



Showkat Ahmad Ganaie

Cluster Head of Inclusion, Gifted Education, Behavior Modification and Learning Support Services

PROFESSIONAL IDENTIFICATION

Full Name Showkat Ahmad Ganaie	E-mail ID rehabprofessional4sends@gmail.com	Current Designation Cluster Head of Inclusion, Gifted Education, Behavior Modification and Learning Support Services
Passport No. with Expiry Date 0225253 : 22-Jun-2035	UAE Driving License No. with Expiry Date 270758 : 01-Jan-2026	Visa Status with Expiry Date Employment Visa from Bloom Charter Educational Technologies, Research and Development : 21-May-2026
Contact No. 1 +971 - 549916399	Contact No. 2 (Optional) +971 - 501104954	Date - CV Updated 28-Feb-2026

PROFESSIONAL CAREER SUMMARY

A visionary leader and inclusive education specialist, I bring 29 years of transformative experience in Inclusive Education, Gifted & Talented Programming, and Learning Support Services across K-12 and higher education. As Cluster Head of Inclusion in Bloom Education MOE-managed schools (UAE), I've led system-wide implementation of MTSS, Smart IEPs, ALPs, BIPs, GCPs, ICPs, GRPs, and inclusive policies that elevate student outcomes and inclusion support teachers' capacity. My work has empowered schools through 26+ high-impact CPD trainings, advanced frameworks for data-driven interventions, and national award-winning practices in smart inclusion in the UAE. I have achieved a National Rank of 6th position in the UAE's Top 10 Inclusion Leaders from the Inclusion National Awards 2025 sponsored by Zayed Higher Organization, Al Dar Education and Other National Sponsors. A dynamic academician, I've served as Lecturer in Psychology at the PG Department of Psychology, University of Kashmir, teaching M.A. Psychology and M.Ed. students in Educational Psychology, Behavior Modification, Community Psychology, Neuropsychology, Psychopathology, Research Methodology, Disability Rehabilitation, Psychoeducational Testing, and Interventions. As Guest Faculty, I've also instructed Guidance & Counselling and Theories of Learning, blending clinical precision with pedagogical innovation. Backed by an MPhil Rehabilitation Psychology, 17 research publications, 3 books published, and a PhD in Clinical Psychology in progress (pursuing from 8th august 2025 onwards), I am committed to building educational systems and innovate instructional methods for teaching, where every learner thrives, belongs, and achieves without limits.

KEY PROFESSIONAL AND LEADERSHIP COMPETENCIES

Educational Quality Assurance Competencies - Quality Standards Development - International Quality Standards (ISO) - Strategic Quality Planning - Faculty Performance Standards - Curriculum Alignment - Teaching Quality Enhancement - Quality Framework Development - Teaching Observation Protocols - Quality Indicators Monitoring - Continuous Professional Development QA - Quality Management Systems - HQ Internal Quality Assurance Reviews - KHDA, MOE, SPEA, ADEK, CBSE Inspection Readiness - School Readiness for NEASC Accreditation - Planning and Leading School Improvement Journey - Standards Compliance Reporting - Institutional Effectiveness - Employer Feedback Systems - Educational Technology QA - Educational Standards Implementation	Educational Leadership Competencies - Strategic Planning - Visionary Leadership - Change Management - Team Building - Conflict Resolution - Decision Making - Organizational Development - Resource Management - Budget Planning - Stakeholder Management - Performance Management - Mentoring & Coaching - Innovation Leadership - Transformational Leadership - Ethical Leadership - Instructional Leadership - School Improvement Planning - Professional Learning Communities - Curriculum Leadership - Performance Evaluation Systems	Inclusive and Gifted Education Competencies - Universal Design for Learning (UDL) - Differentiated Instruction - Gifted & Talented Education - Behavioral Intervention Strategies - Multi-Tiered Support Systems (MTSS) - Response to Intervention (RTI) - Curriculum Modification - Assessment Accommodations - English Language Learners (ELL) Support - Cultural Responsiveness - Collaboration with Parents - Inclusive Classroom Design - Enrichment Programs - Critical Thinking Development - Advanced Curriculum Design - IEP, GRP, LSP, ALP, BIP, ICP, GCP, SIT & CT Interventions - Assessment Accommodations for SEND - Socio-emotional Learning (SEL) Support - Inclusion and Behavior Modification Data Triangulation - Accessibility Planning
Educational Psychology Competencies - Cognitive Development - Motivation & Engagement - Memory & Learning - Attention & Concentration - Educational Assessment - Intelligence Testing - Achievement Testing - Psychoeducational Evaluation - Learning Styles Assessment - Developmental Screening - Classroom Management Psychology - Growth Mindset Facilitation - Academic Resilience - Decision-Making Processes - Social-Emotional Development - Bullying Prevention - Student Wellbeing - Stress Management for Students - Career Counseling - Transition Psychology	Clinical Psychology Competencies - Diagnostic Interviewing - Mental Status Examination - Psychological Testing - Cognitive Behavioral Therapy (CBT) - Group Therapy - Play Therapy - Art Therapy - Phobia Treatment - Mood Disorders - Learning Disorder Assessment - Functional Behavior Assessment - Behavior Modification - Cognitive Rehabilitation - Anger Management - Mindfulness-Based Therapy - Treatment Planning - Progress Monitoring - Evidence-Based Practice - Multicultural Counseling - Relaxation Techniques	Research & Innovation Competencies - Quantitative Research - Qualitative Research - Action Research - Case Study Research - Survey Design - Observation Methods - Data Collection - Statistical Analysis - Content Analysis - Systematic Review - Informed Consent Procedures - Data Visualization - Conference Presentations - Peer Review Process - Design Thinking - Assessment Innovation - Curriculum Innovation - Pedagogical Innovation - Impact Assessment - Cross-Cultural Research

