

مــدرســة كــامــبـردج انــتــرنــاشــيــونـال Cambridge International School, Dubai

# Inclusion

# **Exceptional Learners Policy and Procedure**

NAME OF POLICY	Exceptional Learners Policy and Procedure
APPROVED BY	Principal
DATE APPROVED	February 2018
DATE OF REVIEW	February 2020
REPLACING POLICY	
RELATED POLICIES	<ul> <li>Students With Determination policy</li> <li>ELL policy</li> <li>GEMS Gifted and Talented Key Principles</li> </ul>

#### Introduction

Cambridge International School, Dubai (CIS) welcomes pupils with a wide range of abilities. Each pupil is perceived to be an individual of great value. We strive to provide a secure yet challenging educational environment which will stimulate the development of all students and enable them to maximize their potential.

Gifted students learn at a different rate from other children and accommodation of that rate is crucial to their intellectual and emotional development. These students need to be extended beyond the core content, to work at higher levels demanding greater complexity of thought. Gifted students need the challenge and freedom to explore research and express.

This policy outlines the purpose, nature and management of the teaching and learning of gifted and talented pupils at CIS.

Inclusive education is the process through which schools develop systems, classrooms, programmes and activities so that all students are able to learn, develop and participate together. In an inclusive school, the curriculum, physical surroundings and school community should reflect the views and characteristics of its students. An inclusive school honours diversity and respects all individuals. (UAE Inspection framework, 2015)

#### Definition

Following the Gange Model of Giftedness and Talent (1985, 1991, 1997, 2002), giftedness is defined as innate, dynamic potential in a specific domain or domains, while talent is the actualisation of a gift within a specific domain. Giftedness refers to above average aptitude, talent to above average performance and achievement.

- The term giftedness refers to 'a student who is in possession of untrained and spontaneouslyexpressed exceptional natural ability in one or more domain of human ability.' These domains will include intellectual, creative, social and physical abilities. In the case of a gifted student, whilst exceptional potential will be present, they may actually under achieve.
- The term talented refers to 'a student who has been able to transform their 'giftedness' into exceptional performance'. Talented students will always demonstrate exceptional levels of competence in the specific domains of human ability, including academic, technical, science and technology, arts, social service, administration/sales, business operations, games, sports and athletics.

#### Rationale

Assumptions underlying the provision for gifted students at CIS.

- Gifted students learn at a different rate from other children and accommodation of that rate is crucial to their intellectual and emotional development. Differences in rate and pace can vary, necessitating differences in kind and degree of instruction.
- Many Gifted students are passionate about depth, range and complexity of knowledge. Many Gifted students easily and quickly seek out and master the core concepts and skills of disciplines, and desire to pursue them further. Gifted students need to be extended beyond core content, to work at higher levels demanding greater complexity of thought. Gifted students need the challenge and freedom to explore, research and express.
- Ability grouping. Gifted students need the challenge and stimulation of being together, with high levels of academic expectation set for products, processes and content.
- Provision needs to be made in each faculty for giftedness from FS to 13.

• Tutoring and mentoring by peers and students in higher year groups is to be approached cautiously. The Gifted and Talented student and his parents must reach agreement with the school.

#### Aims

At CIS we work together to meet the special needs of the, gifted and talented children in our care in the following ways:

- To use a broad range of qualitative and quantitative data to identify, gifted and talented children. Data from CAT 4 Test and progress test are utilised and monitored regularly.
- Learning Managers and the G&T coordinator draw parents' and children's attention to relevant and stimulating extra-curricular events within reach of Dubai. Which could inspire, enthuse or motivate specific children, based on our unique knowledge and understanding of their interests and talents.
- Organising attendance at workshops or events led by the Local Authority specifically for gifted and talented pupils.

#### The role of the Inclusion Support Team

The Inclusion Support Team (IST) leads initiatives to meet the needs of pupils within the school. The IST support staff in their identification and monitoring of pupils both academically and pastorally. The IST keeps up to date with information about resources and services, shares this information with colleagues and compiles and updates registers for SEN, ELL and Gifted and Talented students. A crucial part of this role is to analysis progress and work with SLT to adjust provision to meet changing needs.

