

School Performance Information

Annual Report

2012



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Many Journeys · One Faith

Each year Al Siraat College is required by the Commonwealth Government and Victorian Registration and Qualifications Authority to provide information relating to its performance. This report has been prepared to satisfy these requirements in the form of School Performance Information and an Annual Report that is made publicly available as per the prescribed requirements.

Introduction

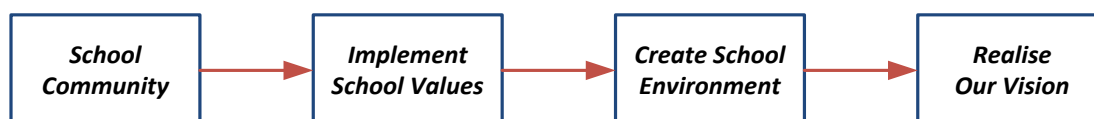
We have been told by our beloved Prophet (peace be upon him) that people are like gold and silver mines. Each person has an enormous capability, however, that capability has to be surfaced through great efforts. With the Prophet being sent as a teacher and an educator, he has shown us a path of investing in human capital through education and learning to realise this vast capability that exists within, bringing out the best in people so that they can be of benefit to themselves, to those around them and the society at large.

College Vision and Values

Al Siraat College, an independent Islamic School established in 2009, has embarked on an ambitious journey to realise this vision, which is to:

"Invest in our most valuable assets, our children, to equip them with sifaat (values) for a lifetime, so that one day they can shine in society".

Al Siraat College is a values based organisation. The focus of the school will be for **all** members of the school community to make an effort on these values to develop such a school environment which will allow us to realise our vision. This is summarised in the following diagram:



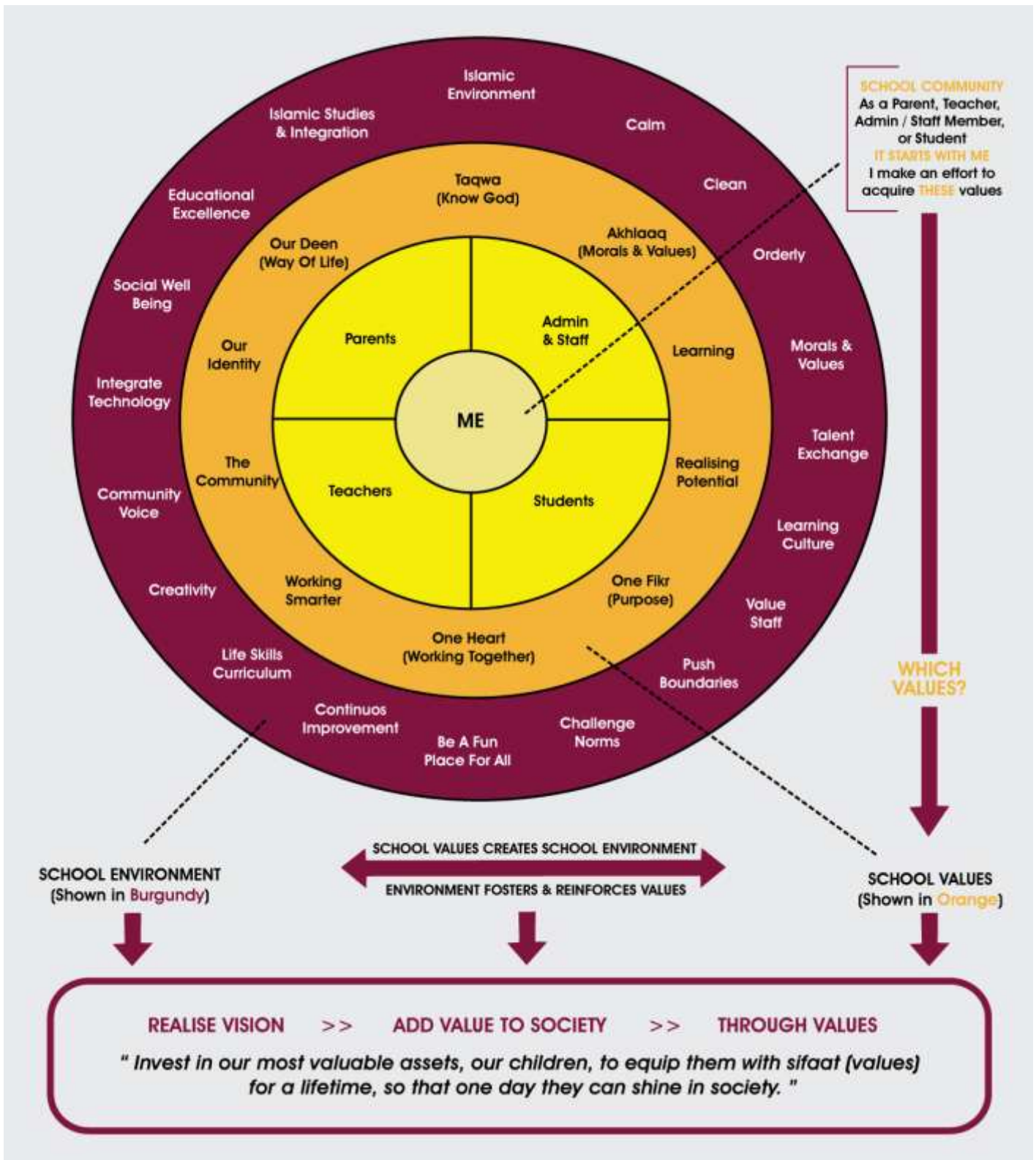
These values, and the resulting environment span areas of religious, moral, social and educational achievement and excellence. These are a defined set of values which are expected to become “the path” and the guiding factors for the College as it embarks on this ambitious journey. These values are shown in the diagram **Al Siraat Learning Together Framework** on the following page.

