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**2019 ANNUAL REPORT TO THE SCHOOL COMMUNITY**

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# East Preston Islamic College



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**Cover Photograph:** EPIC Grade 5 students Ella Mustapha and Minna Moustafa.

## Contact Details

<b>Address</b>	55-57 Tyler Street, East Preston, Victoria, 3072
<b>Postal Address</b>	P.O. Box 8217, Northland Centre, Preston, Victoria, 3072
<b>Principal</b>	Mr. Ekrem Ozyurek OAM
<b>Telephone</b>	(03) 9478 3323
<b>Fax</b>	(03) 9470 1255
<b>Email</b>	admin@epic.vic.edu.au
<b>Website</b>	www.epic.vic.edu.au
<b>ABN</b>	27 116 376 642
<b>Registered School Number</b>	021972

## Minimum Standards Attestation

I, Ekrem Ozyurek OAM, attest that East Preston Islamic College is compliant with:

- East Preston Islamic College being a not-for-profit school.
- All of 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.



*Hajj dress up day.*

## 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 is 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 **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 741 students (37 in the E.L.C. 474 in Primary and 230 in Secondary) ranging from Kindergarten to Year 12 with diverse backgrounds whom 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. Ekrem Ozyurek OAM  
Principal

2019 is a year of change beginning with the retirement of our College Board - Managing Director Mr. Esad Alagic; the opening of our Early Learning Centre; the purchase of eight new portable classrooms for our lower primary grades; and the new organisational structure for the College.

On behalf of the East Preston Islamic College Community, I would like to thank Mr. Alagic for his services in the past thirteen years. Unfortunately, he has suffered with illness for the past year and found it difficult to continue. Our new School Board of Directors are:

- Mr. Ekrem Ozyurek OAM      Chairman
- Mr. Sidki Guzel MBA      Vice Chairman
- Mr. Aslam Kazi      Secretary
- Mr. Samir El-Mohandis      Treasurer
- Mr. Durmus Oruc      Vice Treasurer

I am proud to announce the opening of our Early Learning Centre (ELC) with 37 enrolments. The opening ceremony was conducted on the 4<sup>th</sup> March with the Honourable Robin Scott – Member for Preston, opening the ELC. Also, in attendance were the Honourable Ged Kearney – Federal Member for Batman, Councillor Susan Rennie – Mayor of Darebin City Council.

We purchased new state of art classrooms from Fleetwood Constructions to cater for the growing primary school. These classrooms will now keep all the primary classes at one location and no longer share the old secondary building classrooms.



Official Opening of the Early Learning Centre 4th March 2019.

With the separation of primary classrooms from the secondary classrooms and the new ELC, the new college structure will share the load among a dynamic new leadership group. I am happy to announce the new leaders in the new structure are:

Mr. Neil Hasankolli	Vice Principal
Mr. Nezir Avdic	Head of the Early Learning Centre
Ms. Coryn Bretag	Head of the Primary School
Mrs. Masiha Rayan	Head of the Secondary School
Mrs. Majida Ali	Head of Curriculum
Ms. Ebtissam Abou-Eid	Assistant Head of Primary School
Mr. Emad Mehanni	Assistant Head of Secondary School

Our 2019 NAPLAN results were also, once again, further improved as it was acknowledged by ACARA (Australian Curriculum, Assessment and Responsibility Authority) as “substantially above average gain in NAPLAN results

For the fourth year in succession, in association with the Victorian Police Muslim Association and Darebin Interfaith Council, the College held an Iftar on Monday 20<sup>th</sup> May with Assistant Commissioner Luke Cornelius speaking with nearly 400 guests attending the iftar.

The Building Bridges Program continues under the supervision of Ms. Busra Altunsoy. This project certainly provides an opportunity for young people to share their experiences of faith or life-values with each other and build bridges of trust and friendship.



*Our first ELC Kindergarten Graduation Ceremony 4<sup>th</sup> December 2019.*

The introduction of a 3-D printer donated from Bosch Engineering has enhanced our Design Technology Curriculum under the guidance of Mr. Aloy Fernando and Mr. Chen Dong.

