



# AL-HIDAYAH ISLAMIC SCHOOL

## Annual Report 2020

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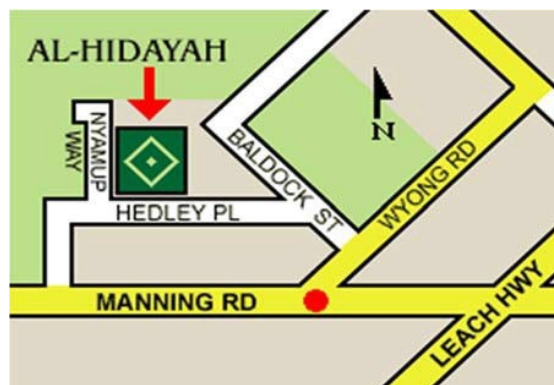
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## Introduction

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, 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 - 2020**

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 2020 a very productive year, Alhamdulillah.

Our school community navigated well through the COVID-19 restrictions. The Governing Shurah provided sound direction, guidance, and support throughout this time. The parents demonstrated flexibility and support for the measures that we put in place to support a safe and healthy school/workspace. Our educators did a wonderful job adjusting their planning and teaching to the changing circumstances. Our students enthusiastically practiced hygiene measures and continued to be motivated and engaged with their learning. 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:

- Science
- Technology
- The Keeping Safe Child Protection Curriculum
- How the Islamic perspective underpins differentiated, personalized teaching and learning, which is one of the strengths of the Walker Learning Approach that we are implementing across the school.
- How the Islamic perspective strongly supports the explicit teaching of the Learning Assets, the skills of collaboration, self-management, communication, thinking and research. These are essential skills and dispositions required to be inquiring, engaged, life-long learners.

## **Students doing Khutbah**

Throughout 2020, we are delighted that many of our older students have had the opportunity to do Khutbah during our Friday Jummah. They are well-prepared by our Islamic Studies teachers, Br Idris, and Br Hakim. This is an important tradition that Al Hidayah Islamic School strongly supports and wants to continue, Inshallah.

## **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. In Years 3 to 6, we see the powerful, positive effects of weekly class meetings where students practice expressing their points of view in a respectful space. 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 2020. 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 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 continue to upskill themselves in teaching the children to read more fluently and with ~~de~~ deep understanding.

## **Publication of Further Journeys into Inquiry**

It was a significant recognition for our school when AISWA launched the book *Further Journeys into Inquiry*, in February 2020. AISWA invited us to contribute to the book. *Our Journey into Inquiry: A Story of Pedagogical Transformation* was included in the book. In it, we described our journey into inquiry both in the Early Years and as a whole school, Alhamdulillah.

## **Staff Professional Learning**

Because of COVID-19 restrictions, professional learning was limited. Professional Learning in 2020 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 \$ 11,572.49 on staff professional learning in 2020.

## **School Library**

We are delighted that a wide range of excellent Islamic books are now available for borrowing from our school library. There are many interesting story books for all ages and reading levels. We have many books on the Sahabah, the Prophets, note-worthy Muslims, fiqh and good Akhlaq.

## **Facebook**

Throughout 2020 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**

Parent Support Meetings were limited through the year. However, these meetings were an excellent opportunity for parents to formally meet with the Principal to work together to improve our school.

## Staff Information

Br. Ridhwan Mayze (Principal)	
<b>SCHOOL OFFICE</b>	
Sr. Indri Prameswari (School Office Manager)	
Sr. Kanza Hasan (Administrative Officer)	
<b>TEACHING STAFF</b>	
Sr. Riana Johari (until 19 <sup>th</sup> June 2020)	Yr PP
Sr. Joy Tianchon (from 22 <sup>nd</sup> June 2020)	Yr PP
Sr. Supreeya Megharfi	Yr 1
Sr. Umukulthum Mohamed	Yr 2
Sr. Aziza Davids	Yr 3
Sr. Mariam Adam (until 24 <sup>th</sup> April 2020)	Yr 4
Sr. Fatima Al- Absawi (from 6 <sup>th</sup> April 2020)	Yr 4
Sr. Joanna Hoglin	Yr 5/6B
Sr. Hawa Hussain	Yr 5/6G
Sr. Tracy Finnemore (from 10 <sup>th</sup> September 2020)	Literacy Specialist
<b>TEACHING STAFF (ISLAMIC/ ARABIC/QURANIC STUDIES)</b>	
Br. Abdulhakim Mohamed	
Br. Idris Omer	
Sr. Fatima Syaid	
Sr. Khadijah El Kadri	
<b>EDUCATION ASSISTANTS</b>	
Sr. Hana Mohamed	Yr PP
Sr. Khadra Ibrahim	Yr 1
Sr. Benish Amer	Yr 2
Sr. Leila Amani	Yr 3
Sr. Sadaf Fatimah Anwar	Yr 4
<b>BUS DRIVERS</b>	
Br. Ebrahim Elfagi	
Br. Mohd Noor Soobrattee (until 21 <sup>st</sup> August 2020)	
Br. Nuaym Budiman (from 20 <sup>th</sup> July 2020)	
Sr. Poziah Stamper	
<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

