

# New Madinah College



# Annual School Report

# 2017

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## A MESSAGE FROM KEY SCHOOL BODIES

### Principal's Message

In the name of Allah the Gracious, the Merciful.

I thank and glorify the almighty Allah and offer my salutations and blessings on our prophet Muhammad, his family and companions.

Assalamu Alaikum Wa Rahmatullahi Wa Barakatuhu,

New Madinah College has completed its first year as a registered and accredited individual non-government school in 2017. I thank Allah SWT for the blessings He has given our community in the opening of the first Islamic school outside a major city in Australia, in Young, NSW. It is a great pleasure and honour for me to be a part of such a great educational journey where I will take part in the growth and development of the next generation of Muslim Australians. I understand the great trust that comes with this role, with good intentions come great things, and I am confident with the help of Allah SWT, our staff and community will fulfil the duty towards the local children to our utmost ability.

At New Madinah College we aim to provide quality education in a nurturing Islamic environment. We aim to achieve this by basing our teaching programs around professionally developed resources and providing an atmosphere that promotes Islamic principles of etiquettes, morals and ethics.

Our teaching and learning experiences are aimed at being consistent throughout the grades. Our programs are developed to cater for a staged approach to support our composite classes. A Learning Support Program has been developed for students missing key basic skills needed to enable them to work at the expected level for their age group. Our Learning Support Program is built around enriching the basic skills of the student and improving their critical thinking abilities. We have used resources including the PM Benchmark Kit, PM Writing, A-Z Guided Reading, Convention Series, Australian Signpost Mathematics and RIC Publication resources to enhance our teaching strategies in 2017.

We have had and participated many events in 2017 including a number of Sunnah days, athletics carnival, swimming carnival, district soccer carnival with local schools, district infant's athletics carnival, Eid fun day that included gift bags; jumping castles; BBQ; and many events, local outings to the lambing flat museum; Young train station information centre; library; Police station; ambulance station and fire station, 2 excursions to Canberra visiting the Parliament House; Questacon; Canberra Zoo and Aquarium; and Canberra Mosque, tennis for grades 3-6, gymnastics for grades K-2, Healthy Harold and a year 6 dinner.

We have encouraged students to give to the poor and needy. A charity was set up in each classroom for students to donate any spare change. Collectively as a school over the course of 2017 we were able to raise over \$3,000 towards people in need, mainly orphans through the charity group Muslim Aid Australia.

2017 was a successful year for New Madinah College. I would like to thank all that made that possible, including the hard-working teachers and staff, parents and students.

Mr Mouhamad Chmait  
PRINCIPAL

## **Parent Body Message**

In the name of Allah the Gracious the Merciful.

Peace and blessing of Allah be upon you,

On behalf of the College Parent Committee (CPC) I would like to begin by thanking Allah SWT for blessing us with the establishment of the first Islamic school in Young NSW. New Madinah College has provided our community with a learning facility that enriches the social, spiritual and cultural well-being of our children. New Madinah College is a place where our community comes together for one common goal, and that is to nurture our children and to give them the opportunity of growth without any prejudice.

After the completion of our first year of operation the CPC has realised it's importance within the school community. The look of appreciation on our children's faces after every event organised by the CPC is priceless. We are a group of parents who volunteer our time to meet, plan and manage events and we receive a non-monetary payment of children's smiles and a gracious school management team at the end of the day, this is our drive.

During the 2017 school year we have set up cake, food and sausage sizzle stalls at school events, run an Eid gift stall, organised Sunnah Day events and activities, prepared and managed a whole school barbeque, subsidised part of excursion costs for students, planned and managed a year 6 dinner and run a food stall at the Harden Kite Festival.

At the end of each event although physically exhausted, each CPC member is whole-heartedly emotionally satisfied and ready to do it again and again. We are looking forward to a bright future with bigger and better things yet to come. We ask Allah SWT to bless all those involved, and we are thankful to the school management team for giving us the opportunity.

Regards,

Ms Nada Zahab

## **CONTEXTUAL INFORMATION ABOUT THE SCHOOL**

### **New Madinah College**

New Madinah College (NMC) is a Kindergarten to Year 6 individual non-government school with an Islamic ethos located in Young, NSW. The school was established in 2017 now completing its first year of operation with the enrolment of 80 students. The school motto is 'Striving for Excellence', 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. Although the school has an Islamic ethos, it welcomes students and staff of all backgrounds. Almost all children come from families who speak a language other than English, though the majority of children are Australian born.