#### The role of G&T Coordinator

The G&T Coordinator in conjunction with Inclusion department is to monitor the ongoing progress of all pupils identified as either, gifted or talented. This is achieved by;

- Assists with the identification of gifted students
- Monitors the social and emotional needs of gifted students
- Assists with the continuing up grading of the professional expertise of the staff
- Discussions with parents and students to promote extra-curricular extension/enrichment activities.
- Has specific training in meeting the needs of gifted children
- Refer to all appendices
- Supporting departments in further developing differentiated teaching, curriculum enrichment and extension and ensuring that resources are provided to improve provision for G&T.
- Developing strategies to ensure that high achievement, effort and perseverance is valued and encouraged at individual, tutor group, year and whole school levels
- Monitor and evaluate individual performance of the G&T cohort.
- Identify and address the needs of underachieving or disaffected able learners.
- Liaise with the network of coordinators in GEMS schools to share good practice and experience.
- Recommend extension and enrichment activities and opportunities.
- Demonstrate and disseminate good classroom practice in teaching the more able
- Provide mentoring and support for those on the register.
- Report regularly to the Senior Leadership Team.

#### **Ensuring Quality**

The G&T Coordinator in conjunction with Inclusion department will be responsible for ensuring quality throughout the programme. The quality of enrichment/study will be:

- Delivered by enthusiasts which, carefully planned, evaluated and modified as and when necessary
- Clear outcomes which relate to pupils' needs and have a tangible end product e.g. certificates, better examination grades
- Appropriate to the careful selection of gifted and talented students
- Related to curriculum content and can extend student understanding, or are in an area of student interest outside the curriculum
- Involvement from partners from the local community, external agencies or companies.

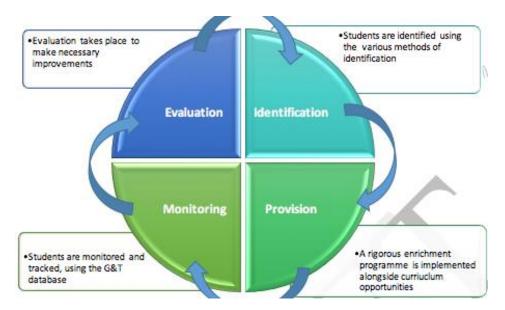
#### **Identification & Documentation**

Students will be identified using a number of criteria that aim to detect innate ability in a curriculum area. This information will also indicate if a student would be able to move through the curriculum at a faster rate. This testing will be multi layered and ongoing, as students who are gifted may not manifest their traits until they are at certain developmental stages. Procedures will be established to help with the identification of underachieving students and aid them to access their intellectual abilities.

Characteristics may be present before identification, but should flourish and intensify with effective identification and provision/facilitation.

Students:

- are enthusiastic, innovative, enterprising, independent, efficient and effective learners, well focused, reflective, analytical, collaborative, very clear communicators who are successful.
- make meaningful connections between areas of learning from a variety of sources to deepen their understanding of the world.
- apply acquired skills, knowledge and understanding confidently and accurately to new learning contexts, both real and abstract.
- hypothesise and draw inferences to facilitate their problem solving. ¥
- are meta-cognitive and self-regulated. They take responsibility for their own learning. The gifted and talented learner asks the questions, knows without working hard, enjoys self-directed learning and uses that imagination to experiment with ideas.



