher
Dr. Sahar Fouad	Middle and High School Principal
Mr. Robert Nicola	High school Principal's Assistant
Mrs. Heba Ramy	Physics teacher
Mrs. Dina El Nady	KG lead teacher
Mrs. Ibtisam William	Math teacher
Dr. Mahmoud Hamza	Executive manager and school improvement plan committee leader
Ms. Mona Haddara	Internal Coordinator

What major findings for strengths and areas in need of improvement learned from the self-study were incorporated into this action plan?

In reference to the descriptive summary of educational programs and resources, assessment, and evidence of student learning , action plans have been based on the following:

Points of Strength:

1. Using horizontal and vertical data analysis results, many of NG students have shown improvement in Math scores across many grade levels.
2. NG caters for students' individual needs, as differentiated instruction strategies and methods are implemented to enrich students' knowledge and re-teach difficult concepts.

Areas of Improvement:

1. Continue to meet international standards and achieve higher scores in MAP, SAT, and AP.
2. Provide more rigorous programs to better serve diversity and challenge students' potentials.

² For example, student, teacher, parent, administrator, central office staff, governing body, community member, etc.

Organizational Capacity Objective #1:

In addition to answering the questions below, embed or attach as an appendix the multi-year action plans that have been developed to achieve the performance/capacity objectives.

By the year 2025, New Generation International Schools will continue to expand and renovate its facilities as follows:

- a) Opening and furnishing the third floor to accommodate HS students.
- b) Renovating the backfield area
- c) Constructing a soccer field, changing rooms, running track, and bleachers at the farm area.

Describe the evidence that led the school to determine that the area of student performance on which this objective is focused as a priority for growth and improvement.

- Admission rates which help estimate that the number of NG applicants will reach its full capacity of 1750 students in 3 to 4 years.
 - As a school that encourages sports and outdoor activities, renovations will provide students with the space and aptitude for practice; they will also provide more opportunities for hosting international tournaments and camps.
- Data Base: Admission trends 2014 - 2017

Age Group/ Grade Level	2014 - 2015	2015 - 2016	2016 - 2017	2017 - 2018	2018 - 2019	2019 - 2020	2020 - 2021
Infant/Toddler: Birth-23 mos.	12	12	15	14	15	17	20
Pre-K-2: Two year olds	20	20	25	27	30	32	35
Pre-K-3: Three year olds	30	30	40	34	35	37	40
Pre-K-4: Four Year olds	2	3	5	1	3	4	5
Kindergarten	105	94	107	152	180	220	240
Grade 1	51	68	54	61	100	120	125
Grade 2	43	50	73	63	80	110	130

Grade 3	55	45	57	78	80	95	125
Grade 4	36	61	54	70	95	95	120
Grade 5	44	44	65	64	90	110	120
Grade 6	40	48	47	75	80	110	125
Grade 7	29	53	63	60	90	100	125
Grade 8	29	38	58	78	80	110	115
Grade 9	37	34	38	70	85	100	125
Grade 10	31	44	37	50	85	110	125
Grade 11	24	33	44	40	60	100	120
Grade 12	26	20	33	46	45	60	105
Total Enrollment K - 12	550	634	730	907	1150	1440	1700

Action Plan for Organizational Capacity Objective #1

ACTION PLAN					
<p>Objective: By the year 2025, New Generation International Schools will continue to expand and renovate its facilities as follows:</p> <ul style="list-style-type: none"> a) Opening and furnishing the third floor to accommodate HS students. b) Renovating backfield area c) Constructing a soccer field, changing rooms, running track, and bleachers at the farm area. 					
<p>Strategy # 1: By the year 2019, New Generation International Schools will open the third floor and both indoor and outdoor (balcony) classes to accommodate HS and Upper Elementary students.</p>					
Action Step (Task)	Person(s)/Group (s) Responsible	Timeline for Completion	Resources Needed	Indicators of Success	Status

Who participated in developing the action plan for Organizational Capacity Objective # 1?

1. Opening third floor indoor classrooms and facilities.	Financial manager Executive manager School principal Academic director	2018 - 2019	Financial Fund Purchase and furnish classes with white and smart boards, desks, chairs, A/Cs and lockers.	Moving HS students to the third floor area to leave the second floor completely to MS students.	Not started yet June 2018 – August 2018
2. Opening third floor outdoor (balcony) classrooms and facilities.	Financial manager Executive manager School principal Academic director	2019 - 2020	Financial Fund Purchase and furnish classes with white and smart boards, desks, chairs, A/C's and lockers.	Moving Upper Elementary students to the third floor balcony area to leave the whole second floor balcony to Lower Elementary students.	Not started yet June 2019 – August 2019

Strategy # 2 :

By the year 2021, New Generation International Schools will make some renovations in the backfield and construct an outdoor basketball, volleyball and handball courts.

