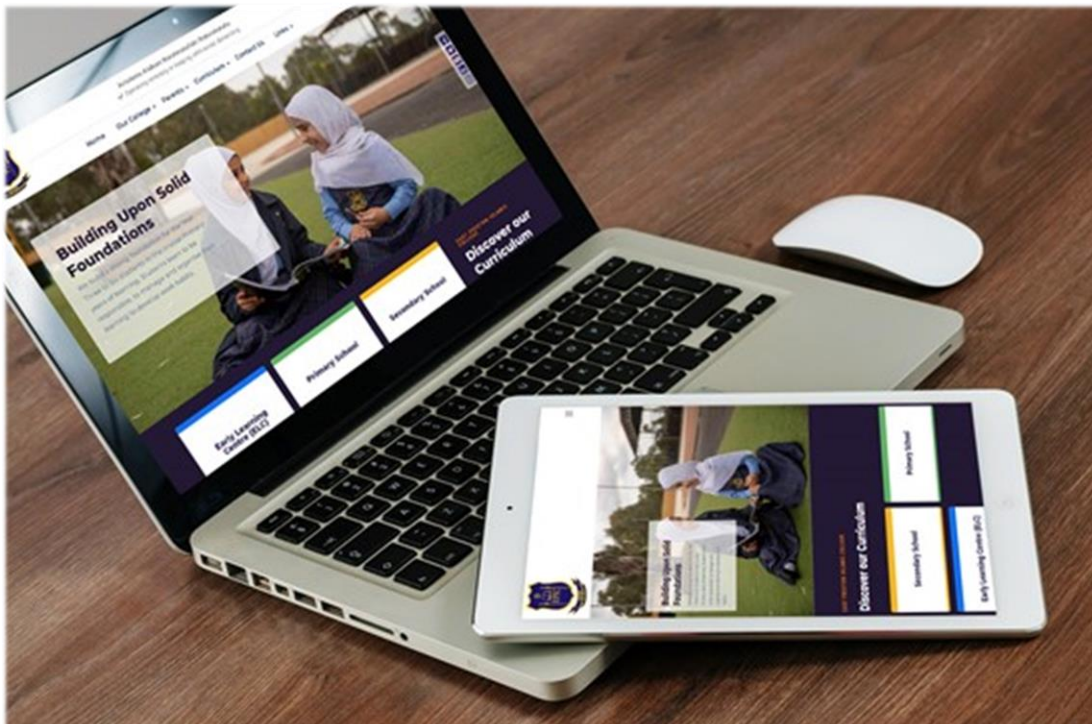




2021 ANNUAL REPORT TO THE SCHOOL COMMUNITY

East Preston Islamic College



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Cover Photograph: *Our new website design.*

Contact Details

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Postal Address	P.O. Box 8217, Northland Centre, Preston, Victoria, 3072
Principal	Mr. Neil Hysni Hasankolli
Telephone	(03) 9478 3323
Fax	(03) 9470 1255
Email	admin@epic.vic.edu.au
Website	www.epic.vic.edu.au
ABN	27 116 376 642
Registered School Number	021972

Minimum Standards Attestation

I, Neil Hysni Hasankolli, attest that East Preston Islamic College is compliant with:

- East Preston Islamic College being a not-for-profit school.
- All the requirements for the minimum standards and other requirements for the registration of schools as specified in the *Education and Training Reform Act 2006* (Vic) and the *Education and Training Reform Regulations 2017* (Vic), except where the school has been granted an exemption from any of these requirements by the VRQA.
- Australian Government accountability requirements related to the 2019 school year under the *Australian Education Act 2013* (Cth) and the *Australian Education Regulations 2013* (Cth).
- The Child Safe Standards prescribed in Ministerial Order No. 870 – Child Safe Standards, Managing Risk of Child Abuse in School.



Harmony Day

Chairman's Introduction

Assalamu Alaikum Warahmatullahi Wabarakatuhu

In the Name of Allah, the most Gracious, the most Merciful, the Mercy-giving. Praise is to Allah whom we ask for help, protection, and forgiveness. We seek the protection of Allah from the sins of ourselves and our deeds. No one can misguide whom He guides and whom He does not guide will never find a guide.



Mr. Amad Kazi
Chairman

On behalf of the College Board of East Preston Islamic College, it is with great pleasure to introduce to you the College's Annual Report for 2021. We have reached a milestone with appointments of key leadership roles at EPIC. The new leadership will build on EPIC's strong heritage and will strive to make EPIC a model Islamic school in the heart of Melbourne.

The Board appointed Mr Neil Hysni Hasankolli as Principal of East Preston Islamic College, in March 2021. Mr Hasankolli succeeded Mr Ekrem Ozyurek OAM, who announced his resignation from the College in December 2020 after 14 years of service. The process of discernment, consultation and selection has been lengthy and rigorous. The Board is delighted that Neil has accepted the position as Neil will bring a wonderful breadth of knowledge and experience to the position and will ensure that EPIC continues to provide our students with positive and rewarding school experience. His energy, communication, and collaborative leadership skills, as well as his passion for the educational philosophy that underpins our School were clearly evident during interview process.

