



AL-HIDAYAH ISLAMIC SCHOOL

Annual Report 2017

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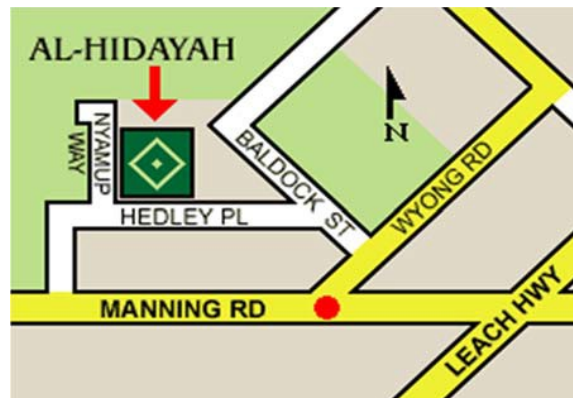


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Introduction

The Al-Hidayah Islamic Administration was established for the pleasure of Allah (SWT) as a non-profit, community based institution. Its only purpose is to provide the Muslim community in Perth, Western Australia with additional Islamic oriented education alternatives to the State Government and Non-Muslim school systems.

Located in Bentley, Perth, Western Australia, our school provides education to Primary school students from Pre-Primary to Year 6.

Al-Hidayah means The Guidance, that is, Guiding and leading on the right way with kindness until one reaches the goal. The name Al-Hidayah was chosen for the School to remind all those who contribute towards the attainment of the objectives of the School, to do so after first having sought the guidance of ALLAH Subhanah wa Taala, and in the hope that His guidance will be given.

The School motto 'Quest for Knowledge' was chosen to remind the students that they should not take their education and the acquiring of knowledge for granted, that the seeking of beneficial knowledge is our duty as Muslims requiring effort and sacrifice, and that it does not begin and end at the School gate.

Vision Statement

While being in constant remembrance of Allah SWT and ever mindful of the Hereafter, lay the best possible foundation for our students by way of good example and relevant Islamically oriented education to the highest possible standards so that they can take their place as an integral part of multicultural Australia as confident, contributing Muslims, united in Islam as revealed in the Holy Quran AK and according to the Sunnah of the Prophet Muhammad SAW, who, by staying within the limits set by Allah SWT, will, Insha'Allah, now and in future generations automatically be good citizens, and in so doing ensuring that: The Islamic nature of the School takes precedence over all other considerations.

ان شاء الله

Looking Back - 2017

Our students worked diligently throughout the year. Al Hidayah Islamic School has a great team of educators. Alhamdulillah, Allah (SWT) has blessed our school with teachers and EAs who are hardworking, dedicated to our Islamic ethos, innovative and fully committed to best practice in their teaching and learning. The dedication of the Office and Administration staff, the teamwork and co-operation among all staff members and our ever supportive parents made 2017 a very productive year. Alhamdulillah.

Islamic Perspective

As a whole school we continue to look for opportunities to bring the Islamic perspective into our teaching and learning. To support this ethos across the school, we have had excellent staff presentations during the year on bringing the Islamic perspective into:

- Developing cooperation in Physical Education lessons
- Planting and germinating seeds in Science research lessons
- Effective ways of communicating according to the Sunnah
- Emotional intelligence and wellbeing
- Islam and the Arts
- Keeping Safe: The Child Protection Curriculum
- Protective Behaviours

Whole School Sharp Guided Reading Program

Our Whole School Sharp Guided Reading Program commenced at the beginning of 2017. All our students from Pre Primary to Year 6 enjoyed Sharp Guided Reading lessons twice per week in Terms 2 and 3 and in Term 4 they had three sessions per week. These Guided Reading sessions are a powerful way to help students improve their reading fluency and their comprehension.

On two Pupil-free days in Term 1 and Term 2, Jill Buckrell and Chris Witt (AISWA Literacy Consultants) provided professional learning for our teachers and education assistants on the delivery of the Sharp Guided Reading Program.

Throughout the year all our teachers and EAs received individual feedback and support from Jill and Chris on their delivery of the reading program to the students. Alhamdulillah, we can be very proud of the dedication of our educators as they upskill themselves in teaching the children to read more fluently and with greater understanding.

Learning through Investigation

In Term 2, we began trialing Learning through Investigation (LTI) in the Pre Primary to Year 2 classes and have found it to be a very effective addition to our regular teaching and learning program. Our three teachers received excellent professional learning from Deb Martin an AISWA consultant about LTI. Our school has produced three videos on LTI, which we hope will inform you about its importance. The first video gives you an overview of LTI. The next two videos explore how LTI is implemented in the Pre Primary and Year 1 classrooms. We encourage you to visit our school website to enjoy these three excellent videos.

