



# AL-HIDAYAH ISLAMIC SCHOOL

## Annual Report 2019

### CONTACT DETAILS

Tel: (+61 8) 9351 8593

Fax: (+61 8) 9351 8594

Email: [info@islamicschool.com.au](mailto:info@islamicschool.com.au)

### Postal Address

PO Box 761

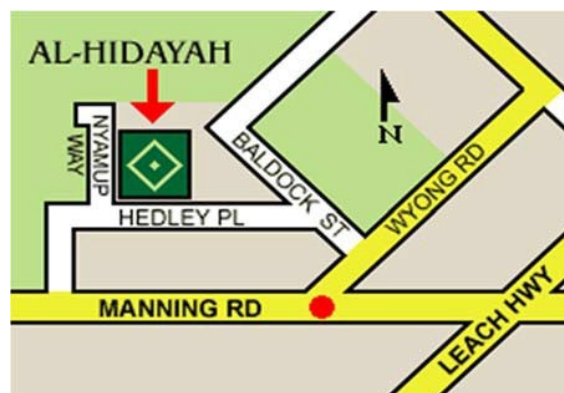
Victoria Park WA 6979

AUSTRALIA

### Physical Address

Cnr Hedley St & Nyamup Way, Bentley

Perth, Western Australia



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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, 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

At Al Hidayah Islamic School we hold the care, safety and wellbeing of children as a central and fundamental responsibility of our school. Our commitment is drawn from and inherent in the teaching of Islam.

*The Prophet (PBUH) says "Every one of you is a Protector and Guardian for those who are placed under your care". (Bukhari and Muslim).*

We have a responsibility to create a nurturing school environment where children are respected, their voices are heard; where they are safe and feel safe and are happy and engaged.

## **Looking Back - 2019**

Our students worked diligently throughout the year. Al Hidayah Islamic School has an excellent 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 commitment of our Governing Shurah, the dedication of the Office and Administration staff, the teamwork and co-operation among all staff members and our ever-supportive parents made 2019 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:

- Creation not Evolution
- Bullying
- Protective Behaviours. Keeping Safe: The Child Protection Curriculum
- Self-regulation and emotional control

## **Embedding the culture of safe practice in our school**

We have continued creating a nurturing school environment where children are respected, their voices are heard, where they are safe and feel safe and are happy and engaged. The Walker Learning Approach strongly supports our educators to embed a safe school culture. We continued implementing the Keeping Safe: Child Protection curriculum across the school. We had staff presentations on bringing the Islamic perspective into the program. It was clear that our school community has a strong commitment to having a safe school for all our children, staff, parents and volunteers.

## **Whole School Sharp Guided Reading Program**

Our Whole School Sharp Guided Reading Program continued in 2019. All our students from Pre-Primary to Year 6 enjoyed two to three small group Sharp Guided Reading sessions per week. These Guided Reading sessions are a powerful way to help students improve their reading fluency and their comprehension.

In Term 2 and 3, all our teachers and EAs received individual feedback and support from AISWA Literacy consultants, Jill Buckrell and Chris Witt 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 deepening understanding.

### **Learning through Investigation (LTI)**

Deb Martin, an AISWA Early Childhood Consultant, gave our Pre-Primary to Year 2 teachers and EAs fantastic support through the year. She observed the staff delivering LTI and gave them very constructive, supportive feedback. Deb has also provided three targeted mini professional learning sessions per term to our Early Years teachers throughout the year.

It was a great honour for our Early Years educators when AISWA requested that two schools be able to visit and observe our delivery of LTI. The visitors appreciated observing our teachers doing Tuning In and Reflection, speaking with the Focus children, Reporter and Photographer and seeing our children so engaged in their investigations. We then had wonderful discussions with the visiting teachers.

It was also a great honour for our school when AISWA invited us to contribute to their upcoming book *Further Journeys into Inquiry*, which will be published early in 2020. In our article we are describing our journey into inquiry both in the Early Years and as a whole school.

### **Implementation of the Walker Learning Pedagogy from Pre-Primary to Year 6**

In early March, the Early Years educators and the Principal attended a powerful full day Walker Learning professional Learning on *Creating an Engaging and Intentional Learning Environment (PreK to Year 2)*.

In mid-March, all the Early Years to Year 6 educators and the Principal enjoyed a day of mentoring at school with Jan Snowden. Staff demonstrated various Walker Learning activities such as Tuning In, LTI, Reflection, Class meetings and setting up Educational Research Projects.

In May, some educators attended the Walker Learning- Planning and Documentation (K to Yr 2) Professional learning workshop.

In July, the Early Years teachers attended PL on The Linking of Literacy, Numeracy and other subject areas to Investigations (Kindy to Year 2)

### **Walker Learning Study Tours**

In May, the Year 3 to 6 educators and Principal attended a Walker Learning Study Tour at Frederick Irwin Anglican School in Mandurah that was successfully implementing the Walker Learning Pedagogy.

