



AL-HIDAYAH ISLAMIC SCHOOL

Annual Report 2023

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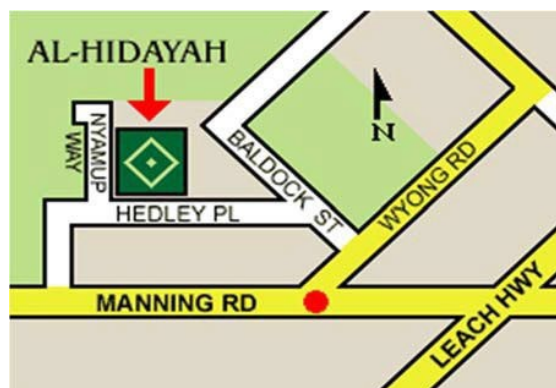


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بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

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 (SWT), and in the hope that His (SWT) 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.

The Islamic ethos of the school is based on the Holy Quran and the Sunnah (sahih sayings and actions) of the Prophet Muhammad (SAW) as practiced in his lifetime.

Vision Statement

While being ever mindful of Allah, Glory is to Him the Most- High, and the Hereafter, in a safe Islamic environment, lay the best possible foundation for our students by way of exemplary example and relevant Islamically oriented education to the highest possible standards, so that they can make their way into the world as confident, contributing Muslims; and in so doing, **ensuring that the Islamic nature of the School takes precedence over all other considerations.**

ان شاء الله

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

Bismillahir Rahmanir Rahim
(In the Name Allah, the Universally Beneficent, the Especially Beneficent)

ان شاء الله

Insha'Allah
(If it be the Will of Allah)

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 (SAW) 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 - Highlights from 2023

At Al-Hidayah Islamic School, we are committed to ensuring that our students are in a safe and caring Islamic environment through:

- Embedding our Islamic perspective from Quran and Sunnah
- Building and developing the students’ Akhlaq
- Building positive relationships with students and among students
- Nurturing our students’ social and emotional wellbeing
- Developing the ‘Learning Assets’ of our students

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, EAs, and Support staff, who are hardworking, dedicated to our Islamic ethos, innovative and fully committed to best practices 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 supportive parents made 2023 a productive year, Alhamdulillah.

EMBEDDING OUR ISLAMIC PERSPECTIVE

As a whole school we continue to look for opportunities to bring the Islamic perspective from Quran and Sunnah into our teaching and learning.

To support this ethos across the School, our teaching staff took part in ongoing professional learning and moderation that helps them to continue developing and reviewing the integration of our Islamic perspective into:

- Everyday school and classroom routines;
- The Western Australian Curriculum in all learning areas, where possible;
- The Keeping Safe Child Protection Curriculum;
- The Learning Assets: Explicit teaching and modelling of the necessary skills and dispositions as Self-Managers, Communicators, Collaborators, Researchers, Thinkers and Contributors;
- Social and Emotional Development: A whole-school approach to explicitly teaching social and emotional regulation skills.

DEVELOPING GOOD AKHLAQ

We continued to build and develop the students' Akhlaq (moral character) through daily reminders based on our five fortnightly themes:

1. Questing for Knowledge
2. Acting Safely
3. Being Honest and Trustworthy
4. Getting Along
5. Doing My Best

Fostering good Akhlaq among our students remains a cornerstone of our educational mission. At Al-Hidayah Islamic School, we understand that developing virtues such as honesty, kindness, and respect is crucial in shaping the character of our young learners.

Our dedicated staff are committed to instilling these values, guided by authentic Islamic teachings and values. The Prophet Muhammad (SAW) emphasised the significance of good character, stating, ***"The best among you are those who have the best manners and character"*** (Sahih Bukhari).

By integrating reminders and lessons on Akhlaq throughout our daily interactions and curriculum, we aim to cultivate an environment where Islamic values are not just taught but lived. This holistic approach ensures that our students grow into morally upright individuals who contribute positively to society, embodying the principles of Islam in their daily lives, Insha'Allah.

BUILDING POSITIVE RELATIONSHIPS

Through building and maintaining strong positive relationships with our students and their families, we 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.

We believe that fostering open communication and collaboration between home and school creates a supportive network that enhances student well-being and academic success. By engaging with families through regular updates, community events, and inclusive activities, we ensure that parents and caregivers are active partners in their child's educational journey. This partnership not only strengthens the trust and connection within our school community but also reinforces the shared values and goals that underpin our collective efforts to nurture and educate our students.

NURTURING SOCIAL AND EMOTIONAL WELLBEING

Our School continued to support not only the academic growth of our students but also their social and emotional development. Recognising the vital role these skills play in shaping well-rounded, resilient individuals, our educators have embraced a whole-school approach to explicitly teaching social and emotional regulation skills through a range of programs including The Zones of Regulation.

