

New Madinah College



Annual School Report

2021

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2021 ANNUAL REPORT

New Madinah College (the 'College') is a comprehensive co-educational Islamic school registered by the NSW Education Standards Authority (NESA) and managed by Young Muslim Association Incorporated (YMAI). It delivers the NSW Curriculum to students from Kindergarten to Year 10.

This Annual School Report is another form of regular communication to the school and wider community regarding initiatives, activities and programs which support the learning and wellbeing of its students. It provides information about educational and financial performance measures as well as school and system policies.

Further information about the contents of this Report may be obtained by contacting the College directly, accessing the its website at www.nmc.nsw.edu.au or visiting the MySchool website at <https://www.myschool.edu.au/>



THEME 1: MESSAGES FROM KEY SCHOOL BODIES

Assalamu Alaikum Wa Rahmatullahi Wa Barakatuhu (In the name of Allah the Gracious, the Merciful)

Chairman of the Board Message

On behalf of all members of the Board, I would like to extend our sincere thank you for the support given to the College during yet another challenging year with COVID19 related disruptions. Our highest priority remains the well-being of our staff and students as we endeavour to create an environment conducive to achieving the best outcomes for all.

In 2021, our fifth year of operation, the College established our first Year 10 class. With this expansion, planning commenced for improved facilities and study spaces to support our students when they transition to Stage 6 in 2022. The collaboration between school staff, students and the wider community in this process has strengthened relationships and attracted generous help and support.

I am confident our school will nurture a generation of responsible citizens instilled with the best of Islamic values.

Principal Message

At New Madinah College we aim to achieve a learning environment that is rich and stimulating, where students are given every opportunity and encouragement to grow and develop academically, personally, socially, creatively, physically and spiritually.

The Covid19 disruptions continued in 2021. Teachers went above and beyond to ensure students accessed learning materials in several formats including online platforms and packages delivered to the home. To manage the impact of these disruptions, teachers created innovative programs that not only inspired students academically but also developed their study skills to assist them in finding a balance that supported their wellbeing.

With the advantage of having small class sizes, teacher aides, and the implementation of an extensive literacy intervention and support program, our students demonstrated greater confidence in using appropriate literacy skills across all KLAs.

This year Stage 5 had the opportunity to complete a TAFE course for two days per week over a whole term. This experience helped our students consider different pathway options for obtaining the skills needed for their future careers. This positive collaboration has resulted in an important partnership with TAFE to assist the school in offering vocational skills and expanding our curriculum offerings.

At New Madinah College we aim to be a centre of educational excellence where students are explicitly taught a future focused curriculum. We will build confidence, resilience, and a sense of community belonging through our pastoral and wellbeing programs and inter-school initiatives. At the heart of all that we do is a sense that everyone matters, and our students deserve an education that transforms them into a generation of leaders and innovators.

Parent Body Message

The College Parent Committee's (CPC) aim is to foster an environment where parent involvement in student's school life is heartened and treasured. Our objective is to support all College events and do what it takes to ensure events are enjoyed by the whole school community.

In 2021 COVID19 restrictions resulted in reduced access to the College. Nevertheless, we regularly met to exchange information and ideas and discuss solutions to problems and issues raised by parents. We were able to organise fundraisers such as the Palestine Appeal, and assist remotely with the Athletics and Swimming Carnivals, Hajj Simulation and Year 6 dinner.

We look forward to another year of exciting collaborations with the College.

THEME 2: CONTEXTUAL INFORMATION ABOUT THE SCHOOL AND CHARACTERISTICS OF THE STUDENT BODY

New Madinah College

New Madinah College (NMC) is a Kindergarten to Year 10 individual non-government school with an Islamic ethos located in Young, NSW. The school was established in 2017 now completing its fourth year of operation having an enrolment of 104 students.

With the school motto of **‘Striving for Excellence in Faith and in Person’**, our mission is to inspire our students to strive for excellence in their academic studies and reach higher spirituality through the Islamic faith. We seek to promote a culture of excellence by providing quality educational programs and challenging the critical and creative minds of students in a safe and supportive Islamic environment. This will enable students to realise their abilities and build on their gifts and talents, making way for them to contribute to the betterment of the Australian community.