In July the Early Years teachers attended the Walker Learning Study Tour (Pre-Primary – Year 2) at Southern River Primary School.

## **Staff Professional Learning**

Staff committed to a strategic program of Professional Learning throughout 2019, which supported our School Improvement Plan. The key focus areas were:

- Early Childhood Education – Learning through Investigation (Intentional Play based Learning)
- Walker Learning Pedagogy from Pre-Primary to Year 6
- Promoting Literacy Development: PLD from Pre-Primary to Year 6
- Numeracy in the Early Years to Year 6
- Sharp Reading: Reading with fluency and comprehension
- Arabic Language teaching & learning
- Digital Technologies
- Social & Emotional development

The school spent \$ 24,356.73 on staff professional learning in 2019.

## **Facebook**

Throughout 2019 the school regularly posted on Facebook. The teachers uploaded information on what the children were doing. It proved to be an effective way of communicating with parents and the wider community.

## **Parent Support Meetings**

Alhamdulillah, there were three Parent Support Meeting each term through the year. These were an excellent opportunity for parents to formally meet with the Principal to work together to improve our school.

## **Introduction of the Seesaw app**

In 2019 teachers began to communicate with parents via the Seesaw app. This app allows secure communication with families and allows teachers to communicate information with the parents about general class activities.

## Staff Information

<b>PRINCIPAL</b>	
Br. Ridhwan Mayze	
<b>SCHOOL OFFICE</b>	
Sr. Indri Prameswari (School Office Manager)	
Sr. Kanza Hasan (Administrative Officer)	
<b>TEACHING STAFF</b>	
Sr. Riana Johari	Pre-Primary
Sr. Supreeya Megharfi	Yr 1
Sr. Joanna Hoglin	Yr 2
Sr. Aziza Davids	Yr 3
Sr. Mariam Adam	Yr 4
Sr. Hawa Hussain	Yr 5/6 Girls
Br. Haythem Fouda	Yr 5/6 Boys
<b>TEACHING STAFF (ISLAMIC/ ARABIC/QURANIC STUDIES)</b>	
Br. Abdulhakim Mohamed	
Br. Idris Omer	
Sr. Fatima Syaid	
Sr Hoda Nawar (until 15 <sup>th</sup> July 2019)	
Sr. Khadija El-Kadri (beginning from 16 <sup>th</sup> July 2019)	
<b>EDUCATION ASSISTANTS</b>	
Sr. Hana Mohamed	Pre-Primary
Sr. Khadra Ibrahim	Yr 1
Sr. Benish Amer	Yr 2
Sr. Leila Amani	Yr 3
Sr. Sadaf Fatimah Anwar	Yr 5/6
<b>BUS DRIVERS</b>	
Br Mahomed Yusuf (until 9 <sup>th</sup> August 2019)	
Br. Mohd Noor Soobrattee	
Sr. Poziah Stamper (from 9 <sup>th</sup> August 2019)	
Br. Ebrahim Elfagi (from 26 <sup>th</sup> August 2019)	
<b>GROUNDSMAN</b>	
Br. Abdullah Khalefa	
<b>ADMINISTRATION</b>	
Br. Ali Shariff (Business Manager)	
Br. Benjamin Koch (IT/ Projects Manager)	
Br. Umar Abdullah (Senior Administration Officer)	

