



UNITED ARAB EMIRATES
MINISTRY OF EDUCATION

قطاع
التطوير
المهني
PROFESSIONAL
DEVELOPMENT SECTOR



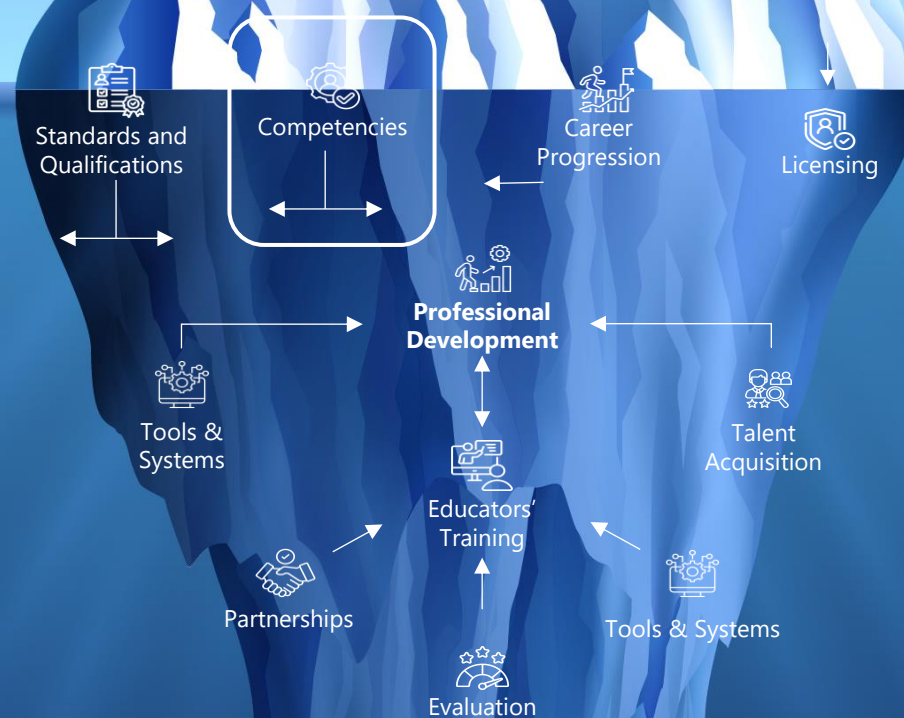
NATIONAL EDUCATORS' COMPETENCY FRAMEWORK & SKILLS GAP ASSESSMENT

TEACHERS'
TRAINING

ADMINS'
TRAINING

PRINCIPALS'
TRAINING

SPECIALISTS'
TRAINING



PROFESSIONAL DEVELOPMENT SECTOR

NATIONAL EDUCATORS' COMPETENCY FRAMEWORK

Domain 1: Ethical and Accountable Leader

Uphold professional ethics and accountability

Domain 2: The Effective Professional

Expertise in curriculum and teaching practices

Domain 3: The Future Cultivator

Drive innovation and sustainable advancement

Domain 4: The Community Collaborator

Build relationships and advocate for policies

WHY IT MATTERS

- Provides the foundation for Licensing (entry, renewal, advancement).
- Anchors Professional Development (design, delivery, evaluation).
- Enables Career Mobility (teachers, leaders, specialists, admins).
- Aligns UAE education with international standards and supports national vision.

FOUR JOB ROLES



Behavioural Expectations*

Domain 1: Ethical & Accountable Leader

Makes ethical, lawful, and transparent decisions that align with UAE education policies.

Respects and integrates UAE's national identity and diverse multicultural context into school leadership.

Ensures financial and operational accountability in school governance.

Domain 2: The Effective Professional

Ensures that instructional practices align with national and international academic standards.

Uses school data (MAP, PISA, TIMSS, MOE assessments) to drive improvements in teaching and learning.

Ensures school compliance with UAE regulatory standards and operational efficiency.

Domain 3: Future Cultivator

Drives AI integration, digital transformation, and modern learning methodologies.

Leads strategic change initiatives aligned with UAE Vision 2031.

Aligns school operations with UAE's Net Zero 2050 sustainability goals.

Domain 4: The Community Collaborator

Strengthens ties between schools, parents, regulators, and the wider education community.

Represents the school's interests in policy discussions and regulatory updates.

Ensures transparent, professional, and effective communication with all school stakeholders.

* Examples, not exhaustive

SKILLS GAP ASSESSMENT OVERVIEW

A comprehensive national initiative to measure, evaluate, and enhance educator performance across all Emirates.