To support the new Principal, the Board appointed Mrs. Masiha Rayan as the Vice Principal in September. Mrs. Rayan showed a wealth of knowledge and passion for EPIC. She demonstrated strategic depth and management skills which will provide direction and guidance to school leadership team. Her collaborative approach will be pivotal in providing support to the principal and coordinators and to meet performance objectives set by the Board and the Principal.

On behalf of the Board, I want to take this opportunity to thank school leadership team and teachers who are working very hard for our children in difficult circumstances and seek their ongoing support to make our leaders successful in their roles and moving forward together as a strong Islamic community, committed to excellence in learning and the development of faith-filled, resilient, and enthusiastic young people.

I pray to Allah (swt) to guide us to serve his cause.

Our Philosophy

East Preston Islamic College (EPIC) has a low fee structure so that it is possible for all interested Muslim families to attend. The College's aims for our students are to achieve excellence in academic performance and to embrace Islamic values so that our graduates will exemplify the College motto: **'Success Here and Hereafter'**

Mission Statement

Our mission is to provide a positive learning environment where staff and students work cooperatively to achieve their best, developing a commitment to continuous learning. The core values of the school are ***Islamic, learning, achievement, respect, commitment, and fairness.***

Vision

The vision of the College is to ensure excellence, in both academic and Islamic development, with continuous progress towards producing a new generation of Muslims who are committed, compassionate and hardworking citizens, and who are ready to contribute positively and productively to the Australian society.

College Overview

East Preston Islamic College is a non-for-profit, independent, coeducational school following the Victorian Early Years Learning & Development Framework for our Early Learning Centre and the Victorian Curriculum for Foundation to Year 12. EPIC operates in an Islamic cultural and religious tradition, under the direction of the EPIC School Board. Our staff and students are expected to follow the principles and values of the Islamic faith.

In our documents, in all practice by our students and teachers, in working with the EPIC Board and the community, in all teaching and learning programs, the vision of the college will sit at the centre and there is an expectation that all work aligns with the college vision, and this is how we enact our philosophy.

East Preston Islamic College was established in 1998 as an independent, Islamic school for students from Foundation to Year 12. The Board of Directors who founded the College, built a school where young Muslims could be inspired by the teachings of the Qur'an and follow their academic and cultural interests, believe in their potential, and become lifelong learners.

The College motto, 'Success Here and Hereafter' challenges all members of the EPIC community to search for Truth through prayer and a commitment to study and gain a strong sense of what is *Halal* and *Haram*.

Students are encouraged to engage in critical reflection on themselves and on the world as well as developing a love of learning.

Student Body Characteristics

We have 822 students (64 in the E.L.C. 476 in Primary and 282 in Secondary) ranging from Kindergarten to Year 12 with diverse backgrounds who have 24 different languages spoken at home. Many students arrive in our school from overseas without functional English.

Australian Democratic Principles

East Preston Islamic College is committed to 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.
- the values of openness and tolerance.

Declaration of a Faith Based School

Based on our beliefs, values and traditions, faith – based Schools/Colleges declare and affirm the following:

1. We are a proud part of the Australian educational system and committed to teaching according to the guidelines of government curriculum standards and shared Australian values.
2. We teach the children in our schools to be proud- Australians, model citizens and to participate positively in building a prosperous, harmonious, and safe society in Australia.
3. We teach the children in our schools to respect the rights of others and to understand the different backgrounds and religions of Australia's multicultural society.
4. We teach our children about the rights of their neighbours and the respect, care and protection of people and property.
5. We are committed to perpetuate the integrity of our traditions in teaching the value of life and the dignity of all people.
6. We are committed to teach the pursuit of peace and promotion of understanding.
7. We stand against those who preach violence and hatred.
8. We are committed to participate fully in our democratic system.
9. We believe in mutual respect, co-operation, tolerance, and dialogue.
10. We respect diversity and promote multiculturalism.
11. We welcome cooperation with the wider community.

Principal's Report

Assalamu Alaikum Warahmatullahi Wabarakatuhu

In the Name of Allah, the most Gracious, the most Merciful, the Mercy-giving. Praise is to Allah whom we ask for help, protection, and forgiveness. We seek the protection of Allah from the sins of ourselves and our deeds. No one can misguide whom He guides and whom He does not guide will never find a guide.



Mr. Neil Hysni Hasankolli
Principal

It is with great pride that I write to you as the newly appointed Principal of East Preston Islamic College. I am honoured to have the opportunity to lead this college and thank the Board of Directors for their faith in me. I will continue to work hard and build upon the body of work from my last ten years as Vice Principal. Along with the support of the staff, we will drive East Preston Islamic College to become the best Islamic college in Australia.

During first semester, the staff at EPIC have been making a concerted effort to involve our students in many extra-curricular activities such as Rugby, Football, Ice Skating, Positive Leadership & Activated Youth (PLAY), Swimming, Karate, and Youth Coaching, to get them involved and back to the routine of school life after an interrupted on-site learning in 2020. The college received a \$130,000 grant to employ tutors for those students effected by the lock down last year and falling behind in their academics.