## Qualification of Teachers and Principal

RINCIPAL	
Br. Ridhwan Mayze	<ul style="list-style-type: none"> <li>• B. of Arts</li> <li>• Teacher's Certificate</li> <li>• M. of Arts</li> <li>• Cert IV in TESOL</li> </ul>
TEACHING STAFF	
Sr. Riana Johari	<ul style="list-style-type: none"> <li>• Certificate in Pre-School teaching</li> <li>• Diploma in Pre-School teaching</li> <li>• Diploma in Pre-School Education</li> <li>• B. of Early Childhood Education</li> </ul>
Sr. Supreeya Megharfi- Pre- Primary	<ul style="list-style-type: none"> <li>• M. of Human Sciences</li> <li>• B. of Education</li> </ul>
Sr. Joanna Hoglin- Yr 1	<ul style="list-style-type: none"> <li>• B. of Education</li> <li>• M. of Financial Planning</li> <li>• B. of Commerce (Economics Honours)</li> </ul>
Sr. Aziza Davids- Yr 3	<ul style="list-style-type: none"> <li>• B. of Education (Early Childhood)</li> </ul>
Sr. Mariam Adam- Yr 4	<ul style="list-style-type: none"> <li>• Post Graduate Certificate in Education</li> <li>• B. of Accounting</li> <li>• B. of Social Science</li> </ul>
Sr. Hawa Hussain- Yr 5/6G	<ul style="list-style-type: none"> <li>• B. of Arts</li> <li>• PGDE (Pri)</li> </ul>
Br. Haythem Fouda- Yr 5/6B	<ul style="list-style-type: none"> <li>• B. of Health and PE</li> </ul>
TEACHING STAFF (ISLAMIC STUDIES)	
Br. Abdulhakim Mohamud	<ul style="list-style-type: none"> <li>• B. of Arts (English)</li> <li>• TESOL Cert</li> <li>• Teacher Aide Cert</li> </ul>
Br. Idris Omer	<ul style="list-style-type: none"> <li>• B. of Commerce Degree</li> </ul>
Sr. Fatima Syaid	<ul style="list-style-type: none"> <li>• Cert. TA</li> <li>• Cert. Introduction to Child Psychology</li> </ul>
Sr Hoda Nawar	<ul style="list-style-type: none"> <li>• M. Ed (Applied Linguistic)</li> <li>• B. of Arts</li> <li>• B. of Education</li> <li>• IDLTM Diploma</li> <li>• Cert IV in Training and Assessment</li> </ul>
Sr. Khadija El Kadri	<ul style="list-style-type: none"> <li>• B. of Sharia Law and Arabic Literature</li> <li>• ESL Cert. 4 in Speaking, Writing and Listening</li> <li>• B. of Education</li> <li>• Diploma of Early Childcare Education and Care</li> </ul>

### Average Staff Attendance

The whole school staff attendance rate in 2019 was 94.12%.



## Student Information

### Enrolment

Total Enrolment in August 2019: 191

Males: 94 students

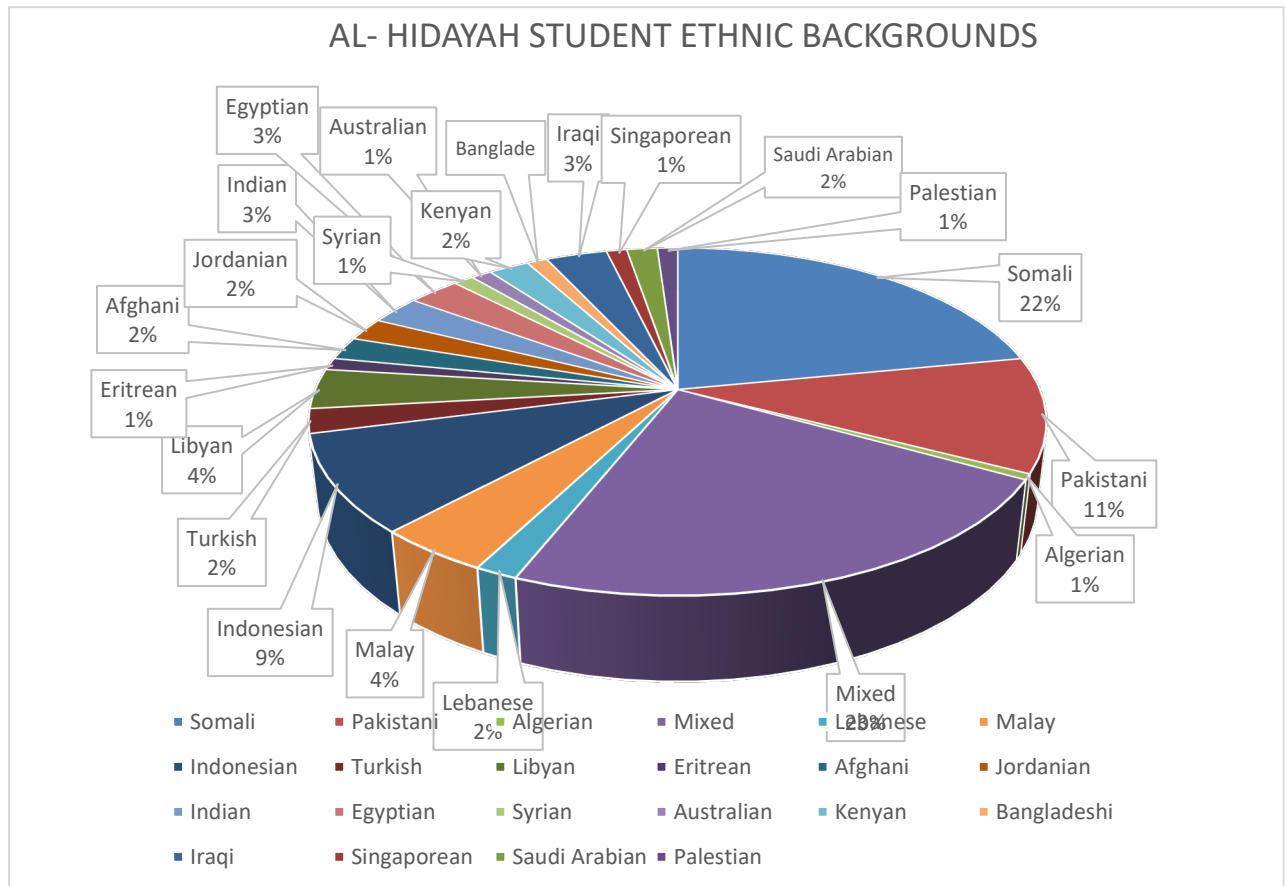
Females: 97 students

Class Sizes:

<b>Class</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Pre-Primary	11	14	25
Yr 1	19	15	34
Yr 2	14	17	31
Yr 3	17	16	33
Yr 4	12	11	23
Yr 5	9	12	21
Yr 6	12	12	24
Total	94	97	191

### Characteristics of Students

Our students are from a rich variety of ethnic and cultural backgrounds. Almost all students are EAL, having English as an Additional Language.



### Student Attendance

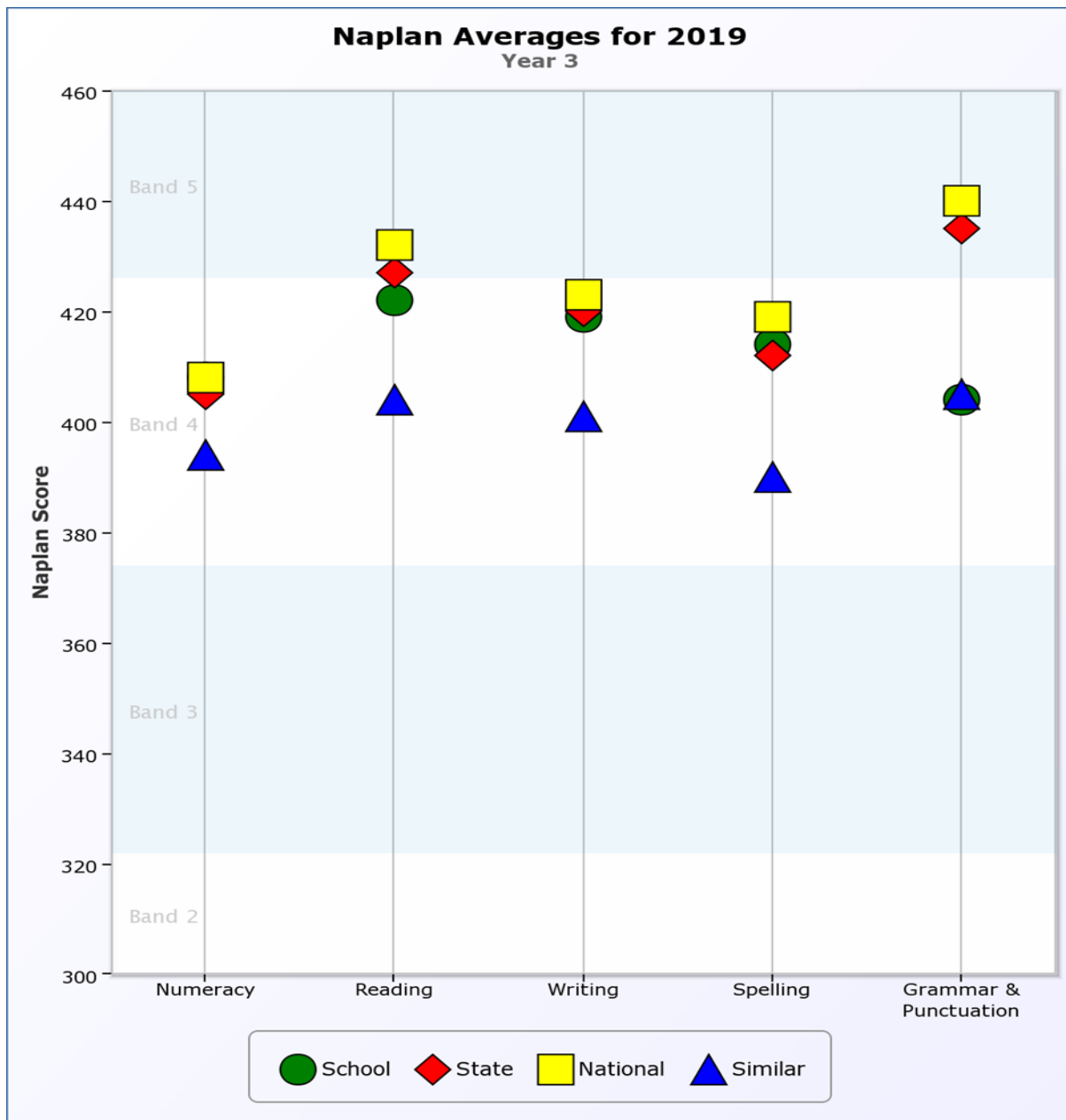
The average student attendance for 2019 was 90.76% . A breakdown of this is given below.