MY CURRENT JOB ROLES AND RESPONSIBILITIES

Inclusive & Gifted Education Leadership	Intervention and Support Services	Assessments and Other Provisions
- Inclusion Policy Development and Revision - Gifted and Talented Policy Development - Positive Behavior Development Policy - Inclusion Learning Support Services - Socio-Emotional Learning and Wellbeing Policy - Anti-Bullying Policy Development - Gifted and Talented Education - Safeguarding and Child Protection - HQ Internal Quality Assurance Reviews - School Internal Quality Assurance Audits - Planning and Leading School Improvement Journey - Inclusion and Counseling Team Building - Teacher Professional Development for Inclusion - Parent Engagement and Training Programs - Educational Leadership for Inclusion	- Behavior Modification Services - MAP Interventions and Progress Monitoring - ABT Assessment Inclusion Interventions - Developmental Interventions - Curriculum Modification and Adaptations - Assessment Accommodations for Students of Determination - Extended Curriculum for Gifted Students - Student Wellbeing Programs - Social-Emotional Learning Initiatives - Individualized Educational Program [IEP] Interventions - Group Learning Support Program [GLSP] Interventions - Advanced Learning Program [ALP] Interventions - Behavior Intervention Program [BIP] Interventions - Individualized Counseling Program [ICP] Interventions - Group Counseling Program [GCP] Interventions	- Early Identification and Screening Programs - Data Triangulation and Reporting - Student Progress Monitoring Systems - Inclusion Data Analytics and Reporting - CPU Safeguarding Reporting Systems - English Language Learners Support - Performance-Based Assessment - Student Portfolio Assessment Systems - Adaptive Testing Protocols - Family Engagement in Inclusion - Educational Equity Initiatives - Collaborative Problem Solving - Arts-Based Learning for Inclusion - Inclusive Sports and Recreation - School Self-Evaluation for Inclusion

