



---

## 2022 ANNUAL REPORT TO THE SCHOOL COMMUNITY

---

# East Preston Islamic College



# Contents

|                                           |    |
|-------------------------------------------|----|
| Contact Details .....                     | 3  |
| Minimum Standards Attestation .....       | 3  |
| Chairman's Introduction.....              | 4  |
| Our Philosophy.....                       | 5  |
| Mission Statement .....                   | 5  |
| Vision .....                              | 5  |
| College Overview .....                    | 5  |
| Student Body Characteristics.....         | 6  |
| Australian Democratic Principle .....     | 6  |
| Declaration of a Faith-Based School ..... | 6  |
| Principal's Report .....                  | 7  |
| Vice Principal's Report.....              | 10 |
| Head of Primary School Report .....       | 13 |
| Student Enrolment .....                   | 15 |
| Student Attendance .....                  | 15 |
| NAPLAN.....                               | 16 |
| Senior Students Outcomes .....            | 17 |
| Staff .....                               | 18 |
| Financial Report .....                    | 19 |

**Cover Photograph:** *Foundation Student being creative.*

## 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. Neil Hysni Hasankolli                                |
| <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, 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.



## 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

We continue with the COVID-Safe practices which means **we kindly ask parents/guardians/carers/visitors NOT to enter the school buildings beyond the carpark and Administration Office Foyer.**

Our college is a K-12 school and therefore we have three sub-schools: Early Learning Centre (Kindergarten); Primary School and Secondary School.

The Early Learning Centre (Kindergarten) caters to 3 and 4-year-old children. The Director of the Early Learning Centre is Sally Whitbread and while Sally is on maternity leave later this term, Salwa Liban will be in charge.

- **Teachers:** Nasro Ali, Norsharmira Vose, & Sarah El-Wazer.

The Primary School has growing to four classes in each year level except for year 4 with three classes in their year level. The Head of the Primary School is Coryn Bretag, and Ebtissam Abou-Eid is Assistant Head of Primary School.

The Secondary School remains with three classes in each of the 7 to 9 year levels. We will continue with an accelerated class (7A, 8A & 9A) in these years which will compromise of a mixed gender class however years 7 -9 also have segregated boys' (7B, 8B, 9B) classes and girls' classes (7G, 8G, 9G). The Head of the Secondary School is Noure Chehade and Azzam Rafei is Assistant Head of Secondary **Compass**

East Preston Islamic College uses **Compass** which is an internet-based school management program. All parents/guardians must have access to Compass. Compass is used in all government schools and many independent schools to enable parents/guardians to access their child's homework, assessments, timetable, attendance, calendars, reports, interviews and make online payments. Please call the Administration Office to obtain your Compass Login School.

During these first three weeks of the school year, 5% of our student population has tested positive for COVID-19. Given this percentage of students, we would like to maintain the current scope of our restrictions along with the new **MASK mandate** changes that come into effect this Friday 25<sup>th</sup> of February, at 11:59pm that apply to:

- Masks are to be worn by staff at early learning centres.
- Masks are to be worn by students in year 3 - 6 at primary schools.
- Masks are to be worn by staff at primary schools.
- Masks can be removed in secondary schools.

Please also note that when COVID positive students are isolating for periods of seven days, this is treated as a regular medical absence and schools are not expected to provide remote learning programs under these circumstances. However, where possible, the school will endeavour to provide some brief learning materials to support some continued learning at home via Compass/ClassDojo.

We are very pleased to announce the implementation of a **1 to 1 Laptop** Program for Years 7-12 at our college.

We will loan out our current laptops to every student in Years 7-12 free of charge\*(except for a refundable \$250 bond) to take home and use both at school and home. However, to ensure the success of this program, our parents/carers and students are expected to make a firm commitment to protect and preserve these laptops and to ensure the laptops are always used appropriately.

## Mohamed Chaarani

Our 2013 School Captain Mohamed Chaarani will returned to EPIC on Wednesday 15 June to speak to our senior students about his education journey and to give them insights about life after school.

Mohamed is a lawyer at Bardo Lawyers. He has over four years of experience in the legal profession (including both lawyer and support positions), his passion for law stems from him witnessing the dilapidated relationship between the community and the law.

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 1<sup>st</sup> 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 1<sup>st</sup> 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 Hyatt Hasankoli, who became Principal of East Preston Islamic College, in March 2021.



Mr. Hasankoli 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 Kazi, 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".