Our mission is to seek the pleasure of Allah SWT and to inspire boys and girls to strive for excellence in their academic studies and excellence in their Islamic faith.

Our College has **10 values** that are reflected and promoted throughout each day, these values are:

**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

## School Geographic's

School Facts			
School Sector	School Type	Year Range	Location
Non-Government	Combined	K-6	Inner Regional

School Staff	
Teaching staff	6
Full-time Equivalent Teaching Staff	6.0
Non-teaching staff	3
Full-time equivalent non-teaching staff	2.5

Students		
Total Enrolments	Boys	Girls
80	34	46
Indigenous Students	0%	
Language Background Other than English	80%	

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

## STUDENT OUTCOMES IN STANDARDISED NATIONAL LITERACY AND NUMERACY TESTING

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

In 2017 grades 3 and 5 sat the NAPLAN test at NMC. The test was conducted in the school hall over the *NAPLAN week*. The results of students from NAPLAN in NMC against similar schools were pleasing; they indicated that NMC students were substantially above or above in many of the testing areas when compared to similar students. NMC students did not fall below the average of similar students in any testing area.

When compared to all Australian school students, NMC performed above average in writing, however were either at or below average in the other testing areas. The NAPLAN results are a great indication for us at seeing where our students are at in our very first year of schooling and will give us the opportunity to supporting the needs of students in areas of difficulty over the coming years.

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

	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	395	429	423	393	396
Year 5	454	476	458	451	477

Selected school's average when compared to schools with similar students is:

- Substantially above
- Above
- Close to
- Below
- Substantially below

## PROFESSIONAL LEARNING AND TEACHER STANDARDS

### Teacher Qualifications

In 2017 NMC had 9 full-time staff. Of the 9 full time staff, 5 were qualified curriculum teachers responsible for delivering the school curriculum.

- a. Staff responsible for delivering of the NSW Syllabus
  - 1 Principal
  - 4 Full Time Mainstream Teachers (including one Head Teacher)
- b. Other staff
  - 1 Full Time Quran and Islamic Studies teacher
  - 2 Full Time Administrative Staff
  - 1 Full Time Teacher's Aide

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:

- a. Proficient: 1
- b. Provisional/Conditional: 4

### Professional Learning

NMC's professional learning program in 2017 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
Introduction to School Governance	2	AISNSW
School Governance	2	AISNSW
Legal Compliance	2	AISNSW
Financial Compliance	2	AISNSW
Planning and Programming: NSW Syllabus for the Australian Curriculum English K-6	3	AISNSW
Familiarisation: NSW Syllabus for the Australian Curriculum Geography K-6	5	AISNSW
The Principles of Purposeful Programming	5	AISNSW
Child Protection	9	Principal in House
Staff Code of Conduct	9	Principal in House
Teacher Accreditation Induction	5	Principal in House

## WORKFORCE COMPOSITION

In 2017 NMC had 9 full-time staff. 5 were qualified curriculum teachers responsible for delivering the school curriculum. There were no indigenous employees at NMC.

## STUDENT ATTENDANCE AND MANAGEMENT OF NON-ATTENDANCE

### Student Attendance Rates

Year Level	Attendance Rate (%)
Kindergarten	93.87
Year 1	91.70
Year 2	93.61
Year 3	93.03
Year 4	94.82
Year 5	94.38
Year 6	90.64
School Average	93.15

### Management of Non-Attendance

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 permission note, medical certificate or confirmation of appointment attended slip. For absences of 3 days or more due to illness or injury, a medical certificate must be provided.

At approximately 10.00am each day the Administration Officer looks over the Attendance Rolls to ensure all teachers have marked their class roll. 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 advising that their child did not arrive at school and requesting an explanation.

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 is absent for more than 20% of the term, Administration will phone and send a letter to the parents/caregiver of the student organizing an interview with the Principal to discuss the poor attendance record.

## **ENROLMENT POLICY**

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 (NESAs). 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. NMC 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 in order to develop their role as prime educators of their children and to immerse themselves in the life of the college and its activities.

### **Enrolment Procedure**

1. All applications are to be 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 of each child's assessment results and educational needs. To do this, the school assess 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.
5. Informing the applicant of the outcome.

## Continued Enrolment

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

Pre-requisites for continued enrolment includes 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 vandalized (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 aforementioned 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.

## SCHOOL POLICIES

Detailed information on all policies is available upon request from the school's front office.

### Student welfare

NMC 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**

NMC 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 NMC 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.