PROFESSIONAL WORK EXPERIENCES

Sl. No.	Designation	Organization	Employment Type	Dates	Experience
1	Cluster Head of Inclusion, Gifted Education and Learning Support Services	Bloom Education - MOE Managed Schools Northern Emirates, UAE	Full-time	15-Aug-2023 - 28-Feb-2026	2Y 3M 0D
2	Head of Inclusion, Gifted Education and Learning Support Services	Bloom Education - MOE Al Wadi School Ras Al Khaimah, Northern Emirate, UAE	Full-time	15-Sep-2022 - 14-Aug-2023	0Y 10M 30D
3	Head of Inclusion, Gifted Education, Learning Support and Wellbeing Services	Dubai National School Al Barsha 1 Dubai, UAE	Full-time	14-Nov-2019 - 14-Sep-2022	2Y 10M 0D
4	Head of Inclusion, Care, Support and Wellbeing Services	Athena Education - Al Wahda Private School Sharjah, UAE	Full-time	01-Mar-2019 - 13-Nov-2019	0Y 8M 12D
5	Cluster Head of Inclusion, Care, Support and Wellbeing Services	NIMS Group of CBSE Schools Dubai, UAE	Full-time	04-Jan-2018 - 28-Feb-2019	1Y 1M 24D
6	Head of Inclusion, Gifted Education, Behavior Modification and Wellbeing	NIMS Al Garhoud Dubai, UAE	Full-time	04-Jan-2016 - 03-Jan-2018	1Y 11M 30D
7	Psychology Lecturer	University of Kashmir, PG Department of Psychology Hazratbal Srinagar, J&K, India	Full-time	01-Apr-2014 - 31-Dec-2015	1Y 8M 30D
8	Research Associate and Rehabilitation Psychologist	GMC Srinagar, Department of Psychiatry Project of Dr. Arshad Hussein's Mental Health Project from Action Aid International Funded by ECHO in J&K India	Part-time	01-Aug-2015 - 31-Dec-2015	0Y 4M 30D
9	Cluster Counseling Supervisor - GFATM R7 Project	University of Jammu, PG Department of Psychology TISS and JMIU Project New Delhi, India	Part-time	01-Dec-2013 - 30-Nov-2015	1Y 11M 29D
10	Rehabilitation Psychologist cum Research Assistant	University of Kashmir, Department of Social Work ICMR Autism Prevalence and Intervention Project from New Delhi, India	Full-time	01-Sep-2013 - 31-Mar-2014	0Y 6M 30D
11	Administration, Logistics and Finance Manager	Hope Disability Centre - Handicap International Project Kashmir, J&K India - Funded by ECHO	Full-time	01-Aug-2009 - 30-Jul-2011	1Y 11M 29D
12	Consultant Rehabilitation Psychologist	Aasra Special Education School and Rehabilitation Centre Greater Kailash Jammu, J&K, India	Part-time	15-Mar-2009 - 16-Apr-2011	2Y 1M 1D
13	Community Support Facilitator	Health Society of India Kashmir Group, J&K, India	Part-time	17-Mar-2003 - 07-Dec-2007	4Y 8M 20D
14	Executive Director for SEND Rehabilitation and Research Project	The Able Society of Kashmir (ASK-NGO) Ganderbal Kashmir, J&K, India	Part-time	17-Dec-2002 - 21-Aug-2008	5Y 8M 4D
Overall Years, Months and Days of Experience					29Y 0M 29D

PROFESSIONAL QUALIFICATIONS

Sl. No.	Qualification	Start Date	End Date	Years	Mode of Study
1	PhD Clinical Psychology (Pursuing)	08-Aug-2025	08-Aug-2028	3Y 0M 0D	Part-time with Weekend Lessons
2	M.Phil Rehabilitation Psychology with Specialization in SEND	20-Aug-2011	30-Aug-2013	2Y 0M 10D	Full-time Regular Education
3	M.Sc Applied Psychology	20-Dec-2008	31-Dec-2010	2Y 0M 11D	Part-time with Weekend Lessons
4	PGD Rehab Psychology (SEND RP Diploma + Internship)	01-Apr-2007	25-Apr-2009	2Y 0M 24D	Full-time Regular Education

