Hidden Talent

Approved by: Principal	Date: 30 January 2026

Last reviewed on:	Date: 26 January 2026

Next review due:	Date:22 June 2026

#	Description of Changes	Rev. No	Date of Issue
1	First Issue	00	21 June 24

ICS Vision
The "School of Choice" inspiring, challenging and empowering a 21st century learning community through an ethical and innovative education system.

ICS Mission
Provide a safe, friendly learning environment where lifelong learners follow an international curriculum which promotes academic excellence and nurtures key values and competencies in our global minded, future leaders.

Purpose
The purpose of this policy is to recognize, support, and nurture students who may not excel academically but demonstrate significant talent in other areas, such as the arts, sports, innovation, leadership, entrepreneurship, or cultural contributions. At ICS, we believe in the holistic development of every student and aim to provide opportunities for all students to explore and develop their unique strengths, ensuring they achieve success in diverse areas.

Scope
This policy applies to:

- All students enrolled at ICS, particularly those who may face challenges in traditional academic settings but exhibit exceptional skills, creativity, or talent in other domains.

- Staff members involved in the identification, mentoring, and development of students' hidden talents.
- Parents, as partners in supporting their child's talent development.

Definitions

- **Hidden Talent:** Skills or abilities in areas such as arts, sports, innovation, leadership, cultural engagement, or entrepreneurship that may not be immediately apparent or celebrated within academic frameworks.
- **Talent Development Program:** Structured opportunities, activities, and support systems designed to help students enhance their identified talents.
- **Mentorship:** Guidance provided by experienced staff, external professionals, or peers to help students develop and showcase their talents.

Responsibilities

1. **School Leadership Team (SLT):**
    - Oversee and evaluate the effectiveness of talent identification and development programs.
    - Ensure resources are allocated to support students with identified talents.
2. **Head of Emirati Provision:**
    - Provide targeted programs for Emirati students with cultural, artistic, or entrepreneurial talents, ensuring their skills align with UAE values and vision.
3. **Subject Coordinators:**
    - Collaborate with staff to identify and support students with talents in specific domains such as sports, music, drama, or STEM.
4. **Teachers:**
    - Observe and identify students who demonstrate unique skills or talents.
    - Provide differentiated opportunities within the classroom to support talent development.
5. **Parents:**
    - Actively participate in their child's talent development by encouraging participation in extracurricular activities and sharing insights into their child's interests and skills.
6. **Students:**
    - Actively engage in talent development programs and demonstrate commitment to their growth.

Procedures

1. **Identification of Talent:**
    - **Observation:** Teachers and staff observe students during lessons, extracurricular activities, and events to identify hidden talents.
    - **Surveys and Questionnaires:** Use student and parent surveys to gather information on skills and interests.
    - **Performance Tracking:** Review students' non-academic achievements and participation in extracurricular activities.

- **Self-Nomination:** Allow students to express interest in programs or activities aligned with their talents.

2. **Development of Talent:**
   - **Individualized Plans:** Create personalized talent development plans to cater to the student's specific needs and goals.
   - **Mentorship Opportunities:** Assign mentors, including teachers, professionals, or peers, to guide students.
   - **Specialized Workshops and Training:** Organize sessions with experts in areas such as music, sports, coding, art, or entrepreneurship.
   - **Participation in Competitions and Events:** Encourage students to participate in internal and external competitions, exhibitions, and showcases to demonstrate their talents.
3. **Support for Emirati Students:**
   - The Head of Emirati Provision collaborates with students to explore and develop their talents in line with UAE culture, values, and future aspirations.
   - Engage students in UAE-specific initiatives, such as heritage events, traditional arts, and entrepreneurial projects.
4. **Recognition and Celebration:**
   - Regularly celebrate and recognize students' talents during school assemblies, newsletters, social media, and events such as Talent Shows, Innovation Week, or Art Exhibitions.
   - Showcase students' work in public platforms such as local community events or ADEK-supported initiatives.
5. **Monitoring and Feedback:**
   - Regularly review students' progress through meetings with mentors and parents.
   - Collect feedback from students, parents, and mentors to improve the program.

Linked Policies

The Hidden Talent Policy is interconnected with several other ICS policies to ensure a comprehensive approach to student development, including:

- **Inclusion Policy**
- **Gifted and Talented Policy**
- **Extracurricular Activities Policy**
- **Behavior Management Policy**
- **Parent Engagement Policy**
- **Student Leadership and Entrepreneurship Policy**

Review and Monitoring

The School Leadership Team will review this policy annually to ensure it remains relevant and effective in identifying and supporting students' hidden talents. The review process will include feedback from students, parents, teachers, and mentors to foster continuous improvement.

At ICS, we are committed to celebrating the diverse abilities of our students and providing them with opportunities to shine in their unique ways, reinforcing our belief in nurturing the potential of every child.