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>
<b>TEACHING STAFF</b>	
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. Joy Tianchon	<ul style="list-style-type: none"> <li>• B. of Secondary Education</li> </ul>
Sr. Supreeya Megharfi- Yr 1	<ul style="list-style-type: none"> <li>• M. of Human Sciences</li> <li>• B. of Education</li> </ul>
Sr. Umukulthum Mohamed- Yr 2	<ul style="list-style-type: none"> <li>• B. of Early Childhood Education</li> <li>• Diploma in Early Childhood Education</li> <li>• Cert 4. In Accounting</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. Fatima Al-Absawi	<ul style="list-style-type: none"> <li>• B. of Primary Education</li> </ul>
Sr. Hawa Hussain- Yr 5/6G	<ul style="list-style-type: none"> <li>• B. of Arts</li> <li>• PGDE (Pri)</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 Tracy Finnemore- Literacy Specialist	<ul style="list-style-type: none"> <li>• B. of Arts in Psychology and Drama</li> <li>• Post Graduate Certificate in Education: Drama, Life Skills, Arts and Culture</li> <li>• Advanced Diploma in Transpersonal Counselling</li> <li>• M. in Education (Special Education)</li> </ul>
<b>TEACHING STAFF (ISLAMIC STUDIES)</b>	
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. 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 2020 was 95.5%.



## Student Information

### Enrolment

Total Enrolment in August 2020 was 208.