The Victorian Government enacted a lockdown from 27 May to 10 June. And as soon as we commenced Term 3 on Monday 12 July, and we found ourselves in another lockdown from Friday 16 July to Tuesday 27 July, therefore nine of the available fifteen days of July was spent in lockdown. Then the Victorian Government locked down the entire state at on the 4 August for the remainder of Term 3 to the 17 September. For term 4, the Victorian Government set out a Roadmap for the staggered return to onsite learning, with the plan being that all students return onsite by Monday 1st November. The college suffered a series of COVID outbreaks with up to seven classes isolating at the height of the outbreaks however we managed to remain on-site for the remainder of 2021.

The lockdown affected our families living in the high-rise towers and I am proud to promote our school counsellor Ms. Paula Forrester and school nurse Ms. Amani Saad who were delivering care packages to our families in need. Our Board of Directors had allocated funds for more care packages to be purchased and distributed. I would like to thank all those organisations who are assisting our community with care packages: Darebin Youth Services; Flemington Presbyterian Mission; Sikh Community Melbourne; Thornbury Church of Christ and the United Muslim Migrant Association.



All our students were allocated work during the lockdown and had been asked to take their workbooks and textbooks home. Ninety-seven Electronic devices were loaned out to families. Our Senior School Teaching staff began running online information sessions for our years 9 -11 students on subject selections for 2022 and incorporating presentations on subject selections and pathways.

After a thorough and exhaustive process, Ms. Masiha Rayan was appointed Vice Principal of East Preston Islamic College. Masiha began her career at EPIC in 2009 and has held the position of Head of Secondary School since 2019. She has previously held the role of Learning Support Coordinator of the college from 2016. Masiha commenced her Vice Principal tenure on the 1st September 2021.



EAST PRESTON ISLAMIC COLLEGE APPOINTS NEW VICE PRINCIPAL

As'salamu Alaikum Warahmatullahi Wabarakatuhu

We are pleased to advise that the Board has appointed Ms. Masiha Rayan as the Vice Principal of East Preston Islamic College. Ms. Rayan replaces Mr. Neil Hysni Hasankolli, who became Principal of East Preston Islamic College, in March 2021.



Mr. Hasankolli said "Masiha has been the Head of Secondary School since 2019 and is a student-focussed, dynamic leader who has demonstrated a strong commitment to the college, specifically the well-being of the college community.

Chairman of the East Preston Islamic College Board, Mr. Amad Kadi, said, "we have now reached a milestone with appointments of key leadership roles at EPIC. The new leadership in place will build on EPIC's strong heritage and will strive to make EPIC a model Islamic school in the heart of Melbourne.

Ms. Rayan showed wealth of knowledge and passion for EPIC. She demonstrated strategic depth and management skills which will provide direction and guidance to school leadership team. Her collaborative approach will be pivotal in providing support to the principal and coordinators and to meet performance objectives set by the Board and the Principal.

On behalf of the Board, I want to take this opportunity to thank school leadership team and teachers who are working very hard for our children in difficult circumstances and seek their ongoing support to make Ms. Rayan successful in her role.

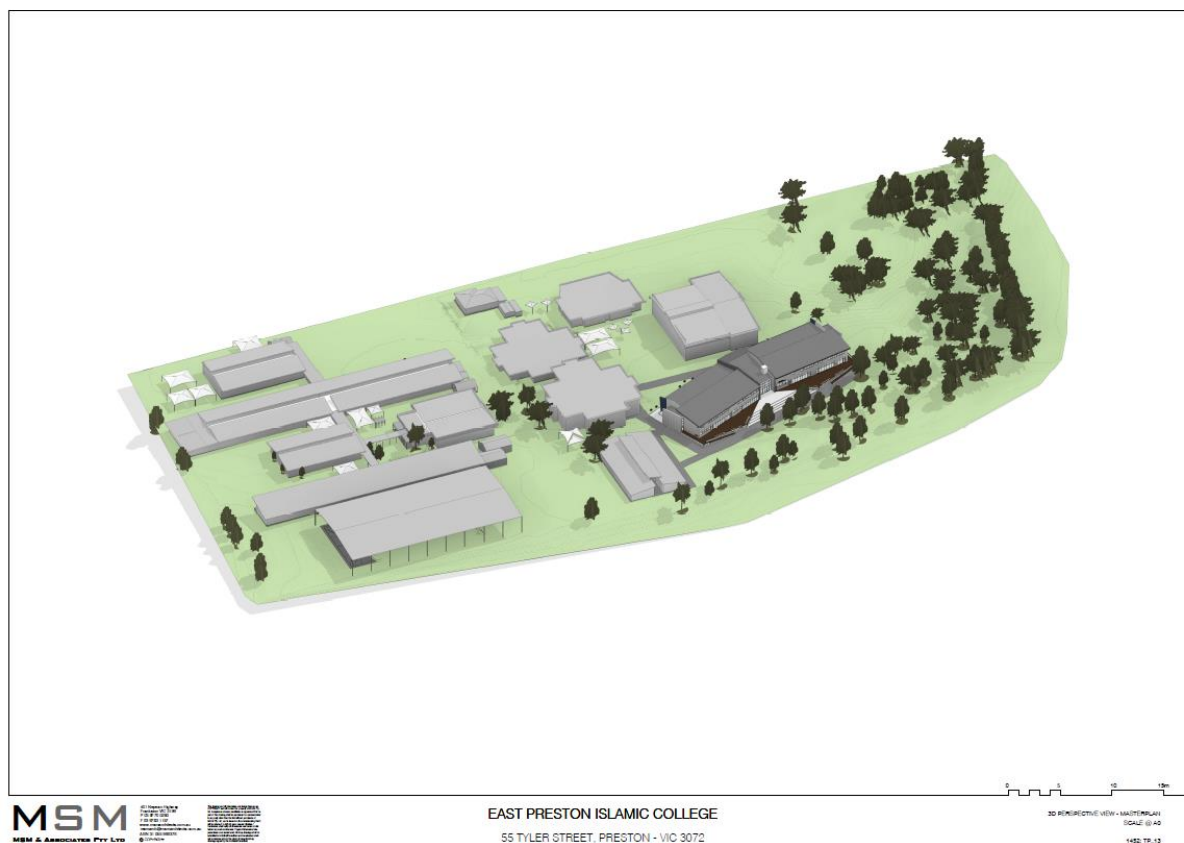
Our school dux, Sadia Dubow dedicated herself to achieving her very best and, her efforts paid off. It did not happen by accident - Sadia was focused, reflective and sought feedback in her pursuit of knowledge in attaining a 94.15 ATAR score.