A variety of methods will be used to identify gifted and talented children, including;

- Class teachers and specialised subject teachers identify, gifted and talented children as early as possible in their time at our school (**APPENDIX 1**)
- Collection of evidence from other sources (parents **APPENDIX 2**, outside providers, observations of other colleagues special educational needs co-ordinator, teaching assistants)
- Testing and tracking (results of national curriculum tests, school spelling and reading tests, SATs, CAT and GL assessments (WAVE 1, 2 AND 3) **APPENDIX 3**
- Students identified as **Wave 1 or 2** will have and ILP completed **APPENDIX 4**. This will be created by the class teacher in conjunction with the G&T Coordinator and implemented by the class teacher.
- Children identified as Wave 3 will have an IEP created, APPENDIX 5 and a student profile APPENDIX 6 which will include details about their areas of strength, talents, achievements and how we at CIS are supporting this student. IEP's will be created with the children, Class Teacher and G&T Coordinator. Class teachers and Mentors are responsible for tracking progress of these children and keeping a folder of evidence for the child.
- Students identified in **Wave 3** will be provided with a **Teacher Mentor** for them to liaise with outside the class teacher and whose purpose is to monitor the students social, emotional and academic progress.
- An analysis of the gender and ethnicity of the gifted and talented cohort is carried out and compared with whole-school data on gender and ethnicity. This is to ensure that the gifted and talented cohort, is broadly representative of the CIS population, and that the procedures for identification do not discriminate against any gender or ethnic group.
- Provision for Gifted & Talented Students is also part of the Induction programme for new staff.
- Letters are sent to parents/carers of Gifted and Talented students explaining what it means to be gifted or talented (or both) and giving guidance on support strategies for their children.

#### Level of Provision

The identification of students with special gifts and talents should not be viewed as an isolated activity. To ensure that the correct level of support is put in place for the students at CIS, we use the 'Wave System' of Provision. Students with education needs will be classified at either Wave 1, 2 or 3. The approach recognizes that there is a continuum of G&T. Through the 'Wave System' of Provision it should provide appropriate learning programmes to enable all gifted students to become talented.

#### Wave 1

Every teacher is expected to differentiate the learning in their classroom to meet the needs of all students. For most students the high-quality differentiated teaching in the classroom will be sufficient and help them address any additional needs that they may have. These students will be included on the G&T Wave 1 register. They will be closely monitored by the Learning Managers and subject teachers to ensure that they are making good progress and an ILP completed **APPENDIX 4**.

#### Wave 2

Some students will need extension in order to make progress at a faster rate. This support may only need to be short term and/or in specific areas such as literacy, numeracy or areas of social and emotional understanding.

At Wave 2, the classroom teacher holds the main responsibility with support from the G&T Coordinator in conjunction with the Inclusion Department and an ILP will be completed **APPENDIX 4.** At Wave 2, the students will receive, targeted interventions, which will be delivered by an identified member of teaching staff.

Some examples of provision at Wave 2 would include

- the opportunity to accelerate the pace of learning.
- technology, alternative curricula and brain targeted, cross curricular learning
- networking through the wider community, and centres of excellence to facilitate a wide and stimulating programme within and outside the school
- response to intervention approach employing a graduated response through the 3 wave structure.

#### Wave 3

Students identified as Gifted will be moved to Wave 3 level of provision. If a student has been assessed as needing Wave 3 provision CIS will provide a **Teacher Mentor**. A Teacher Mentor along with the G&T Coordinator in conjunction with Inclusion department will help guide, track and support students. Predominantly the **Head of Year** will be the mentor.

Wave 3 students will have an Individual Education Plan **APPENDIX 5 and 6** that will identify the individual needs of the student and ensure a programme of provision is delivered to target development. This ILP/G&T will be monitored by the G&T Coordinator, Learning Manager, Head of Year in conjunction with Inclusion department and will be regularly reviewed with parents and students on a termly basis. Adjustments will be made to ensure progress.

#### **Organisational procedures**

Gifted students learn at a faster rate than others. The CIS Gifted Programme aims to track the students' acquisition of knowledge so that students who are gifted can become familiar with the core curriculum more quickly. Once it has been established that the student has covered the curriculum outcomes, then the curriculum can be differentiated further for the student. This may take the form of higher level work within the classroom or withdrawal from the classroom to work on individual research tasks or group work.