We continue to facilitate some wonderful events such as:

- Athletics Carnivals
- Family Day
- Secondary student Umrah
- Indonesian Students Homestay
- Secondary student Iftars
- Senior School Snow Trip

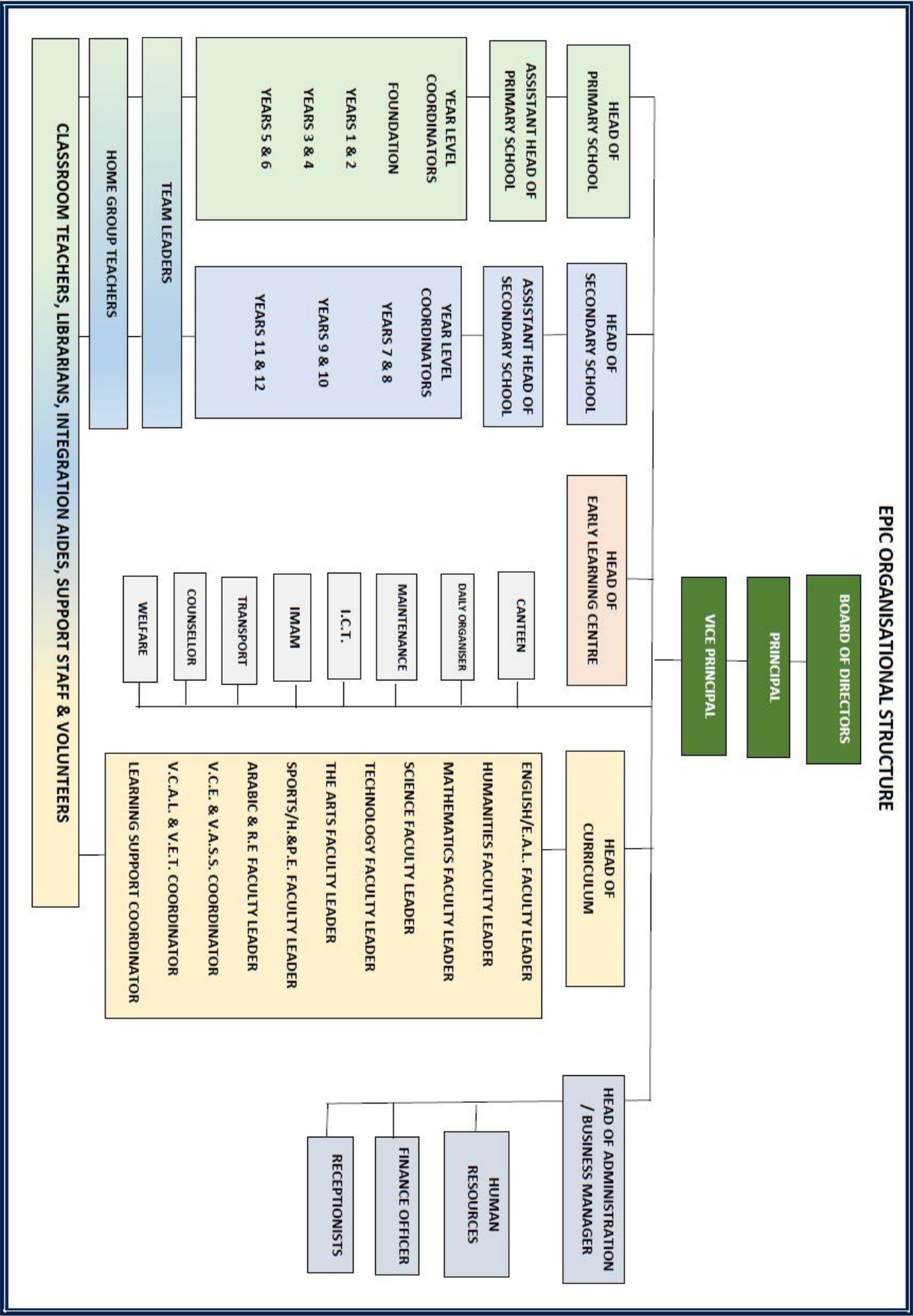
- ELC visit to Aged Care
- Science works Sleepover
- Syrian Winter Appeal
- Hajj Dress Day
- Footy Colours Day
- Night Sky Observance
- Red Ribbon Day
- Northland Stall
- Pyjama Day
- Quran Competition
- Valedictory Dinner
- Walk to School Day
- Grades. 5 & 6 Camp

We strongly believe at EPIC that we have a joint responsibility in assisting our young to grow into responsible, honest, trustworthy and reliable citizens, capable of working hard to contribute positively and productively to our Society.

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”.







