AL SIRAAT COLLEGE

ANNUAL REPORT AND SCHOOL PERFORMANCE INFORMATION 2018

VISION STATEMENT

Invest in a process of education and learning that develops complete human beings able to fulfill their purpose.

AL SIRAAT COLLEGE

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INTRODUCTION

We are an Australian School in the Islamic Tradition.

This identity statement clearly encapsulates who we are. We provide high quality independent schooling following the Australian Curriculum which gives each child access to pathways equal to that of any Australian School. In doing this, we also infuse the Islamic Tradition through the curriculum and ensure that our environment and ethos clearly reflects Islamic values and heritage.

Al Siraat College is an independent co-educational Foundation to Year 12 College located in Epping, Victoria. We are an Australian school in the Islamic Tradition caring and educating for just under 900 students in 2019. Al Siraat College has made tremendous progress since opening our doors in February 2009. From a quiet farm site with majestic river red gum trees, to a growing community of staff and students working in partnership with the parents and supporters of the College.

Our dedicated staff prepare the citizens of tomorrow, who will be of benefit not only to themselves, but also to others; locally, nationally, and globally.

Our co-educational setting between Foundation to Year 4 helps socially prepare children for learning to understand each other and the world around them. From Years 5 to senior secondary, our parallel learning classes help our young men and women comfortably flourish in their separate learning environments. Depending on the subjects studied, students may be in co-educational classes in the VCE years. As an Australian school in the Islamic Tradition, we endeavour to infuse the Islamic traditions and ethos into all areas of the college.

VISION

Invest in a process of education and learning that develops complete human beings able to fulfil their purpose.

MISSION

We strive to be a transformative school community devoted to holistic education

VALUES

- Respect
- Sincerity
- Integrity
- Responsibility
- Perseverance
- Benefitting Others

Al Siraat College supports and promotes the principles and practice of Australian Democracy, including a commitment to: elected Government; the rule of law; equal rights for all before the law; freedom of religion; freedom of speech and association and the values of openness and tolerance.

PRINCIPAL'S REPORT

We are very grateful to our Lord and Creator, for allowing Al Siraat College to establish a learning community in Epping. In 2018, Al Siraat completed ten years of education, and produced its fourth batch of VCE Graduates. During this time, we have worked passionately to educate, transform and inculcate our core beliefs and values into the young men and women that we serve.

The name 'Al Siraat' means 'The Path'. The name refers to the path from *Learning to Character*. We believe that learning and education is a powerful means of transforming ourselves into people of exceptional character. We recognise that as a school community, we are all learners. Our foundational belief of 'It Starts with Me' recognises that we all, as a community, need to be the change that we want to see.

The initial years of any organisation are often its most intense and busiest periods. During this time, a strong sense of community has been established, with the College growing from:

- 80 to over 940 students
- 6 to over 120 staff
- A 4-acre site, to a 16-acre development.
- Offering only Primary education to, a Foundation to Year 12 College.

At Al Siraat, we believe that education needs to be delivered with a holistic approach. We work very hard to provide students varied experiences even though we have limited facilities on our site. Some of these experiences include an equestrian program, camps, interfaith programs, community service and representation opportunities, and interschool sports. We are very pleased with the exciting hands-on opportunities our new Science and Technology Centre is offering to students.

While we have acknowledged and celebrated academic and co-curricular achievements in 2018, we recognise our students' worth is never defined by a single score, performance or competition. We never lose sight of the grit and determination behind every student's endeavour and achievement.

Ten years is not a long time in the life of a school. We look forward to nurturing the seeds of learning, character, values and growth that have now germinated and become small plantations requiring much care and attention. We are committed to enabling all our students to identify, develop and excel in their own individual talents and interests. Our journey has only just begun. We are focused on looking forward to continually improve learning and co-curricular opportunities for our students.