## The College Strategic Plan

## 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

We are excited to welcome you all back to East Preston Islamic College for the 2022 school year. We look forward to commencing a partnership with our new families and strengthening connections already made with our existing families. Throughout this year, students will build their capacity to be active learners who are directly involved in re-building their learning from an exhausting two years of interrupted learning. Through this process, students will be challenged to make a positive impact on the world around them whilst also demonstrating kindness and understanding within our learning community.

able to offer suggestions to help. We are happy to accept that students will be late on the odd occasion because of unforeseen circumstances. However, arriving late on a regular basis is not acceptable.

### Tutor Initiative

Literacy and Numeracy support is available to our students who have been identified as requiring support as a result of disrupted learning due to the pandemic. The Tutor Initiative is overseen by our Head of Curriculum, Ms Majida Ali.

### Staff

Our school has a committed and professional staff team, both in terms of teaching staff and non-teaching staff. We have a mix of long-serving and beginning staff who are committed and passionate about building EPIC to be one of the best Islamic schools in the state.

### Parent Portal

The parent/home school partnership is an integral part of the school ethos. We have developed strong community links by maintaining open lines of communication at all times with all members of our community. Our practice has been to ensure the participation of parents through a number of programs which include Compass and Class Dojo. If you do not have a Parent login, please contact us by emailing [admin@epic.vic.edu.au](mailto:admin@epic.vic.edu.au).

## Parent Committee

We know that our parent community are very supportive partners of the school. At EPIC, we really encourage parents to be actively involved in their child's education. We have had parent committees in the past, however in 2022, we would like to establish a new committee. If you would like to be involved, please fill out the form on this link: <https://forms.office.com/r/xbrBsVWWJx>

## Health & Wellbeing

The health and well-being of all students is a current focus area, with several strategies being utilised to monitor and promote students' physical and social-emotional well-being. We acknowledge and understand the impact the last two years have had on our students' physical and mental health, with the in and out of lockdowns, school interruptions, remote learning etc., Alhamdulillah, as a result we now have a team of counsellors and year level coordinators who are looking to recover and rebuild our students' wellbeing. We are also fortunate to have Mr Volkan Yilmaz, our PE Coordinator organising and encouraging our students to participate in a range of sport and fitness programs, aiming to support our students to maintain a healthy lifestyle.

## Outdoor Learning Environments

In line with the Victorian Government's Safe Return to School guidelines, we have installed a shade sail to accommodate outdoor learning. It provides our students protected outdoor space for teachers to facilitate and conduct their classes outdoors, particularly where indoor ventilation is not that great.

## Our Core Values

Our Core values of Respect, Fairness, Commitment, Learning and Achievement guide our behaviour and how we should treat each other. They are at the centre of what makes us who we are when we are part of the EPIC team. We have a student management process and policy in both primary and secondary schools. If you have any questions about our student management policy, please contact the Head of Primary, Ms Coryn Bretag or the Head of Secondary, Ms Noure Chehade.

***Masiha Rayan***

***Vice Principal***





## Primary School Report



**Ms. Coryn Bretag**  
**Head of Primary School**

In 2022, East Preston Islamic College (EPIC) saw the implementation of a new Strategic Plan. The focus for the following four years was to improve overall academic outcomes, enhance whole school practices to support social and emotional development, cultivate genuine understanding and pride in students' Islamic identity and to provide state-of-the-art learning resources and spaces that promote a high standard of education for a growing student population.

An "Instructional Model" which incorporates Islamic Values, BSEM as well as academics to improve the overall teaching at EPIC. Staff are being introduced to this slowly so that they have a voice in how this all gets delivered. Several staff from the foundation teachers to the Year 2 teachers were involved in a TAP program looking at identifying phonics development in younger year levels. All Heads at EPIC had to participate in an University Course looking at Islamic Pedagogy. The aim was to improve the Islamic Pedagogy of EPIC.

Throughout the year all year levels have been involved with many incursions and excursions so that the students can develop a deeper understanding of the concepts being taught within the classroom. We had Zero Bully come and Backflips to Bullying to educate students on the effects of bullying. The Primary Leaders gained an opportunity to attend the Convention and Exhibition building to hear motivated Australians who have become leaders in their fields such as Damien Fleming, Cate Campbell, Guy Edmonds and Lachie Smart. The students at EPIC really enjoy participating in Sporting events. This year they have participated in athletics day, District Sports, Islamic Cups, swimming and hoop time. This year our Rounders Girls team came Runners Up in the Summer District Sports.