## Head of Early Learning Centre



*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.*

Let me introduce myself. My name is Nezir Avdic and I am Head of Early Learning Centre at East Preston Islamic College. I commenced with EPIC in January 2017 and I used to be a tutor and teach at the University of Melbourne. I have valuable experience in a variety of businesses from private companies to Government Departments.

The EPIC Early Learning Centre service began in February of 2019. The biggest highlight has been creating a sustainable learning organisation that is at the heart of EPIC's culture. We refurbished the school's old building with the financial grant from Victorian Government and the financial support from Islamic Coordinating Council of Victoria. We obtained a service licence for 88 kindergarten places and employed skilled educators to implement the successful learning programs in line with Victorian Early Years Learning and Development Framework.



We encourage the highest level of community and parental involvement and ensure that all our work is inclusive, and respectful of the cultures and perspective of Australia's first people and we acknowledge that each community is diverse with unique characteristics and cultures, which provide a rich context for early childhood curriculum and programs.

The ELC supports and nurtures the child's unique potential to allow full development of their creativity and sensitivity, and encourage personal integrity, love of learning and self-fulfilment alongside Islamic Faith and Spirituality.

We enact and demonstrate professional behaviour in all our interactions. In the first year of operation we had 37 children enrolled and they graduated and progressed well to the primary school environment.

## Head of Primary School



*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.*

Ms. Coryn Bretag  
Head of Primary School

In 2019, the structure of the college changed and with the introduction of the Head of Primary School, Assistant Head of Primary School, Year 5 & 6 Coordinator, Year 3 & 4 Coordinator and Year 1 & 2 Coordinator. I have been able to work as a team with these coordinators to enhance many areas in the primary school.

My team and I have worked diligently on developing a discipline process where all students have a right to a safe and positive environment at school. Students need to be educated to take responsibility for their own behaviour and actions and recognise that these have consequences that they must accept. Staff and Coordinators have been working on this consistently throughout 2019 to improve behaviour. In Year 5 and Year 6 we developed an incentive program to improve behaviour where the students earned a reward of pizza and a movie night at school.

All staff have been trained in the Berry Street Education Model (BSEM). The BSEM is a practical approach to teaching and learning that enables teachers to increase engagement with students with complex, unmet learning needs and successfully improve all students' self-regulation, growth, and academic achievement. The staff are committed to providing students with mindfulness activities, brain breaks and safety plans to ensure the wellbeing of all students.

I have mentored teachers who were teaching new year levels and a graduate teacher who was completing her VIT. I was able to facilitate teachers to learn from one another and assist the teachers with their teaching. I worked with the graduate teacher with their inquiry question and guided them through their VIT which they achieved at the beginning of Term Three.

We introduced camp for Years 5 & 6 and a sleepover for Years 3 & 4 for the first time. We sent out an expression of interest form and then provided the parents with an information session so that they were aware of what was going to happen during these events. We ensured that the food would be Halal to cater for the students and that they would have opportunities throughout the day to do their prayers.

I coordinated many events throughout the year with the support of my staff. The school participated in "Walk to School", Harmony Day, Pyjama Day, The School Nursing Program, Character Parade, Buddy Reading, Awards Ceremonies and Monthly Assemblies. As a Leader I appreciate the support my staff give towards these extra activities.

## Head of Secondary School



*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  
Head of Secondary School

Well-versed by a career of teaching students at various stages in their schooling, as well as a background in Special Education, it is my belief that all students can learn. As educators, we need to know how each individual learns so we can equip the young people in our classrooms with the skills and courage to strive for their very best and embrace opportunities presented to them. I hope to ensure that every student at East Preston Islamic College is actively engaged in a rigorous learning experience whilst developing social-emotional skills that will facilitate in their becoming empowered young Muslims who can achieve and succeed within the safety of our school environment, as well as in the wider world throughout their lives.