Males: 99

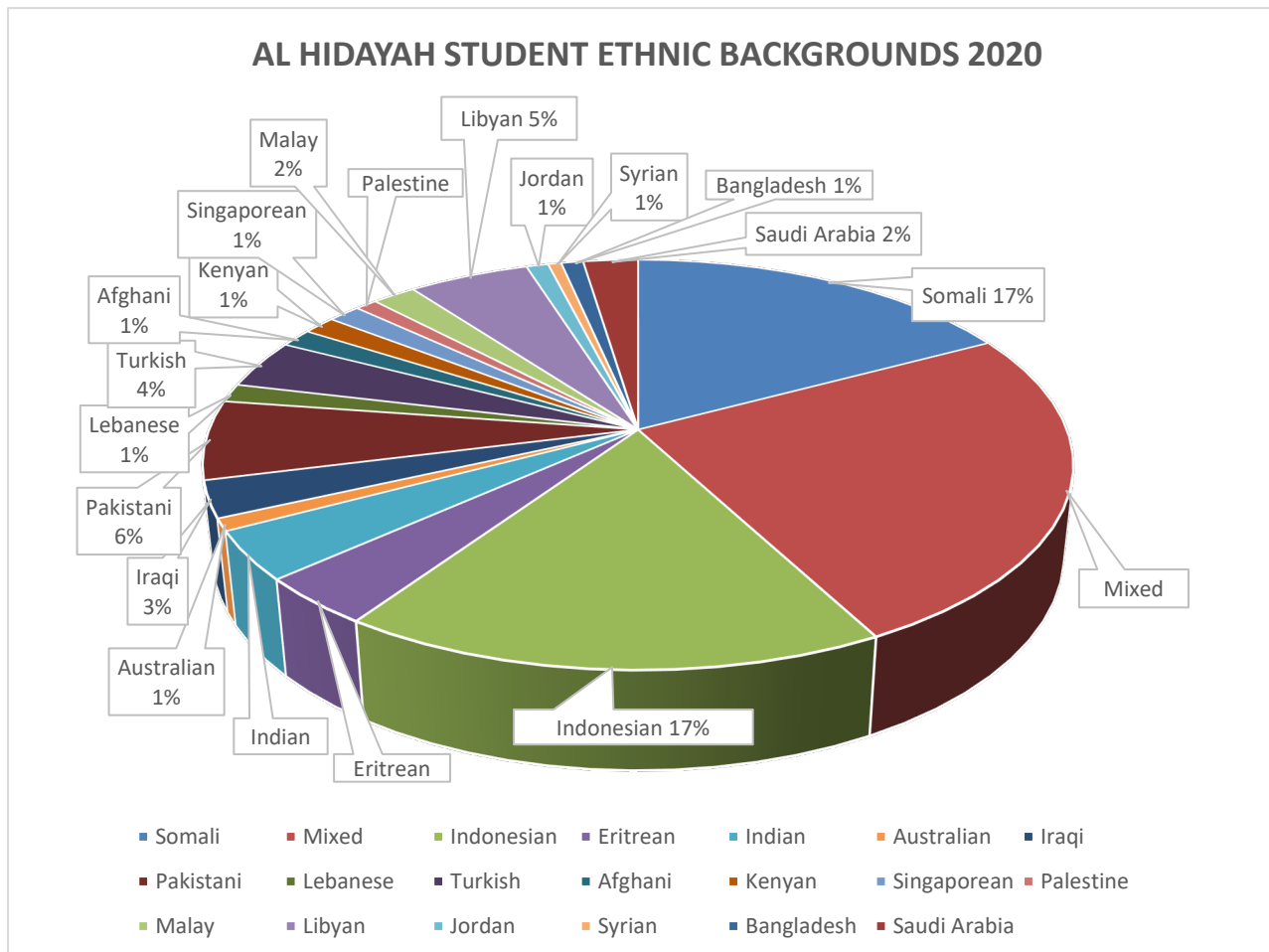
Females: 109

Class Sizes:

<b>Class</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Pre-Primary	15	17	32
Yr 1	13	19	32
Yr 2	19	14	33
Yr 3	12	21	33
Yr 4	16	15	31
Yr 5	15	11	26
Yr 6	9	12	21
<b>Total</b>	<b>99</b>	<b>109</b>	<b>208</b>

## 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 2020 was 87.58%. 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
84.15%	86.4%	86.87%	88.65%	87.88%	89.84%	89.26%

COVID-19 affected student attendance especially towards the end of Term 1 and early Term 2.

## 2020 Surveys

Parents – 32 surveys collected

Questions	Strongly Agree	Agree	Not sure	Disagree	Strongly Disagree
<b>1. Al Hidayah Islamic School Environment</b>					
a. My child feels safe at school.	81.3%	15.6%	3.1%		
b. Our school is well maintained.	56.3%	28.1%	15.6%		
c. Student behaviour is well managed at school.	59.4%	28.1%	6.3%	6.3%	
d. My child likes being at the school.	75%	12.5%	12.5%		
e. The school looks for ways to improve.	59.4%	25%	12.5%		3.1%
f. My child's learning needs are being met at the school.	59.4%	25%	6.3%	6.3%	3.1%
g. The school works with me to support my child's learning.	62.5%	21.9%	3.1%	9.4%	3.1%
h. Our school has a friendly environment.	87.5%	9.4%	3.1%		
i. I feel welcome when I enter the school.	87.5%	6.3%	6.3%		
j. I like to send my child to the school.	90.6%	6.3%	3.1%		
<b>2. Al Hidayah Islamic School Administrative Staff</b>					
a. The staff are friendly.	90.6%	6.3%	3.1%		
b. The staff are helpful.	90.6%	9.4%			
c. The staff have excellent telephone manners.	87.5%	12.5%			
d. The staff are able to direct my queries to the right person.	87.5%	12.5%			
e. The staff are efficient and professional.	81.3%	15.6%	3.1%		
<b>3. Educators: Teachers and EAs</b>					
a. Teachers expect my child to do his or her best.	71.9%	15.6%	9.4%	3.1%	
b. Teachers provide my child with useful feedback about his or her schoolwork.	62.5%	21.9%	12.5%	3.1%	
c. Teachers & EAs treat students fairly.	81.3%	15.6%		3.1%	
d. I can communicate with my child's teachers about my concerns.	78.1%	15.6%	6.3%		
e. Teachers motivate my child to learn.	65.6%	21.9%	12.5%		
f. Teachers & EAs help my child to make good progress at this school.	68.7%	21.9%	6.3%	3.1%	
g. Teachers & EAs are friendly and warm.	87.5%	12.5%			
h. Teachers prepare engaging lessons in class.	59.3%	28.1%	6.3%	6.3%	
i. Teachers use IT in the classrooms.	62.5%	25%	9.4%	3.1%	
j. Teachers listen to my feedback.	75%	12.5%	12.5%		
<b>4. Principal</b>					
a. The Principal is friendly and approachable.	93.8%	3.1%	3.1%		
b. The Principal treats the students fairly.	93.8%	3.1%	3.1%		
c. I can communicate with the Principal about issues pertaining to the school.	87.5%	3.1%	9.4%		
d. The Principal listens to parents' opinions.	81.2%	12.5%	6.3%		
e. The Principal encourages good student behaviour.	84.3%	9.4%	6.3%		
<b>5. Correspondence</b>					
a. The Seesaw app is an efficient way to communicate with teachers.	65.6%	18.8%	15.6%		