NMC 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.

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

## **Complaints and Grievances**

NMC is an organisation encompassing students, parents, and staff. The School 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.

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

## SCHOOL-DETERMINED IMPROVEMENT TARGETS

Area	Priorities
Teaching & Learning	Introduction of a whole school approach to teacher's daily planning and homework setting.
	Development of a NMC teaching program template which includes a weekly breakdown to allow for consistency between all NMC programs.
	Improvement of teaching programs to allow for a consistent progression from year to year.
	Development of a Quran, Arabic & Islamic studies teaching program as well as assessment, evaluation and assessment plans.
Student Achievement & Behaviour	Introduction and implementation of the Positive Behaviour for Learning program.
	Reading assessment implemented at the beginning of the year.
	Early intervention identification strategy for students to be put into the Learning Support Program.
	Student progression in Islamic Studies, Arabic and Quran.
Facility Improvement	Upgrade of all computers to the latest windows.
	Moving of all electronic files to Office365 online cloud.
	Conversion of the store room into a computer lab / library.
	Building of 2 new classrooms.

## INITIATIVES PROMOTING RESPECT AND RESPONSIBILITY

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

- Student fundraising initiatives such as the year 6 fundraisers for the year 6 dinner.
- Orphan donation program
- Weekly visits for male students from years 3 to 6 to the mosque where a sermon is given by the Shaikh of the Islamic Community. The sermons reflect upon Islamic morals and ethics which is built on the principles of respect and responsibility.
- Term themes promoting respect and responsibility including, 'Being Dutiful to Your Parents', 'Loving for Your Brother that which you Love for Yourself', 'Giving Charity to Those Less Fortunate' and 'Gaining Knowledge'.
- 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.

## **PARENT, STUDENT AND TEACHER SATISFACTION**

NMC 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 is always open for parents 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. In order to promote parent involvement a College Parent Committee (CPC) was established welcoming all parents to join and participate. The CPC conducts regular meetings communicated through the college's newsletter. Discussions with parents throughout the year indicate that parents' satisfaction is extremely positive.

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

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

### **Student Satisfaction**

Students are free to approach the office whenever they feel the need to and express their satisfaction or dissatisfaction. Students of NMC understand that the Principal's door is always open for them to provide any suggestions or concerns.

To promote student discussion and feedback the College established a Student Shoora (Council) Committee (SSC) which hold meetings throughout the year to discuss events, fundraising initiatives as well as express suggestions. Feedback received from students indicate a high level of satisfaction.

### **Teacher Satisfaction**

The Teachers of NMC are considered much more than simply educators. We believe a teacher is also a mentor who plays a vital role in a student's life. At NMC we hold our teachers in high esteem and respect.