It was excellent news that our Governing Shurah endorsed a phased-in implementation over the next few years of this inquiry based program from Pre Primary to Year 6 to complement our normal teaching and learning program.

Quadrangle Upgrade

Alhamdulillah, we were excited that inner quadrangle was upgraded so that we now have large, green area levelled and covered with artificial grass. This provides a wonderful area for our younger students to play safely and for a more flexible Physical Education program for all classes. Teachers often use this space with their classes and small groups of students involved in their learning, working on their projects on the new grass area.

Facebook

Early in 2017, we began posting on Facebook. The teachers regularly upload information on what the children are doing. It is a great way to stay in touch with us.

Embedding the culture of safe practice in our school

We have begun implementing the Keeping Safe: Child Protection curriculum across the school. It was pleasing to see many parents attending the information meetings during the term. It was clear that our school community has a strong commitment to having a safe school for all of our children

Parent Advisory Committee

Alhamdulillah, in Term 3 we began a Parent Support Meetings. These are an excellent opportunity for parents to formally meet with the Principal to work together to improve our school. There were three meetings per term.

Staff Information

PRINCIPAL	
Br. Ridhwan Mayze	
SCHOOL OFFICE	
Sr. Indri Prameswari (School Office Manager)	
Sr. Aisyah Abdad (Acting School Office Manager till 6 th November 2017)	
Sr. Maha Hasan (Administrative Officer till 29 th September 2017)	
Sr. Kanza Hasan (Administrative Officer from 2 nd of October 2017)	
Sr. Marianne Foster (Administrative Officer from 6 th November 2017)	
TEACHING STAFF	
Sr. Supreeya Megharfi	Yr PP
Sr. Joanna Hoglin	Yr 1
Sr. Farida Budree	Yr 2
Sr. Aziza Davids	Yr 3
Sr. Mariam Adam	Yr 4
Sr. Hawa Hussain	Yr 5/6G
Br. Haythem Fouda	Yr 5/6B
TEACHING STAFF (ISLAMIC/ ARABIC/QURANIC STUDIES)	
Br. Abdulhakim Mohamed	
Br. Idris Omer	
Sr. Fatima Syaid	
Sr. Hoda Nawar	
EDUCATION ASSISTANTS	
Sr. Leila Amani	Yr PP
Sr. Aysha Farruhk	Yr PP
Sr. Khadra Ibrahim	Yr 1
Sr. Benish Amer	Yr 2
Sr. Iman Hoglin	Yr 3
Sr. Noraini Aman	Yr 4
Sr. Sadaf Fatimah Anwar	Yr 5/6
Sr. Parveen Pasha	Librarian
BUS DRIVERS	
Br. Mahomed Yusuf (Bus Supervisor)	
Br. Mohd Noor Soobrattee	
Sr. Poziah Stamper	
GROUNDSMAN	
Br. Abdullah Khalefa	
ADMINISTRATION	
Br. Ali Shariff (Business Manager)	
Br. Benjamin Koch (IT/ Projects Manager)	
Br. Umar Abdullah (Senior Administration Officer)	

Qualification of Teachers and Principal

PRINCIPAL	
Br. Ridhwan Mayze	<ul style="list-style-type: none"> • B. of Arts • Teacher's Certificate • M. of Arts • Cert IV in TESOL
TEACHING STAFF	
Sr. Supreeya Megharfi- Pre- Primary	<ul style="list-style-type: none"> • M. of Human Sciences • B. of Education
Sr. Joanna Hoglin- Yr 1	<ul style="list-style-type: none"> • B. of Education • M. of Financial Planning • B. of Commerce (Economics Honours)
Sr. Farida Budree- Yr 2	<ul style="list-style-type: none"> • B. of Education (Early Childhood) • Camb. Level 5 (CELTA)
Sr. Aziza Davids- Yr 3	<ul style="list-style-type: none"> • B. of Education (Early Childhood)
Sr. Mariam Adam- Yr 4	<ul style="list-style-type: none"> • Post Graduate Certificate in Education • B. of Accounting • B. of Social Science
Sr. Hawa Hussain- Yr 5/6G	<ul style="list-style-type: none"> • B. of Arts • PGDE (Pri)
Br. Haythem Fouda- Yr 5/6B	<ul style="list-style-type: none"> • B. of Health and PE
TEACHING STAFF (ISLAMIC STUDIES)	
Br. Abdulhakim Mohamud	<ul style="list-style-type: none"> • B. of Arts (English) • TESOL Cert • Teacher Aide Cert
Br. Idris Omer	<ul style="list-style-type: none"> • B. of Commerce Degree
Sr. Fatima Syaid	<ul style="list-style-type: none"> • Cert. TA • Cert. Introduction to Child Psychology
Sr. Hoda Nawar	<ul style="list-style-type: none"> • M. Ed (Applied Linguistic) • B. of Arts • B. of Education • IDLTM Diploma • Cert IV in Training and Assessment

Expenditure on staff professional development

The school spent \$ 13,608.02 on staff professional learning in 2017.