RESEARCH PUBLICATIONS

Sl. No.	Researcher (s)	Research Title	Journal Name	Year
1	Ganaie S.A.	Bridging prevalence data and practice: A national review of autism spectrum disorder, ADHD, learning disabilities and intellectual disability in the UAE's health and education sectors	International Journal of Autism 2025; 5(2): 112-117	2025
2	Ganaie SA & Zahra AS	Inspection frameworks and educational outcomes: A Cross-Emirate Analysis of KHDA, ADEK, SPEA, and MOE private inclusive education schools	International Journal of Applied Research 2025; 11(10) : 124-135	2025
3	Ganaie S.A.	Prevalence and Diagnostic Discrepancies of Neurodevelopmental Disorders: A Cross-Regional Meta-Analysis from Infancy to Adolescence	International Journal for Research Trends and Innovation. Volume 10, Issue 9 ISSN: 2456-3315	2025
4	Jameel SN., Shah SA., & Ganaie S.A.	Organizational Commitment and Job Satisfaction among Employees.	Research Expo International Multidisciplinary Research Journal. Vol. VI; Issue 1; January, 2016. ISSN No. 2250-1630.	2016
5	Ganaie, S.A. & Shah, S.A.	Efficacy of Cognitive Training Program in Improving Joint Attention In Children With Autism Spectrum Disorders: A Meta-Analytical Study.	Asian Academic Research Journal of Social Sciences & Humanities (AARJSSH).Vol. 1; Issue 32; ISSN: 2278 – 859X; Page No. 354-368.	2015
6	Ganaie S.A, Shah S.A, Nahvi N.I, Chat A.N	Community Psychology Linking Individuals and Communities into a Scientific Psychological Framework: An Integrative Approach	International Journal of Translation & Community Medicine (IJTCM) ISSN 2333-8385	2015
7	Ganaie S.A*, Beigh A M, Mir S M, Shah S A.	Social Maturity and Problem Behavior in Children with Autism Spectrum Disorders and Intellectual Disabilities.	Journal of Neuropsychiatry Vol. 1 No. 1:3 (2015) pp.1-8).	2015
8	Jameel SN., Shah SA., & Ganaie S.A.	S.A. Perceived Social Support and Resilience among Orphans: A Systematic Review	The International Journal of Indian Psychology. Volume 3, Issue 1, No.9, DIP: C03154V312015; Oct.-Dec. 2015; ISSN 2348-5396 (e) ISSN: 2349-3429 (p).	2015
9	Ganaie SA*, Shah SA, Bhat SA and Jameel SN	Association among Sleep Pattern, Sleep Disturbance and Problem Behavior in Persons with Developmental Disabilities: A Systematic Review Study	Journal of Clinical Psychiatry Vol. 1 No. 2:8 (2015) pp. 1-13.	2015
10	Ganaie, S.A.	A study on association among sleep pattern, sleep disturbance and problem behavior in persons with developmental disabilities in India.	International Journal of Behavioral Research and Psychology (IJBRP). Vol. II, Issue No. 2: ISSN 2332-3000.	2014
11	Ganaie, S.A. & Bashir, A.	Autism, Autism Etiology, Perceptions, Epistemology, Prevalence and Action	International Journal of Clinical Therapeutics and Diagnosis (IJCTD). ISSN 2332-2926; 2:201(Open Access).	2014
12	Ganaie, S.A. & Bashir, A.	Childhood Seizures & Epilepsy, Types, Causes, Diagnosis, Intervention, Prevalence and Action.	International Journal of Translation and Community Medicine (IJTCM).ISSN 2332-3000: 2:201(Open Access).	2014
13	Shekhar, C. & Ganaie, S.A.	White-collar crimes in Kashmir, J&K: A systematic review study on white-collar crime, criminal behavior and its consequences.	International Journal of Behavioral Research and Psychology (IJBRP).ISSN 2332-3000; 2: 602.	2014
14	Shekhar, C. & Ganaie, S.A.	Early intervention and prevention of self injurious behavior exhibited by children with autism spectrum disorders	International Journal of Translation and Community Medicine (IJTCM).ISSN 2332-3000; 02-502(Open Access).	2014
15	Waga. S.D. & Ganaie, S.A.	A study on parental attitude and needs of the parents having children with Intellectual Disability	International Journal of Clinical Therapeutics and Diagnosis (IJCTD).ISSN 2332-2926; 2:602 (Open Access).	2014
16	Wagde, A.D. & Ganaie, S.A.	A study on emotional maturity and coping strategies among the students pursuing rehabilitation studies.	International Journal of Science and Research (IJSR). Vol.2, Issue No. 8: ISSN 2319-7064:451-457.	2013
17	Yadav, M.A., Wagde, A.D. & Ganaie, S.A.	A comparative study on dysfunctional attitudes among parents having children with and without intellectual disability.	International Journal of Science and Research (IJSR). Vol. 2, Issue No. 10: ISSN 2319-7064: 192 – 195.	2013

BOOKS PUBLISHED

Sl. No.	Author (s)	e-Book Title	Published By	Year
1	Ganaie S.A.	Neurodevelopmental Disorders: Autism Spectrum Disorders and Intellectual Disabilities – Correlation between Social Maturity & Behavior Problems	Published by Lambert Academic Publishing. ISBN: 978-620-2-52476-6 [AI 20]. Also Available on Amazon.	2020
2	Ganaie S.A.	Coronavirus – a Pandemic Disease: The Bio-psycho-social Factors, BIS & Management Strategies related to Coronavirus	Published by Lambert Academic Publishing: ISBN: 978-620-2-51594-8 [March 2020]. Also Available on Amazon.	2020
3	Ganaie S.A.	Association among sleep pattern, sleep disturbance and problem behavior in persons with developmental disabilities: A Study on Persons with Developmental Disabilities	Published in Scholars' Press Germany. ISBN No. 9783330650213. Also Available on Amazon.	2018