Mr Fazeel Arain
Principal

CORPORATE STRUCTURE

The School is managed daily by the Principal who is supported by the Senior Leadership Team, which comprised the following in 2018:

Fazeel Arain
Principal

Rahat Arain
Director of Learning and Achievement

Esra Boz
Director of Student Culture

Mufti Aasim Rashid
Director of Islamic Education

Shahzad Syed
Director of Support Services

Shahidah Osman
Head of Learning Enrichment

Hatice Mohamed
Head of Senior Years

Vis Naidu
Head of Middle Years

Evla Han
Head of Junior Years

CHARACTERISTICS OF THE STUDENT POPULATION

Al Siraat College serves a culturally diverse community and provides education to Muslim children from Foundation to Year 12. The College is fortunate to have a diverse range of students from approximately 29 Nationalities with 31 first languages other than English spoken at home. ASC continues to be a very strong multicultural school. Boys constitute about 47% and girls 53% of the student population.

The College has grown with many enrolments both in the Junior and Senior schools. The College draws students from as far as inner-city Melbourne and several families in significant numbers have settled locally. The school zone is growing faster and due to this the College has drawn most of the enrolments from the local population growth. A large proportion of students live in the neighbouring areas and within 15km radius of the school. The families are largely from low socio-economic backgrounds including a high percentage of migrant and refugee families. The College is consolidating enrolment trends with fewer transitional enrolments. The enrolment numbers vary depending on the number of new student enrolments every term.

TEACHER QUALIFICATIONS

All teaching staff employed by Al Siraat College are fully qualified and registered in accordance with the requirements of Victorian Institute of Teaching (VIT). The college is privileged to have teaching staff with a wide range of qualifications and extensive teaching experience.

WORKFORCE COMPOSITION

The staff workforce composition is representative of the community we serve. We have staff from diverse backgrounds with a range of experience, including supporting new graduates. The College does not have any staff declaring as Aboriginal or Torres Strait Islander.

Category	Male	Female
Teaching	21	52
Non-Teaching	27	25
Total Staff	48	77

STAFF PROFESSIONAL LEARNING

Al Siraat College provides opportunities and supports staff in their Professional Learning to develop their skills and continually update knowledge to practise quality teaching. In 2018 the College invested approximately $164,108 in Staff professional learning. This equates to about $1,368 per staff member. The CRT cost and internal training is excluded from this figure. Professional learning programs are provided to staff onsite by external providers and through the use of current staff who want to share their knowledge. Staff also attended activities offsite. Our educational priority is around excellence in teaching and learning, with a teaching focus on literacy and numeracy.

Professional learning was undertaken in a broad range of areas, which included, but was not restricted to:

- Courses and conferences conducted by professional and subject associations:
    - Digital Classroom Practice Conference
    - Islamic Schooling Conference and Forum
    - Flipped Learning Conference
    - Respectful Relationships
    - Raising Student Achievement
- Occupation Health and Safety and compliance:
    - First Aid
    - CPR
    - Anaphylaxis
    - OHS representatives training
    - Safe Use of Machinery for Technology Teaching
    - Responding to Disclosures
    - NCCDSSD
- Subject and VCE specific training:
    - Design Thinking for Learning for Art/Technology department
    - Spelling Project/training for Foundation teachers and aides
- Seminars to support provisionally registered teachers:
    - Beginning Teachers program
- Sessions conducted by Independent Schools Victoria and the Centre for Strategic Education focussing on disability services, governance, human resourcing, compliance and curriculum.

- Focus on Team Building, Meeting Mastery, and Story Telling with Mitch Ditkoff from the US.
- Teachers working in PLCs

During the Professional Learning week, staff focused on Professional Learning Teams and a review of the curriculum.

The College also supports both Primary and Secondary pre-service teachers as well as pre-service teacher aides.

SENIOR SCHOOL

Senior school continued to grow in student numbers in 2018. Staff worked relentlessly towards improving student behaviour and their education and learning.

A number of events were planned for the year and opportunities provided to students to enhance diversity and variety to the school programme. The Senior School Parent Information night gave broad information on secondary education and presented an overview of curriculum. Both parents and students had the opportunity to have their questions answered.

Selected students from Year 12 had the opportunity to join the "Walk with the Mayor" program where they shadowed Whittlesea's Mayor Cr Kris Pavlidis for a day. The program offered students an opportunity to understand the role of the Mayor and the various departments and positions involved in running the local council.