Student attendance for each year level:

Pre-Primary	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
88.48%	88.37%	90.19%	88.89%	93.62%	93.71%	92.03%

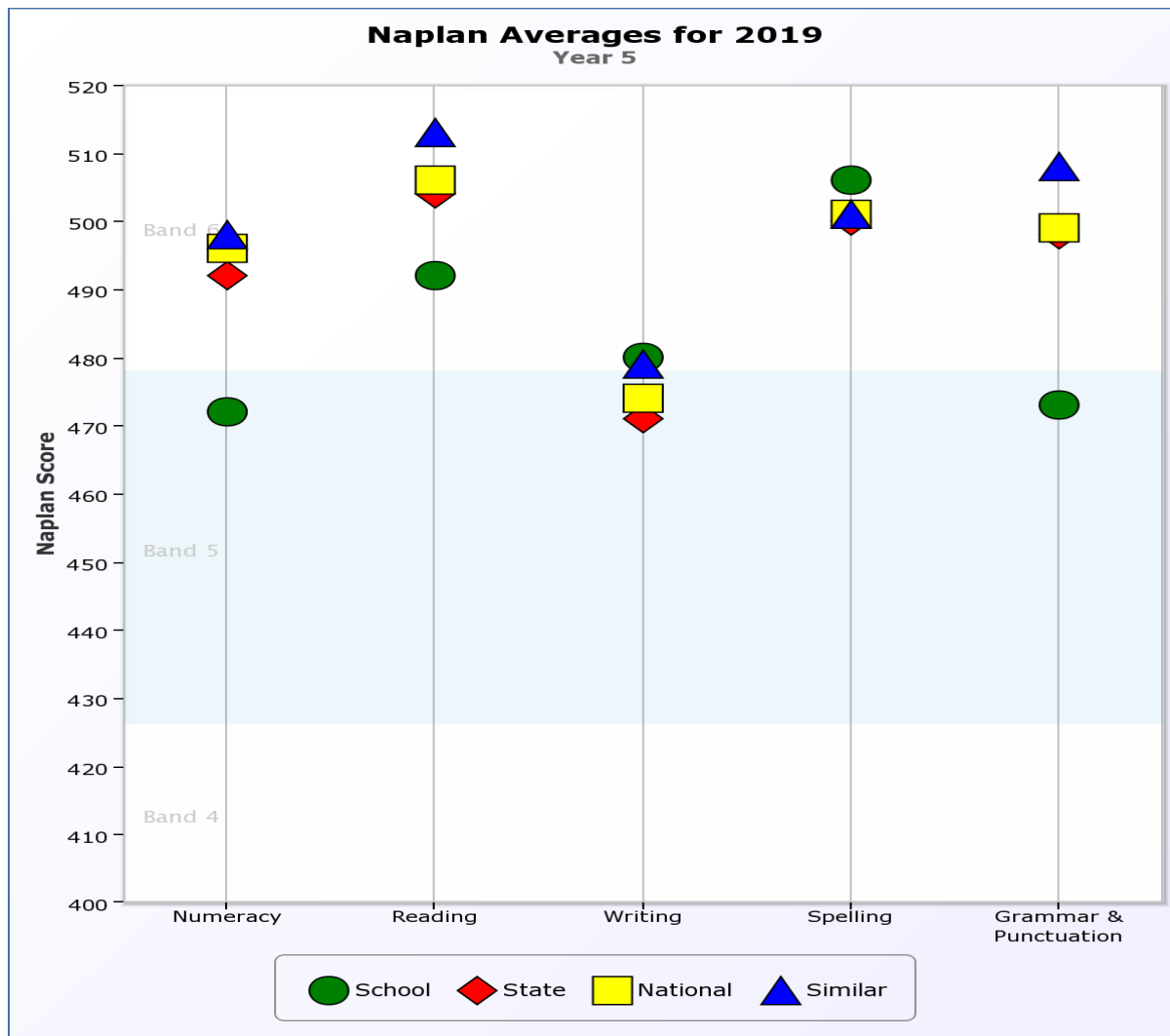
# NAPLAN 2019

## Year 3



We were pleased with our Year 3 NAPLAN results. In Numeracy, the students are on the National average, and close to the National average in Reading, Writing and Spelling.

## Year 5



In Writing and Spelling the students are above the National average and below the National average in Numeracy, Reading and Grammar & Punctuation. If we can measure progress (growth) then we get a better overall picture of the learning story. The data below has included the 2017 Year 3 results for the same group of students so that we can measure the growth over a two-year period.