The school has an open entry policy and welcomes students and staff from all backgrounds.

School Values

God Consciousness – Taqwa – Being mindful of Allah SWT in everything, every time, every place

Sincerity & Integrity – Being sincere in our intentions and actions

Care & Compassion – Being kind, caring and compassionate towards humanity, animals & the environment.

Doing Your Best – Striving to achieve your absolute best in everything that you do

Honesty & Trustworthiness – Speaking the truth, keeping your promise and being punctual and reliable

Faith – Faith in the All-mighty that by being obedient to Him everything that happens to you is good

Fair Go – Being reasonable towards people and thinking well of others

Respect – Respecting yourself, others and property

Responsibility – Being responsible of your speech and actions

Community – Giving back to, and being an active member of the community

Characteristics of the Student Body

New Madinah College serves the Muslim community of Young and surrounds and provides education to children from Kindergarten to Year 10.

The College is made up of 76% primary students and 24% secondary age students.

56% of students come from households that speak a language other than English and the most common non-English language spoken at home is Arabic. At least one parent is born from each of the following countries: Australia, Afghanistan, Pakistan, Indonesia, Iraq, Jordan, Lebanon, United Kingdom, Palestine and Syria.

We have seen many families relocate to Young from various areas in Australia including; Sydney, Perth, Melbourne and Queensland. Most students live in the Young area, others live in surrounding areas within 20 km of the College.

School Facts			
School Sector	School Type	Year Range	Location
Non-Government	Combined	K-9	Inner Regional

School Staff	
Teaching staff	9
Full-time Equivalent Teaching Staff	9.0
Non-teaching staff	16
Full-time equivalent non-teaching staff	8.9

Students		
Total Enrolments	Boys	Girls
104	46	58
Indigenous Students	1%	
Language Background Other than English	56%	

For further contextual information about NEW MADINAH COLLEGE please visit:
<https://myschool.edu.au/>

Index of Community Socio – Educational Advantage (I C S E A)

School ICSEA value: 930 Average ICSEA value: 1000 School ICSEA Percentile: 16

Data source: Parent information

Distribution of Socio-Educational Advantage (SEA)				
	Top quarter	Middle quarters	Middle quarters	Bottom quarters
School distribution	3%	11%	20%	66%
Australian distribution	25%	25%	25%	25%

THEME 3: STUDENT OUTCOMES IN STANDARDISED NATIONAL LITERACY AND NUMERACY TESTING

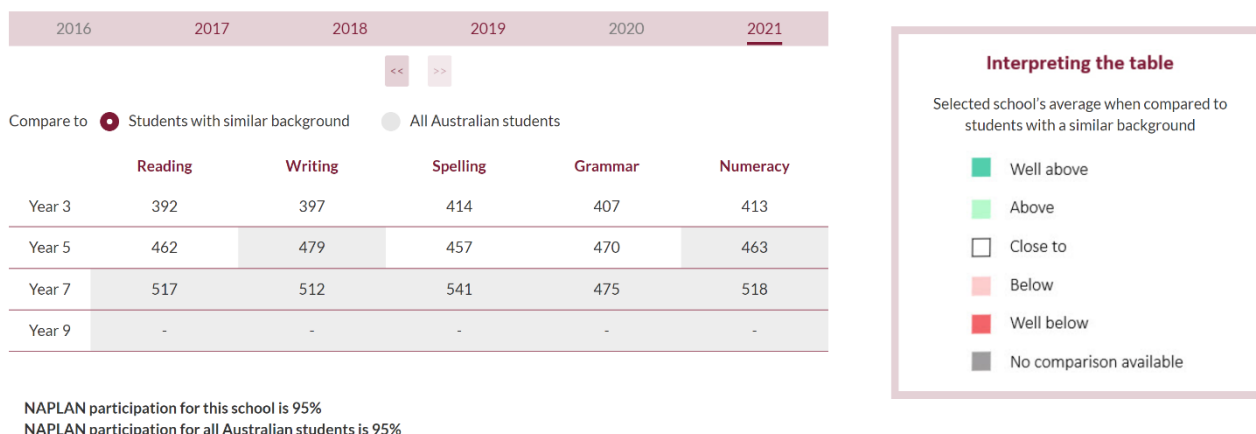
Every year students in grades 3, 5, 7 and 9 sit for the National Assessment Program – Literacy and Numeracy (NAPLAN). This is a nation-wide approach testing for basic skills of students in reading, writing, spelling, grammar and numeracy. NAPLAN results are detailed on the MySchool website which allows for each school to be compared to similar schools as well as the national average.