The architect firm MSM & Associates were awarded the secondary building contract in 2019 after a tender process. After a long consultation process with the staff members of EPIC, MSM re-designed the secondary building which was first designed by Max Chester Architects (deceased). MSM have priced the planning and construction of the two-storey secondary building at approximately \$12M.

We ask Allah (swt) to guide us to provide a rich, useful, and stimulating educational and Islamic experience for our students, and one that provides for the development of their skills and aptitudes while preparing them to have "SUCCESS HERE" in whatever their choices might be according to their own abilities, and the "SUCCESS HEREAFTER".



Proposed Secondary School Building



Vice Principal Report

Assalamu Alaikum Warahmatullahi Wabarakatuhu

In the Name of Allah, the most Gracious, the most Merciful, the Mercy-giving. Praise is to Allah whom we ask for help, protection, and forgiveness. We seek the protection of Allah from the sins of ourselves and our deeds. No one can misguide whom He guides and whom He does not guide will never find a guide.



Mrs. Masiha Rayan
Vice Principal

I would like to formally thank the Board of Directors for offering me the Vice Principal position. I am thrilled to become part of a team that can make a greater difference and to contribute my skills to make EPIC an exemplary school. As the Head of Secondary School for the past three years and now the Vice Principal, I look forward to seeing East Preston Islamic College move into a future that serves its Islamic community and empowers its students to achieve all that they wish to.

Academic Data Analysis:

Current standardised EPIC NAPLAN and PAT data have been analysed. This data has allowed me to and draw conclusions, make assumptions, pose questions, and develop hypothesis of the 2021 academic year.

Background of Data:

The National Assessment Program Literacy and Numeracy (NAPLAN) is an annual assessment for students in years 3, 5, 7 & 9. NAPLAN is made up of four tests – reading, writing, grammar & punctuation, and numeracy. NAPLAN results do not measure overall school quality, it provides information on how education approaches are working, areas to be prioritized for improvement, and assists teachers to support their professional judgement about students' literacy and numeracy level.

The Progressive Achievement Test (PAT) measures students' skills, knowledge and understanding. The PAT-R (4th-ed) is a test of reading comprehension and word knowledge. The PAT-math (4th-ed) assess strands in Number, Geometry, Measurement & Statistics.

This purpose is to use this data, along with other wellbeing data, opinion/survey data etc. to set educational objectives, provide information for early literacy and numeracy intervention programs, inform unit, and lesson planning and monitor progress over time.

Noteworthy Trends:

- There are more incidents reported in 2019 than in 2020 and 2021
- Overall, year 8s and 9s receive the most file reports
- Generally, in Ramadan, the adverse behaviours are lower level
- Spike in incidents in May, every year. This is mid-term 2
- Steady number of file reports between the months of June to August.
- Spike in incidents in November and December. This is mid-term 4.

Assumptions:

- There are more reports in 2019 because in that year, the school re-introduced boys' and girls' classes, in addition to accelerated class from years 7 to 9. Many of the incidents occurred because the boys were grouped in one class. Note: in the preceding years there were mixed/streamed classes from Years 7-10.
- In addition, in 2019, the introduction of the new Behaviour Management Policy & Process sparked many teachers to log even the most minor incidents.
- The new policy caused students to push back. At the time students likened this new structure to 'prison' and referred to the coordinators as 'security guards'.
- In the following years, 2020 and 2021, students became accustomed to the policy. Students appreciated the predictable and consistent approach to behaviour management, and we see less file reports.
- There are fewer file reports in 2020 and 2021, due to remote learning/ students not being onsite.

Future Actions:

- Implement whole school wellbeing programs, with specific focus during Term 2 and Term 4.
- Implement targeted behaviour interventions for Year 8 and 9
- Introduce school wide positive behaviour supports & Response to Intervention model (RTI)
- Ongoing Berry Street Education Model training and PLC to staff
- Mental Health First Aid training
- Involving students in extra curricula activities
- Supporting new teachers (PRTs) with behavioural management and BSEM
- Display non-negotiables and other BS strategies
- Streamline Compass templates, as there are currently too many different file reporting templates.