Average Staff Attendance

The whole school staff attendance rate in 2017 was 95.7%.

Student Information

Enrolment

Total Enrolment in August 2017: 197

Males: 101 students

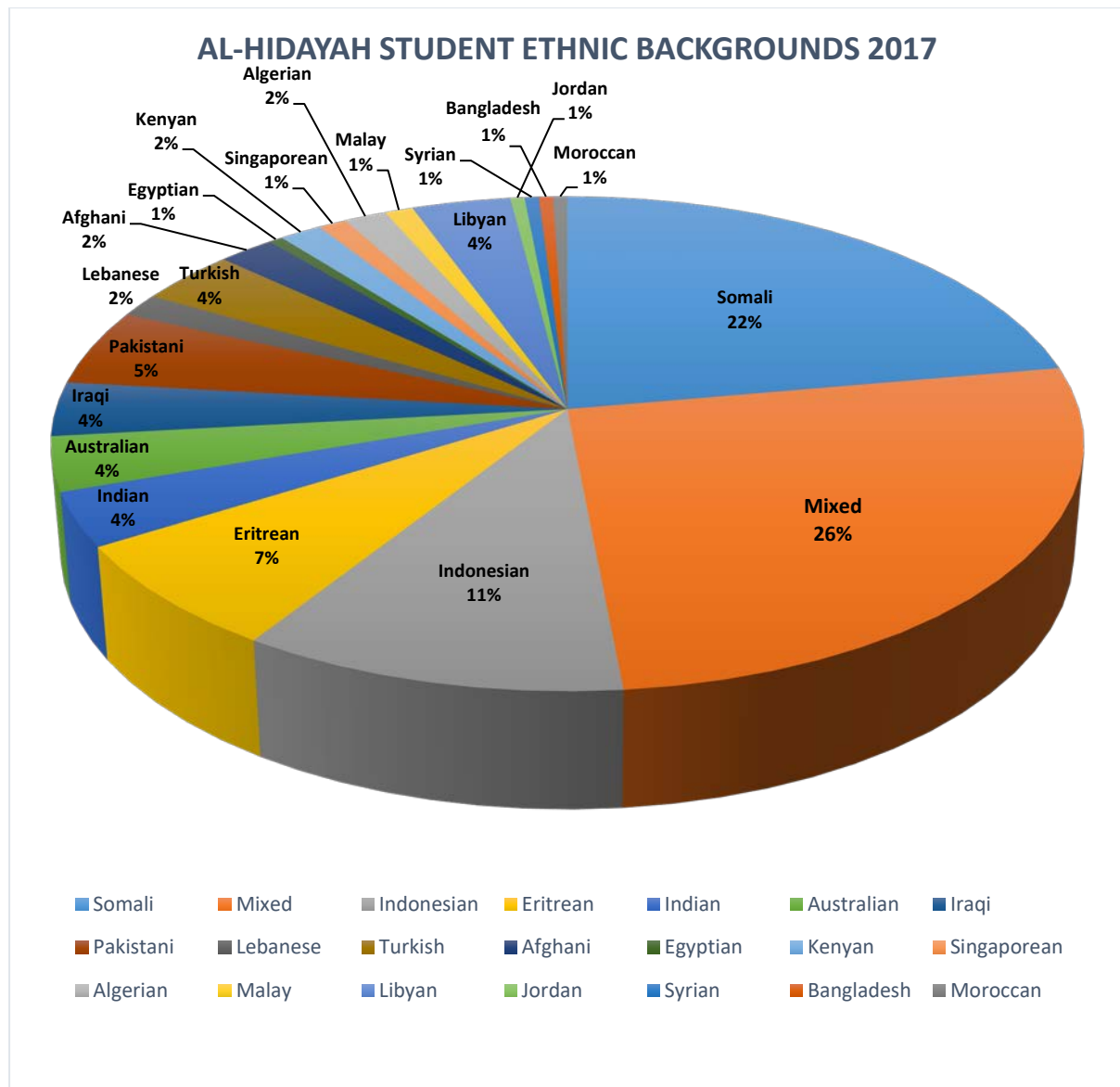
Females: 96 students

Class Sizes:

Class	Male	Female	Total
Pre Primary	15	13	28
Yr 1	17	16	33
Yr 2	14	13	27
Yr 3	12	16	28
Yr 4	15	15	30
Yr 5	18	13	31
Yr 6	10	10	20
Total	101	96	197

Characteristics of Students

Our students are from a rich variety of ethnic and cultural backgrounds. Almost all students are ESL.