The results of NMC students for 2021 from NAPLAN against similar schools were pleasing; they indicated that our students achieved at or above average in all the testing areas when compared to students with similar background.

When compared to all Australian students, NMC performed above average in Numeracy for Year 3, however were either at or below average in the other testing areas for Year 3, 5 and 7. NAPLAN results

provide a good insight for the College to see where students are at in the infancy of their schooling years and provides the College the opportunity to support the needs of students in areas of weakness over the coming years.

Below is a snapshot of the performance of students when compared to students with similar background. Parents may access New Madinah College's profile on the MySchool website for more information.



^{NB} In 2020 education ministers decided that NAPLAN testing would not proceed that year due to the COVID-19 pandemic.

THEME 4: SENIOR SECONDARY OUTCOMES

Record of School Achievement (RoSA)

The NSW Record of School Achievement (RoSA) is a cumulative credential that allows students to accumulate their academic results until they leave school. No Record of School Achievement credentials were issued to students in 2021.

THEME 5: TEACHER QUALIFICATION, ACCREDITATION AND PROFESSIONAL LEARNING

Teacher Qualification

In 2021 New Madinah College had up to 7 full-time and 1 part-time staff. Of the 12 full-time and part-time staff, 10 were qualified curriculum teachers responsible for delivering the school curriculum.

- Staff responsible for the delivery of the NSW Syllabus:
 - 1 Principal
 - 7 Full-Time Mainstream Teachers (including one Curriculum Coordinator)
- Other staff:
 - 1 Full Time Quran and Islamic Studies teacher
 - 1 Full Time Assistant Principal
 - 2 Full Time Teacher Aides

Teacher Accreditation

All teaching staff of mainstream classes are responsible for the delivery of the NSW Curriculum determined by NESA in accordance with the Education Act 1990. All mainstream teachers and Principal are accredited as required by NESA at the following accreditation level:

- Proficient: 6
- Provisional/Conditional: 2

Professional Learning

New Madinah College's professional learning program in 2021 includes:

- Professional development Courses provided by external agencies
- Professional development imparted by the principal and other senior staff.

Below is a summary of professional learning undertaken by teachers (as defined by the Teacher Accreditation Act 2004) during the year.

Course	Number of Staff Attended	Provider
Briefings by NESA: Renewal of registration/accreditation and TAA approval in 2021	1	AISNSW
Governance Online Module 7 - School Board Survey	1	AISNSW
Child Protection	31	Principal or Delegate in House
Staff Code of Conduct	31	Principal or Delegate in House
Teacher Accreditation Induction	10	Head Teacher in House
Supporting Wellbeing and Promoting Engagement in the Classroom: Practical Strategies and Insight	13	External Consultant
CPR and Anaphylaxis Refresher Course	13	TAFE NSW
Mathspace (whole school numeracy)	8	Mathspace PL
Compass School Manager	13	Compass

THEME 6: WORKFORCE COMPOSITION

In 2021 New Madinah College had up to 18 full-time staff. 9 were qualified and accredited teachers responsible for delivering the school curriculum. There was 1 indigenous employee at New Madinah College.

Please refer to <http://www.myschool.edu.au> There is one indigenous staff at present.