### Effect size

This is a calculation that highlights progress. An effect size of 0.4 shows 12 months of expected growth. NAPLAN results over a two-year period (2017 to 2019) should show an effect size of 0.8. for expected progress

Numeracy growth was 3.6

Reading growth was 1.1

Writing growth was 2.0

Spelling growth was 2.4

Grammar & Punctuation growth was 1.15

We are pleased with the progress the students have made over these two years of learning.

## Surveys

Staff – 17 surveys collected

Statement		Strongly Agree	Agree	Not sure	Disagree	Strongly Disagree
1.	The Islamic ethos of our school is actively encouraged & implemented in daily activities.	14 <b>82.35%</b>	3 <b>17.65%</b>			
2.	Quality teaching and learning is a high priority at our school.	11 <b>64.71%</b>	6 <b>35.29%</b>			
3.	The school looks for ways to improve	9 <b>52.94%</b>	6 <b>35.30%</b>	1 <b>5.88%</b>	1 <b>5.88%</b>	
4.	Our school has a friendly environment	11 <b>64.71%</b>	5 <b>29.41%</b>		1 <b>5.88%</b>	
5.	The school values me as an employee.	8 <b>47.06%</b>	5 <b>29.41%</b>	1 <b>5.88%</b>	2 <b>11.76%</b>	1 <b>5.88%</b>
6.	I received the proper training in order to perform my job effectively	11 <b>64.71%</b>	6 <b>35.30%</b>			
7.	I feel free to suggest changes to the Principal that would improve my area of work	10 <b>58.82%</b>	5 <b>29.41%</b>	1 <b>5.88%</b>	1 <b>5.88%</b>	
8.	Staff problems and complaints are resolved fairly and promptly.	7 <b>41.18%</b>	4 <b>23.53%</b>	3 <b>17.65%</b>	3 <b>17.65%</b>	
9.	Student behaviour is well managed at our school	3 <b>17.65%</b>	10 <b>58.82%</b>	4 <b>23.53%</b>		
10.	The Principal clearly informs me about policies and procedures, and other important information.	15 <b>88.24%</b>	2 <b>11.76%</b>			
11.	Our school clearly conveys its mission to the staff.	10 <b>58.82%</b>	7 <b>41.18%</b>			
12.	There is good communication between the Principal and staff.	13 <b>76.47%</b>	4 <b>23.53%</b>			
13.	I have the tools and resources I need to do my job	5 <b>29.41%</b>	10 <b>58.82%</b>	1 <b>5.88%</b>	1 <b>5.88%</b>	
14.	The amount of work expected of me is reasonable.	3 <b>17.65%</b>	8 <b>47.06%</b>	2 <b>11.76%</b>	3 <b>17.65%</b>	1 <b>5.88%</b>

15.	The Principal cares about staff wellbeing.	12 <b>70.59%</b>	4 <b>23.53%</b>	1 <b>5.88%</b>		
16.	The Principal is open to input from staff.	12 <b>70.59%</b>	4 <b>23.53%</b>		1 <b>5.88%</b>	
17.	The Principal/school give me enough recognition for work that is well done.	11 <b>64.71%</b>	4 <b>23.53%</b>	1 <b>5.88%</b>	1 <b>5.88%</b>	
18.	Our School Office staff are friendly and helpful.	12 <b>70.59%</b>	5 <b>29.41%</b>			
19.	The Business manager is friendly and helpful.	14 <b>82.35%</b>	3 <b>17.65%</b>			
20.	I experience a spirit of cooperation within the school.	7 <b>41.18%</b>	9 <b>52.94%</b>	1 <b>5.88%</b>		
21.	Staff are treated fairly regardless of race, gender, age, or religion.	7 <b>41.18%</b>	6 <b>35.30%</b>	2 <b>11.76%</b>	2 <b>11.76%</b>	
22.	Changes that may affect me are normally communicated to me prior to implementation	6 <b>35.30%</b>	6 <b>35.30%</b>	1 <b>5.88%</b>	2 <b>11.76%</b>	1 <b>5.88%</b>
23.	The school is well maintained.	8 <b>47.06%</b>	8 <b>47.06%</b>	1 <b>5.88%</b>		
24.	Staffing levels are adequate to provide quality services.	6 <b>35.30%</b>	8 <b>47.06%</b>	2 <b>11.76%</b>	1 <b>5.88%</b>	
25.	Safety is an important priority at our school.	8 <b>47.06%</b>	9 <b>52.94%</b>			
26.	Teachers and EAs are friendly and warm.	10 <b>58.82%</b>	5 <b>29.41%</b>	1 <b>5.88%</b>	1 <b>5.88%</b>	