PROFESSIONAL DEVELOPMENT CERTIFICATES COMPLETED

Sl. No.	Certificate Title	Mode of Delivery	Duration
1	The SEN Code of Practice Level – 2 EduCare UK & ACE Education	Online Training	1 Month
2	Dealing with Berevement and Loss Level – 2 EduCare UK	Online Training	2 Weeks
3	A Practical Guide to the GDPR for Education Level – 2 EduCare UK	Online Training	2 Weeks
4	Child Protection for International Schools Level – 2 EduCare UK	Online Training	2 Weeks
5	Introduction to Child Sexual Exploitation for International Schools Level – 2	Online Training	2 Weeks
6	NEASC Online Learning and Report Cards NEASC - A Strategic Approach for Grading System	Online Training	2 Weeks
7	NEASC CPD on "Steps and Process of NEASC Accreditation Inspection Visits of International Schools	Online Training	2 Weeks
8	NEASC Self-reflection Process LP 7 Reporting Darlene's NEASC Self-reflection & Report Writing	Face to Face Training	2 Weeks
9	Domestic Abuse: Children and Young People Level – 2 EduCare UK	Online Training	2 Weeks
10	Equality and Diversity Level – 2 EduCare UK	Online Training	2 Weeks

Sl. No.	Certificate Title	Mode of Delivery	Duration
11	Fire and Safety for International Schools Level – 2 EduCare UK	Online Training	2 Weeks
12	First Aid Essentials for International Schools Level – 2 EduCare UK	Online Training	2 Weeks
13	2 EduCare UK	Online Training	2 Weeks
14	Mental Wellbeing: Children and Young People Level – 2 EduCare UK	Online Training	1 Month
15	Online Safety of Students Level – 2 EduCare UK & Childnet International	Online Training	2 Weeks
16	Preventing Bullying for International Schools Level – 2 EduCare UK	Online Training	2 Weeks
17	Safer Recruitment for International Schools Level – 2 EduCare UK	Online Training	2 Weeks
18	ASPIRE Basic Fire Fighting in International Schools at AWSC1 Ras Al Khaimah	Face to Face Training	2 Weeks
19	ASPIRE Basic First Aid in International Schools at AWSC1 Ras Al Khaimah	Face to Face Training	2 Weeks
20	Psycho-educational Assessments & Diagnosis Lexicon Reading Center Dubai	Face to Face Training	2 Weeks
21	30 Credits International Certified Career Coach Program from Mindlar India	Face to Face Training	1 Week

SEMINARS AND WORKSHOPS PARTICIPATED

Sl. No.	Seminar/Workshop Title	Duration
1	NEASC – UK Virtual Training on Online Learning: A Strategic Approach for K-12 International School Services – Grading & Reporting 29th April 2020.	1 Day
2	Participated in KHDA – What Works Virtual Webinar for Students, Teachers and Parents Wellbeing during Distance Learning – 04 -05 – 2020.	1 Day
3	Attended NLP Workshop 'Leadership inside out' By Carol Talbot at Amity Dubai 23-01-2018	1 Day
4	Attended Anti-bullying Workshop organized by the Dubai Foundation for Women and Children (DFWAC) for school counselors of Dubai on 10-05-2017 by Roudha Abdulla Al- Bahri	1 Day
5	Dr. Martin Seligman's Positive Psychology Workshop at New Indian High School Dubai, UAE	1 Day
6	Mr. David Bott and Mr. Justin's Workshop on Positive Education at Dehra International School, Festival City, Dubai UAE	1 Day
7	Able UK Dubai Workshop on ASDAN curriculum development in collaboration Centre Team	1 Day
8	Dr. Alka Kalra's Workshop on Teaching Made Easy for Students with Specific Learning, ADHD and ADD at NIMS Dubai, UAE	2 Days
9	Mr. Michael Gamerl Presenter of the 2ND Regional Seminar on "Beyond New SAT & ACT: Latest trends on U.S. Admissions at GEMS Wellington Silicon Oasis, Dubai UAE	1 Day
10	Mr. David Hodgson's Workshop on Meta-cognition and Micro-cognition in GESS & GEF 2016 at World Trade Centre Dubai, UAE	1 Day