THEME 7: STUDENT ATTENDANCE AND MANAGEMENT OF NON-ATTENDANCE

Student Attendance Rates – Full School Year

Year Level	Attendance Rate (%)
Kindergarten	88.2
Year 1	94.6
Year 2	97.6
Year 3	94.9
Year 4	88.8
Year 5	93.4
Year 6	93.7
Year 7	91.0
Year 8	93.8
Year 9	98.0
Year 10	93.4
School Average	93.4

Management of Non-Attendance

New Madinah College (NMC) implements the Attendance policy and procedures for the management of student non-attendance. Regular attendance at school is essential to assist students to maximise their potential. The College, in partnership with the parent, is responsible for promoting the regular attendance of students. It is also the responsibility of the College that adequate absence records explaining the reasons of absence are maintained in students' files.

All absences from NMC must be explained with a phone call, email, parental note, medical certificate or confirmation of appointment attended. For absences of 3 days or more due to illness or injury, a medical certificate must be provided.

Rolls at NMC are marked electronically. Rolls are required to be marked by class teachers as soon as possible after 9:00am and no later than 9:30am. At approximately 10.00am each day the Administration Officer checks the Attendance Rolls to ensure they have been marked accurately and on time. The Administration Officer analyses the Absentee Lists over the past 3 days and immediately phones parents/carers of students who have been absent for 3 consecutive days requesting an explanation. Rolls are reviewed again at approximately 2:00pm to verify all student sign in/out data (late arrivals/early leavers) has been updated accurately. If rolls cannot be marked electronically, the office is provided with a hard copy of absentees from each class. Hard copies of class lists are kept in each classroom.

An Attendance Notifications Register is kept for monitoring explained/unexplained. If the parent has not explained the absence of their child within 3 days an Absence Notification Letter is sent home.

A minimum of 80% total attendance for each term is required at NMC. If a student's attendance falls close to 80% of the term, Administration will phone and send a letter to the parents/caregiver organising an interview with the Principal to discuss the poor attendance record.

THEME 8: ENROLMENT POLICY

New Madinah College (NMC) is an Australian school in the Islamic tradition providing an education guided by religious Islamic principles and values and operating within the policies of the New South Wales Education Standard Authority (NESA). While the College intends to accept all enrolment applications it does not always have the physical capabilities to do so. Enrolment applications are accepted based upon parents/carers support of the Islamic ethos promoted at the College, support of the College's policies and procedures, the provision required documentation under legislation and an enrolment interview.

Upon the acceptance of enrolment applications, students are expected to act consistently with the school's ethos and comply with the school expectations and procedures to maintain the enrolment. The College seeks to develop a working relationship with parents/carers of enrolled students built around an understanding of joint accountability for the development of the College and the excellence in education for its students.

NMC encourages prospective parents/carers to examine their present commitments to develop their role as prime educators of their children and to immerse themselves in the life of the college and its activities.

Enrolment Process

1. All applications are processed within the school's enrolment policy.
2. Consideration of each applicant's interview responses regarding their ability and willingness to support the school's policies, procedures and ethos.
3. Consideration is given to each child's assessment results and educational needs. To do this, the school assess the students most current school report and consult with the parents/carers and other relevant persons/bodies.
4. Identification of any strategies which need to be put into place to accommodate the applicant before a decision regarding the enrolment is made.

Enrolment Procedure

1. Parents of students to be enrolled at New Madinah College are to complete a NMC Enrolment Application form. Upon acceptance of a new enrolment by the Principal (or equivalent), the enrolment application and a copy of any supporting documentation is filed in the students file.
2. College Administration staff enter the new student enrolment details into the New Madinah College Enrolment Register database. The data recorded will include:
 - a) The name, age and address
 - b) The name and contact telephone number of parent(s)/guardian(s)
 - c) Date of enrolment and, where appropriate, the date of leaving the school and the student's destination
 - d) For students older than six (6) years, previous school or pre-enrolment situation
 - e) Where the destination of a student below seventeen (17) years of age is unknown, evidence that the Department of Education (attendance@det.nsw.edu.au) has been notified of the student's full name, date of birth, last known address, last date of attendance, parents' names and contact details, an indication of possible destination, other information that may assist officers to locate the student, and any known work health and safety risks associated with contacting the parents or student

3. New enrolments will be allocated a unique student number from the database to be used by the student throughout their years of enrolment at New Madinah College.
4. The register of enrolments will be retained for a minimum period of five years. An electronic copy of the Enrolment Register will be stored off-site at the end of each term.
5. College Administration staff will ensure that data is entered into the Enrolment Register at the time of students enrolling at or leaving the college.
5. Informing the applicant of the outcome.

