



EQUAL OPPORTUNITIES IN ICS MILAN

ERASMUS+
JOB
SHADOWING

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EQUAL OPPORTUNITIES JOB SHADOWING



Date: 27th-30th April 2026
School: ICS
Place: Milan, Italy
Focus: equal opportunities
to students in regard to
language, special
educational needs,
background...

ICS MILAN

International school with about 1000 students across nursery, kindergarten, primary, middle and high school

Part of a school group in three locations in Milan

School offers IB program across all grades: early, primary and middle years as well as the IB diploma program

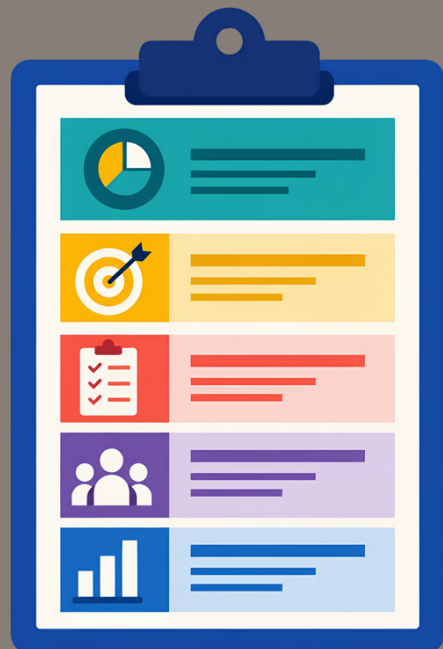
Paritaria school: meets the Italian national educational standards



VISIT PROGRAM



- Observing lessons in middle and high school
- Interviews with staff
- Reflection on good practices



LESSON OBSERVATIONS

I was assigned to join the language department employees and spend time mostly with them during lessons and breaks

Lessons observed:

- Middle school Spanish, EAL and Italian as a foreign language
- High school English A and history