Sl. No.	Seminar/Workshop Title	Duration
11	Dr. Antony David Miller, Dr. Rita Koul & Dr. Vicki Cupin's Workshop	1 Day
12	Mrs. Aliza Garadou's Workshop on Identification and Prevention of Disabilities at Hope Disability Centre Handicap International Office Wayil Ganderbal, J&K India	4 Days
13	World made Enterprise: Customized wheelchair service start up training workshop at Hope Disability Centre- Handicap International Office Wayil Ganderbal, J&K India	2 Days
14	Prof. SS Bali's Organized National Parents Meet at Aasra Charitable Trust Greater Kailash Jammu, J&K India (1 day)	1 Day
15	Dr. Om Sai Ramesh's Conference on Early Intervention of Developmental Disabilities at NIMH Secunderabad A.P.	2 Days
16	Prof. Narinder Kapur's Cognitive Rehabilitation Workshop for Brain Injured Patients organized by University of Calcutta, Apollo Hospital Neurosciences Department & Head Injury Foundation Calcutta India	6 Days
17	Mr. Intazamul Haque's Workshops on HIV/AIDS counseling and ART Therapy at PG Department of Psychology UoK, Hazratbal Srinagar and Jamia Milia Islamia New Delhi India	5 Days
18	KHDA Online Wellbeing Workshop Series	5 Days
19	Incluzun National Awards Conference 2025 Dubai	1 Day
20	Neuron Learning Webinars on Dyslexia and Dyscalculia	1 Day
21	MBRSC1 Workshop on New KHDA SEND Categorization 2025	1 Day