The 2019 school year was enriched by the following aspects of College life which enable our students to be inspired, and contributing members of society:

### Behaviour Support and Student Engagement

- Student Management
- Promotion of Positive Behaviour
- Recognition Awards for high achievers and students who demonstrate outstanding work ethic, as well as the Caltex Best All Rounder Award and the Long Tan Youth Leadership and Teamwork Award
- Elevate Study Skills Program

### Student Wellbeing

- Wider World Experiences (partnerships with the National Gallery of Victoria, La Trobe University Sports Centre & Arts Centre Melbourne and Years 7-10 boys' and girls' camp to The Summit)
- Weekly Pastoral Care lessons in which students engaged with Motivational Speakers, a Life Coach Program, 'Think you Know' – Cyber safety sessions with VicPol and a 'Know Your Rights' program
- Berry Street Education Model consultation program

### Extra-Curricular Opportunities

- Interfaith programs: Building Bridges and Connected Conversations
- DAV Debating
- Interschool Sports & Staff/Student/VicPol basketball competitions, ice skating and boxing
- Lunch Time Activities (3D printing, Craft Club, Chess Club)

### Student Led Initiatives

- Social Justice Initiatives: Red Hijab/Ribbon Day and school assembly with Haka in solidarity with Christchurch, Daffodil Day, the Syria Winter Appeal, Clean Up Australia Day, Donation Drive for the Salvation Army & National Day of Action Against Bullying
- Student Iftar nights
- Tomorrow's Leaders – school captains featured in The Leader

### Student Support Services

- speech pathologist
- psychologist
- counsellor and welfare coordinator



## Head of Curriculum



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Mrs. Majida Ali  
 Head of Curriculum

It was truly an honour to join East Preston Islamic College six years ago as a teacher, and to be given the opportunity to lead the Arabic and Religious Education Faculty for four years before I was appointed as the Head of Curriculum in 2019.

Before EPIC, I was a teacher and leader in education for ten years in an Australian school and earlier in my career for three years in an international school. Moreover, I come from a family of educators, so I have been around this profession all my life. This influence has deepened my passion for teaching and committing to the education of kids and young adults. The Master of Education in Curriculum and Administration was one of my further studies in higher education, along with other trainings in this field.

It is with great pleasure that I can use my skills as an educational leader at East Preston Islamic College, and work with an amazing team of leaders and teachers to ensure success for all our students.

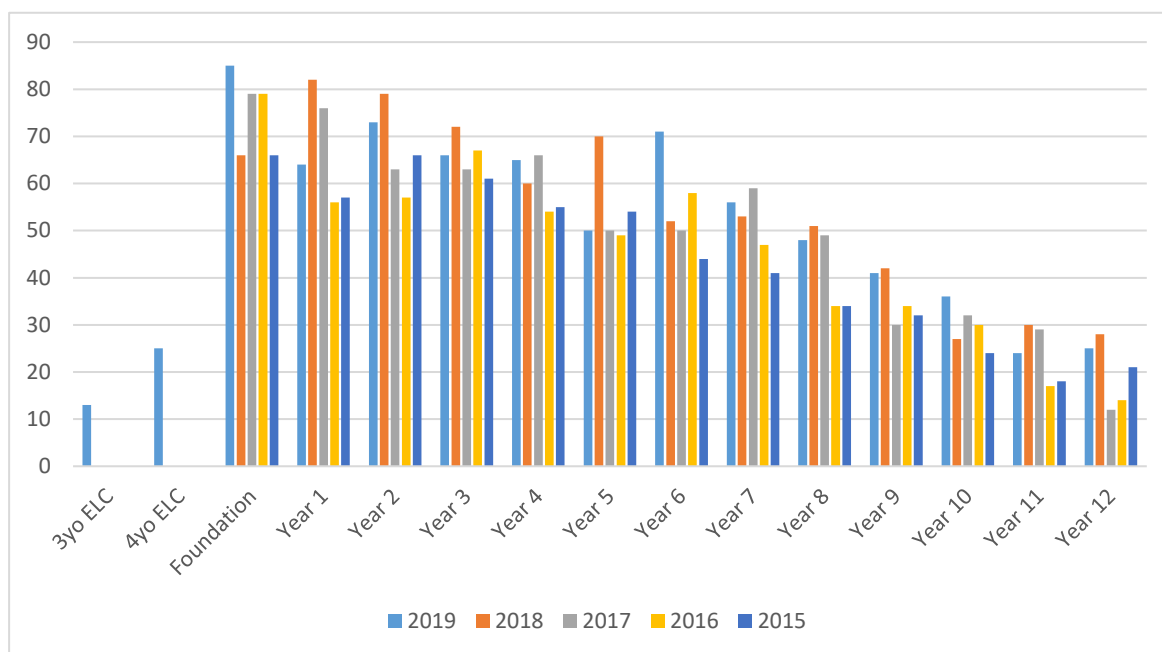
Curriculum is one factor contributing to the achievement of valued learning outcomes for students. Nonetheless, Islamic pedagogy must be at the heart of every curriculum area, connecting and holding together the whole school curriculum and delivery methods. Other factors, such as the school capacity, teaching and assessment, and the formal curriculum also play a part in leading to student achievement.