Strategic Objectives

-  Identify professional development priorities
-  Establish performance benchmarks
-  Inform evidence-based policy decisions

Impact Metrics


≈15,000
Educators Assessed


All Emirates
National Coverage

Performance Band Definitions

Outstanding	Exceptional performance, exceeds all expectations	4.5 - 5.0
Exceeds Expectations	Strong performance, exceeds most expectations	4.0 - 4.49
Meets Expectations	Satisfactory performance, meets expectations	3.0 - 3.99
Needs Improvements	Below standard, requires improvement plan	2.0 - 2.99
Does Not Meet	Significantly below standard, requires intensive support	1.0 - 1.99
Extremely Does Not Meet	Critical performance issues, requires immediate intervention	0.0 - 0.99

Assessment Design

-  **Multiple-Choice Questions (MCQ)**
AI-enabled adaptive assessment format (Kafaat Platform)
-  **Scenario-based Essays**
Practical application of teaching competencies

Secure Evaluation Environment

-  **Secure Proctoring**
AI-enabled invigilated assessment environment
-  **AI-assisted Analytics**
438,963 AI-generated questions (expert-reviewed) across four job-role competency frameworks (Teachers, Leaders, Specialists, Administrators)

TALENT MANAGEMENT SYSTEM - KAFAAT

TALENT ACQUISITION & RECRUITMENT

Employee Portfolio (Profile)

Employee Engagement & Retention

Training Effective Measurement

SKILLS ASSESSMENT

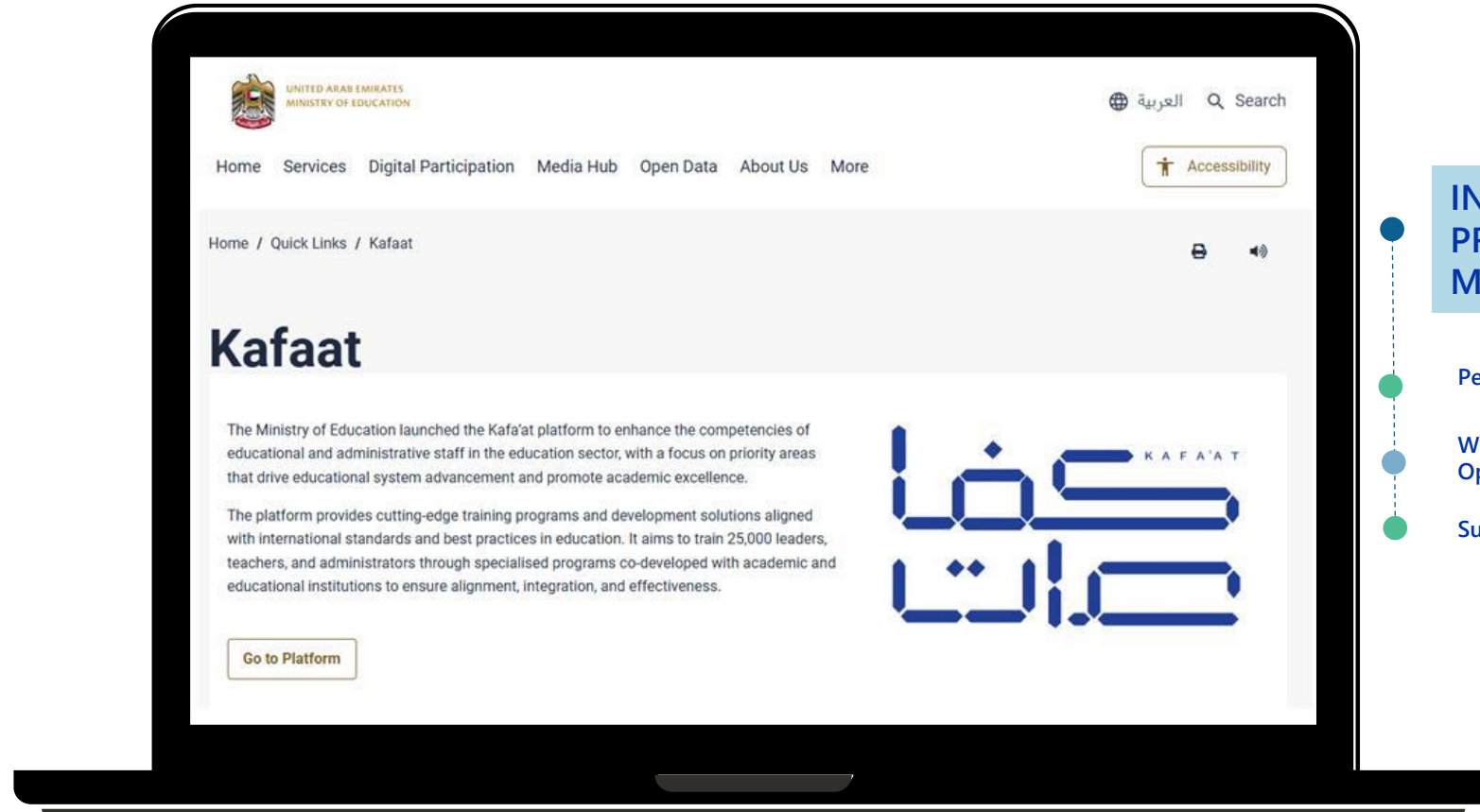
Adaptive Skills Gap Analysis

Competency/Skills Framework

Training Needs Gathering

AI-Generated Training Materials

Comprehensive Professional Development



INTEGRATED CAREER PROGRESSION MANAGEMENT

Performance & Evaluation

Workforce Planning & Resource Optimisation

Succession Planning

*Unified Talent & PD Platform for All Employee Needs
AI-Powered Insights and Automation*