**Parents – 50 surveys collected (Paper- 41, Online- 9)**

Questions	Strongly Agree	Agree	Not sure	Disagree	Strongly Disagree
1. Our school is well maintained.	24 <b>48%</b>	24 <b>48%</b>	1 <b>2%</b>	1 <b>2%</b>	
2. My child feels safe at school.	29 <b>58%</b>	19 <b>38%</b>	2 <b>4%</b>		
3. Student behaviour is well managed at school.	25 <b>50%</b>	20 <b>40%</b>	4 <b>8%</b>		1 <b>2%</b>
4. My child likes being at the school.	28 <b>56%</b>	21 <b>42%</b>		1 <b>2%</b>	
5. The school looks for ways to improve.	28 <b>56%</b>	21 <b>42%</b>	1 <b>2%</b>		
6. My child's learning needs are being met at the school.	28 <b>56%</b>	16 <b>32%</b>	4 <b>8%</b>	2 <b>4%</b>	
7. The school works with me to support my child's learning.	31 <b>62%</b>	17 <b>34%</b>	1 <b>2%</b>	1 <b>2%</b>	
8. Our school has a friendly environment.	29 <b>58%</b>	19 <b>38%</b>	2 <b>4%</b>		
9. I feel welcome when I enter the school.	31 <b>62%</b>	18 <b>36%</b>	1 <b>2%</b>		
10. I like to send my child to the school.	34 <b>68%</b>	15 <b>30%</b>	1 <b>2%</b>		
11. The office staff are friendly.	36 <b>72%</b>	14 <b>28%</b>			
12. The office staff are helpful.	34 <b>68%</b>	15 <b>30%</b>	1 <b>2%</b>		
13. The office staff have excellent telephone manners.	33 <b>66%</b>	16 <b>32%</b>		1 <b>2%</b>	
14. The office staff are able to direct my queries to the right person.	33 <b>66%</b>	16 <b>32%</b>	1 <b>2%</b>		

Questions	Strongly Agree	Agree	Not sure	Disagree	Strongly Disagree
15. The office staff are efficient and professional.	34 <b>68%</b>	14 <b>28%</b>	2 <b>4%</b>		
16. Teachers expect my child to do his or her best.	32 <b>64%</b>	17 <b>34%</b>	1 <b>2%</b>		
17. Teachers provide my child with useful feedback about his or her schoolwork.	29 <b>58%</b>	17 <b>34%</b>	3 <b>6%</b>	1 <b>2%</b>	
18. Teachers & EAs treat students fairly.	30 <b>60%</b>	18 <b>36%</b>	2 <b>4%</b>		
19. I can communicate with my child's teachers about my concerns.	35 <b>70%</b>	11 <b>22%</b>	4 <b>8%</b>		
20. Teachers motivate my child to learn.	32 <b>64%</b>	17 <b>34%</b>	1 <b>2%</b>		
21. Teachers & EAs help my child to make good progress at this school.	32 <b>64%</b>	15 <b>30%</b>	2 <b>4%</b>	1 <b>2%</b>	
22. Teachers & EAs are friendly and warm.	31 <b>62%</b>	17 <b>34%</b>	2 <b>4%</b>		
23. Teachers prepare engaging lessons in class.	26 <b>52%</b>	18 <b>36%</b>	6 <b>12%</b>		
24. Teachers use IT in the classrooms.	25 <b>50%</b>	19 <b>38%</b>	6 <b>12%</b>		
25. Teachers listen to my feedback.	27 <b>54%</b>	18 <b>36%</b>	4 <b>8%</b>	1 <b>2%</b>	
26. The Principal is friendly and approachable.	38 <b>76%</b>	11 <b>22%</b>		1 <b>2%</b>	
27. The Principal treats the students fairly.	34 <b>68%</b>	16 <b>32%</b>			
28. I can communicate with the Principal about issues pertaining to the school.	36 <b>72%</b>	12 <b>24%</b>	2 <b>4%</b>		



Questions	Strongly Agree	Agree	Not sure	Disagree	Strongly Disagree
29. The Principal listens to parents' opinions.	33 <b>66%</b>	13 <b>26%</b>	4 <b>8%</b>		
30. The Principal encourages good student behaviour.	37 <b>74%</b>	13 <b>26%</b>			