As an Islamic school, EPIC is working towards giving students the opportunity to learn and transform through self-awareness and God-consciousness in a positive environment. The school's core values are consistent with Islamic educational values and concepts:

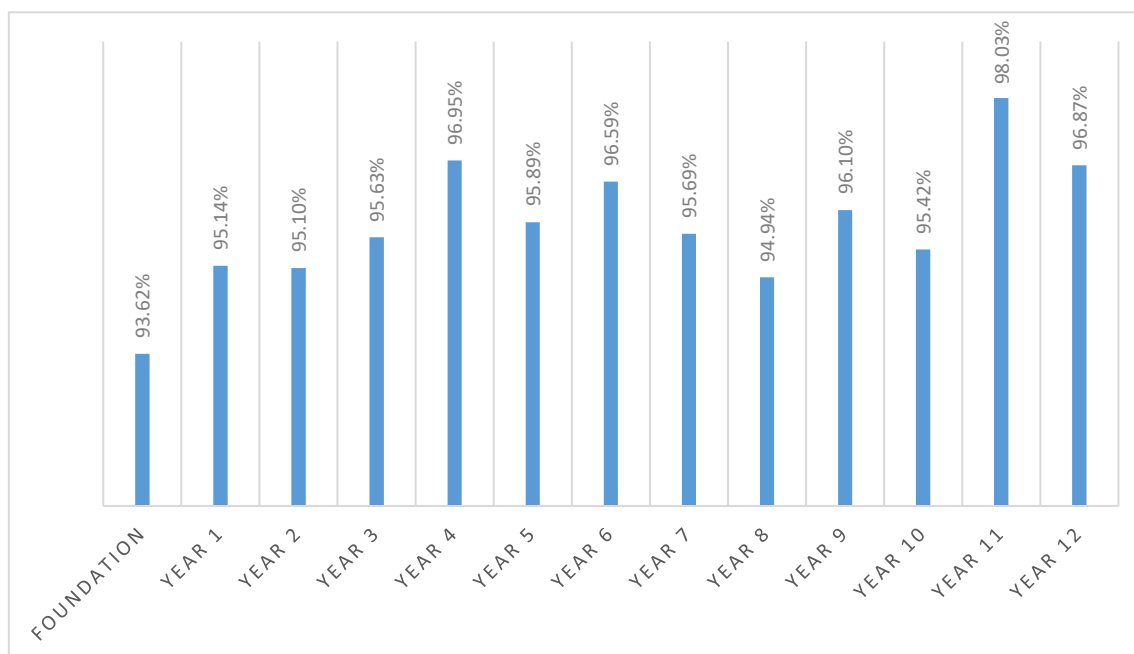
***learning, achievement, respect, commitment, and fairness***

We have summarised the effective teaching techniques used by our Prophet, peace be upon him, and used them to influence our own teaching strategies. The Prophet was the greatest teacher of all teachers, his methods can be followed and implemented at any given era. Our teachers are encouraged to use these techniques and pedagogies alongside strategies recommended by the Department of Education for effective teaching. Teachers are equipped with these techniques and skills through training and during our Professional Learning Teams sessions.

## 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: desktop 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.

## 2019 NAPLAN

YEAR 3	EPIC Mean	State Mean	% at or above the national minimum standard
Reading	406	447	100%
Writing	422	435	98%
Spelling	436	428	99%
Grammar & Punctuation	437	454	98%
Numeracy	396	421	100%

YEAR 5	EPIC Mean	State Mean	% at or above the national minimum standard
Reading	494	516	100%
Writing	476	487	97%
Spelling	513	506	100%
Grammar & Punctuation	496	507	96%
Numeracy	489	507	100%