Conclusions:

Consistent Programs such as:

- Renaissance (upper primary and secondary),
- Bridges (look at 2021, Year 3)
- WordFlyers online (Spelling & Grammar program)

Covid-19 can potentially account for a number of things:

- A lack of numeracy growth or a wider gap could be a disruption to learning. Additionally, however, our improvement in literacy can be accounted for by Covid-19 forcing the same learning circumstances for all students (EPIC low Socio-Educational advantage is neutralised by this).

Other:

- For primary, teachers remain teaching the same students for 2 years, for consolidation
- For secondary, teachers teach the same year level because it's about teaching the skills well to a group
- Berry Street Education Model – trained our staff to use specific strategies that in turn has equipped teachers to deal with social/emotional regulation, leads to better academic outcomes.
- Organisation structure – there are leaders/coordinators to address disruption of learning and wellbeing needs of students. Student retention has increased since structural change.
- Infrastructure – new double-storey building.

Actions:

- Strategic goals will be informed by the conclusions drawn by analysis of the following data: NAPLAN, PAT, VCE.
- Wellbeing strategic goals will be informed by Compass file reports
- Teachers to be given individual PAT and NAPLAN to inform their planning at the beginning of the academic year.
- Year 10 English to look at Year 9 NAPLAN & PAT results and compare levels with English key knowledge and key skills from study design, Unit 1 to assess individual need and address prior to year 11.



Primary School Report



Ms. Coryn Bretag
Head of Primary School

In 2021, East Preston Islamic College (EPIC) had another year of interruptions due to the Global Pandemic, so we had to participate in both online learning and face to face learning. The primary staff were able to adapt to the changes quickly and adjust their planners and delivery of lessons accordingly. EPIC gave the school community an opportunity to borrow laptops and iPads to ensure that all children had access to education throughout all lockdowns. The students and teachers throughout this time were using Compass and Class Dojo to set tasks and correct tasks, and then a variety of online platforms to support what the teachers were teaching. Throughout the online learning we offered students of essential workers to attend school and were supervised by our support staff to assist them in their learning during this period.



The students found a new playground for the Year 3 to Year 6 students which gave students an opportunity for climbing and hanging and developing their gross motor skills. The students were very eager to play in the playground and couldn't wait to explore it.

EPIC was involved in the Australian Early Development Census where the prep teachers were required to answer a variety of questions across the following five domains. Physical health and wellbeing, social competence, emotional maturity, language and cognitive skills and

communication skills and general knowledge were the domains that were addressed.

Our Primary Leaders had a unique opportunity last year to be invited to attend a Darebin Council Forum at Reservoir High School where they discussed important issues about Darebin Council such as climate change, environmental issues, bike tracks, first nations people and other concerns. Together with a variety of high schools and primary schools the students had to create a presentation to present to the Mayor and councillors about the issue and made suggestions on how they would address the issue.

The Year 6 students were involved in a program called Museum's Together where two different religious school were matched up. EPIC was matched with Bialik College which is a Jewish school. They attended two digital sessions and one face to face session. The students really enjoyed going to the Jewish Museum where they identified similarities and differences between the two religions. The final project was to create a sculpture which they could identify their Islamic beliefs. This program was enjoyed by the students.



The Year 5 students were involved with the Yarning conference which addressed the issue Healing Country. The students had to complete a variety of tasks before the day of the conference and then they participated in a little long walk. This gives students an opportunity to develop a greater understanding of indigenous Australians.

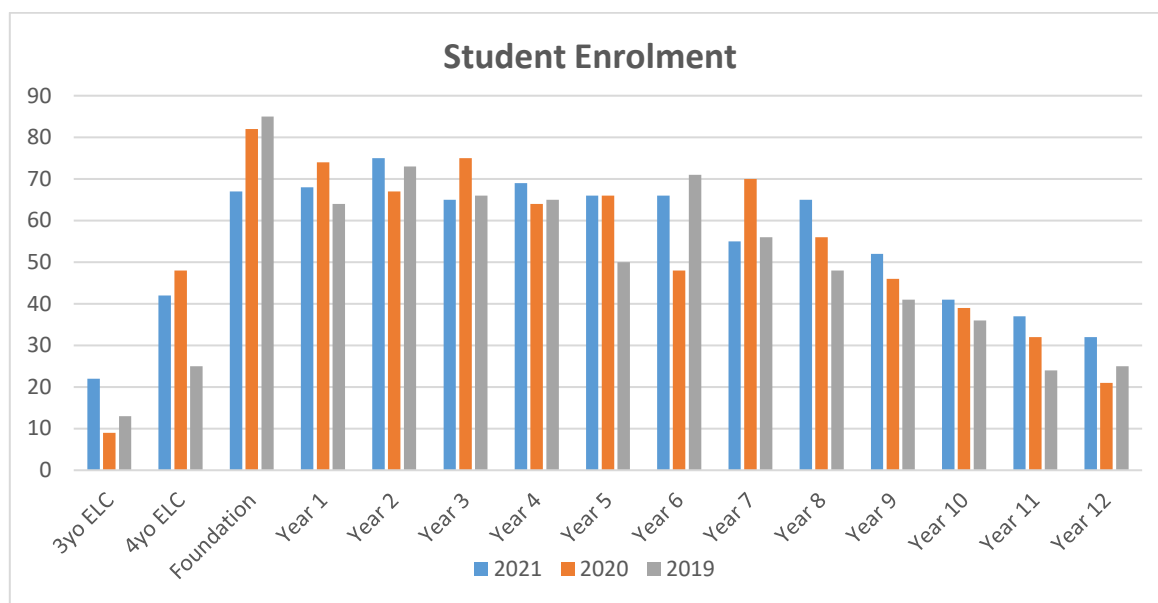
During 2021 we had the Dental Van visit the school and have a look at the oral hygiene of students. We also had the school nurse visit who complete a sight and hearing screening with the prep students. We had an incursion about Cyber Safety which is very important to our senior primary students. We have continued to support our students through the Berry Street Educational Model to assist with their social and emotional wellbeing.