Allowing students to connect to their culture as well as their religion is very important at EPIC. The school was truly alive during the first week of Ramadan and demonstrated great pride in their Islamic Identity through the competitions of Q'ran and Classrooms. The classrooms all looked amazing and the decorations were used in the annual Iftar dinner which was held during the term break. The students use Harmony Day as another day to showcase their cultural clothing and the teachers provide opportunities for them to explore different cultures during this time.

During Education Week the theme was '150 Years of Public Education'. So we got the students to do the following; Year 5 and 6 researched a Muslim who made an impact on the world, Year 3 and Year 4 had to write a diary entry from a Muslim student 150 years ago and the Foundation to Year 2 students had to draw an image of how they think schools would of looked like 150 years ago

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. The students in Year 6 were able to wear Graduation Gowns for the first time with their Caps and they looked amazing. We also had three award ceremonies where we recognised the excellence and effort of all students from Foundation to Year 6. I hope that 2023 continues to develop and improve EPIC.

## **STRATEGIC PLAN 2022- 2026**

TO IMPROVE OVERALL ACADEMIC OUTCOMES Key Improvement Strategies Actions Achievement Milestones

### **Key Improvement Strategies**

All staff engage in ongoing, appropriate professional learning.

- Staff seek feedback from students
- The school provides opportunities for professional development
- All staff teaching new subjects or new study design will attend appropriate external PD
- When VCAA update Study Designs, teachers engage in appropriate PD
- Leaders and teachers share expertise with and learn from other schools in networking
- Provisionally Registered Teachers are paired with a Mentor trained in the VIT
- New staff are paired (or 'buddied') with a colleague to ensure they are supported
- Role clarity for all leaders and coaching and mentoring for all new leaders.
- Teachers use a survey to seek feedback from students after each unit of work
- Teachers implement measures to improve practice based on student feedback or assessment outcome
- Evidence of professional learning embedded within planning documents and/or practice
- The school staff are actively involved in network meetings with other schools
- 100% of teachers undertaking new subjects have engaged in appropriate PD.

### **Achievement Milestones**

- Teachers use a survey to seek feedback from students after each unit of work
- Teachers implement measures to improve practice based on student feedback or assessment outcome
- Evidence of professional learning embedded within planning documents and/or practice
- The school staff are actively involved in network meetings with other schools
- 100% of teachers undertaking new subjects have engaged in appropriate PD

## **IMPROVE OVERALL ACADEMIC OUTCOMES**

### **Key Improvement Strategies Actions**

Better equipping students and teachers to achieve overall school performance in: - QIP - PAT - NAPLAN - VCE ATAR Scores

- Leaders and teachers use student data to construct rigorous learning plans for all students
- Teachers explicitly teach students strategies and processes that enable them to plan, monitor and evaluate their own learning
- Model assessment conditions of exams or NAPLAN
- Improve general knowledge amongst students by exposing them to a variety of texts, learning materials and experiences.
- Extra holiday and afternoon/evening classes
- Provision of 1:1 or small group tutoring
- Implement rigorous Senior School Head Start program
- Provide students with overview of all assessment in student handbook during Head Start program

- Make ongoing adjustments for students requiring special provisions for a disability
- Explicit teaching of study skills, strong focus on demonstrating key skills in practice tasks
- Teachers demonstrate effective use of assessment to inform planning of teaching
- Teachers provide timely feedback
- There is a culture of high expectations for all learners

### **Achievement Milestones.**

- 70% of students achieve high or medium growth in all NAPLAN tests
- 75% of subjects will achieve a one-point increase in median study score (based on the 2021-2022 average as a baseline)
- 50% of scaled study scores are over 30 in English.
- 90% of our students will receive an offer to one of their top 3 tertiary preferences.
- Achieve Exceeding rating in QIP in all elements of the 4-year of kinder program
- Student self and peer assessment is common practice
- An alumni speakers program will be incorporated into the subject selection process for stud.

