GIFTED & TALENTED POLICY 2026-2027

Phoenix Private School, Doha – For Students and Staff

Effective Date: August 2026

Approved By: Principal & Governing Body

Next Review Date: August 2027

Phoenix Private School
Gifted and Talented Policy

MISSION

Our mission is to develop future leaders who are able to make positive changes throughout the world. We challenge today to create a better tomorrow.

VISION

To prepare a generation of Successful Learners, Confident Individuals, Responsible Citizens, and Effective Contributors.

VALUES

- **Perseverance**
- **Honesty**
- **Originality**
- **Enrichment**
- **Nurturing**
- **Inspiration**
- **eXcited to learn**

1. Purpose of Gifted and Talented.

Phoenix Private School is committed to identifying, supporting, and celebrating learners who demonstrate exceptional academic ability or outstanding talent in specific fields. This policy outlines the criteria, identification process, and support systems for Gifted and Talented learners.

2. Definitions

Category	Definition
Gifted	Learners who demonstrate exceptional ability across academics, consistently achieving 95% or higher in one or more core subjects, or show high-level skills across all academic areas.
Talented	Learners who have demonstrated excellence in specific fields (arts, sports, music, performance, competitions). This includes: - Achieving 1st, 2nd, or 3rd place in recognized competitions.

- Receiving a Gold, Silver, or Bronze medal/award.
- Being recognised, placed, or called out in internal or external competition or similar field-based achievement.

3. In-Depth Selection Criteria

Gifted Learners – In-Depth Criteria

Criteria Area	Description	Evidence Sources
Academic Achievement	Achieving 95%+ in one or more core subjects (English, Math, Science, Arabic) OR consistently excelling across one/more academic subjects.	Exam results, teacher assessments, standardized testing
Cognitive Ability	Demonstrates high-level reasoning, rapid learning, and the ability to connect abstract ideas.	Teacher nomination, classroom observations, problem-solving activities
Learning Behaviors	Works independently, asks complex questions, and shows curiosity beyond age expectations.	Teacher reports, classroom participation
Consistency	Sustained high performance across at least two consecutive terms.	Term reports, progress tracking

Talented Learners – In-Depth Criteria

Criteria Area	Description	Evidence Sources
Competition Success	Achieved 1st, 2nd, or 3rd place OR received a Gold, Silver, Bronze medal in recognized competitions (academic, sports, arts, music, robotics, etc.).	Certificates, official rankings, competition records
Creative/Artistic Recognition	Learner is selected, placed, or recognized in art, music, drama, or design exhibitions/competitions.	Letters of recognition, awards, exhibition entries

Sports & Performance Talent	Exceptional skill demonstrated in school or external competitions (team selection, MVP awards, outstanding performance).	PE reports, coach nominations, medals
Innovation & Leadership	Shows outstanding initiative, creativity, or leadership in projects, clubs, or performances.	Teacher nominations, project outcomes, leadership roles
Consistency	Achievement is sustained and not a one-time occurrence.	Track record of participation/awards over time

Optional Multi-Step Identification Process

Step	Process
Step 1: Nomination	Teacher, parent, or self-nomination for gifted/talented consideration.
Step 2: Screening	Review of test scores, awards, achievements, and teacher comments.
Step 3: Panel Decision	A Gifted & Talented Committee confirms selection and updates the school register.

4. Provision and Support

Area	Support Strategies
For Gifted Learners	- Differentiated learning tasks in class - Extension projects - Opportunities for advanced study and leadership roles
For Talented Learners	- Access to specialist coaching, workshops, or clubs - Opportunities to showcase talent (assemblies, exhibitions, performances) - Encouragement to participate in external competitions. - encouragement to join ECA clubs offered at Phoenix Private School.

5. Monitoring and Review

Responsibility	Action
Teachers	Monitor learner progress and provide enrichment opportunities.
Gifted & Talented Lead	Maintain register, ensure fair identification, and oversee support plans.
Senior Leadership Team	Review policy annually, ensure provision is in line with school goals, and confirm that 5% of assessments are allocated to Gifted & Talented learners to track and sustain progress.

6. Equality Statement

Phoenix Private School is committed to ensuring all learners, regardless of background, gender, or need, are given equal opportunity to be identified as Gifted or Talented and receive appropriate support.