A key idea in the CIS Gifted Programme is that the differentiated work done by a student is in place of other work. Extension work and work done as part of the program should not mean more work. It means more demanding and more rigorous work. Students who have qualified for the Gifted Programme will not have to catch up on class work that they have missed. Students' work completed as part of the program will be published in a number ways. The work will also be reported on to parents. Gifted and talented pupils are encouraged by class teachers and G&T Coordinator in conjunction with Inclusion department to attend appropriate extra-curricular activities e.g. music clubs, sporting events etc. in order for them to develop other skills and talents.

### Teachers will;

Teachers will use a range of strategies designed to meet the needs of gifted and talented students including;

- With the support of Inclusion team plan appropriate differentiation to allow these children to challenge and extend themselves beyond the levels of the highest ability group within the class, through enrichment, extension, opportunities for investigative learning or through the use of higher order thinking and questioning skills
- Provide open-ended tasks and extension through questioning.
- Set more detailed and complex tasks to stimulate critical thinking.
- Tackle objectives from older year groups e.g. coverage of parts of the curriculum for gifted & talented where and if appropriate.

- Use varied and flexible groupings within the classroom, sometimes mixed ability, sometimes similar ability. Able, gifted and talented children working with less able children gives the former the opportunity to explain concepts and key learning to their peers, which is very powerful for both parties.
- Give gifted and talented children opportunities for leadership within the student SLT.
- Encourage, gifted and talented children to stretch themselves in areas where they are less confident so that they take risks, experience setbacks and have opportunities to deal with failure appropriately.
- Plan lessons that will motivate, challenge and extend the able, gifted and talented pupils in their class.
- Record extension tasks clearly on planning.
- Ensure marking and feedback are appropriate for each child's ability.
- Monitor pupil progress formally and informally on a daily basis.
- Review pupil progress termly and report to parents at parent consultation meetings.
- Enrichment tasks will be initiated by teachers to broaden the child's skills and understanding that increase the depth of study in a specific area.

#### Faculties will;

Each faculty will implement a system to deal with the needs of Gifted and Talented students. It is recognised that each faculty has different needs and there may be variations between faculties.

However, the basis of this system is as follows;

a) A Pre –Test; A Pre-Test that determines a student's level of achievement with a curriculum. This is to identify students who not only have innate ability in a subject area but also have developed their ability sufficiently to qualify as Talented. Unless it has been established that a student is already familiar with the regular curriculum and core work they should not be permitted to be withdrawn from regular class work and the regular curriculum to work with a differentiated curriculum.

**b)** Differentiation and Extension for Gifted Students; A differentiated curriculum that extends students laterally within a subject or topic. This does not mean acceleration. Once a student has been identified as Gifted and Talented in an area of study, differentiated work or extension work needs to be provided for the student in order to enrich their education. This may be in the form of work within the classroom or withdrawal from the classroom for the student/s to work on individual research tasks or group work. The differentiated curriculum and extension work should be of a sufficiently demanding level and of interest to the student.

**c) Assessment**; An assessment procedure for work done as part of the differentiated curriculum. Extension work should not mean more work. It means more demanding and more rigorous work. Students who have qualified for the Gifted and Talented Programme should not have to catch up on class work that they have missed while they were participating in the Gifted and Talented programme. Work that has been done as part of the differentiated curriculum within the Gifted and Talented Programme should be used as the basis for assessment marks using the band descriptors to compare different tasks. As far as possible the work should develop the student's abilities in a lateral fashion.

**d)** Above Level Testing; Above level testing for students who excel in a subject or topic. Students who have qualified for the Gifted and Talented programme need to have Above Level Testing in order to confirm that they are continuing to operate at a significantly high standard. It is recommended that an Above Level Test could be used to assess the work of capable students at least two chronological years above the gifted student.

e) Reporting; Formal reporting of work done as part of the differentiated curriculum. Work that has been done by the student that is part of the Differentiated Curriculum should be formally reported on to the parents.