### **IMPROVE OVERALL ACADEMIC OUTCOMES**

#### **Key Improvement Strategies Actions Achievement Milestones 6**

Student learning engagement is strengthened across the whole school Attendance

- Address regular student late arrivals
- School sets high expectations for school attendance and implements early intervention strategies to address absences Engagement
- Leaders, teachers and student support services team, work in partnership with families to address the needs of students at risk of disengaging with learning
- Staff use Berry Street Education Model (BSEM) strategies to engage students and sustain effort and efficacy
- Engagement strategies are embedded in planning
- Teachers use student feedback to evaluate the extent to which their practices motivate and engage students
- Teachers support students in developing a growth mindset to their learning and life
- Ongoing lunch time activities
- An attendance policy will be in place which sets guidelines for expectations, procurers and consequences and that enables students to achieve a minimum of 90% attendance across all subjects
- Year Level Coordinators will incorporate a focus on attendance monitoring into their professional development plans
- Regular student late arrivals is reduced by 90% • 80% of students have attendance of 90% or more
- Student survey reflect use of BSEM strategies in classrooms and across the college
- Teachers share successful engagement strategies in PLT/meetings and peer observations.
- A shared growth mindset language and approach is established amongst staff and students (e.g., instead “I can’t do this”, we say “I can’t do this yet”)

## **CULTIVATE GENUINE UNDERSTANDING AND PRIDE IN STUDENTS' ISLAMIC IDENTITY**

### **Key Improvement Strategies**

Empower learners to engage with, connect to, and thrive within the broader community

- All programs and events offered by the college are relevant to and empower young Muslims
- All staff and community members engage with established school events, and Islamic traditions that are highly valued by leadership and the community (e.g., Alumni Iftar, Eid festival, Family Day, annual year level retreats etc.)

### **Actions**

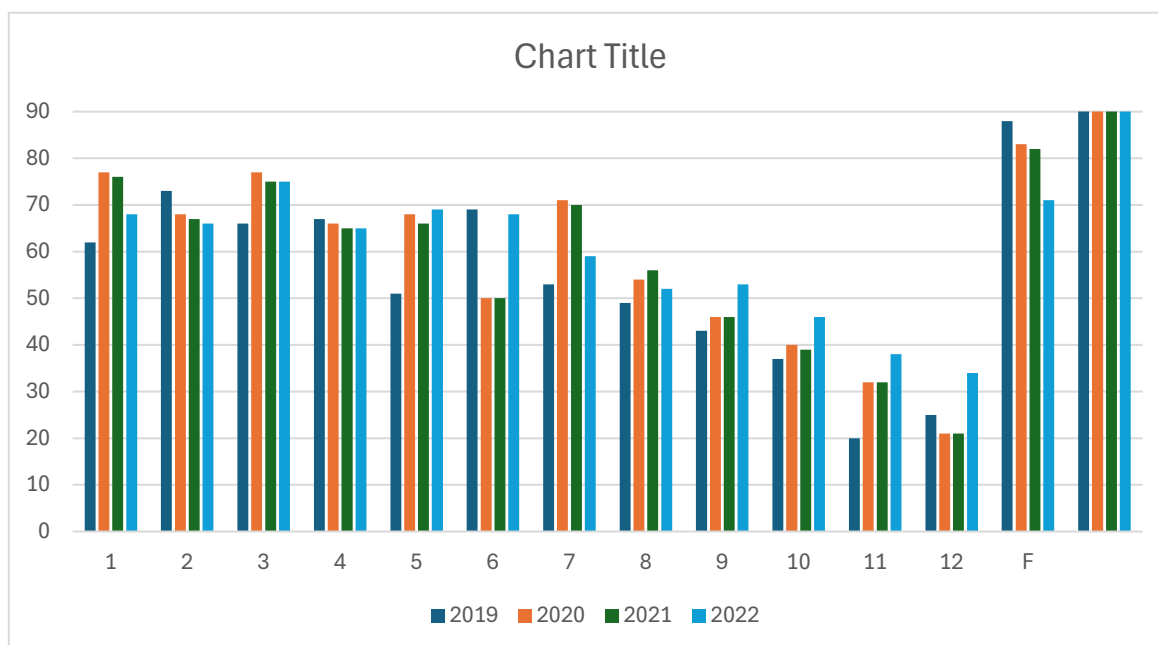
- Students are given regular opportunities to celebrate their culture and their Islamic identity and reflect and speak to their own experiences (E.g., English / Art 'Celebrating my Cultures' project)
- Students are provided with opportunities to actively engage with and learn about global issues through an Islamic lens
- The school cultivates ongoing relationships with a network of Muslim role models and organizations (Archery Ascension, The Australian Muslim Women's Centre for Human Rights, Islamic Centre of Australia in Newport Mosque, the college's Alumni)