As part of the College's STEM education through the Robotics Programme, students were exposed to programming in a fun and interactive manner. Students have learned to navigate the challenges of a simulated real-life environment as they programme their robots to perform specific tasks and challenges. The new robotics programme challenged our students to analyse problems, devise a solution and improve their problem-solving skills. Through this, students also learn inter-disciplinary concepts such as distance, angles and coordinates.
For the very first time, the Art & Technology Department of the College offered Graphic Design as an elective to the Year 10 students. The focus was on the basics of design education adopting design thinking as a tool to manifest design ideas and concepts. Students familiarised themselves with software such as Adobe Illustrator and Adobe Photoshop.
It has been wonderful to see this selected group of Year 10 students begin their journey in this creative field.

As part of religious education, students conducted a Ramadan Assembly to share information about the historical events and the importance of the holy month of Ramadan.
Many of our senior students were involved in community service; students participated in programs including 'Feeding the Homeless' where they prepared and served the homeless. They represented the College values of "benefiting others" both in and out of school grounds.

The school celebrated Science Week with various competitions and activities. This was followed by the Literacy and Numeracy Week. Both students and teachers dressed up in book characters from their favourite books for the Character Parade. Students also enjoyed various other activities throughout the week such as the fun Maths games, spelling bees etc. Students and staff also participated in puzzles and games. The Scholastic Book Fair was also another hit with students.

The City of Whittlesea Welcome Expo was held on 29th October 2018. Senior SRCs and three Senior non-SRC members attended the Expo.
Students had an opportunity to build community connection and participate in civic activities. They explored a range of services available in our city of Whittlesea such as sustainability and waste; safety and emergency

services; health; learning and education; young people, refugees and new migrants' services for the area of Whittlesea.

Students were acknowledged for their outstanding participation and involvement in the Sports carnival and Athletics Carnival. Special assemblies were held for Anzac Day, Remembrance Day and Ramadan.

The "My Vote Matters" workshop was presented to our Year 11 VCE students by campaign leader Amie Templar-Kanshlo and Campaign Coordinator Samy Ibrahim. The session was about voting rights and how to vote, to make sure their votes count, and their voices are heard. The senior students also had the opportunity to enrol to vote at the end of the session.

MIDDLE SCHOOL

The College embarked on a re-structure in 2018 and divided the school into three levels - Junior Years, Middle Years and Senior Years.

The Middle Years comprised of 333 Year 5 to Year 9 students and fifty teachers. To assist with the behaviour management of students and enforce discipline, the school appointed the Year level coordinators to actively support staff and home group teachers in the effective administration and management of the Pastoral care program.

For middle year students, the year started off with an opportunity for students to attend camp at Adanac for both boys and girls from Years 7 to 9. The camp provided children with growth opportunities and helped them learn new skills in a safe environment. It offered a combination of adventure-based programs and curriculum enriching activities. Students learned to be independent and responsible whilst developing teamwork skills, co-operation and enhanced friendships.

The Middle Years Information Night for parents was held on 20 February and was well attended. A special Ramadan Assembly was held as part of religious education to educate students on the significance in the month of fasting and get a feel of Ramadan.

Students were given opportunity to perform in the NAPLAN and ICAS assessments. We ensured our students were prepared and confident to perform at their very best. The results provided an insight into students' learning and reasoning skills. Th College undertook NAPLAN ONLINE trials in September in preparation to going fully online next year.

Several activities were organised by the English, Science and Maths Departments. The middle school celebrated the Science Week on 13-17 August, with various competitions and activities held during the week. This was followed by the Literacy and Numeracy Week activities from 3-7 September that drew a huge response from students and staff alike. Students and teachers dressed up in book characters and entertained everyone at a special assembly.

The Athletics Carnival took place on 15 October at the Meadow Glen athletic stadium in Epping followed by the Art & Technology Exhibition on 5 November 2018. Awards were presented to students who performed exceptionally well in Art and Technology in the year. The Art and Technology Exhibition was a large event with student art and technology exhibits, stalls, food trucks, clay-pot making, printmaking and rides. The occasion was well supported by parents who turned up in large numbers.