HIGH IMPACT CPD SESSIONS DELIVERED TO STAFF

Sl. No.	School/Organization Name	CPD Title	Participants
1	Dubai National School Al Barsha Dubai	Creating Inclusive Classrooms: Strategies for Supporting Diverse Learners	Head of Inclusion, Inclusion Teachers, Inclusion Assistants, Counselors, ILSTs, Subject Teachers
2	Dubai National School Al Barsha Dubai	Identifying and Nurturing Gifted and Talented Learners in Mainstream Settings	Head of Inclusion, Inclusion Teachers, Inclusion Assistants, Counselors, ILSTs, Subject Teachers
3	Al Hudaibia School C1 Al Twar Dubai	Developing Differentiated Instruction for High-Ability Students	Head of Inclusion, Inclusion Teachers, Inclusion Assistants, Counselors, ILSTs, HRTs, GLLs
4	Bloom Education – MOE Managed Schools Northern Emirates	Introduction to Multi-Tiered Systems of Support (MTSS): A Framework for Equity	Head of Inclusion, Inclusion Teachers, Inclusion Assistants, Counselors, ILSTs, HRTs, GLLs
5	Dubai National School Al Barsha Dubai	Implementing Response to Intervention (RTI): Early Identification and Support for All Learners	Head of Inclusion, Inclusion Teachers, Inclusion Assistants, Counselors, ILSTs, Subject Teachers
6	Bloom Education – MOE Managed Schools Northern Emirates	Using Data to Drive MTSS and RTI Decision-Making in Schools	Head of Inclusion, Inclusion Teachers, Inclusion Assistants, Counselors, ILSTs, HRTs, GLLs
7	Mohammad Bin Rashid School C1 Al Mizhar Dubai	Conducting Psychoeducational Assessments for Students with Disabilities (SOD): Best Practices	Head of Inclusion, Inclusion Teachers, Inclusion Assistants, Counselors, ILSTs, HRTs, GLLs
8	Al Hudaibia School C1 Al Twar Dubai	Interpreting and Applying Psychoeducational Reports in Classroom Planning	Head of Inclusion, Inclusion Teachers, Inclusion Assistants, Counselors, ILSTs, HRTs, GLLs
9	Al Wadi School C1 Ras Al Khaimah	Supporting More Able, Gifted and Talented (MAGT) Learners Through Enrichment and Acceleration	Head of Inclusion, Inclusion Teachers, Inclusion Assistants, Counselors, ILSTs, HRTs, GLLs
10	Al Hudaibia School C1 Al Twar Dubai	Creating Individual Education Plans (IEPs) for Students with Diverse Needs	Head of Inclusion, Inclusion Teachers, Inclusion Assistants, Counselors, ILSTs, HRTs, GLLs
11	Al Wadi School C1 Ras Al Khaimah	Building an Inclusive School Culture: Leadership and Staff Engagement	Head of Inclusion, Inclusion Teachers, Inclusion Assistants, Counselors, ILSTs, HRTs, GLLs
12	Mohammad Bin Rashid School C1 Al Mizhar Dubai	Effective Team Building in Educational Settings: Collaboration for Student Success	Head of Inclusion, Inclusion Teachers, Inclusion Assistants, Counselors, ILSTs, HRTs, GLLs
13	New Indian Model School Al Garhoud Dubai	Facilitating Professional Learning Communities (PLCs) for Inclusion and Equity	Head of Inclusion, Inclusion Teachers, Inclusion Assistants, Counselors, ILSTs, Subject Teachers
14	Bloom Education – MOE Managed Schools Northern Emirates	Differentiation in Practice: Adapting Curriculum and Assessment for All Abilities	Head of Inclusion, Inclusion Teachers, Inclusion Assistants, Counselors, ILSTs, HRTs, GLLs
15	The Central School Al Nahda Dubai	Promoting Equity in Assessment: Accommodations and Modifications for SOD and MAGT	Head of Inclusion, Inclusion Teachers, Inclusion Assistants, Counselors, ILSTs, Subject Teachers
16	New Indian Model School Al Garhoud Dubai	Understanding Twice-Exceptional Learners (2e): Meeting Complex Learning Needs	Head of Inclusion, Inclusion Teachers, Inclusion Assistants, Counselors, ILSTs, Subject Teachers
17	Umm Al Quwain School Cycle 1 Umm Al Quwain	Universal Design for Learning (UDL): Planning for Access and Engagement	Head of Inclusion, Inclusion Teachers, Inclusion Assistants, Counselors, ILSTs, HRTs, GLLs
18	The Central School Al Nahda Dubai	Teacher as Assessor: Gathering Evidence to Support Inclusive Practices	Head of Inclusion, Inclusion Teachers, Inclusion Assistants, Counselors, ILSTs, Subject Teachers
19	Bloom Education – MOE Managed Schools Northern Emirates	Peer Coaching and Mentoring to Build Inclusive Teaching Capacity	Head of Inclusion, Inclusion Teachers, Inclusion Assistants, Counselors, ILSTs, HRTs, GLLs
20	Bloom Education – MOE Managed Schools Northern Emirates	Fostering Psychological Safety and Belonging in the School Environment	Head of Inclusion, Inclusion Teachers, Inclusion Assistants, Counselors, ILSTs, HRTs, GLLs
21	Umm Al Quwain School Cycle 1 Umm Al Quwain	Designing and Implementing Advanced Learning Plans (ALPs) for Gifted and Talented Students	Head of Inclusion, Inclusion Teachers, Inclusion Assistants, Counselors, ILSTs, HRTs, GLLs
22	Bloom Education – MOE Managed Schools Northern Emirates	Behaviour Intervention Planning (BIP): Strategies for Positive Behavior Support in Inclusive Classrooms	Head of Inclusion, Inclusion Teachers, Inclusion Assistants, Counselors, ILSTs, HRTs, GLLs
23	Bloom Education – MOE Managed Schools Northern Emirates	Data Triangulation in Educational Assessment: Strengthening Decision-Making for Diverse Learners	Head of Inclusion, Inclusion Teachers, Inclusion Assistants, Counselors, ILSTs, HRTs, GLLs
24	Bloom Education – MOE Managed Schools Northern Emirates	Assessment Accommodations and Modifications: Ensuring Fair Access for All Students	Head of Inclusion, Inclusion Teachers, Inclusion Assistants, Counselors, ILSTs, HRTs, GLLs
25	Mohammad Bin Rashid School C1 Al Mizhar Dubai	Designing Enrichment Curricula for High-Ability and Gifted Learners	Head of Inclusion, Inclusion Teachers, Inclusion Assistants, Counselors, ILSTs, HRTs, GLLs
26	Ibn Taymeyah School C1 Ajman	Differentiated Intervention Planning: Aligning ALPs, BIPs, and MTSS for Holistic Support	Head of Inclusion, Inclusion Teachers, Inclusion Assistants, Counselors, ILSTs, HRTs, GLLs