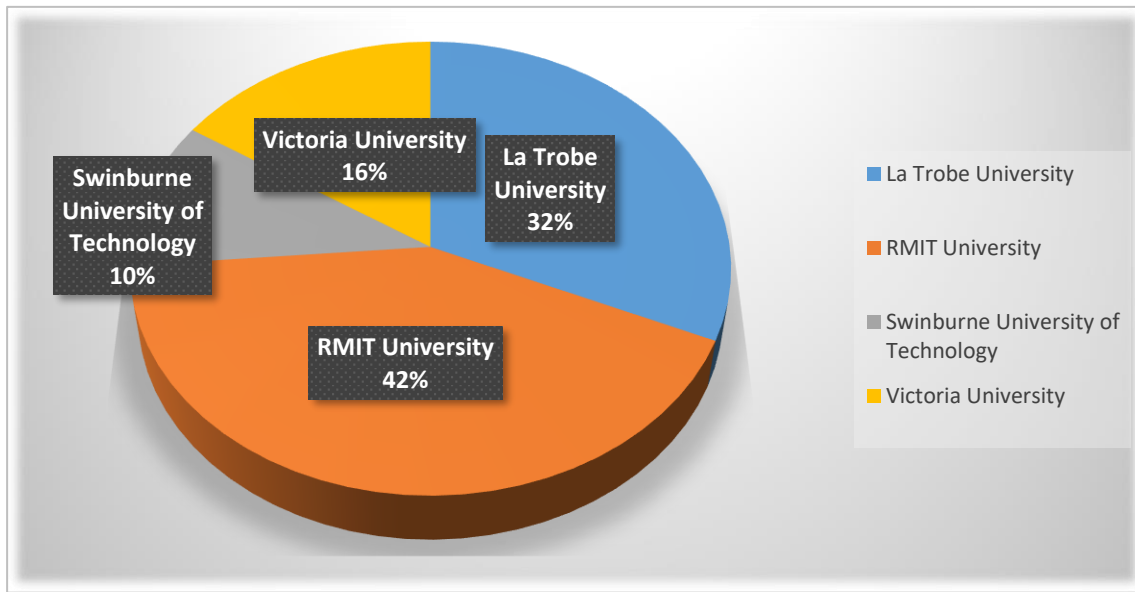
YEAR 7	EPIC Mean	State Mean	% at or above the national minimum standard
Reading	513	552	91%
Writing	489	523	91%
Spelling	528	548	94%
Grammar & Punctuation	504	546	87%
Numeracy	529	562	98%

YEAR 9	EPIC Mean	State Mean	% at or above the national minimum standard
Reading	545	587	81%
Writing	514	558	67%
Spelling	558	585	88%
Grammar & Punctuation	542	577	84%
Numeracy	559	599	97%