Student Voice and Leadership is a valued and important part of our College. We work hard to engage all students in meaningful conversation about what we do well and how we can make Al Siraat College even better for all. Part of this engagement includes the formal Student Representative Council (SRC). The SRCs came together and embarked on the Eid ShoeBox4Syria Campaign and the Syria Winter Campaign. Ms. Noori

and the SRC also embarked on the Syria Winter Campaign collecting blankets and clothing for displaced Syrian people. This was a rewarding experience for students as they had the opportunity to serve the community and understand the impact they can make. The SRC explores ways in which student life at Al Siraat could be enhanced and works together to come up with strategies to meet students' needs.
Every year the school announces the appointment of Student Representative Council members (SRC) once the new school year has commenced. Nominees go through a formal selection process to be elected. The SRC also started the Feed the Homeless Campaign – where a small band of SRC volunteers and sometimes teachers, would go to the Vic Market on a Sunday evening and feed the homeless by preparing and handing out meals.

Al Siraat scooped the lion's share of the awards at the Islamic Schools' Student Leadership & Service Awards hosted by the Australian Muslim Youth Leadership Association in Melbourne. Al Siraat won: Student Leader of the Year; Junior Student Leader of the Year; Secondary and Primary SRC Group of the Year; Best SRC Project of the Year; Community Engagement; Best SRC Report of the Year; Best Individual Effort by SRC Member Award and SRC Teacher in Charge of the Year.

JUNIOR SCHOOL

In 2018, the College had an unprecedented number of new students commence the college (over 200). To help ensure a positive start to school the college hosted a dedicated Orientation day program to provide students the opportunity to become familiar with the school and help develop some connections. All new students were invited for a morning assembly, meet key staff members, take a school tour and meet other new peers. The Orientation day program certainly helped calm emotions and make a difference for students and families on the first official day of school.

In August the Junior School celebrated Book Week. During the dedicated week to celebrate Australian children's literature, authors and reading, they had the opportunity to host the Scholastic Book Fair, where students and families had the opportunity to buy some fantastic books and stationery. With the money raised a percentage was granted to buy resources for our school library.

In September, the Junior Years team celebrated Literacy Week & Numeracy Week from Monday the 3rd – 11th of September. We successfully achieved our goal to promote a love for literature learning and mathematical skills, through several activities, events and competitions. Some of the literacy activities successfully accomplished were Story Writing and design your own bookmark competition. Foundation to Year 4 students enthusiastically showed their artistic talent by creating their own customised bookmarks. Year 3 and 4 students expressed their thoughts and ideas by innovatively writing their fiction stories and showcasing their talent. The numeracy skills were promoted by various fun games including our very first Time-tables Challenge competition for year 3 and 4 students. The winners were awarded with trophies and certificates to celebrate their success.

The junior school had their annual character parade showcasing some great book character costumes by both staff and students. The students also enjoyed a reading picnic, allowing students to share their favourite childhood book with their peers. Our aim in celebrating Book Week was to promote and inspire a love of reading with our students. Amongst many activities and competitions, we were very proud of the fantastic wall displays to promote this amazing reading event.

This Year was the first time the school held a Spelling Bee competition during Literacy Week. The competition was aimed at the Year 3& 4 students of the college. 5 students were selected from each class to partake in the challenge. Students were provided with a random age appropriate spelling test to determine the top 5 spellers of each grade. Students then were on their own competing with other students within the same year level. All students had the opportunity to experience the wonders within the skills of spelling of the English language and that competitions are very educational and engaging.

The Life Skills - Mindfulness in Action Program was a targeted program for grade 2 students in term 3. The program had a series of interactive, progressive lessons where students could develop their self-awareness and increase impulse control, focus and empathy. It had a combination of visual and auditory stimuli with physical movement exercises. The very last session involved parents participating in the program, so they can continue to reinforce the skills and strategies taught at school.

The awards assemblies are held twice a year at Al Siraat College, to recognize the young talents who have made an immense contribution to our school and the society.

The 4R program has been running for one year now in the F-4 area. We piloted the program in 2017 at the end of Term 4. The response to the program from students and staff has been extremely positive. Teachers run an activity a week and are required to note this in their weekly planners. Classes also have the 4R header up on their bulletin boards, learning intentions and any photos or work the students have completed is also put up. The program has helped students gain skills such as being more respectful and kinder to each other.