Student Attendance

The average student attendance for 2017 was 92%. A breakdown of this is given below.

Student attendance for each year level:

Pre Primary	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
89%	92.5%	93%	92%	93%	92%	89%

2017 NAPLAN Results

How Year 5 results have moved since NAPLAN in Year 3, 2015 in comparison to the National Mean

Numeracy

We can see a positive movement in the Numeracy results from being below the National Mean in Year 3 and being above the mean in 2017.



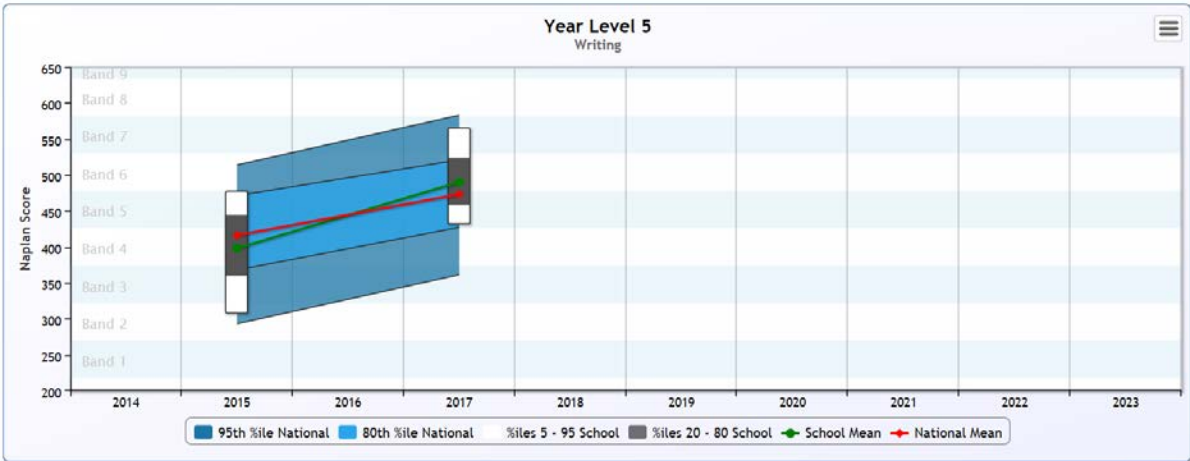
Reading

We see a disappointing movement in the Reading results from being at the National Mean to falling below it. This underlines the importance of the whole school Sharp Guided Reading program that was introduced across the school in 2017.



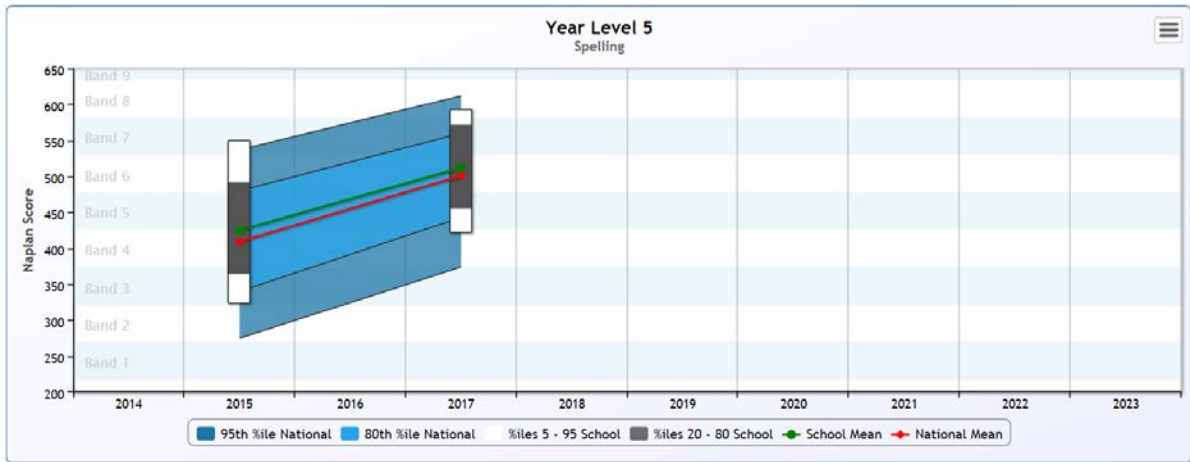
Writing

There is a pleasing improvement in the Writing results. In Year 3 the writing results were below the National Mean. In Year 5, they are above the National Mean.