Action Step (Task)	Person(s)/Group(s) Responsible	Timeline for Completion	Resources Needed	Indicators of Success	Status
Backfield renovations	Financial Manager Executive manager School principal Athletic director	2019 - 2021	Financial fund Artificial grass flooring Construction plans	Construction of outdoor basketball, volleyball, and handball courts that are used for different students' activities and athletic competitions.	Not started yet June 2019 – August 2019 (Basketball) June 2020 – August 2020 (Volleyball) June 2021 – August 2021 (Handball)

Strategy # 3:

By the year 2025, New Generation International Schools will renovate the farm area, construct a 5 side soccer field with changing rooms, running track, and bleachers.

Action Step (Task)	Person(s)/Group(s) Responsible	Timeline for Completion	Resources Needed	Indicators of Success	Status
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Farm area renovations.	Financial manager	2022 - 2025	Financial funds	Construction of the following facilities that are used in all students' activities and international competitions: Soccer field Changing rooms and Lockers Running track Bleachers	Not started yet
	Executive manager		Artificial grass flooring		June 2022 – August 2025
	School principal		Construction drawings		June 2022 – Dec.2022 June 2023 – Dec.2023
	Athletic director				June 2024 – Dec.2024 Jan. 2025 – Aug. 2025

Name	Role in the School ³
Dr. Mahmoud Hamza	Executive manager and responsible for school improvement plan
Mr. Nabil Michel	Internal Coordinator
Mr. Mohamed Yassin	Financial manager
Mr. Robert Nicola	High school Principal's Assistant
Mrs. Heba Ramy	Physics teacher
Mrs. Dina El Nady	KG lead teacher
Mrs. Ibtisam William	Math teacher
Mr. Waleed Aboelnour	PE lead teacher

What major findings for strengths and areas in need of improvement learned from the self-study were incorporated into this action plan?

<p>In reference to facilities, student life and student activities' standards for accreditation, action plans have been based on the following:</p> <p>Points of Strength:</p> <ul style="list-style-type: none"> New Generation International Schools' population is growing, which is a proof of the schools' good reputation on both the academic and social levels. <p>Areas of Improvement:</p> <ul style="list-style-type: none"> It is a necessity for expansion and renovations to serve the growing population and foster educational, physical, social, and life skills which are integral parts of our mission, vision, and core values.

Organizational Capacity Objective # 2:

³ For example, student, teacher, parent, administrator, central office staff, governing body, community member, etc.

By the year 2025, New Generation International Schools will continue to improve student performance and achievement by implementing advanced programs to challenge students in the following areas:

- a. Increase the number of students (from Grades 4-12) who apply for the DELF diploma by 10% each year. .
- b. Increase number of High School students who apply for the Advanced Placement exams (AP) by 10% each year.
- c. Authorize the school to offer high school International Baccalaureate Program (IB).

Describe the evidence that led the school to determine that the area of student performance on which this objective is focused as a priority for growth and improvement.

At NG, above average and gifted students get challenged by being encouraged to participate in extra activities, like creative writing and extra reading. In addition, they receive challenging tasks and questions during instructional time through tiered assignments. Students are also provided various opportunities to meet international academic standards for English and French, and that is evident in our SAT, AP, and DELF, Ministry of Education (MOE) Arabic Studies results. Though our school tries to cater for above average students, we want to provide more rigorous programs that enhance their skills at a higher level.

Base line: For objective 2 a is 2016 – 2017
Number of participants on DELF program:

Level	Number of students
DELF prim A1.1	1
DELF prim A1	2
DELF prim A2	2
DELF Junior A1	5
DELF Junior A2	3

Base line: For objective 2 b is 2016 – 2017
Number of participants on AP exams:

Subject	Number of students	Grades
AP English Language and Composition	4	11,12
AP Calculus AB	1	11
AP Psychology	1	12
AP European History	1	12
AP World History	1	12

Base line: For objective 2 c – N/A

Action Plan for Organizational Capacity Objective # 2

In addition to answering the questions below, embed or attach as an appendix the multi-year action plans that have been developed to achieve the performance/capacity objectives.