Junior teachers at the college have been supervising several exciting and calm clubs throughout the year during lunchtimes.

In Term 3, the grade 3 students went to camp Kangaroobie along the Great Ocean Road Princetown. It was a fun campsite where students and teachers were able to work together to participate in various activities. It was wonderful to see students learn to take on the responsibility and take care of themselves.

In term 1, year 4 students attended the annual 3-day camp at Sunnystones Bacchus Marsh. It provided students with a real bush experience as they worked together through group activities, challenges and interactive games. It was truly a learning experience outside the classroom for both students and staff. The camp was a fantastic way to challenge students' skills and create a bonding relationship with students and teachers.

The Sports carnival is one of the major Health and Physical Education annual school events. With activities for all year levels, these programs are conducted over one whole day and planned during the term preparing all students for the big day. The students are trained to apply all their (FMS) Fundamental Motor Skills learned in their Phys-Ed class to the activities presented on the day. Students represent their house teams, which include Team Marwa (Yellow), Safa (Red), Mina (Green) and Arafat (Blue).

LEARNING ENRICHMENT

In the last two years the number of students with additional needs between 2016 and 2018 have risen with increase in referrals and support cases. With a commitment to facilitate and provide support for students with additional needs and opportunities for talented and gifted students to reach their full potential, the College works to provide resources in supporting students in enriching their learning.

The college lays emphasis on supporting students experiencing difficulties in literacy and numeracy. Students identified with additional learning needs are supported in their learning by developing individualised learning plan that requires structured and explicit teaching approaches. Students with learning support are provided with Individual Learning Plans (ILP) to keep them engaged in their learning and to build confidence about themselves and to give them access to the same standard of education. The ILP's prepared are holistic in approach to student's learning and education, age and development appropriate, flexible and future oriented, based on the student's strengths with focus on potential. Students with a sensory impairment are supported by adjusting teaching techniques to enhance their learning and curriculum access. These students are further supported by collaborative engagement and involvement of their parents and carers.

Speech Pathology continues to provide additional specialised support service to students facing difficulty in verbal communication through assessments and therapy. The Speech Pathologists work one-on-one with children to develop their skills and abilities.

COLLEGE CURRICULUM

The College reviews the curriculum as part of our annual school improvement processes. An overview of the curriculum can be found by visiting the website www.alsiraat.vic.edu.au and contacting the college. Being an Islamic school, we ensure that there is an integration, infusion and extension of Islamic teachings in all subject domains.

STUDENT ATTENDANCE

The College aims to ensure that student attendance is marked on a daily basis. Attendance is marked in every class and recorded using online system called SEQTA. Students are responsible to sign-in to obtain a late pass. Late arrivals and early departures are also documented into the system. The College addresses the significance of being punctual at all times.

Unexplained full day absences are generally followed up with the parent or guardian on the same day via text messages and phone call. Further follow-ups on absences are carried out during the day if the College has not been notified. The school's attendance data is regularly monitored for analysis. The student attendance record assists teachers to keep track of their students' attendance. When requested by the school, students need to provide a medical certificate in case of absence due to illness. Students with poor attendance are monitored and contact is made with the family where there is pattern of unexplained absences or where a student has a poor attendance record. Table below shows the attendance rates for all year levels for 2018.

Year Level	Number of Students	Percent Present
Foundation	96	91.27
1	98	91.05
2	98	91.75
3	79	92.52
4	83	91.72
5	82	92.75
6	72	92.38
7	83	91.81
8	57	89.56
9	55	89.84
10	37	89.69
11	45	87.86
12	22	90.25
Total students and average student attendance	907	90.95

STUDENT RESULTS IN NATIONAL ASSESSMENT PROGRAM (NAPLAN)

Students in Year 3, 5, 7 and 9 participate annually in the NAPLAN testing. NAPLAN testing provides an opportunity to benchmark our students and provides data for teachers to address areas identified for improvement and provide interventions when needed. Primary and secondary teachers analyse NAPLAN data to identify strengths and weaknesses across each year level and use this to inform teaching strategies and curriculum.

