

# INNOVATION POLICY

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Policy Reviewed – March 2024

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## **Vision:**

To foster a culture of continuous innovation that propels our organization to the forefront of our industry. We envision a future where creative thinking and proactive problem-solving are embedded in every facet of our operations, driving sustainable growth, competitiveness, and positive societal impact.

## **Mission:**

Our mission is to create an environment that nurtures innovation, empowers our teams, and leverages emerging technologies to deliver groundbreaking solutions. By embracing change and embracing diverse perspectives, we aim to anticipate and meet the evolving needs of our customers, while contributing to the advancement of our field and the betterment of our community.

## **OBJECTIVES**

- ◆ To make innovation the heart of planning and practice in our school.
- ◆ The school aims to develop an environment in which innovation can spark and flourish, both in the classroom and in the ways in which the school is managed and governed.
- ◆ Aims to provide a framework through which innovative practice can be integrated into developmental planning and a set of guidelines that give all staff a starting point from which to launch creative approaches and new ideas.

## **DEFINITION AND CONTENT**

Innovation can be defined as ‘the act or process of introducing new ideas, devices, and methods’, usually designed to improve overall quality of life and work. The UAE Government has introduced the UAE National Innovation Strategy, which requires all areas of the private and public economy and infrastructure across the emirates to actively develop strategies for the promotion and implementation of innovation.

For schools and institutes of Higher education, the Knowledge and Human Development Authority has incorporated innovation into its own framework. This framework illustrates innovation in schools as:

Innovation comes in many forms. There are innovations in the way schools are owned, organized and managed; in curriculum design models; in teaching and learning approaches, such as how learning technologies are used; classroom design including virtual spaces; assessment; timetabling; partnerships to promote effective learning and engagement in the economy; and the ways in which teachers and leaders are recruited, trained, developed and rewarded.

These innovations can be small or large, recognizable, or entirely new and different. Innovation is driven by a commitment to excellence and continuous improvement.

Innovation is based on curiosity, the willingness to take risks and to experiment to test assumptions.

Innovation is based on questioning and challenging the status quo. It is also based on recognizing opportunity and taking advantage of it. Being innovative is about looking beyond what we currently do well, identifying the great ideas of tomorrow and putting them into practice.

The Innovation Policy is designed to enable the school to meet all requirements of the National Innovation Strategy and provide a platform from which the school can build towards the ideal model outlined by the KHDA.

### **CATEGORIES**

#### **Teaching and Learning**

We aim to:

- Develop learners who leave TIAD as confident critical thinkers with autonomous skills for innovation and problem-solving and promote independent learning.
- Create a curriculum which is child-centric, flexible and fosters an ideology for originality and flair.
- Encourage the creative use of technology and other forms of digital media as a vehicle for innovation.
- Ensure that enterprising, critical thinking and problem-solving is a fundamental feature of everyday learning and practice.

**Our governors will ensure that:**

- TIAD learning environments are appropriately equipped and resourced for all current and future endeavors of innovation.

- They provide links with external agencies and the wider local community to support the school-based projects of innovation.

**Our leaders will be responsible for:**

- The curriculum design, which will have a clear rationale aligned with the national vision for innovation and challenge. It will be successful in delivering a balance of knowledge, skills and understanding.
- Implementing an effective Innovation Continuous Performance Development (CPD) programme for all teaching and non-teaching staff, to support everyday practice for creativity, enterprising and originality.
- Carrying out a regular and rigorous evaluation of its curriculum about students' achievements, aspirations and national priorities.
- Embedding cross-curricular links that are meaningful and planned purposefully and innovatively.
- A range of curricular options; providing students with choices and opportunities to benefit from learning experiences that nurture their talents, interests and aspirations.
- Offering an excellent range of opportunities designed to motivate and inspire all students.
- Opportunities for enterprise, innovation, creativity and social contribution are embedded through all curricular areas.
- A wide and stimulating programme of extracurricular activities within and outside the school significantly enhances students' academic and personal development.