ACTION PLAN					
<p>Objective: By the year 2025, New Generation International Schools will improve student performance and achievement by implementing/continuing to apply advanced programs to challenge students in the following areas:</p> <ol style="list-style-type: none"> Increase the number of students (from Grades 4-12) who apply for the DELF diploma by 10% each year. . Increase number of High School students who apply for the Advanced Placement exams (AP) by 10% each year. Authorize the school to offer high school International Baccalaureate Program (IB). 					
<p>Strategy # 1 for objective 2a :</p> <p>A. Update NG's French curriculum to provide students with more challenging opportunities to meet international requirements for the DELF certificate.</p> <p>New Generation International Schools is a bilingual school where the quality of the second language is as good as that of the first. The DELF diploma (Diplôme d'Études en Langue Française) is an internationally recognized certificate that is awarded by the French Ministry of Education to proficient, non- native French speakers.</p> <p>Only competent French speaking students receive this certificate, and that provides them with the opportunity to study and work in francophone countries.</p>					
Action Step (Task)	Person(s)/Group(s)	Timeline for	Resources Needed	Indicators of Success	Status

	Responsible	Completion			
1. Evaluate student's academic level	All French Team under the supervision of the Foreign Languages HOD	2017- 2018	Student's pre-assessment evaluations	Student's Scores based on horizontal and vertical Data analysis	Will start mid October 2017
2. Extend the Range of acceptance. (Above average and average students can apply)	All French Team under the supervision of the Foreign Languages HOD	2017- 2018	Teachers Class rooms Assessments	Distribute students on leveled courses	Not started yet November 2017 – March 2018
3. Modify our curriculum to serve DELF preparation that is taught in class. (From Grade 1 till Grade 11)	All French Team under the supervision of the Foreign Languages HOD	2017-2018	Text books that are aligned with DELF program	Written Curriculum Maps that are approved to serve different levels	Not started yet November 2017 – June 2018
4. Offer DELF preparation curriculum (Taught in class)	All French Team under the supervision of the Foreign Languages HOD	2018 -2019	Teachers Resources Class rooms	Increase in number of students applying for and receiving the DELF certificate.	September 2018 – June 2019

Strategy # 2 for objective 2b :

By the year 2021, New Generation International Schools will increase the number of students applying for the AP programs by 10% each year. Advanced Placement is a program run by College Board that allows students to take High School advanced courses to earn extra credit and qualify them for more advanced classes when they begin college. Passing the AP exams is a sign of students' competence and ability to handle college and workloads, as AP courses qualify students to be critical thinkers.

Action Step (Task)	Person(s)/Group(s) Responsible	Timeline for Completion	Resources Needed	Indicators of Success	Status
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1. Implement summer programs to help students prepare for specific AP courses.	Academic Director HS Teachers Subjects HOD	2019-2020	Teachers' Resources Classrooms Internet Access	Pre-assessments data that show growth in student's academic scores in specific content areas.	Not started yet August 2019 – September 2020
2. Use pre- AP assessments to check and identify students in our school who are likely to succeed in AP courses.	Academic Director HS Teachers Subjects HOD	2019-2020	Screening or pre- AP assessment evaluation.	Pre-assessment results Sufficient number of students who can succeed in AP School will offer AP classes	Not started yet September 2019 – November 2020
3. Review current AP course enrollment practices.	Academic Director HS Teachers Subjects HOD AP Coordinator	2019-2020	AP online course Audit AP teachers resources	ETS approval of school's AP curricula	September 2019 – June 2020
4. Implement grade-weight policies (credits) for pre-AP and AP classes.	Academic Director Subjects HOD MS & HS Teachers M&HS Principal	2020-2021	Teachers Resources Classrooms Internet access	Pre-AP courses that start from Gr.6 Advanced credits are added to report cards.	September 2020 – June 2021
5. Update Middle and High School curricula and scope and sequence that equip students to pass AP exams.	Academic Director Subjects HOD MS & HS Teachers AP Coordinator	2020-2021	Teachers Resources Classrooms Internet access	Increase in the number of students who are applying and passing the exam with not less than a score of 3.	September 2020 – June 2021

	M&HS Principal				
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Strategy # 3 for objective 2c :
 By the year 2025, New Generation International Schools will be accredited as an IB school that offers the International Baccalaureate Diploma. Students at International Baccalaureate (IB) schools are given a unique challenging education; they....