### **Achievement Milestones**

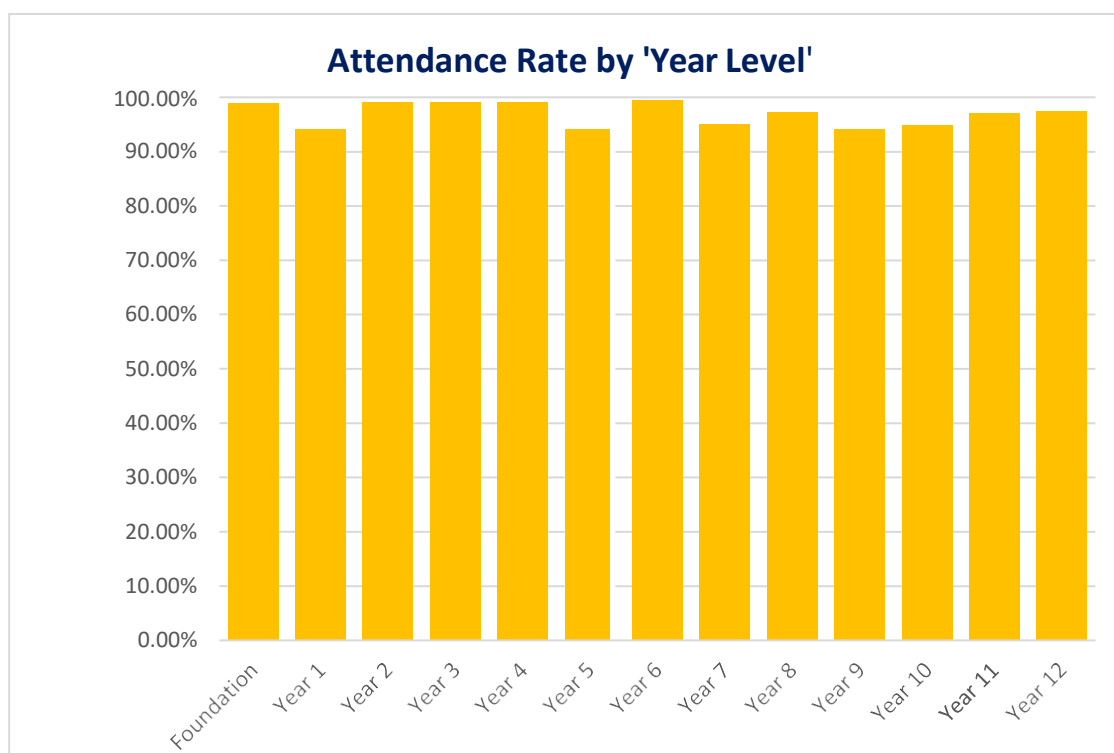
- All school programs reflect the College's Islamic ethos
- Students regularly contribute to social media posts, newsletter, assemblies.
- Students organise regular events to fundraise or raise awareness for local and global issues
  - Funds raised increases by 10% annually
- Education around current issues
- Students are confident to speak on global issues from an Islamic perspective in inter-school events