**F) Staff;** A member of the faculty will be nominated to be advisor and mentor to students who are operating within the programme. A staff member from a faculty should be nominated to be the liaison contact and mentor for students who are working within the Gifted and Talented Programme and with the Gifted and Talented Coordinator. This staff member should have formal training in Gifted and Talented Education and should be renumerated for his/her time with a period allowance.

The following are key aspects to consider when personalising education programmes for students with special gifts and /or talents.

- **Differentiation** An effectively differentiated curriculum meets the needs of students with a range of learning preferences and ability levels. A differentiated curriculum is essential for gifted and talented learners whose potential is unlikely to develop without special educational provisions.
- **Pace** It is likely that gifted and talented students will learn at a faster pace. They may understand new concepts more easily and with fewer repetitions. Consequently teachers will need to provide appropriate challenge to sustain the students' attention and desire to learn.
- **Assessment** Assessment is an important, on-going diagnostic tool for matching curriculum delivery to students' needs. Pre-assessment allows teachers to determine what students already know, so that a more challenging learning programme can be provided.
- **Groupings** Students with special gifts and talents can benefit from flexible grouping within the classroom and/or school and/or the wider community, including via the internet, where they can work individually or with other gifted students.
- Level of work gifted and talented students generally understand concepts and ideas at a level which is above usual age-related expectations. Therefore the curriculum needs to be concept based and include complex, abstract ideas so that interests and abilities are challenged and extended.
- **Enrichment** It is expected that the vast majority of gifted and talented learners will be taught in mainstream classes as part of a differentiated curriculum. Provisions for gifted and talented learners need to include opportunities for enrichment, extension and acceleration within and beyond the classroom.

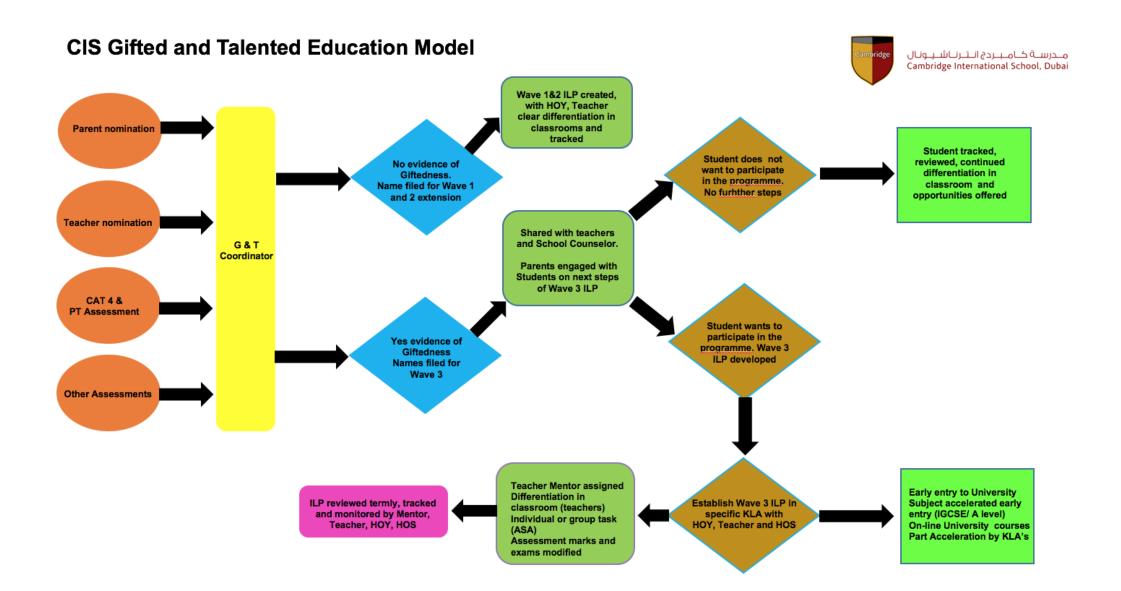
#### **Publication of Student Work**

Work that has been done by students as part of the Gifted and Talented Programme should be published. This may occur in the following ways:

- a) Publication on the Gifted and Talented website
- b) An evening of presentations to parents and staff
- c) Presentation of work to the wider community

#### Acceleration

Students should not be accelerated without extensive consultation with parents, teachers and the student himself. Acceleration should be only considered as an option if all methods of laterally differentiating the curriculum have been explored fully.