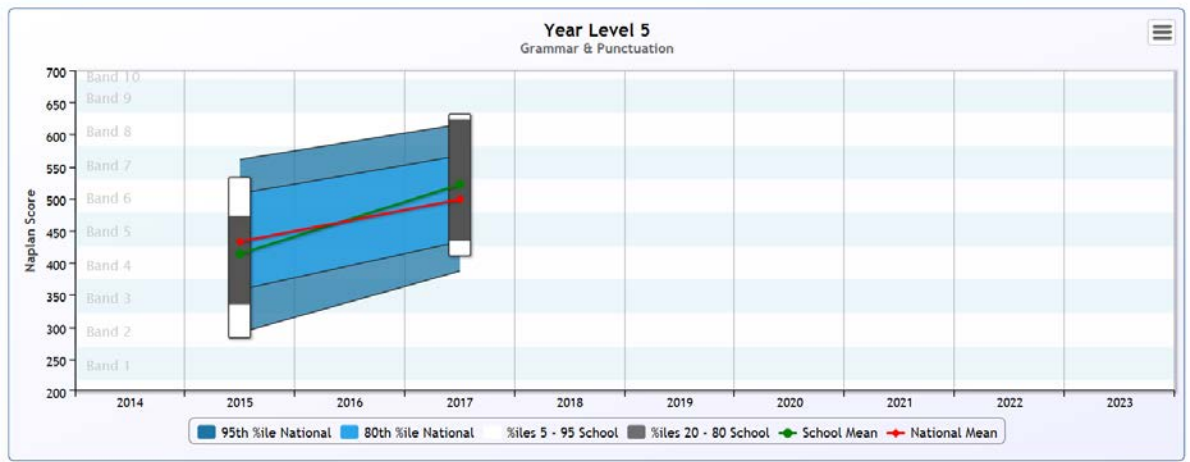
Spelling

The Spelling results show that the students have remained above the National Mean from Year 3 to Year 5, which is pleasing.



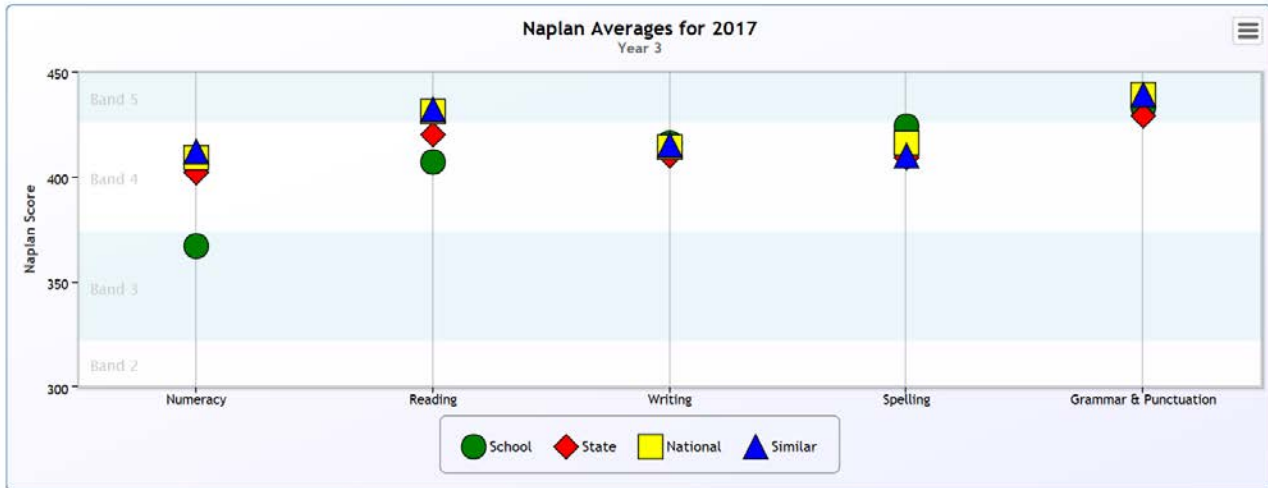
Grammar & Punctuation

There has been a significant improvement in the Grammar & Punctuation results from being below the National Mean in Year 3 to being above the National Mean in Year 5.