Continued Enrolment

It is assumed that students at New Madinah College will progress from year to year, however progression is not automatic nor is continuous enrolment guaranteed by the offer of a place.

Pre-requisites for continued enrolment include satisfactory:

- Payment of school fees by due date.
- Behaviour, appearance, uniform, attendance and use of college facilities and resources.
- Academic performance (class work, homework and assessment) in all Key Learning Areas.
- Restitution: students are required to pay for any items or properties damaged or vandalised (in school or off school grounds). Parents are sent a letter outlining costs of repair. Conditional entry and further probationary consequences, suspension or termination of enrolment may apply.

The school is committed to working with parents to ensure that students meet the above requirements. Reasonable adjustments will be taken to support students' learning needs, access and participation in opportunities provided by the school (Refer to Disability Discrimination Policy).

Parents will be notified, if the school believes that a student is not meeting minimum course requirements and it is in the students' best interest to repeat a year.

THEME 9: SCHOOL POLICIES

Detailed information and copies of all policies is available upon request from the Principal and/or school's front office.

Student welfare

New Madinah College endeavours to promote a healthy, safe, supportive and secure environment for students, and to provide many opportunities for the personal development of character, enabling students to become well rounded, self-directed and resilient persons.

Student Welfare is a shared responsibility between home, college and the community. College staff and Principal are responsible for student welfare throughout the college. The College adopts a proactive and strategic stance with issues of student welfare, specifically, the College implements and maintains the following programs:

- Incorporation of the Values Program in curriculum focused on the development of Character and Human Virtues incorporating resilience, social skills, conflict resolution and problem solving

- Student Awards
- Transition programmes at key times such as from Pre K to K and Year 6 to Year 7

A complete copy of the college's Student Welfare policy can be accessed by request from the Principal or from the college's front office.

Anti-bullying

New Madinah College has zero tolerance towards bullying or harassment in any form. The policy includes processes based on procedural fairness for responding to and managing allegations of bullying. The contact information for the local police School Liaison Officer, Youth Liaison Officer and other support services available to the community are provided in the full text of the policy.

A complete copy of the college's Anti-bullying policy can be accessed by request from the Principal or from the college's front office.

Discipline

Students at New Madinah College are required to abide by the college's expectations and procedures and to follow the directions of teachers and other people with authority delegated by the college. Where disciplinary action is required disciplinary procedures vary according to the nature of the breach of discipline and a student's prior behaviour. All disciplinary actions taken against a student are based on the processes of procedural fairness.

The college implements a whole school disciplinary approach. The disciplinary process is split into two parts, the first being a 'Behaviour Watch' chart implemented within the classroom, the second being a '5 Stages of Discipline' process implemented simultaneously. Parents are informed via a letter and/or an interview where the student's behaviour has escalated past the first stage of the 5 Stages of Discipline process. Student identified of having underlying behaviour issues are placed on to a 'Behaviour Watch' booklet program which is a daily behaviour communications booklet between the classroom teacher and the parents.

New Madinah College does not implement any disciplinary action which includes exclusion. The school expressly prohibits corporal punishment and does not explicitly or implicitly sanction the administering of corporal punishment by non-school persons, including parents, to enforce discipline at the school.

Complaints and Grievances

New Madinah College is an organisation encompassing students, parents, and staff. The College values these people and believes that a process for the acceptance, monitoring and resolution of conflict, complaints and grievances is in the best interests of maintaining a harmonious, supportive and productive School community.

This grievance policy is aimed at providing a mechanism for resolving grievances in a quick, simple, well-defined manner in a supportive and co-operative environment with the utmost confidentiality and sensitivity.