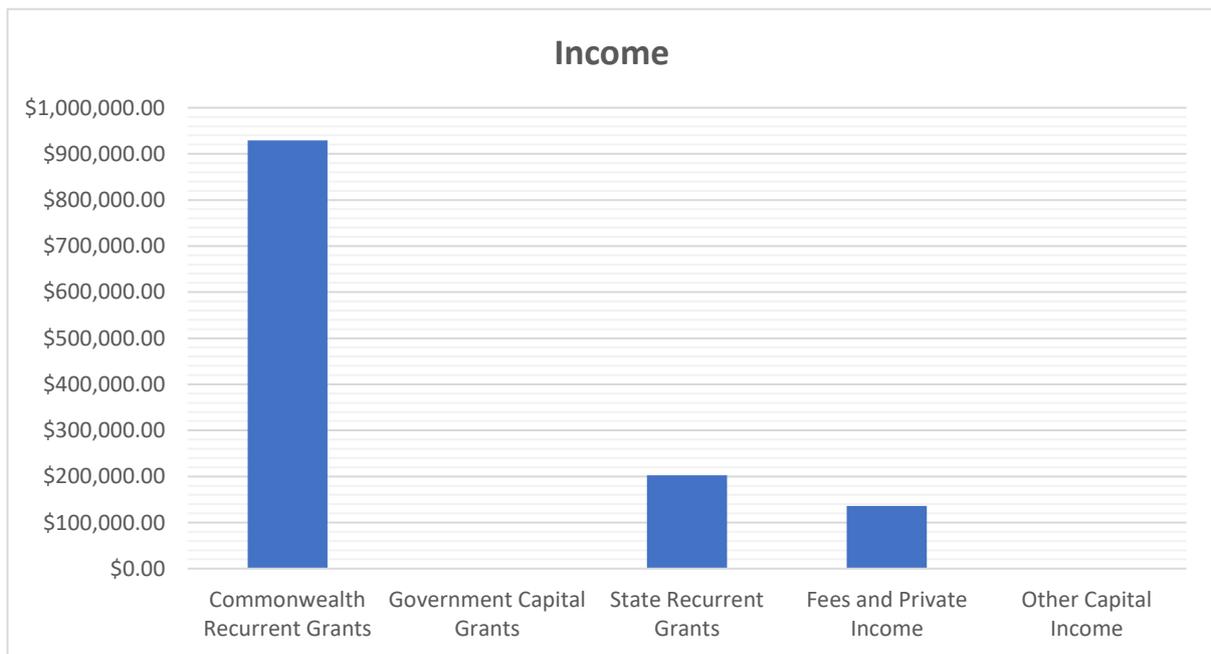
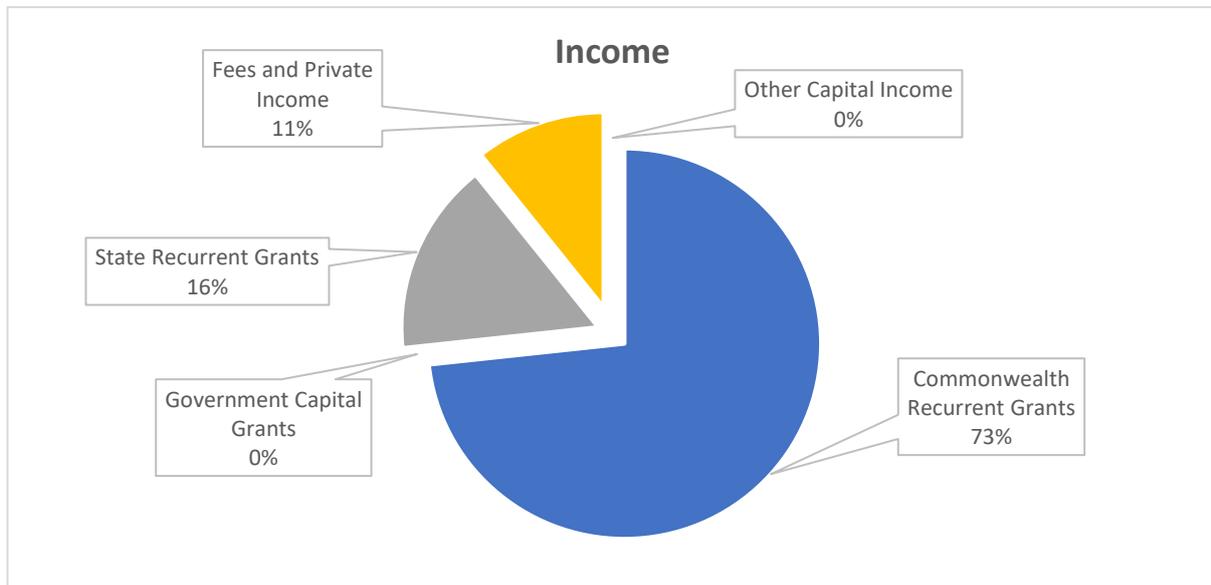
Staff meet weekly to discuss teaching and learning experiences, day to day functions of the college as well as express suggestions or concerns. Staff are free to add any topic they wish to the meeting agenda by writing it on the 'Agenda' section of the Staffroom whiteboard.

The Principal has an open-door policy where staff are welcome to talk with the Principal any time to express their satisfaction and dissatisfaction.