2017 NAPLAN Averages

Year 3

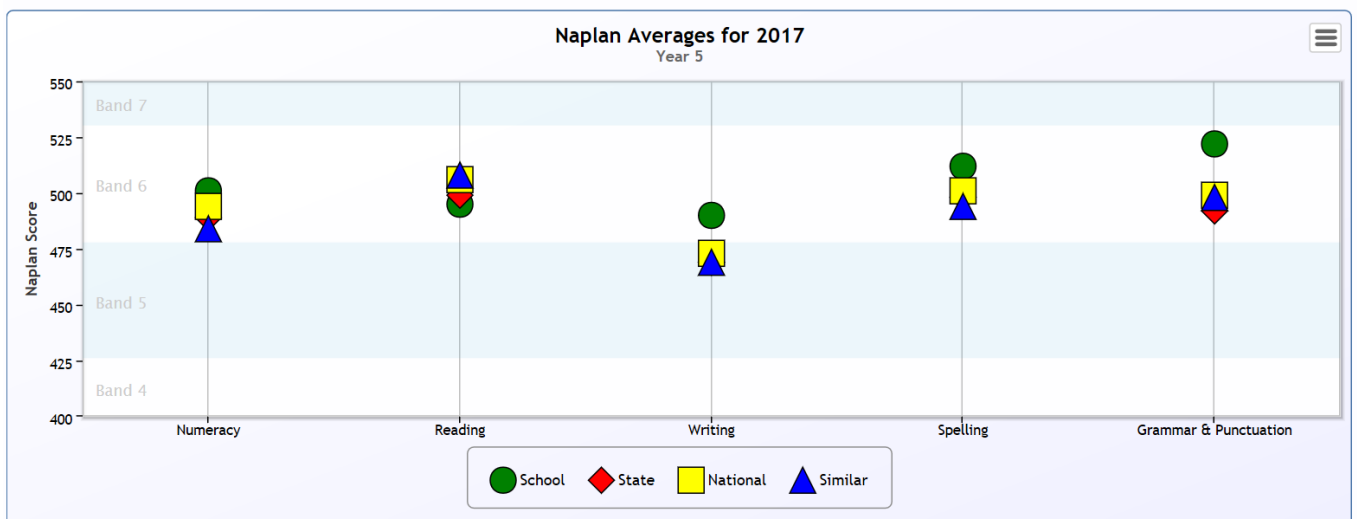


The Year 3 Numeracy result was a disappointment. We believe the underlying issue was literacy, with many students not reading the questions with understanding.

We expected the Reading result to be below the National Mean and are happy that the whole school is now engaged in the Sharp Guided Reading Program.

We are happy to see the Year 3 students situated around the National Means for the other three subjects.

Year 5



We are happy to see the Year 5 students above the National Means in all subjects except for Reading. Again, this supports the school's decision to implement Sharp Guided Reading across the whole school to improve student fluency and comprehension.

Surveys

In December, the school conducted a satisfaction survey for parents, staff and students. Below are the results of the surveys.

DECEMBER 2017 ADMIN SURVEY RESULTS

	Strongly agree	Agree	Not sure	Disagree	Strongly disagree	Blank No comment
Statement						
1. The Islamic Ethos of our school is actively implemented in daily activities.	66.66%	33.33%				
2. Our school looks for ways to improve.	66.66%	16.66%		16.66%		
3. Our school has a friendly environment.	83.33%		16.66%			
4. The school values me as an employee.	83.33%		16.66%			
5. I received the proper training in order to perform my job effectively.	66.66%	16.66%	16.66%			
5. I feel free to suggest changes to the business manager that would improve my area of work.	66.66%	16.66%	16.66%			
6. Staff problems and complaints are resolved fairly and promptly.	50%	50%				

7. The business manager clearly informs me about the policies and procedures, and other important information.	66.66%		33.33%			
8. Our school conveys its mission to the staff	66.66%	33.33%				
9. There is good communication between the Principal and staff.	83.33%	16.66%				
10. I have the tools and resources I need to do my job.	33.33%	66.66%				
11. The amount of work expected from me is reasonable.	66.66%	16.66%		16.66%		
12. I understand the long term strategy of our school.	33.33%	33.33%	33.33%			
13. The principal cares about staff well being.	100%					
14. The business manager is open to input from staff.	50%	33.33%	16.66%			
15. The business manager gives me enough recognition for work that is well done.	50%	33.33%	16.66%			
16. Staffing levels are adequate to provide quality services.	66.66%		33.33%			

17. Teachers and EA's are friendly and warm.	66.66%	16.66%	16.66%			
18. I experience a spirit of cooperation within our school.	66.66%	16.66%	16.66%			
19. Staff are treated fairly regardless of race, age, gender or religion.	66.66%	16.66%	16.66%			
20.Changes that affect me are normally communicated prior to implementation.	50%		50%			
21. The school is well maintained.	33.33%	50%		16.66%		
22. Safety is an important priority at our school.	83.33%	16.66%				
23. There is good communication between the business manager and staff.	50%	33.33%	16.66%			
24. The business manager is friendly and helpful.	50%	50%				