Number of students who sat the NAPLAN in 2018:

Year 3 77

Year 5 70

Year 7 74

Year 9 37

Percentages of Students Achieving National Minimum Standards in NAPLAN 2018, 2017, 2016, and 2015.

Year Level	Year	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
3	2018	96	99	99	93	99
	2017	99	100	96	96	100
	2016	100	100	97	98	97
	2015	100	98	96	96	98
5	2018	87	90	98	95	98
	2017	98	98	98	95	97
	2016	93	95	98	100	100
	2015	95	98	100	93	95
7	2018	96	100	99	97	97
	2017	97	98	96	92	100
	2016	98	98	98	98	100
	2015	100	94	87	91	97
9	2018	98	89	89	93	98
	2017	97	84	84	91	100
	2016	100	97	97	97	97
	2015	91	71	100	96	96

SENIOR SECONDARY OUTCOMES

The College continued to grow substantially during the year 2018 with more student enrolments into the Senior Secondary Years. The Senior School is committed to provide students with a holistic education and give them opportunities that maximise student learning and achievement. A wide range of subjects are offered to cater to the diverse individual needs of students. In 2018, thirty students from Year 11 successfully completed at least one Unit 3 & 4 subject.

In 2018 the College graduated the fourth cohort to complete their secondary schooling at Al Siraat College. We had 21 students successfully complete VCE. The students achieved sound individual study scores across

12 subjects. The highest study score was 45. The average ATAR for our students was 57 with the highest ATAR being 92.90.

The achieved study scores also guaranteed them a place at University with 90% of the graduates successfully entering their preferred University course. The destination for post-secondary education included La Trobe University (33%), RMIT (29%), Monash University (10%), Victoria University (10%), La Trobe College (10%) and Swinburne University (5%). The destination courses included:

- Health Sciences (33%)
- Applied Sciences (19%)
- Medicine and Biomedical Science (10%)
- Arts (10%)
- Engineering and IT (10%)
- Education (5%)
- Business (5%)
- Pharmacy (5%)

SCHOOL SATISFACTION

During 2018, the College encouraged student feedback by emails as well as face to face conversation with teachers allowing deeper conversations and nonverbal communication and received feedback in the areas of student learning and curriculum, pastoral care and student behaviour.

The school values parent feedback and involvement to decision making and improving student learning, attendance and behaviour. We believe that keeping open lines of communication is vital to maintaining a relationship of transparency and trust. We are always looking to improve the way we communicate with our school community.

Feedback from parents is sought in the form of comments or suggestions at the parent engagement sessions. Parent teacher interviews are held, and parents are free to give feedback to identify areas of improvement. Parent information nights also give parents an opportunity to engage and understand student needs and school decisions.

We publish our fortnightly school newsletters and update our website regularly with stories from within the school community. The school also introduced an app 'ClassDojo' in Junior school where teachers shared class stories and received feedback from parents directly.

The College has extended its approach to implement safe and responsible use of technology and to promote efficient use of technology in the classroom to improve educational experiences for our students. We also opened our teaching and learning system and ensured that all parents can access our communication channels.

During the year 2018, the college continued to carry out conversations with staff to seek their input and feedback on school progress and development. The College is actively working towards developing a culture of continuous improvement to address the needs.

COLLEGE FINANCE

Finances

A summary of our income is as follows:

Income Summary

Income Source	Amount	Percentage
Fees and School Services	$2,413,453	12.97%
Commonwealth Recurrent Grant	$10,112,253	54.36%
State Recurrent Grant	$4,678,409	25.15%
Commonwealth BGA Grants	$880,215	4.73%
Other Government Grants	$132,693	0.71%
Other Income / Donations	$386,952	2.08%

Expenditure Summary

Expenditure Area	Amount	Percentage
Salaries and Staff Costs	$10,182,708	63.46%
Rent	$900,000	5.61%
Stationery, Classroom and Educational	$1,077,307	6.71%
IT Equipment and Technology	$904,015	5.63%
Site Costs and Essential Services	$1,812,752	11.30%
Administration and Other	$1,167,875	7.28%