**Our teachers will:**

- Attend CPD training programmes internally and externally to enhance their understanding of innovation – and its role in the development of the student.
- Skillfully apply their knowledge and understanding of the students to plan creative lessons within the TIAD framework, provide inspiring learning environments and use time and resources creatively to enable all groups of students to learn very successfully.
- Provide opportunities for students to take risks in their learning and embed creative ways of problem-solving in the classroom.
- Purposefully develop students' critical thinking and independent learning skills to problem solve and produce original responses.
- Lead a variety of creative extra-curricular activities within and outside of the school environment – as an extension of the creative curriculum.

**Our students will:**

- ◆ Demonstrate responsible attitudes to their learning illustrate strong self-reliance and thrive on critical feedback.
- ◆ Participate in the TIAD learning community through enterprising and innovative projects.
- ◆ Exemplify originality in problem-solving and creativity.
- ◆ Embody confident independent learning skills and lead in TIAD initiatives. Exhibit flair and articulate their reasoned decisions effectively.

**Community Outreach and Environment**

**We aim to:**

- ◆ Engage and inspire students through enriched learning.
- ◆ Enable pervasive active learning to improve the student experiences.
- ◆ Create global citizens through partnerships with members of the local and international communities by getting involved in activities.
- ◆ Establish a school community that cares for the environment and those less fortunate.

**Our Governors will ensure that:**

- ◆ The best possible opportunities for TIAD students to innovate in tandem with the local
- ◆ community and be a part of the global environment.
- ◆ The school is supported in funding training to reach out to people in need and also engage in activities to safeguard the environment.

**Our leaders will be responsible for:**

- ◆ Providing a structure that supports students in developing innovative ways to compete, fundraise and create links with the community and environment. Seeking out global, regional, and local initiatives and projects that will allow a broad range of students to get involved in their communities and environmental programs.

**Our students will:**

Work with teachers and leaders to develop skills that will enable them to become flexible, creative, and globally aware innovators:

- Critical thinking, problem-solving, reasoning, analysis, interpretation, and synthesizing information.
- Research skills and practices, interrogative questioning.
- Creativity, artistry, curiosity, imagination, innovation, personal expression

- Perseverance, self-direction, planning, self-discipline, adaptability, initiative. Oral and written communication, public speaking and presenting, listening.
- Leadership, teamwork, collaboration, cooperation, and facility in using virtualworkspaces.
- Information and communication technology (ICT) literacy, media and internetliteracy, data interpretation and analysis, computer programming.
- Civic, ethical, and social-justice literacy.
- Global awareness, multicultural literacy, humanitarianism. Scientific literacy and reasoning, the scientific method.
- Environmental and conservation literacy, ecosystems understanding. Health and wellness literacy, including nutrition, diet, exercise, and publichealth and safety.

### **Entrepreneur and Functioning**

#### **We aim to:**

- ◆ Develop innovative methods of communicating, liaising and working with parents.
- ◆ Use cutting-edge technology to enhance the learning of students and the relationships between school, parents and the business community.
- ◆ Train students to be entrepreneurs at a young age.

#### **Our Governors will ensure that:**

- ◆ Resources and an extended hand are made available to allow TIAD to achieve its aims.
- ◆ Economic and financial literacy, entrepreneurialism.

#### **Our leaders will be responsible for:**

- Keeping systems and processes under review to best adapt to newdevelopments, systems and technology.
- Maintaining an open forum through which stakeholders can contribute ideas tothe development of the operational management of the school.
- Ensure that the school site is developed in innovative ways to maximize theeffective use of available space and resources.
- Review the curriculum to ensure that it reflects a rapidly changing world, andthe skill sets required to be a success within it.
- Ensure that teachers and support staff with skills in innovative practice aredeveloped and engaged.
- To promote entrepreneurship amongst students and help them in planningactivities for the same.

**Our students will:**

- ◆ Become outward-looking global citizens who develop a skill set that enables them to become creative, independent, innovative learners.
- ◆ Engage with the decision-making processes within the operational management of the school.
- ◆ Be confident in showcasing their innovative ideas to their colleagues and the wider community.
- ◆ Become mentors and facilitators of learning for each other.
- ◆ Take full advantage of an environment that is conducive to innovation and independent learning.
- ◆ Become an entrepreneur by leading about the concept through practical experience.

Regards,

*Shiny Davison*

Principal