DECEMBER 2017 PARENT SURVEY RESULTS

	Strongly agree	Agree	Not sure	Disagree	Strongly disagree	Blank No comment
1. School Environment						
a. The school is well maintained.	38.09%	52.40%	9.52%			
b. My child feels safe at my school.	71.42%	26.19%		2.38%		
c. Student behaviour is well managed at the school.	40.47%	50%	9.52%			
d. My child likes being at the school.	54.76%	38.09%	4.74%	2.38%		
e. The school looks for ways to improve.	45.23%	35.71%	9.52%	7.14%		2.38%
f. My child's learning needs are being met at this school.	38.09%	54.76%	2.38%	2.38%		2.38%
g. The school works with me to support my child's learning.	52.38%	35.71%	7.14%	4.76%		
h. The school has a friendly environment.	59.52%	40.47%				
i. I feel welcome when I enter the school.	64.28%	33.33%	2.38%			
j. I like to send my child to the school.	73.80%	26.19%				
2. Administrative Staff						

a. The office staff are friendly.	66.60%	33.30%			
b. The office staff are helpful.	66.60%	30.95%	2.38%		
c. The office staff have excellent telephone manners.	59.52%	38.09%	2.38%		
d. The office staff are able to direct my queries to the right person.	57.14%	42.85%			
e. The office staff are efficient and professional.	59.52%	40.47%			
3. Teaching Staff					
a. Teachers expect my child to do his/her best.	47.61%	45.23%	4.76%	2.38%	
b. Teachers provide my child with useful feedback about his/her school work.	38.09%	57.14%	4.76%		
c. Teachers and EA's treat students fairly.	42.85%	40.47%	14.28%	2.38%	
d. I can communicate with my child's teachers about my concerns.	42.85%	52.38%	2.38%		2.38%
e. Teachers motivate my child to learn.	42.85%	42.85%	11.90%		2.38%
f. Teachers and EA's help my child to make good progress at this school.	38.09%	54.76%	7.14%		

g. Teachers and EA's are friendly and warm.	50%	40.47%	9.52%			
h. Teachers prepare engaging lessons in class.	40.47%	45.23%	14.28%			
i. Teachers use IT in the classrooms.	33.33%	50%	16.66%			
j. Teachers listen to my feedback.	28.57%	71.42%				
4. Principal						
a. The Principal is friendly and approachable.	73.80%	26.19%				
b. The principle treats the students fairly.	61.90%	35.71%	2.38%			
c. I can communicate with the Principal about issues pertaining the school.	52.38%	38.09%	2.38%	7.14%		
d. The Principal listens to parents' opinions.	50%	40.47%	7.14%	2.38%		
e. The pricipal encourages good behaviour.	66.66%	30.95%	2.38%			

Popular Comments:

1. Have a kindly
2. More easily maintainable hijabs
3. Open the library to students during lunch and recess

DECEMBER 2017: STUDENT SURVEY RESULTS

	Strongly agree	Agree	Not sure	Disagree	Strongly Disagree	Blank No comment
1. School Environment						
a. My school is well maintained.	14.9%	42.6%	24.5%	10.6%	7.4%	0.0%
b. I feel safe at my school.	39.4%	27.7%	19.1%	5.3%	8.5%	0.0%
c. Student behaviour is well managed at my school.	16.0%	25.5%	33.0%	13.8%	10.6%	1.0%
d. I like being at the school.	39.4%	23.4%	12.8%	9.6%	13.8%	1.0%
e. My school looks for ways to improve.	46.8%	23.4%	16.0%	5.3%	8.5%	0.0%
f. My school takes students' opinion seriously.	16.0%	22.3%	30.9%	11.7%	19.1%	0.0%

g. My school gives me opportunities to do interesting things.	34.0%	33.0%	9.6%	13.8%	8.5%	1.0%
h. My learning needs are being met at this school.	44.7%	30.9%	16.0%	4.3%	3.2%	1.0%
i. My school has a friendly environment.	25.5%	33.0%	21.3%	8.5%	9.6%	2.1%
j. I feel welcome when I enter the school.	30.9%	26.6%	20.2%	7.4%	14.9%	0.0%
2. Administrative Staff						
a. The office staff are friendly.	79.8%	16.0%	3.2%	0.0%	1.0%	0.0%
b. The office staff are helpful.	80.9%	14.9%	3.2%	0.0%	1.0%	0.0%
3. Teaching Staff						
a. My teachers expect me to do my best.	57.4%	28.7%	9.6%	2.1%	2.1%	0.0%
b. My teachers provide me with useful feedback about my school work.	43.6%	35.1%	12.8%	3.2%	5.3%	0.0%