b. I like to receive information about my child's learning via Seesaw.	71.9%	15.6%	9.4%	3.1%	
c. I enjoy reading the end of term Newsletter.	68.7%	18.8%	9.4%	3.1%	
d. I enjoy following the school's Facebook posts.	59.4%	15.6%	25%		
e. I visit the school website when I need further information.	53.1%	9.4%	31.2%	6.3%	

**Students – 73 Surveys collected (44 online and 29 on paper)**

Questions	Strongly Agree 😊😊😊	Agree 😊😊	Not sure 😐	Disagree 😞😞	Strongly Disagree 😞😞😞
<b>6. Al Hidayah Islamic School Environment</b>					
a. My school is clean and tidy. It is well maintained.	35.6%	20.5%	32.9%	9.6%	1.4%
b. I feel safe at my school.	46.6%	32.9%	10.9%	6.8%	2.7%
c. Student behaviour is well managed at my school.	15.1%	21.9%	35.6%	15.1%	12.3%
d. I like being at my school.	54.8%	17.8%	16.4%	4.1%	6.8%
e. My school looks for ways to improve.	53.4%	32.9%	6.8%	5.5%	1.4%
f. My school takes students' opinion seriously.	31.5%	21.9%	20.5%	16.4%	9.6%
g. My school gives me opportunities to do interesting things.	41.2%	30.1%	23.2%	4.1%	1.4%
h. My learning needs are being met at Al Hidayah Islamic School.	47.9%	28.8%	15.1%	5.5%	2.7%
i. My school has a friendly environment.	41.1%	30.1%	21.9%	5.5%	1.4%
j. I feel welcome when I enter the school.	45.2%	27.4%	19.2%	5.5%	2.7%
<b>7. Administrative Staff</b>					
a. The office staff are friendly & helpful	72.6%	15.1%	5.5%	4.1%	2.7%
<b>8. My Educators: My teachers &amp; EAs</b>					
a. My educators expect me to do my best.	80.8%	15.1%	2.7%	1.4%	
b. My educators provide me with useful feedback about my school work and behaviour.	58.9%	23.3%	12.3%	2.7%	2.7%
c. Teachers & EAs treat students fairly at school.	45.2%	17.8%	23.3%	6.8%	6.8%
d. I can communicate with my teachers & EAs about my concerns.	49.3%	30.1%	13.7%	5.5%	1.4%
e. My teachers & EAs help me to make good progress at this school.	61.6%	27.4%	9.6%		1.4%
f. My teachers & EAs are friendly and warm.	49.3%	30.1%	15.1%	4.1%	1.4%
g. My teachers prepare engaging lessons in class.	43.8%	32.9%	19.2%	2.7%	1.4%
h. My teachers use IT in the classrooms.	58.9%	24.7%	9.6%	2.7%	4.1%
i. My teachers motivate me to learn.	52%	32.9%	9.6%	4.1%	1.4%
<b>9. Principal</b>					
a. My Principal is friendly and approachable.	71.2%	16.4%	9.6%	2.7%	

Questions	Strongly Agree 😊😊😊	Agree 😊😊	Not sure 😊	Disagree 😞😞	Strongly Disagree 😞😞😞
b. I can communicate with the Principal about school issues.	38.3%	23.3%	24.7%	5.5%	8.2%
c. My Principal encourages us to have good manners and to do my best.	89.1%	6.8%	4.1%		