- a. are encouraged to think independently and take ownership of their own learning
- b. take part in educational program that can lead them to enroll in some of the highest-ranking universities around the world
- c. become more culturally aware, through the development of a second language.
- d. are able to engage with people in an increasingly globalized, rapidly changing world.

Action Step (Task)	Person(s)/Group(s) Responsible	Timeline for Completion	Resources Needed	Indicators of Success	Status
1. The school conducts a feasibility study to analyze the IB philosophy, program structure and requirements to compare its findings with the situation of the school and defines what needs to be done in order to implement the program.	Academic Director Executive Manager School principal Middle and High School Principal Subjects HOD	2021-2022	Data collected and analyzed Feasibility study Preliminary studies Requirements and situation analyses Building good strategy	The school decides to apply to become an IB World School. Complete school information form.	Not started yet March 2021 – September 2022
2. The school will start the authorization process by completing the Application for	Academic Director Executive Manager	2022 - 2023	Design action plan toward authorization The school will contemplate the costs of	By submitting the application and the supporting documents, the	Not started yet September 2022 – June 2023

<p>candidacy: Diploma Program and gathering the supporting documents.</p>	<p>School principal Middle and High School Principal Subjects HOD</p>		<p>the implementation of the program Request authorization verification visit upon the acceptance of authorization</p>	<p>school is formally accepted as a candidate.</p>	
<p>3. School needs to consider the requirements related to the structure of the program to ensure that its implementation is possible</p>	<p>Academic Director Executive Manager Middle and High School Principal School principal Subjects HOD</p>	<p>2023 - 2024</p>	<p>Continuum of IB program Appointment of a Diploma Program coordinator Subject choice and language(s) of instruction Mandatory teacher professional development</p>	<p>Schools hires a Diploma Program coordinator Professional development has taken place and teachers are certified.</p>	<p>Not started yet June 2023 – June 2024</p>
<p>4. The school makes commitment towards meeting all the standards, practices and program requirements at the time of evaluation of the program and starts operation.</p>	<p>Academic Director Executive Manager School principal Subjects HOD</p>	<p>2024-2025</p>	<p>The school's educational beliefs and values reflect IB philosophy. The school's leadership and administrative structures ensure the implementation of the IB program(s). The school's resources and support structures ensure the implementation of the IB program(s). The school's written curriculum reflects IB philosophy.</p>	<p>The school starts operating as an IB school. The school shows evolution in time, which will be evidenced at every cycle of the program evaluation.</p>	<p>September 2024 – June 2025</p>

			Teaching and learning reflects IB philosophy.		
			Assessment at the school reflects IB assessment philosophy.		

Who participated in developing the action plan for Organizational Capacity Objective # 2?

Name	Role in the School⁴
Dr. Mahmoud Hamza	Executive manager and school improvement plan committee leader
Mr. Nabil Michel	Academic director/Math HOD
Dr. Sahar Fouad	Middle and High School Principal
Mr. Robert Nicola	High school Principal's Assistant
Mrs. Heba Ramy	Physics teacher
Mrs. Dina El Nady	KG lead teacher
Mrs. Ibtisam William	Math teacher
Mrs. Mona Haddara	Head of English Department
Mr. Hossam Gamal	Math lead teacher

What major findings for strengths and areas in need of improvement learned from the self-study were incorporated into this action plan?

Although NG students are challenged inside and outside of class to meet international standards, our school's purpose is to provide more challenging options and opportunities to all students and not just a small number of its population. In reference to the descriptive summary of the school's mission , the descriptive summary of educational programs and resource, and the descriptive summary of assessment and evidence of student learning , action plans have emphasized the following:

⁴ For example, student, teacher, parent, administrator, central office staff, governing body, community member, etc.

Areas of Strength:

1. All students meet college requirements in terms of passing standardized assessments.
2. A large number of NG's students are high achievers who score a GPA of 3.5 and above.
3. NG meets the international standards by offering AP and DELF courses.

Areas of Improvement:

1. Increase the number of students who apply and pass the AP exams as a means of providing them with more challenging opportunities although AP courses are not a graduation requirement.
2. Increase the number of students who apply and pass the DELF exams successfully.
Although NG students who took the DELF exams have received excellent results, our school purpose is to provide more opportunities for the largest number students who can apply and take the DELF exam.

*****Before considering this section of the self-study finalized, be sure to attach the multi-year action plans and a copy of the approved MSA-CESS Technical Review.*****