**Students – 63 surveys collected**

Questions	Strongly Agree	Agree	Not sure	Disagree	Strongly Disagree
1. My school is clean and tidy. It is well maintained.	16 <b>25.40%</b>	26 <b>41.27%</b>	10 <b>15.87%</b>	10 <b>15.87%</b>	1 <b>1.59%</b>
2. I feel safe at my school.	29 <b>46.03%</b>	24 <b>38.10%</b>	10 <b>15.87%</b>		
3. Student behaviour is well managed at my school.	18 <b>28.57%</b>	19 <b>30.16%</b>	17 <b>26.98%</b>	7 <b>11.11%</b>	2 <b>3.17%</b>
4. I like being at my school.	28 <b>44.44%</b>	22 <b>34.92%</b>	8 <b>12.70%</b>	3 <b>4.76%</b>	2 <b>3.17%</b>
5. My school looks for ways to improve.	29 <b>46.03%</b>	21 <b>33.33%</b>	12 <b>19.05%</b>	1 <b>1.59%</b>	
6. My school takes students' opinion seriously.	17 <b>26.98%</b>	21 <b>33.33%</b>	14 <b>22.22%</b>	10 <b>15.87%</b>	1 <b>1.59%</b>
7. My school gives me opportunities to do interesting things.	19 <b>30.16%</b>	23 <b>36.51%</b>	16 <b>25.40%</b>	3 <b>4.76%</b>	2 <b>3.17%</b>
8. My learning needs are being met at Al Hidayah Islamic School.	29 <b>46.03%</b>	24 <b>38.10%</b>	6 <b>9.52%</b>	1 <b>1.59%</b>	3 <b>4.76%</b>
9. My school has a friendly environment.	25 <b>39.68%</b>	20 <b>31.74%</b>	12 <b>19.05%</b>		6 <b>9.52%</b>
10. I feel welcome when I enter the school.	27 <b>42.86%</b>	24 <b>38.10%</b>	8 <b>12.70%</b>	2 <b>3.17%</b>	2 <b>3.17%</b>
11. The office staff are friendly.	51 <b>80.95%</b>	12 <b>19.05%</b>			
12. The office staff are helpful.	52 <b>82.54%</b>	11 <b>17.46%</b>			
13. My educators expect me to do my best.	46 <b>73.01%</b>	13 <b>20.63%</b>	4 <b>6.35%</b>		
14. My educators provide me with useful feedback about my school work and behaviour.	36 <b>57.14%</b>	22 <b>34.92%</b>	4 <b>6.35%</b>	1 <b>1.59%</b>	

Questions	Strongly Agree	Agree	Not sure	Disagree	Strongly Disagree
15. Teachers & EAs treat students fairly at school.	27 <b>42.86%</b>	21 <b>33.33%</b>	10 <b>15.87%</b>	4 <b>6.35%</b>	1 <b>1.59%</b>
16. I can communicate with my teachers & EAs about my concerns.	26 <b>41.27%</b>	18 <b>28.57%</b>	15 <b>23.81%</b>		4 <b>6.35%</b>
17. My teachers & EAs help me to make good progress at this school.	32 <b>50.79%</b>	23 <b>36.51%</b>	8 <b>12.70%</b>		
18. My teachers & EAs are friendly and warm.	25 <b>39.68%</b>	21 <b>33.33%</b>	15 <b>23.81%</b>	1 <b>1.59%</b>	1 <b>1.59%</b>
19. My teachers prepare engaging lessons in class.	32 <b>50.79%</b>	21 <b>33.33%</b>	10 <b>15.87%</b>		
20. My teachers use IT in the classrooms.	47 <b>74.60%</b>	13 <b>20.63%</b>	2 <b>3.17%</b>	1 <b>1.59%</b>	
21. My teachers & EAs listen to my feedback.	21 <b>33.33%</b>	26 <b>41.27%</b>	15 <b>23.81%</b>		1 <b>1.59%</b>
22. My teachers motivate me to learn.	37 <b>58.73%</b>	20 <b>31.75%</b>	6 <b>9.52%</b>		
23. My Principal is friendly and approachable.	41 <b>65.08%</b>	18 <b>28.57%</b>	2 <b>3.17%</b>		2 <b>3.17%</b>
24. I can communicate with the Principal about school's issues.	26 <b>41.27%</b>	15 <b>23.81%</b>	15 <b>23.81%</b>	3 <b>4.76%</b>	4 <b>6.35%</b>
25. My Principal listens to students' opinions.	34 <b>53.97%</b>	10 <b>15.87%</b>	9 <b>14.29%</b>	8 <b>12.70%</b>	2 <b>3.17%</b>
26. My Principal encourages us to have good manners and to do my best.	57 <b>90.48%</b>	6 <b>9.52%</b>			

**AL-HIDAYAH ISLAMIC SCHOOL**  
**Profit & Loss**  
January through December 2019

<b>Income</b>	
Tuition Fees	285,205.00
Commonwealth Govt Grant	1,622,922.00
State Government Grant	455,244.50
Other Income	128,217.28
<b>Total Income</b>	<u>2,491,588.78</u>
Cost of Goods Sold	16,050.45
<b>Gross Income</b>	<u>2,475,538.33</u>
<b>Expense</b>	
Employee Benefits and Expenses	1,895,909.47
Property and Building	125,582.81
Transport	47,164.13
Computer/IT	28,141.79
Supplies and Services	165,776.83
Other Expenses	131,004.06
<b>Total Expense</b>	<u>2,393,579.09</u>
<b>Net Income</b>	<u><u>81,959.24</u></u>

More information on School Financial information can be found at:  
<https://www.myschool.edu.au/school/49106/finances/2019>