APP	ENDIX 1					G & T R	eferral Form for Teach	ners						
Stu	dent Name:					Teacher:						Date:		
			-				CAT 4							
	Verb	al			Non	-Verbal	Mathemat	ical				Spatial		
							Progress Tests							
		Maths				E					Science			
	Stanine		s			Stanine	SAS		Stan	ine		SAS		
Plea have	Subject:       Subject:       Subject:       CAT 4       Verbal     Non-Verbal       Mathematical       Spatial													
	Strength	and Abilities		3 2	1	Descriptions of st	udent behaviour. Please <b>tick m</b>	ark any yo	u think th	ne student exh	ibits			
1	Humanities						of curiosity and a wide range of		Tak	es on too man	y projects			
2	Languages					Long attention spa	n		Disl	likes interruption	ons			
3	Writing					Ability to handle at	ostract ideas.		Que	estions others'	opinions			
4	Oral expression	'n				Flexibility in thinkir	ng		Disi	respectful of a	uthority			
5	Artistic/aesthe	tic				Alert and subtle se	ense of humour.		Pre	ference for un	usual original	l responses		
6	Academic					Superior vocabula	ry and verbal ability		Bos	sy and influen	ces other st	udents		
7	Creative					Excellent retention	of knowledge		Disl	likes subject b	oundaries			
8	Mathematical					Independent			Avo	ids discussion	s or group w	ork		
9	Social/emotior	nal				High level of perso	onal responsibility and commitme	ent	Fru	stration with pe	ersonal perfo	ormance		
1	Mechanical					Strong feelings an	d opinions		Арр	ears opiniona	ted, argume	ntative	1	
1	Scientific					Do you think this s	tudent is underachieving?		Isol	ates self from	peer group			
Gene	ral Comment:		I	_1	I	I		Si	gnature	of the teache	r		_1	
								Si	gnature	Head of the c	lepartment			



General Information



### Parent Nomination Form

Name of student			Date		
Date of Birth///					
Phone numbers (home)	(	work)			
Position in Family					
Current teacher					
Child resides with (please circle)	Father	Mother	Both	Other	

The following is a list of descriptions of children.

The examples after each item are there to help you understand the item and gives some information about ways that trait may show itself. However, your child may show that trait in a different manner.

Decide how well each item describes your child. Tick a box to indicate how strongly you feel your child shows that trait. 5 = strongly agree. 1= disagree

Use the space below each description to give a personal example concerning your child. If the space is too small, feel free to include additional pages of anecdotes or examples that tell us more about your child. These may be anecdotes that illustrate other characteristics that you feel are indicative of your child's giftedness.

MY CHILD...

**Has quick recall of information.** (eg Remembers complex happenings from real life, television, movies, stories and describes them long afterwards in clear details. Remembers conversations in detail. Learns the words and notes to songs quickly. Remembers landmarks, places and directions easily.)

Circle one 5 4 3 2 1

A personal example

Has intense curiosity. (eg A great need to know and explore. Asking many 'why' and 'how' questions.)

Circle one 5 4 3 2 1

A personal example

Feels more deeply than other children of the same age. Empathetic. (eg Is sensitive to the feelings of others. Shows distress at other children's or adults' being upset.)

Circle one 5 4 3 2 1

A personal example



**Uses advanced vocabulary**. (eg Learned to speak clearly before age. OR Spoke very late and very quickly used whole sentences. Is pedantic about words and their usage. Surprises older children and adults with vocabulary.)

Circle one 5 4 3 2 1

A personal example.