A highlight during the year was when our Year 6 girls were runners-up in the District Summer Schools Sports Program. We were only able to provide limited amounts of incursions and excursions due to the lockdowns and places were not willing to provide programs during these times. We participated in the Yarning Conference, Museum's Together and Author Study Rod Clements on zoom. The students were able to participate in activities day where the Years 5 and 6 went to Luna Park, Years 3 and 4 went to Bounce and Years Foundation to Year 2 went to the Cinemas. We celebrated World Teacher's Day and Harmony Day.

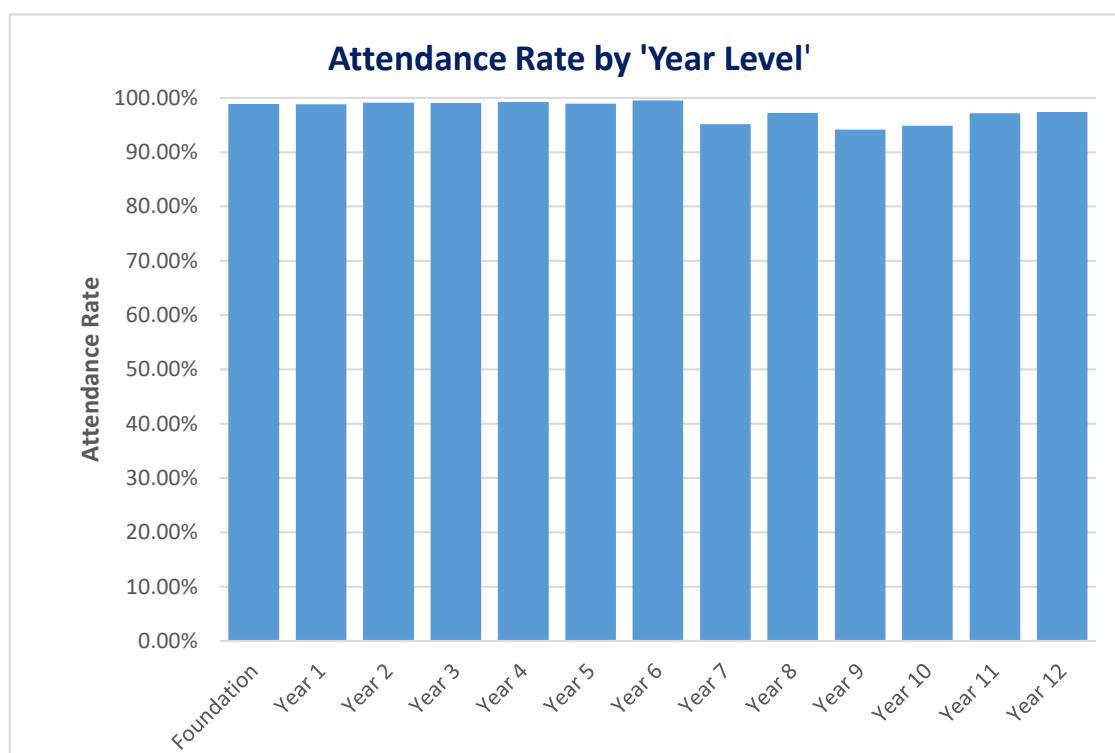


In December we were able to celebrate our Year 6 students Graduating and parents and guardians were able to attend. The ceremony was well attended, and the program flowed well, and the students performed excellently throughout the afternoon. We also had three award ceremonies where we recognised the excellence and effort of all students from Foundation to Year 6. I hope that 2022 is a much better year without interruptions and disruptions to students' education.