The Grievance policy includes processes for raising and responding to matters of concern identified by parents, students, staff and/or the general community. These processes incorporate how one would raise complaints and grievances and how the school will respond.

THEME 10: SCHOOL-DETERMINED IMPROVEMENT TARGETS

Area	Priorities
Teaching & Learning	Continued development of quality teaching programs.
	Plan for blended or hybrid learning in preparation for Stage 6 classes
	Continued integration of related Islamic Quranic verses and prophetic hadith within teaching programs.
	Literacy integration across all disciplines
	Numeracy strategy for Year 6 in preparation for high school transition.
Student Achievement & Behaviour	Plan for homework and tutoring centre to support Stage 3 – 5 students.
	Planning for better access to expertise on wellbeing to support staff and students
Facility Improvement	Purchasing of additional iPads and laptops to improve student-device ratios
	Purchasing of interactive panels
	Set up STEM learning space
	Internet infrastructure solution for more reliable connection
	Plan for improved security system, including automatic gates and staff electronic access cards

THEME 11: INITIATIVES PROMOTING RESPECT AND RESPONSIBILITY

New Madinah College is as a place founded on promoting respect, tolerance, morals and responsibility. A place where students are recognised as valued members who are an integral part of the school community. New Madinah College strives to instil the importance of respect and responsibility within its student's hearts and minds, we do this through several avenues including:

- Student leadership program
- Student fundraising initiatives each term.
- Orphan donation program

- Weekly visits to the mosque for male students from years 3 to 6 to attend the Friday sermon given by the Sheikh of the Islamic Community. The sermons reflect upon Islamic morals and ethics which is built on the principles of respect and responsibility.
- Weekly expectations announced each Monday at the morning assembly. The expectations promote values including respect and responsibility, striving for excellence, cleanliness, treating others fairly and with good will and being dutiful to parents and elders.
- A Sunnah Day each term focussed upon the character of the beloved Prophet Muhammad peace and blessings upon him, whom is the pinnacle of respect and responsibility.
- Values Education program that addresses the core values we as Australians would be proud to reflect. Combined with the initiatives listed above, we prepare our students to become responsible and respectful members of our society.

THEME 12: PARENT, STUDENT AND TEACHER SATISFACTION

New Madinah College was established for the Islamic Community in Young, NSW. The satisfaction of parents, students and teachers is our utmost priority. The College welcomes constructive criticism from all members of the college community, as we believe constructive criticism is essential for growth.

Parent Satisfaction

The College has an open-door policy where parents are free to come in at any time to provide feedback and/or suggestions. A 'Suggestions Box' is located at the front office for anyone wanting to make an anonymous suggestion. To promote parent involvement a College Parent Committee (CPC) was established welcoming all parents to join and participate. The CPC conducts regular meetings communicated the school's social media group. Discussions with parents throughout the year indicate that parents' satisfaction is extremely positive.

Parents are also connected with teachers directly online, where parents keep in contact with their child's class teacher about their academic progress and express any questions or concerns.

Parents can contact the Principal by email, phone or in person and express their satisfaction or dissatisfaction.

Student Satisfaction

Students are regularly reminded of the school's open-door policy and are encouraged to approach the office to express any satisfaction and/or dissatisfaction. Students of New Madinah College understand that the Principal's door is always open to them to provide any suggestions and/or concerns.

To promote student discussion and feedback the College appoints a Student Shoora (Council) Committee (SSC) which hold meetings throughout the year to discuss events, fundraising initiatives as well as express suggestions. Students of the SSC take minutes of meetings and forward these minutes to the Assistant Principal for review and approval of any ideas and initiatives. Feedback received from students indicate a high level of satisfaction.