**Can become frustrated easily.** (eg If he is displeased with the quality of his work he becomes upset. Once a task becomes difficult he gives up and is sometimes angry.)

Circle one 5 4 3 2 1

A personal example

**Began to read or write early.** (eg started reading or writing before entering school. Learned to read without being taught.)

Circle one 5 4 3 2 1

A personal example.

**Shows leadership abilities**. (eg Other children ask my child for help. Organises games and activities for self or others. Makes up rules. Perhaps seen as bossy.)

Circle one 5 4 3 2 1

A personal example.

**Uses metaphors or analogies to express ideas.** (eg Describes emotions as being like tangible objects. Talks about abstract concepts like time or death using objects in their own world as a comparison. 'My life is just like the sky')

Circle one 5 4 3 2 1

A personal example

**Enjoys puzzles and finds new and usual ways to use toys and objects**. (eg Turns jigsaw puzzle pieces to blank side and does puzzle. Uses kitchen objects to make spacecraft.)

Circle one 5 4 3 2 1

A personal example

Signed .....

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	Name	Year	Age	Gender	Nationality	PT	E	PT	S	PT	Μ		CA	T 4	
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Name	Year	Age	Gender	Nationality	PT	E	PT	S	PTI	N		CA	Т4	
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Name	Year	Age	Gender	Nationality	PT	E	PT	S	PT	М		CA	T 4	
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# **APPENDIX 3**

# Gifted and Talented list

Cambridge

PPENDIX 3				Gi	fted and	Talented	list							مــدرســـة ool, Dubai
Name	Year	Age	Gender	Nationality	PT	E	PT	S	PTI	M		CA	Τ4	
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**APPENDIX 3** 

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Name	Year	Age	Gender	Nationality	PTE		PTS		PTM		CAT 4			
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Name	Year	Age	Gender	Nationality	PTE		PTS		PTM		CAT 4			
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# **APPENDIX 3**

# Gifted and Talented list

مــدرســة كـامـبـردج انـتـرنـاشـيـونـال Cambridge International School, Dubai

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Cambridge

Individual Learning Plan

	Student:		I	DOB:						
PHOTOGRAPH	Class:		I	ILP Start Date:						
	Class Teacher:		;	Subject:						
		C	CAT 4							
	Verbal	Non-Verbal		Mathematical Spatial						
			ress Tests							
	Maths	E	nglish		Scier	ice				
Stanine	e SA		SAS Stanine			SAS				

Targets	Achiev	ved
1.		
2.		
3.		

#### **Teacher Strategies**

1.

2.\_\_\_\_\_ G&T Coordinator: Teacher:

Gifted and Talented Policy



Gifted and Talented Policy

Individual	Education	Plan

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#### G&T Level: Wave 3 DOB: Student: PHOTOGR Class: Subject: ILP Start Date: APH **Class Teacher:** Mentor: CAT 4 Non-Verbal Mathematical Spatial Verbal **Progress Tests** English Science Maths Stanine SAS Stanine SAS Stanine SAS I find it difficult to: Main Information: How you can help me: • . ٠ • . I will try to: Achieved My Target is: ٠ **Extracurricular Activities** Successful Strategies Specific Resources • . ٠ ٠ Teacher: Parent: **G&T Coordinator:**

bridge

				G&T Le	vel: Wav	/e 3						
	Student:					DOB:						
PHOTOGRAPH	Class:			Subject:		ILP Start Date:						
	Class Tea	cher:	I		Mentor:							
					CAT 4							
	Verbal			Non-Verbal		Mathemati	cal		Spatial			
				Prog	ress Tests	3						
		laths			glish				ence			
Stani	ine	SAS		Stanine		SAS	Stanii	ne	SAS			
End Term 1 U	Jpdate:			End Term 2 Update:		End Term 3 Upo	late:					
Strengths/So	cial:				General	Comments/Chall	enges:					
	Targets 1	Ferm 1		Targets Terr	m 2			Targets Te	rm 3			
G&T Coordin			Teacher:			Parent:						