Research, experience and common sense all take us to the realisation that successful educational, religious and values based outcomes can only be achieved when all members of the school community work together towards a common purpose.

Once these School Values are adopted by the school community, a creative school environment can be developed where students will be able to challenge themselves and each other in an atmosphere of learning. It is hoped that students will learn to push boundaries, think outside the box and realise their full potential through support mechanisms and technologies that allow focusing on the needs of every individual learner. InshaAllah, the College will equip students with life skills that will enable them to enter and add value to the greater community through their good Akhlaaq (high standard of morals), maturity, confidence and self identity.

Al Siraat College Learning Together Framework

Al Siraat College, an independent Islamic School established in 2009, has embarked on an ambitious journey to realise this vision, which is to:



Student Enrolments

Al Siraat College commenced operations in 2009 as a Primary School, offering Grade Levels Prep to 5. There were 82 students enrolled at Al Siraat during 2009.

In 2012, our enrolments increased to **239** students, representing significant growth for the College.

There were no indigenous students enrolled during 2012.

Student Outcomes in standardised national literacy and numeracy testing

Al Siraat College had **30** students in Grade 3, **8** students in Grade 5 and 12 students in Grade 7 sit for the NAPLAN test in 2012.

Domain	% Students At Or Above Min Standards		
	Year 3	Year 5	Year 7
Reading	100%	100%	100%
Writing	100%	100%	100%
Spelling	100%	100%	80%
Grammar & Punctuation	100%	100%	100%
Numeracy	100%	100%	90%

Staff

Al Siraat College employed 31 staff members in 2012 as follows:

- 15 teachers that taught the VRQA required curriculum. Each of these teachers had a recognised tertiary degree and registration with the Victorian Institute of Teaching (VIT).
- 7 teachers that taught LOTE and Islamic Studies. These teachers had the appropriate VIT registration.
- 9 support staff members.
- The average absence per staff members was 5 days for the year.
- 2 staff members left at the end of the year, with 2 staff members leaving during the year and being replaced.
- All staff participated in Professional Development in accordance with the College's Training Strategy, which is discussed below. The average expenditure in 2012 on Professional Development per teaching staff member was over \$5,000.

Training and Professional Development

Training and Professional Development takes many forms at Al Siraat College and is an organic part of our operations. The College has developed a Training Strategy to support the implementation of our Learning Together Framework (shown on Page 3). We take a holistic approach to the delivery of training across the organisation to ensure that all training activities will complement and support each other.

The following table defines the training areas in light of our Learning Together Framework:

Training Area	Description	Supports Implementation Of:
Iman and Akhlaaq	Development of spiritual and values based training / educational programs that will cover the key organisational values of Taqwa, Akhlaaq, Our Deen, Our Identity, One Fikr and One Heart.	Supports all the values contained within the framework, however, it particularly supports the values of Islamic Environment, Islamic Studies and Integration, Social Well Being, and Morals & Values.
Curriculum and Education	This area will cover all training requirements in relation to developing / improving the curriculum and educational programs	Supports all the values, however, it particularly supports the values of Educational Excellence, Life Skills Curriculum and Creativity.

Training Area	Description	Supports Implementation Of:
	to improve educational outcomes.	
Learning	Learning how to learn. This training area recognises that the development of a 'learning culture' and willingness to learn will support all learning activities.	Supports values of Talent Exchange, Learning Culture, Value Staff, Working Smarter, Continuous Improvement and Creativity.
Leadership and Building Teams	Encompasses: <ul style="list-style-type: none"> Recruiting, developing and retaining exceptional talent. Building and developing high performing teams. 	Supports all the values, however it particularly supports the values of Talent Exchange, Learning, Learning Culture, Value Staff, Realising Potential, Working Together, Working Smarter and Social Well Being.
Continuous Improvement	Training which focuses on creating an attitude, environment and mindset to always 'Work Smarter' – which can be summarised as always looking for a more effective and better way.	Supports the values of Continuous Improvement, Working Smarter, Learning, Learning Culture, Push Boundaries, Challenge Norms, Creativity and Integrate Technology.
Technology	Developing skills in relation to integrating technology in a way that it adds value to our processes and improves educational outcomes.	Supports all the values as technology is a tool that can improve and support the implementation of all values.