## Student Enrolment

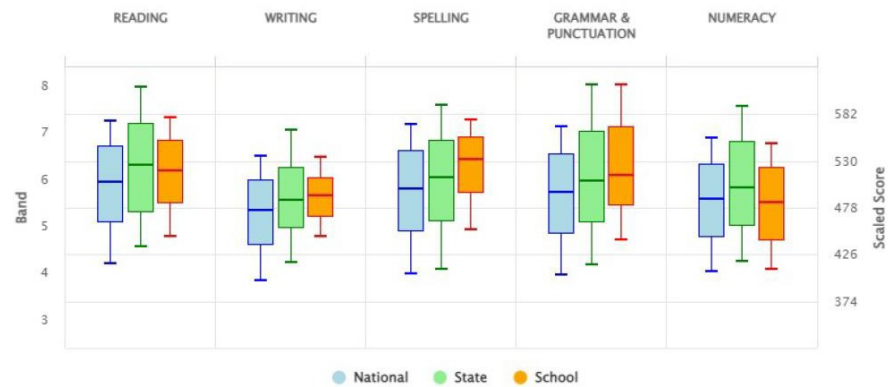


## Student Attendance

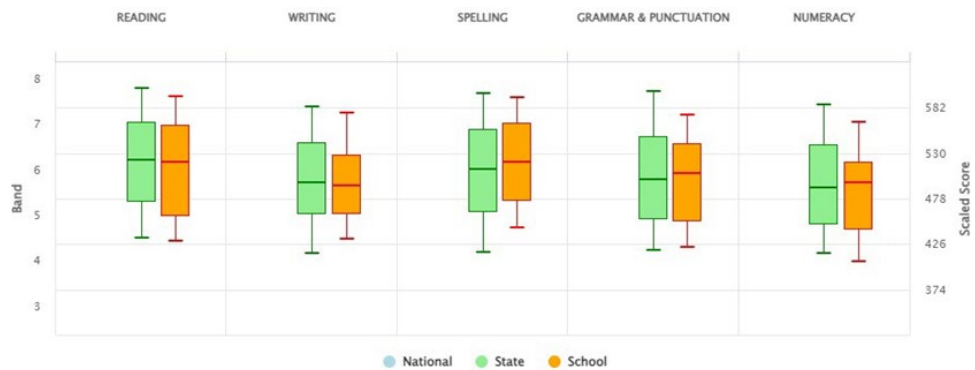


Student attendance is collected at the beginning of each period throughout the school day both in Primary and Secondary Classes. The attendance is recorded electronically with the use of either: computer, iPad, or Mobile Phone. When a child is marked absent during morning or afternoon homeroom an SMS 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.