c. Teachers treat students fairly at school.	29.8%	23.4%	11.7%	18.1%	17.0%	0.0%
d. I can communicate with my teachers about my concerns.	30.9%	31.9%	24.5%	8.5%	4.3%	0.0%
e. My teachers help me to make good progress at this school.	48.9%	34.0%	11.7%	3.2%	2.1%	0.0%
f. My teachers are friendly and warm.	39.4%	27.7%	18.1%	8.5%	5.3%	1.0%
g. My teachers prepare engaging lessons in class.	45.7%	26.6%	17.0%	3.2%	6.4%	1.0%
h. My teachers use IT in the classrooms.	42.6%	29.8%	20.2%	4.3%	3.2%	0.0%
i. My teachers listen to my feedback.	26.6%	23.4%	28.7%	14.9%	6.4%	0.0%
j. My teachers motivate me to learn.	50.0%	36.2%	11.7%	0.0%	1.0%	1.0%
4. Principal						
a. My Principal is friendly and approachable.	58.5%	26.6%	9.6%	2.1%	3.2%	0.0%

c. I can communicate with the Principal about school's issues.	31.9%	23.4%	19.1%	9.6%	16.0%	0.0%
d. My Principal listens to students' opinions.	39.4%	10.6%	23.4%	7.4%	18.1%	1.0%
e. My Principal encourages us to have good manners and do m best.	80.9%	11.7%	5.3%	0.0%	2.1%	0.0%

DECEMBER 2017 TEACHERS/EA SURVEY RESULTS

	Strongly agree	Agree	Not sure	Disagree	Strongly disagree	Blank No comment
Statement						
1. The Islamic Ethos of our school is actively implemented in daily activities.	56.25%	12.50%	31.25%			
2. Quality teaching and learning is a high priority in our school.	68.75%	31.25%				
3. The school looks for ways to improve.	62.50%	37.50%				
4. Our school has a friendly environment.	62.50%	25.00%	6.25%	6.25%		
5. The school values me as an employee.	37.50%	25.00%	18.75%	12.50%	6.25%	
6. I received proper training in order to do my job correctly.	68.75%	18.75%	6.25%	6.25%		
7. I feel free to suggest changes to the principal that would improve my area of work.	37.50%	56.25%	6.25%			
8. Staff problems and complaints are resolved fairly and promptly.	18.75%	43.75%	25%	6.25%	6.25%	
9. Student behaviour is well managed at our school.	18.75%	37.50%	12.50%	31.25%		

10. The Principal clearly informs me about policies, procedures and other important information.	81.25%	18.75%				
11. Our school clearly conveys its mission to the staff.	56.25%	37.50%		6.25%		
12. There is good communication between the staff and principal	50%	43.75%	6.25%			
13. I have the tools and resources I need to do my job.	6.25%	62.50%	18.75%	6.25%	6.25%	
14. The amount of work expected from me is reasonable.	6.25%	50%	6.25%	31.25%	6.25%	
15. I understand the long term strategy of the school.	12.50%	75%	6.25%	6.25%		
16. The principal cares about the staff well being.	56.25%	31.25%	6.25%		6.25%	
17. The principal is open to input from the staff.	37.50%	56.25%		6.25%		
18. The Principal/School gives me enough recognition for work that is well done.	50%	37.50%	6.25%		6.25%	
19. The school office staff are friendly and helpful.	62.50%	37.50%				

20. Our Business manager, administration and ancillary staff are friendly and helpful.	62.50%	37.50%				
21. I experience a spirit of cooperation at our school.	43.75%	43.75%	6.25%	6.25%		
22. Staff are treated fairly regardless of race, gender, age or religion.	31.25%	50%	12.50%			6.25%
23. Changes that may affect me are normally communicated to me prior to implementation.	6.25%	62.50%	18.75%	6.25%	6.25%	
24 The school is well maintained.	37.50%	37.50%	18.75%	6.25%		
25. Staffing levels are adequate to provide quality service.	43.75%	31.25%	25%			
26. Safety is an important priority at our school.	62.50%	37.50%				

2017 School Income & Expenditure

	Jan - Dec 17	
Income		
Tuition Fees	244,939.00	
Commonwealth Govt Grant	1,505,700.27	
State Government	446,010.84	
Other Income	123,558.75	
Total Income	2,320,208.86	
Cost of Goods Sold	-21,984.47	
Gross Income	2,298,224.39	
Expense		
Employee Benefits and Expenses	2,018,209.47	
Property and Building	90,137.33	
Transport Costs	30,343.36	
Computer/IT	14,686.57	
Supplies and Services	117,071.00	
Other Expenses	94,430.23	
Total Expense	2,364,877.96	
Net Income	-66,653.57	

More information on School Financial information can be found at:

<https://www.myschool.edu.au/school/49106/finances/2016>