Student Attendance

Rolls are called and records of absence are collected twice a day. Notes are required from parents to explain absence and families are contacted if the absence goes unexplained. Students with ongoing illnesses or approved extended absences are supported, for example, by providing work to be done at home. Any extended or recurring problems of non-attendance are taken very seriously and discussed with parents. The following strategies / steps are also taken with cases of ongoing absences:

- Modified curriculum
- Reward improved attendance
- Strengthening peer support
- Reference to an external agency, and Department of Human Services Notification.

The average student attendance in 2012 was **92.1%** overall. The rates of attendance for each year level were as follows:

- Prep: 90.4%
- Year 1: 92.3%
- Year 2: 91.6%
- Year 3: 91.1%
- Year 4: 90.7%
- Year 5: 91.9%
- Year 6: 92.2%
- Year 7: 90.2%
- Year 8: 91.5%
- Year 9: 88.8%

Parent, Staff and Student Satisfaction

The College is a fee charging independent school. The fact that we were able to start our school in 2009 (being the first year of establishment) with over 80 students and were able to more than double the size of our school in 2010 was quite an achievement, and represented the confidence that parents and the community had placed in the Al Siraat Team.

In 2012 we grew to well over 200 students. We feel that this is a good result and is based on the high level of satisfaction and the positive feelings amongst parents, staff and students at Al Siraat. A school satisfaction survey conducted in Term 1 of 2011 (which summarises the reporting period of 2010) from parents is attached below. A formal Lead Survey is being undertaken in 2013 as we understand that the current survey is now quite dated.

No.	Questions	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)	Don't Know	Mean opinion score on a scale of 1 to 4
1	I receive information in a timely manner	18	26	2	0	0	3.35
2	The school keep me informed about my child's academic process	14	27	4	1	0	3.17
3	The school contacts me when my child breaks school rules	15	18	1	0	12	3.41
4	The school contacts me to tell me about my child's achievement and success	18	15	10	0	3	3.19
5	I always get a response when I contact the school about the concerns for my child's learning	17	20	1	1	7	3.36
6	I feel welcome in my child's school	35	10	0	1	0	3.72
7	My child is safe at school	22	22	0	2	0	3.39
8	Discipline is enforced fairly at my child's	15	26	2	1	2	3.25
9	Bullying has NOT been a problem for my child in our school	14	21	5	0	5	3.23
10	My child's school is an orderly place	12	28	0	2	3	3.19
11	Students at my child's school are friendly	16	25	0	1	3	3.33
12	My child is learning what he/she needs to know to succeed in later grades	17	23	3	1	1	3.27
13	My child's teacher provides a good amount of support when he/she struggles to learn.	27	16	1	0	1	3.59
14	My child's teacher(s) give helpful comments on class work, tests and homework	23	18	0	1	4	3.50
15	My child is receiving a quality education at this school	19	24	1	1	0	3.36
16	I would recommend this school to other parents	23	19	2	1	0	3.42
17	My child receives extra help at this school when it is needed	12	19	2	0	12	3.30

Which of the following improvements would you most like ASC to make? (Prioritise up to three choices only)	Priority-1	Priority-2	Priority-3	Total
More effective school leadership	3	3		6
Better communication with parents	17	2	2	21
More hands on learning	5	5	2	12
More teacher training		4	1	5
Better enrichment programs	3	5	3	11
More preparation classes for NAPLAN		3	4	7
More challenging programs	5	6	9	20
A longer school day which incorporates salat time	2	1	3	6
More extracurricular activities	1	4	6	11
Which aspect of the school are you most happy with? (Prioritise up to three choices)	Priority-1	Priority-2	Priority-3	Total
The academic programs	5	2	3	10
The Quran Program	22	7	3	32
The Islamic environment	6	14	5	25
The School hours	4	3	3	10
The classroom teacher	1	6	9	16
The sports management		1	3	4
The sports program		2	5	7
The new school building with its open plan learning			5	5
The communication between the school and home			1	1

Finances

A summary of our income is as follows:

Income Source	Percentage
Fees	18%
Commonwealth Recurrent Grant	48%
State Recurrent Grant	27%
Capital Grants	6%
Other Government Grants	1%

A summary of our expenditure is as follows:

Expenditure Area	Percentage
Salaries and Staff Costs	61%
Rent	14%
Stationery, Classroom and Educational	9%
IT Equipment and Technology	6%
Essential Services	4%
Administration and Other	6%

Note: As the College rents its site, rental expenses form a significant part of the expenses.



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