Student Enrolment



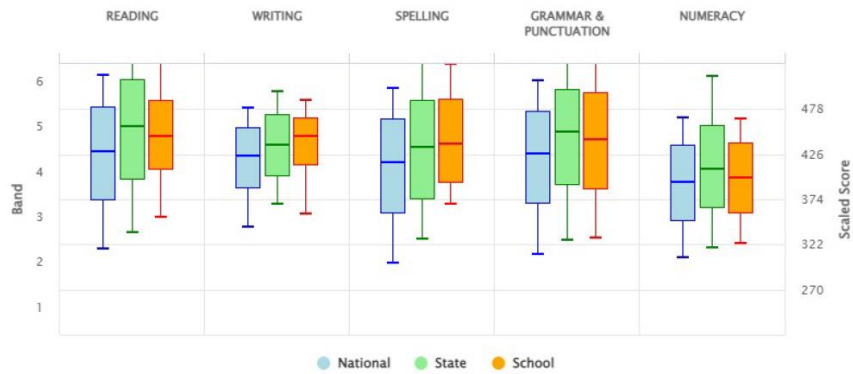
Student Attendance



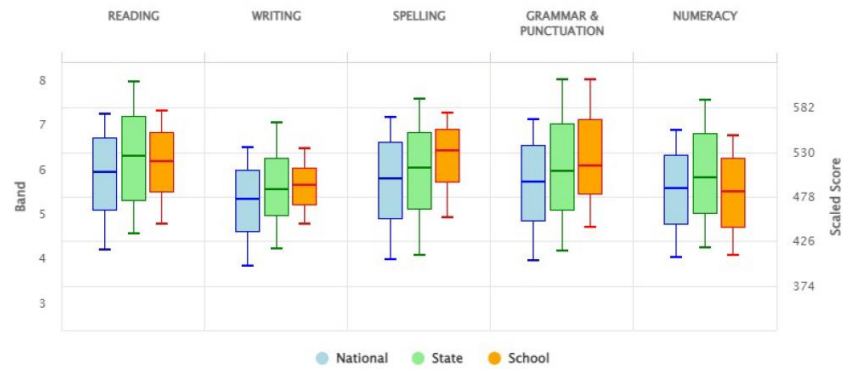
Student attendance is collected at the beginning of each period throughout the school day both in Primary and Secondary Classes. The attendance is recorded electronically with the use of either: computer, iPad, or Mobile Phone. When a child is marked absent during morning or afternoon homeroom an SMS is generated and sent to the parents to obtain the reason of the students' absence, if a reply is not received from the parent, the homeroom teachers will contact the parents.