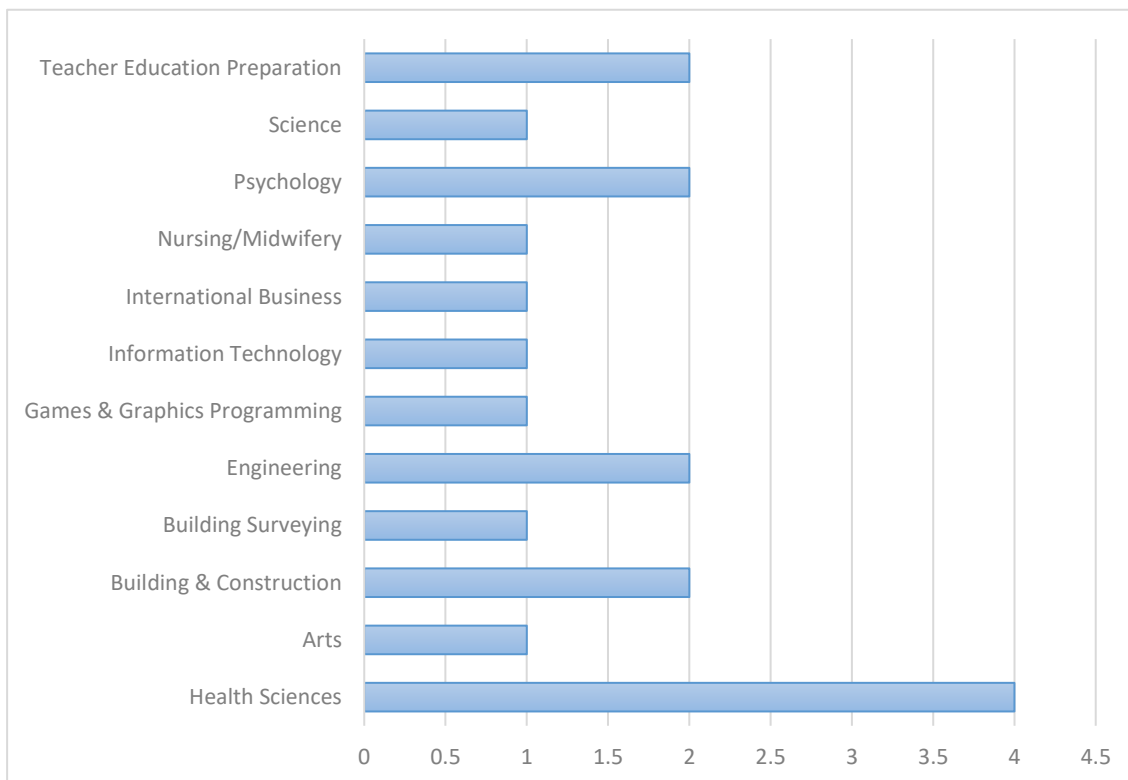
## Senior Students Outcomes

100% of students successfully completed VCE - 100% of students successfully completed VCAL. The following is list of 2019 graduate's percentage of enrolments and area of study at Universities.

## Tertiary Enrolments



## Courses





## Staff

Teaching Staff Attendance Rate      93%

Teaching Staff Retention Rate      89%

Eleven teaching staff members departed EPIC by the end of 2019.

## Teacher Qualifications

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

## Workforce Composition

The workforce composition consists of employees from diverse backgrounds to cater for the needs of our students from many different ethnic backgrounds.

Male Teaching Staff:	15
Female Teaching Staff:	51
Male Non-Teaching Staff:	11
Female Non-Teaching Staff:	21
Total Staff:	<u>98</u>

## 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. In 2019 the College committed to two days of training all staff members in the Berry Street Education Model (BSEM).

## 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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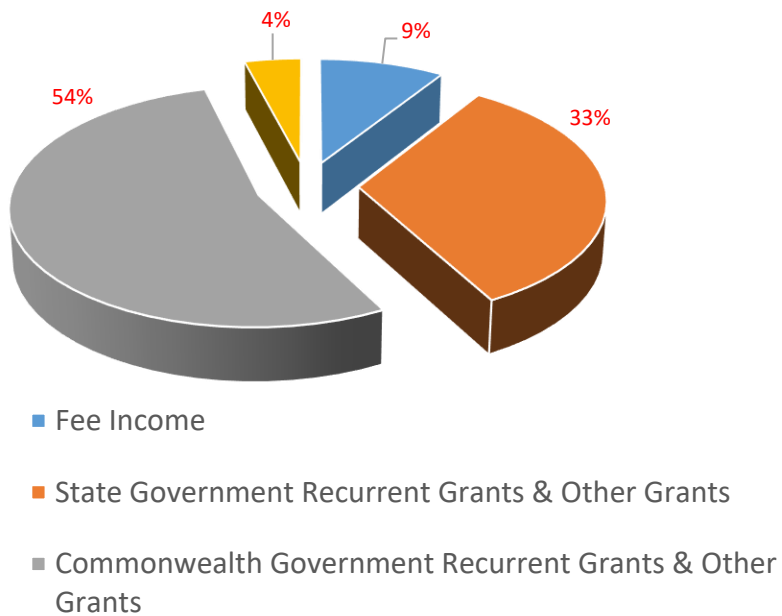
Mrs. Rania Soufi  
Finance Officer

## Income & Expenditure Statement

Year to date: 1<sup>st</sup> January 2019 to 31<sup>st</sup> December 2019

	2019	%
<b>RECURRENT INCOME</b>		
Fee Income	\$ 1,184,599	9.1%
State Government Recurrent Grants & Other Grants	\$ 4,296,764	33.0%
Commonwealth Government Recurrent Grants & Other Grants	\$ 6,994,787	53.8%
Other Income	\$ 540,077	4.1%
<b>Total Recurrent Income</b>	<b>\$ 13,016,227</b>	<b>100.0%</b>
<b>RECURRENT EXPENDITURE</b>		
Salaries	\$ 7,725,490	64.3%
Superannuation & Workcover, Staff Training & Amenities	\$ 810,024	6.7%
Building Repairs & Maintenance & Rent	\$ 548,829	4.6%
Depreciation	\$ 1,069,83	8.9%
Operational & Other Expenses	\$ 1,858,274	15.5%
<b>Total Recurrent Expenditure</b>	<b>\$ 12,012,455</b>	<b>100.0%</b>
<b>NET PROFIT</b>	<b>\$ 1,003,648</b>	

## Recurrent Income



## Recurrent Expenditure