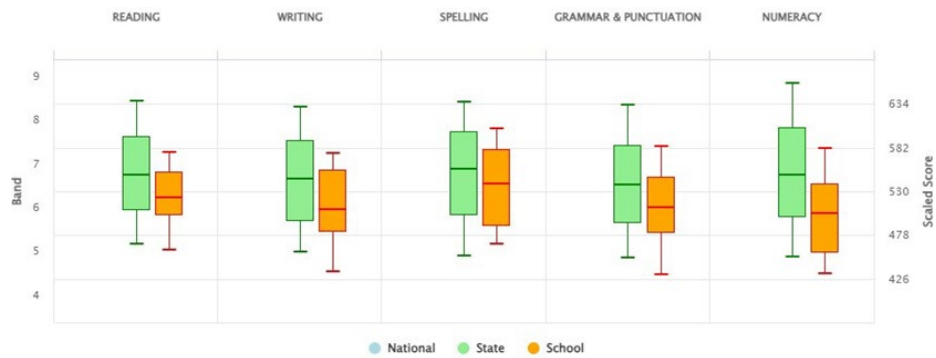
## YEAR 3



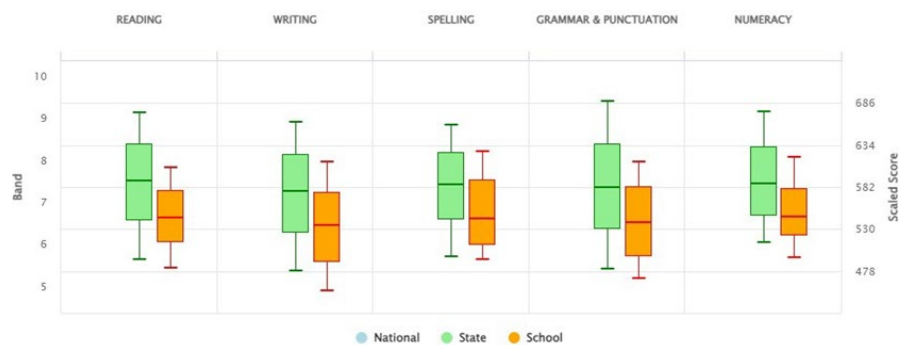
## YEAR 5



## YEAR 7



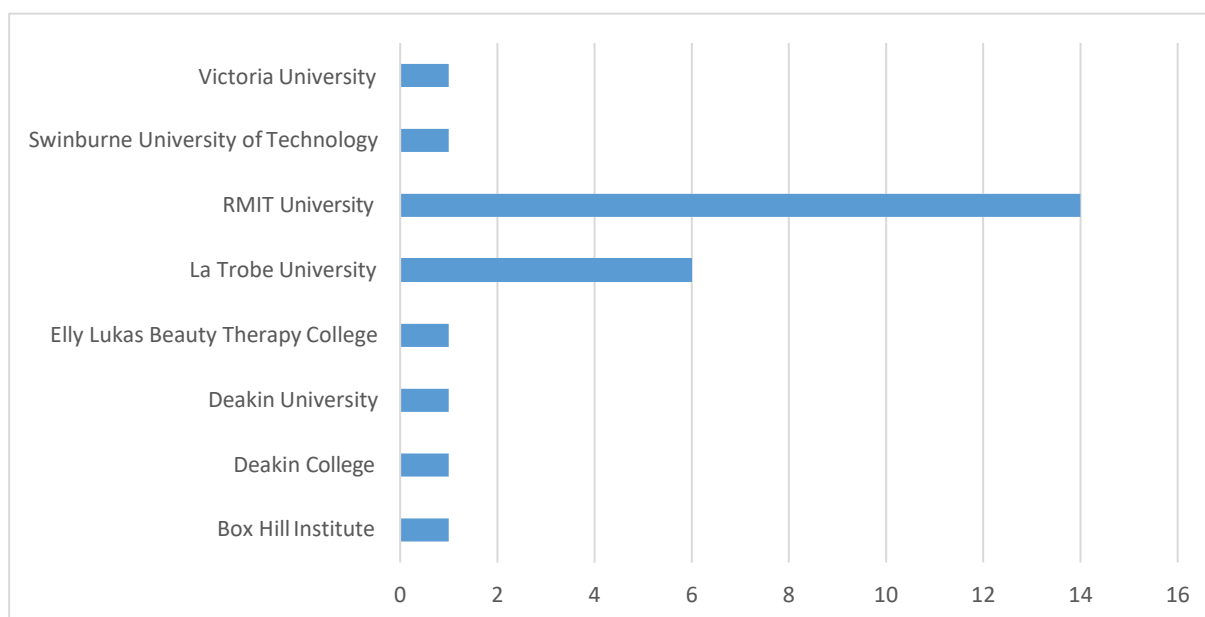
## YEAR 9



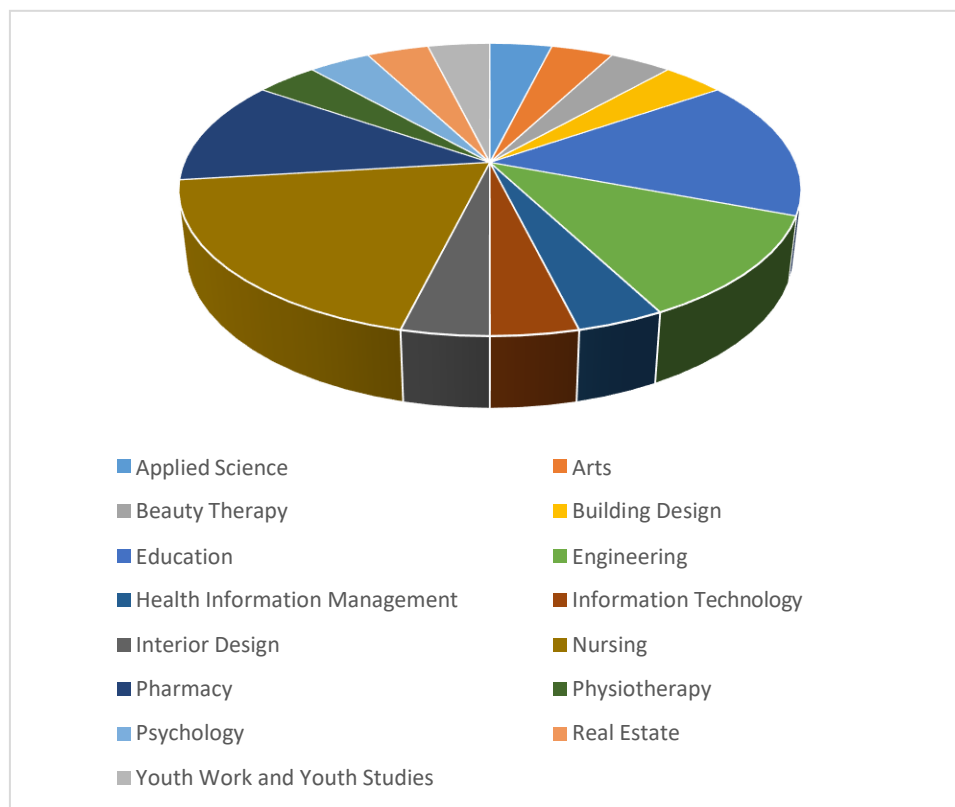
## Senior Students Outcomes

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**      **93.18%**

**Teaching Staff Retention Rate**      **93.18%**

Nineteen staff members departed East Preston Islamic College in the 2022 calendar year. They were made up of 3 Bus Drivers, 1 canteen staff member, 3 CRT, 1 Teachers Aid, 1 psychologist, 1 Tutor & nine teaching staff.