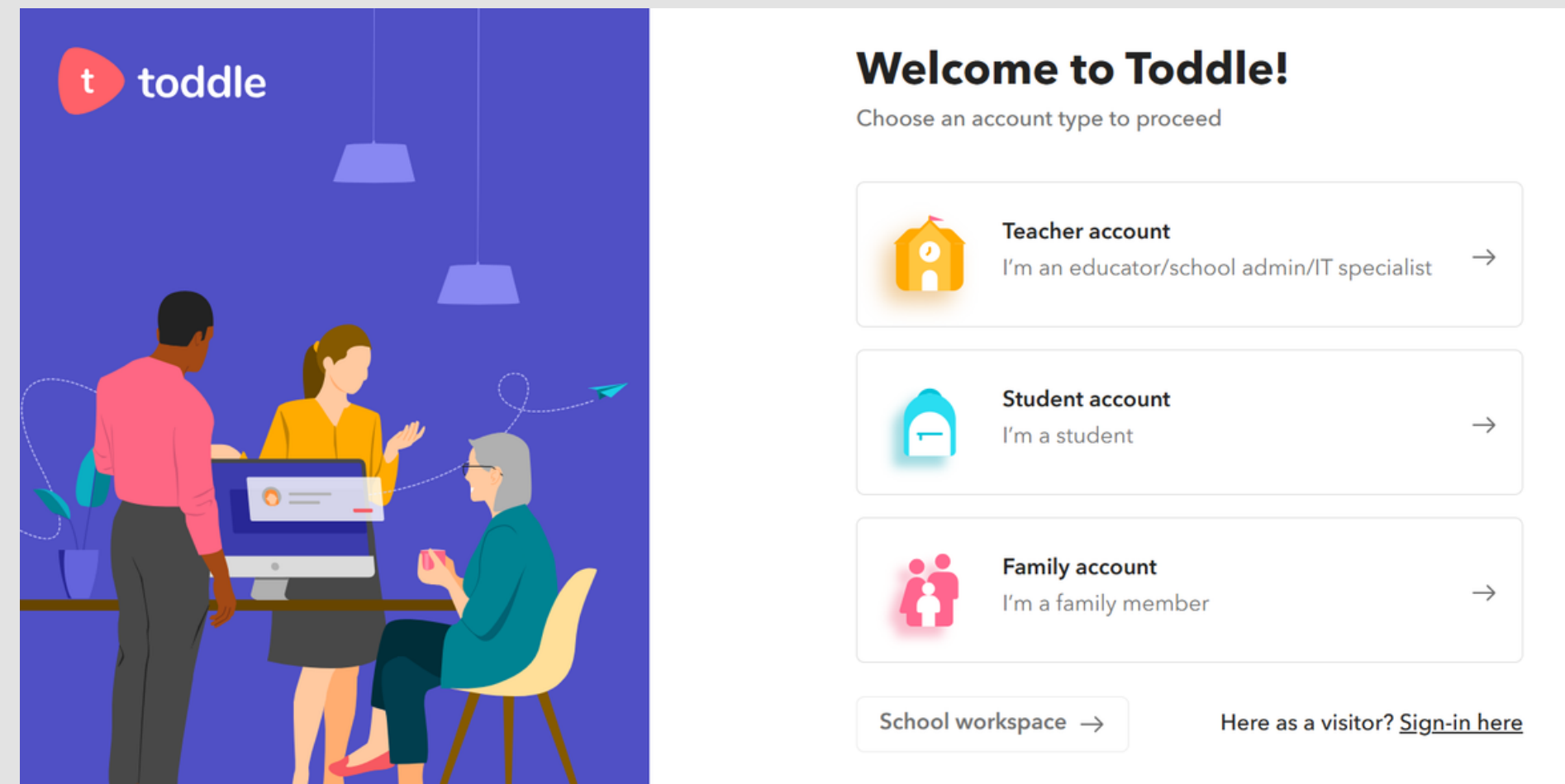
LANGUAGE LESSON PRACTICES

- Italian is obligatory for all students, either as first or a foreign language
- Two choices: Spanish or French
- English is taught at two levels in higher grades
- Other subjects taught in English



INSIGHTS

- Romance language background makes progress in Spanish and French easier and faster
- Material used already created (videos, presentations...)
- Material shared between teachers and students on Toddle platform (AI powered, useful for sharing information, lesson plans, substitutions...)

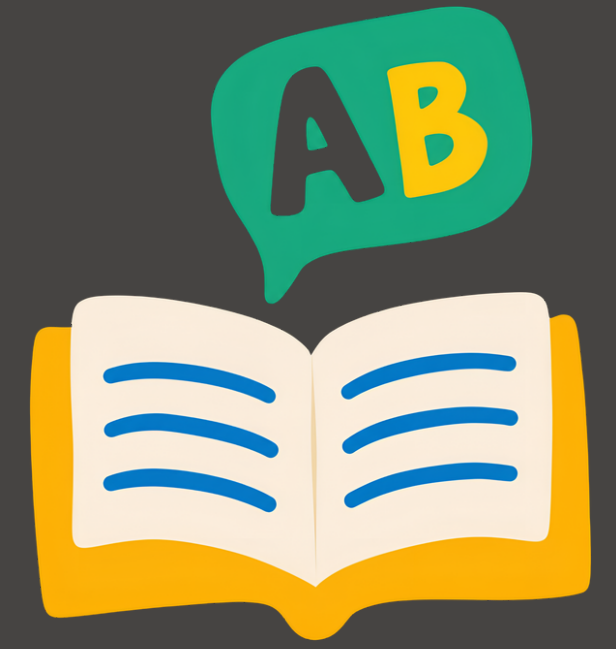


INTERVIEWS WITH STAFF

- HEAD OF SECONDARY
- MIDDLE YEARS PROGRAM COORDINATOR
- EAL COORDINATOR
- SEN COORDINATOR



EAL PRACTICES



- On a paid basis
- Offered for not more than a year
- Push in and pull out method
- CEFR (Common European Framework of Reference for languages) is used to objectively determine the level of students' English before and after joining EAL lessons
- Every day of the week students work on one of the skills (reading, writing, listening or speaking)

SEN PRACTICES



School where SEN students are many

Department divided in two parts: lower and higher grades

How learning-related problems with behavior are handled:

- **Following problem detection, advice is first offered to teachers**
- **If not adequate, the SEN coordinator works with individual students**
- **An individual learning plan is created if necessary**
- **Students are diagnosed and more adjustments are made**

GOOD PRACTICES



**SEN DEPARTMENT
FOREIGN LANGUAGE DEPARTMENT
EAL DEPARTMENT
INNOVATIVE LEADERSHIP
EFFECTIVE INFORMATION SHARING**

THANK YOU FOR YOUR ATTENTION