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

# SUMMARY FINANCIAL INFORMATION

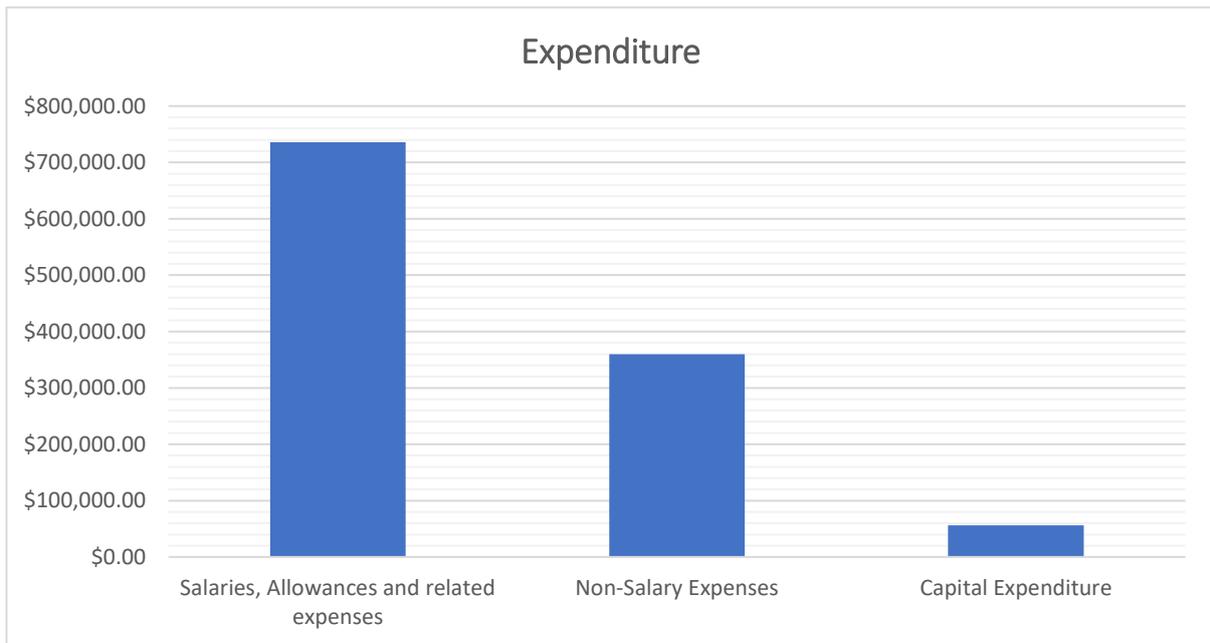
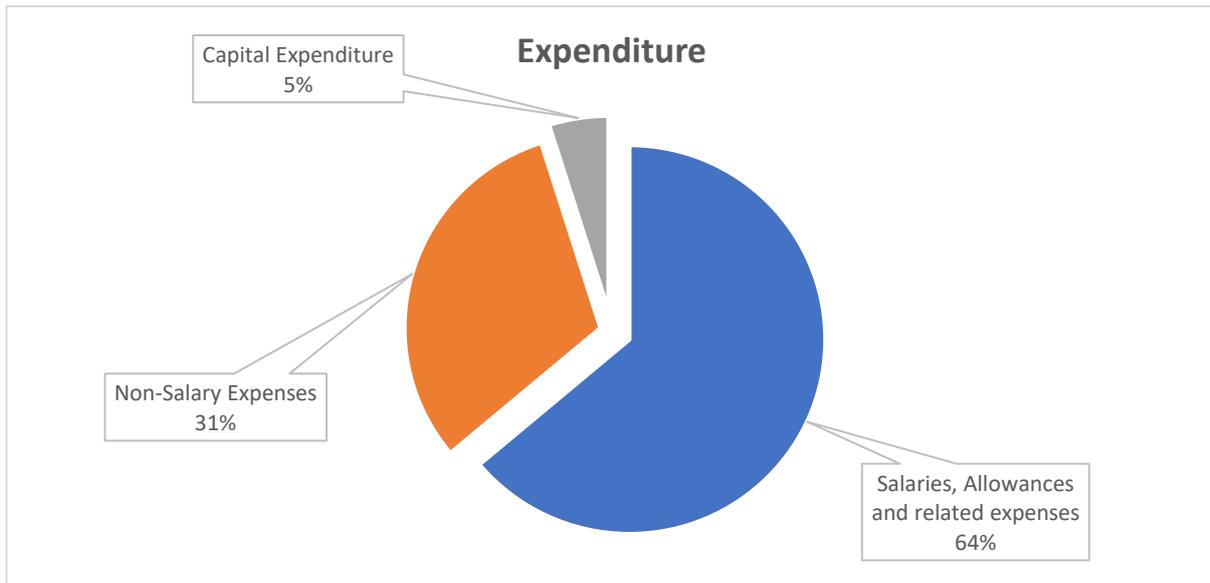
## Income



### Notes

- Commonwealth Recurrent Grants includes recurrent per capita grants and special purpose grants.
- Government Capital Grants includes all capital grants received from the Commonwealth and State Governments.
- State Recurrent Grants includes recurrent grants per capita and special purpose grants.
- Fees and Private Income include school-based fees, excursions and other private income.
- Other Capital Income includes building levy fees and capital donations used to fund Capital Expenditure.

## Expenditure



### Notes

- 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.