#### Admin Staff – 5 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.	60%		20%	20%	
2. Our school looks for ways to improve	80%	20%			
3. Our school has a friendly environment	40%	40%	30%		
4. The school values me as an employee	60%	20%		20%	
5. I received the proper training in order to perform my job effectively	60%		20%	20%	
6. I feel free to suggest changes that would improve my area of work	60%	40%			
7. Staff problems and complaints are resolved fairly and promptly.	20%	20%	20%	20%	20%
8. Our school clearly conveys its mission to the staff.	40%	20%		20%	20%
9. There is good communication between the Principal and staff.	80%	20%			
10. I have the tools and resources I need to do my job	40%	40%	20%		
11. The amount of work expected of me is reasonable.	40%	40%		20%	
12. The Principal cares about staff well being	60%	40%			
13. The Business Manager is open to input from staff	100%				
14. Staffing levels are adequate to provide quality services.	80%	20%			
15. Teachers & EAs are friendly and helpful.	80%	20%			

16.	I experience a spirit of cooperation within our school.	20%		60%	20%	
17.	Staff are treated fairly regardless of race, gender, age, or religion.	60%	20%	20%		
18.	The school is well maintained	60%	20%	20%		
19.	Safety is an important priority at the school.	80%	20%			
20.	The Business Manager is friendly and helpful.	100%				

### Educators – 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.	64.7%	23.5%	5.9%	5.9%	
2.	Quality teaching and learning is a high priority at our school.	76.5%	17.6%	5.9%		
3.	The school looks for ways to improve	58.9%	23.5%	17.6%		
4.	Our school has a friendly environment	76.5%	17.6%	5.9%		
5.	The school values me as an employee.	47.1%	17.6%	23.5%	5.9%	5.9%
6.	I feel free to suggest changes to the Principal that would improve my area of work	52.9%	17.6%	11.8%	11.8%	5.9%
7.	Staff problems and complaints are resolved fairly and promptly.	47.1%	5.9%	35.2%	5.9%	5.9%
8.	Student behavior is well managed at our school	41.2%	23.5%	35.2%		
9.	The Principal clearly informs me about policies and procedures, and other important information.	88.2%	11.8%			
10.	Our school clearly conveys its mission to the staff.	70.6%	23.5%	5.9%		
11.	There is good communication between the Principal and staff.	58.8%	23.5%	11.8%	5.9%	

12.	I have the tools and resources I need to do my job	<b>52.9%</b>	<b>23.5%</b>	<b>17.6%</b>	<b>5.9%</b>	
13.	The Principal cares about staff well being	<b>82.3%</b>		<b>11.8%</b>	<b>5.9%</b>	
14.	The Principal is open to input from staff.	<b>58.8%</b>	<b>23.5%</b>	<b>11.8%</b>	<b>5.9%</b>	
15.	The Principal gives me enough recognition for work that is well done.	<b>76.5%</b>	<b>17.6%</b>	<b>5.9%</b>		
16.	Our School Office staff are friendly and helpful.	<b>82.3%</b>	<b>17.6%</b>			
17.	Our Business Manager, Administration & ancillary staff are friendly & helpful.	<b>88.2%</b>	<b>11.8%</b>			
18.	I experience a spirit of cooperation within the school.	<b>52.9%</b>	<b>35.3%</b>	<b>11.8%</b>		
19.	Staff are treated fairly regardless of race, gender, age, or religion.	<b>52.9%</b>	<b>35.3%</b>			<b>11.8%</b>
20.	Changes that may affect me are normally communicated to me prior to implementation	<b>70.6%</b>	<b>5.9%</b>	<b>17.6%</b>	<b>5.9%</b>	
21.	The school is well maintained.	<b>52.9%</b>	<b>35.3%</b>	<b>11.8%</b>		
22.	Safety is an important priority at our school.	<b>88.2%</b>	<b>11.8%</b>			

**AL-HIDAYAH ISLAMIC SCHOOL**  
**Profit & Loss**  
 January through December 2020

	<b>Jan - Dec 20</b>
<b>Income</b>	
Tuition Fees	279,085.75
Commonwealth Govt	2,197,888.00
State Government	489,786.00
Other Income	222,196.84
<b>Total Total Income</b>	3,188,956.59
Cost of Goods Sold	19,617.01
<b>Gross Income</b>	3,169,339.58
<b>Expense</b>	
Employee Benefits and Expenses	1,895,008.73
Property and Building	186,582.23
Transporting Student	19,141.94
Computer Expenses	16,599.58
Supplies and Services	134,349.74
Other Expenses	132,297.91
<b>Total Expense</b>	2,383,980.13
<b>Net Income</b>	785,359.45

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