IT SKILLS AND COMPETENCIES

Sl. No.	IT Skills and Competencies	Competency Level	Sl. No.	IT Skills and Competencies	Competency Level
1	Microsoft Word	Advanced	9	Artificial Intelligence	Advanced
2	Microsoft Excel	Intermediate	10	Project Management	Advanced
3	Microsoft PowerPoint	Advanced	11	Content Management Systems	Advanced
4	Google Docs	Advanced	12	Online Collaboration Tools	Intermediate
5	Google Sheets	Advanced	13	Remote Work Tools	Advanced
6	Google Slides	Advanced	14	SharePoint	Advanced
7	Zoom	Advanced	15	Microsoft Outlook	Advanced
8	OneDrive	Advanced	16	Data Analysis	Advanced

AWARDS AND ACHIEVEMENTS

Sl. No.	Award/Achievement Title	Year of Award	Rank	Awarded By
1	National Top 10 Inclusion Leaders Award Winner Sponsored by Zayed Higher Organization, Al Dar Education and Other National Sponsors	2025-26	6th	Incluzun - A Social Enterprise Organization, Dubai, UAE
2	National Inclusion Award Winner for Advancing SEND Inclusion, Learning Support Programs, Inclusive Learning Technology Management in School	2020-21	1st	Hayati Health Center Dubai, UAE
3	National Inclusion Award Winner for Smart Inclusion Practices in School Settings	2021- 22	1st	EduScan Group of Special Educational Needs, Dubai, UAE

PROFESSIONAL REFERENCES

Sl. No.	Name	Designation	Organization	Email	Contact No.
1	Mrs. Abu Suad Harb	School Principal	Dubai National School Al Barsha Dubai, UAE	suad.abuharb@dnsalbarsha.com	+971-551042151
2	Ms. Ashleigh Murray	School Principal	Bloom Education - Mohammad Bin Rashid Ajyal School Al Mizhar Dubai, UAE	ashleigh.murray@moe.sch.ae	+971-56 937 7566
3	Mr. Daniel Bokleman	Former Director of Education	Bloom Education - MOE Managed Schools, Northern Emirates, UAE	Daniel.bokelman@gmail.com	+971-508587089
4	Mrs. Ayesha Obaid Rashed Obaid Alshamsi	School Principal	Bloom Education - MOE Al Hudaibia School Dubai, UAE	Ayesha.Alshamsi@moe.sch.ae	+971-54 723 1260
5	Dr. Shawkat Ahmad Shah	Head & Associate Professor Psychology	University of Kashmir Hazratbal Srinagar, J&K, India	showkat_psy@rediffmail.com	+91-9419545340
6	Dr. Binapani Mohaputra	Former HOD Rehabilitation Psychology	NIEPID Secunderbad AP, India	binamohapatra@yahoo.co.in	+91-9490079726
7	Dr. G. Sri Krishna	Former Rehabilitation Psychology Lecturer and Course Coordinator	NIEPID Secunderbad AP, India	lookbeyondthesky@gmail.com	+91-9849147788
8	Dr. Saroj Araya	Former HOD Rehabilitation Psychology	NIEPID Secunderbad AP, India	drsarojarya@gmail.com	+91-9848127893
9	Dr. Om Sai Ramesh	Assistant Professor Psychiatry	Lady Hardinge New Delhi, India	omraksha@yahoo.co.in	+91-9643922393
10	Dr. Niranjan Reddy	Senior Clinical Psychologist	Roshni Counseling Centre Hyderabad, AP, India	katangurniranjanreddy@gmail.com	+91-9848343833
11	Rania G Hijazeen	Former Vice Principal	Athena Education - Al Wahda School Sharjah, UAE	r.hijazeen@cityamericanschool.ae	+971 – 544888442
12	Dr. Mohd Aslam Khan	Former Principal	NIMS Dubai, UAE	aslamkably@gmail.com	+91-561010496

SELF-DECLARATION

I, Showkat Ahmad Ganaie, hereby declare that all information provided in this curriculum vitae is true, complete, and correct to the best of my knowledge and belief. I understand that any misrepresentation or material omission of facts may lead to the withdrawal of any offer of employment or may result in termination of employment by the organization. I fully acknowledge the importance of integrity in the application process and affirm my commitment to maintaining the highest professional standards.

Candidate's Self-declaration Signature

Date 28-Feb-2026	Professional's Name Showkat Ahmad Ganaie	Signature 
---------------------	---	--