Teacher Satisfaction

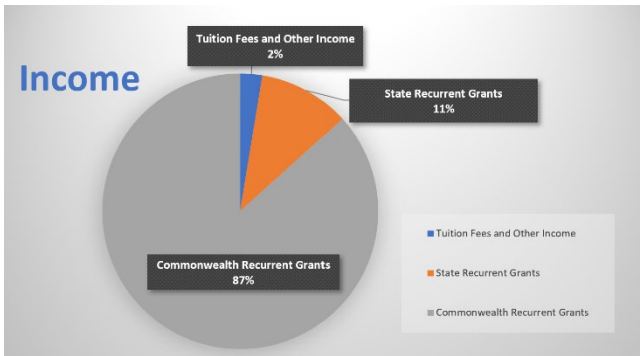
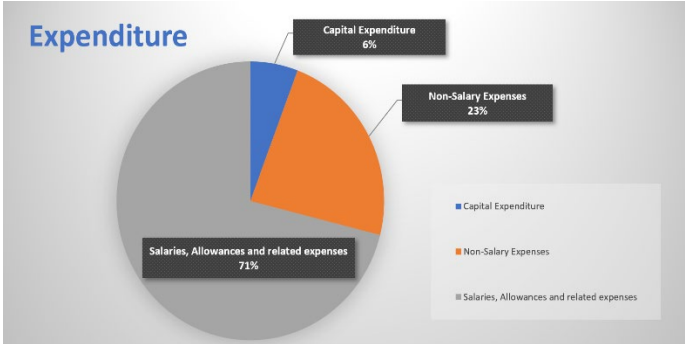
New Madinah College is blessed with a team of educators who are dedicated to their work and the school's Islamic ethos. Our teachers understand the vital role they play in their student's lives and how their practice reflect on student's future.

Weekly staff meetings are held with no topic off limits. Teachers are free to add any topic they choose onto the meeting agenda. Meeting agenda topics generally include weekly teaching and learning experiences, playground supervision and rosters, progress updates for student on the early intervention support program and any suggestions and/or concerns.

Teachers are encouraged to be upfront and honest and express any of their concerns. The Principal has an open-door policy where staff are welcome to express their satisfaction and dissatisfaction and any time.

Informal and formal feedback from teachers indicate that they were particularly satisfied in community culture, work/value recognition and school operations.

THEME 13: SUMMARY FINANCIAL INFORMATION

INCOME									
 <p>The pie chart titled 'Income' shows the following distribution:</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Commonwealth Recurrent Grants</td> <td>87%</td> </tr> <tr> <td>State Recurrent Grants</td> <td>11%</td> </tr> <tr> <td>Tuition Fees and Other Income</td> <td>2%</td> </tr> </tbody> </table>	Category	Percentage	Commonwealth Recurrent Grants	87%	State Recurrent Grants	11%	Tuition Fees and Other Income	2%	<p>Notes</p> <ul style="list-style-type: none"> Commonwealth Recurrent Grants includes recurrent per capita grants and special purpose grants. State Recurrent Grants includes recurrent grants per capita and special purpose grants. Tuition Fees and Other Income include school-based fees, excursions and other private income.
Category	Percentage								
Commonwealth Recurrent Grants	87%								
State Recurrent Grants	11%								
Tuition Fees and Other Income	2%								
EXPENDITURE									
 <p>The pie chart titled 'Expenditure' shows the following distribution:</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Salaries, Allowances and related expenses</td> <td>71%</td> </tr> <tr> <td>Non-Salary Expenses</td> <td>23%</td> </tr> <tr> <td>Capital Expenditure</td> <td>6%</td> </tr> </tbody> </table>	Category	Percentage	Salaries, Allowances and related expenses	71%	Non-Salary Expenses	23%	Capital Expenditure	6%	<p>Notes</p> <ul style="list-style-type: none"> Capital Expenditure includes expenditure on School Buildings, and Furniture and Equipment. Salaries, Allowances and Related Expenditure includes all salaries, allowances and related expenses such as superannuation and workers compensation insurance. Non-Salary Expenses include all other Non-Salary Recurrent Expenditure covering resources, administration, operational expenses, utilities, repairs and maintenance.
Category	Percentage								
Salaries, Allowances and related expenses	71%								
Non-Salary Expenses	23%								
Capital Expenditure	6%								