NAPLAN

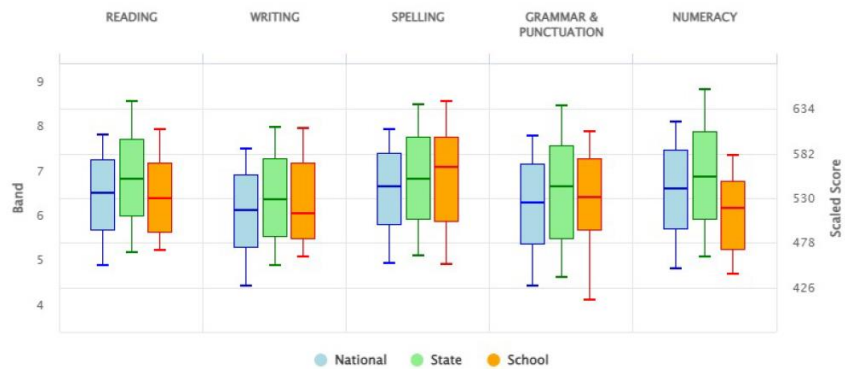
YEAR 3



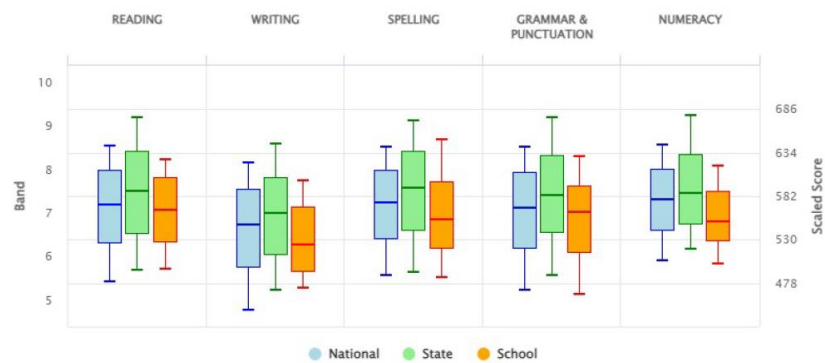
YEAR 5



YEAR 7



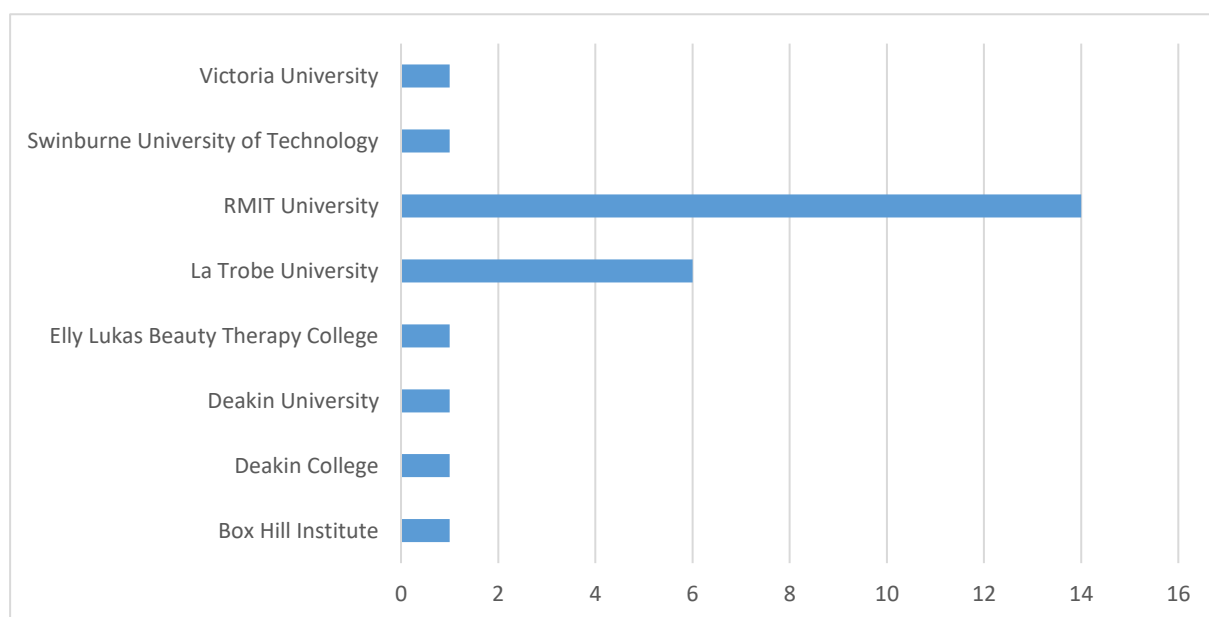
YEAR 9



Senior Students Outcomes

100% of students successfully completed VCE - 100% of students successfully completed VCAL. The following is list of 2021 graduate's percentage of enrolments and area of study at universities.

Tertiary Institutions



Tertiary Courses



Staff

Teaching Staff Attendance Rate **96%**

Teaching Staff Retention Rate **96%**

Five teaching staff members departed with two of the five retiring from EPIC during the 2021 calendar year.

Teacher Qualifications

All teachers at East Preston Islamic College are registered with the Victorian Institute of Teaching (V.I.T.) and all non-teachers are registered with a Working with Children Check (WWCC). The College conducts a monthly audit of V.I.T. registrations and WWCCs.

Workforce Composition

The workforce increased to 117 with the assistance of the Tutor Initiative Program. Our workforce composition consists of employees from diverse backgrounds to cater for the needs of our students from many different ethnic backgrounds.

Male Teaching Staff:	16
Female Teaching Staff:	62
Male Non-Teaching Staff:	16
Female Non-Teaching Staff:	23
Total Staff:	117

Professional Development

Professional Development at East Preston Islamic College is in accordance with V.I.T. registration requirements and is a priority for all teaching staff in terms of maintaining and improving their teaching and learning.

Whole School Community Satisfaction

East Preston Islamic College conducts survey's using the Compass Insights module on:

- Parent Satisfaction Survey.
- Student Satisfaction Survey
- Staff Satisfaction Survey.

Audited Financial Report



Assalamu Alaikum Warahmatullahi Wabarakatuhu

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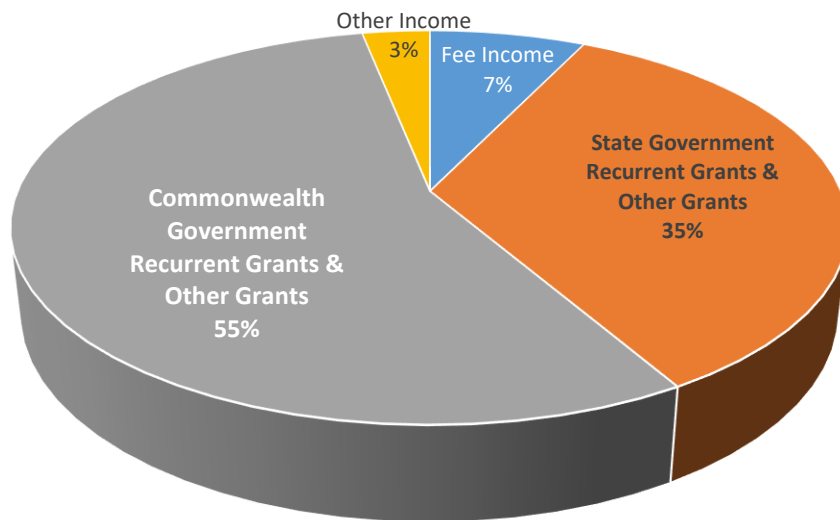
Mrs. Rania Soufi
Finance Officer

Income & Expenditure Statement

Year to date: 1st January 2020 to 31st December 2020

	2021	%
RECURRENT INCOME		
Fee Income	\$ 1,160,038	7.16%
State Government Recurrent Grants & Other Grants	\$ 5,567,843	34.41%
Commonwealth Government Recurrent Grants & Other Grants	\$ 8,949,342	55.31%
Other Income	\$ 504,455	3.12%
Total Recurrent Income	\$ 16,181,678	100.00%
RECURRENT EXPENDITURE		
Salaries	\$ 8,828,711	65.47%
Superannuation & Workcover, Staff Training & Amenities	\$ 960,383	7.12%
Building Repairs & Maintenance & Rent	\$ 553,762	4.11%
Depreciation	\$ 826,213	6.13%
Operational & Other Expenses	\$ 2,315,544	17.17%
Total Recurrent Expenditure	\$ 12,775,884	100.00%
NET PROFIT	\$ 2,697,065	

RECURRENT INCOME



RECURRENT EXPENDITURE