## 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 **131** 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.

|                                   |            |
|-----------------------------------|------------|
| <b>Male Teaching Staff:</b>       | <b>19</b>  |
| <b>Female Teaching Staff:</b>     | <b>57</b>  |
| <b>Male Non-Teaching Staff:</b>   | <b>17</b>  |
| <b>Female Non-Teaching Staff:</b> | <b>38</b>  |
| <b>Total Staff:</b>               | <b>131</b> |

## 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 surveys using the Compass Insights module on:

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

# Audited Financial 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.*

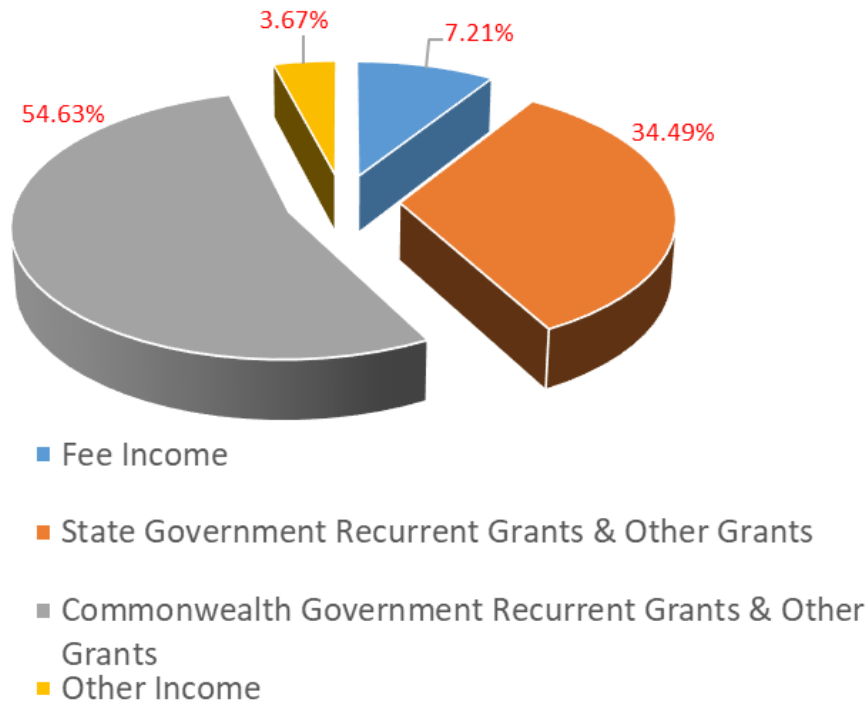
Mrs. Rania Soufi  
Senior Finance Officer

## Income & Expenditure Statement

Year to date: 1<sup>st</sup> January 2022 to 31<sup>st</sup> December 2022

|                                                         | 2022                 | %             |
|---------------------------------------------------------|----------------------|---------------|
| <b>RECURRENT INCOME</b>                                 |                      |               |
| Fee Income                                              | \$ 1,243,887         | 7.21%         |
| State Government Recurrent Grants & Other Grants        | \$ 5,951,942         | 34.49%        |
| Commonwealth Government Recurrent Grants & Other Grants | \$ 9,428,272         | 54.63%        |
| Other Income                                            | \$ 634,226           | 3.67%         |
| <b>Total Recurrent Income</b>                           | <b>\$ 17,258,327</b> | <b>100.0%</b> |
| <b>RECURRENT EXPENDITURE</b>                            |                      |               |
| Salaries                                                | \$ 10,213,028        | 63.44%        |
| Superannuation & Workcover, Staff Training & Amenities  | \$ 1,158,741         | 7.20%         |
| Building Repairs & Maintenance & Rent                   | \$ 201,685           | 1.25%         |
| Depreciation                                            | \$ 1,449,728         | 9.01%         |
| Operational & Other Expenses                            | \$ 3,074,992         | 19.10%        |
| <b>Total Recurrent Expenditure</b>                      | <b>\$ 16,098,174</b> | <b>100.0%</b> |
| <b>NET SURPLUS</b>                                      | <b>\$ 1,160,153</b>  |               |

## Recurrent Income



## Recurrent Expenditure