In 2023, we have seen the positive impact of this approach, with students demonstrating improved self-awareness, empathy, and interpersonal skills. By integrating these essential life skills into our curriculum, we are equipping our students with the tools they need to navigate challenges, build meaningful relationships, and thrive both within and beyond the school environment. This commitment underscores our dedication to fostering a supportive and nurturing learning community that aligns with our Islamic values and prepares our students for future success, Insha'Allah.

Our School further demonstrated its commitment to embedding a culture of safe practices through the implementation of the Keeping Safe: Child Protection Curriculum. This comprehensive program empowers students with the knowledge and skills to recognise and respond to unsafe situations, promoting their safety, welfare and wellbeing. By integrating this curriculum, we ensure that our students are equipped with the essential tools to protect themselves, fostering a secure and supportive learning environment for all.

DEVELOPING OUR 'LEARNING ASSETS'

When we explicitly engage children with inquiring into how they learn, we are developing skills and dispositions that act as important assets to them as learners. An asset can essentially be defined as a useful or valuable quality, skill, or person.

The term '**LEARNING ASSETS**' describes broad sets of skills that are commonly required of the inquirer (a person who seeks or gathers information). These assets are not mutually exclusive, and the skills and dispositions can flow across all the assets. The six assets for inquiry learning include:

1. I am a **SELF-MANAGER**
2. I am a **COLLABORATOR**
3. I am a **COMMUNICATOR**
4. I am a **THINKER**
5. I am a **RESEARCHER**
6. I am a **CONTRIBUTOR**

These 'Learning Assets' are essentially **TRANSFERABLE SKILLS** that we can put into practice not only in the classroom but also at home and, of course, in the way we practice our faith as Muslims. Islam already provides us with the many tools, knowledge, and guidance to be good self-managers, collaborators, communicators, thinkers, researchers and contributors – Alhamdulillah.

Using a whole school approach and a common language, our educators continued to explicitly teach, incorporate and develop all the different assets on a daily basis for all our students from Pre-Primary to Year 6. These 'Learning Assets' will support the children to be strong life-long learners, Insha'Allah.

WALKER LEARNING APPROACH (PLAY & INQUIRY BASED APPROACH TO TEACHING & LEARNING)

At Al-Hidayah Islamic School, we believe in nurturing a love for learning in our students, and our dedicated teachers play a crucial role in achieving this goal. The Walker Learning approach to teaching and learning has equipped our teachers with innovative and research-backed strategies that foster curiosity, creativity, and critical thinking in the classroom.

By embracing this play- and inquiry-based approach, our educators work towards unlocking the true potential of our students, encouraging them to be active participants in their learning journey. Alhamdulillah, we acknowledge our teachers' hard work, dedication, and continuous pursuit of professional growth.

As part of the School's commitment towards implementing this approach across the school, our teachers continued to take part in specialised training, professional development and mentoring, which leads to becoming accredited Walker Learning teachers, Insha'Allah.

PERSONALISED QUR'AN LEARNING

Our Qur'an studies at Al-Hidayah Islamic School is uniquely personalised to each individual student's level. Small groups and frequent lessons in lower Primary ensure that each student has sufficient support to build a strong foundation for their Qur'anic learning journey through to Year 6.

Our Islamic Studies Teachers integrate ICT in our Qur'an lessons to help differentiate and provide extra support for our students. In April 2023, the School employed two full-time Education Assistants to work with our Islamic Studies Teachers to provide one-to-one support for students to progress further in their Qur'an studies.

It is a blessing and privilege to observe the progress of our students as self-managers in their Qur'an goal setting and the perseverance they display in their learning.

The students are great supporters of each other when they encourage each other in their Surah memorisation and practice with Iqra' or Qur'an reading.

RELOCATION OF CLASSROOMS

The School had an extended three-week term break at the end of Term 2 to take into account the reorganisation of our classrooms to accommodate our new Kindergarten class that would commence in 2024.

Renovations were made in the Early Years classrooms to create more efficient storage spaces for resources and allow for the flexibility of play-based learning.

Alhamdulillah, this was efficiently done with minimal interruption to student learning and our Pre-Primary to Year 6 students settled well into their new learning environments.

NEW OUTDOOR NATURE PLAY AREA

The School initiated a new outdoor nature play area, enriching our environment and enhancing our commitment to a play-based and inquiry-based approach to teaching and learning. Students from Pre-Primary to Year 2 have access to the outdoor nature play area during their Learning Through Investigation sessions at least once per week with each class taking turns. Year 3 to 6 students can also access the outdoor area for different purposes at other times throughout the day, for example, as an outdoor classroom or as a space for guided inquiry.

This thoughtfully designed spaces provide students with opportunities to explore, imagine, and engage with the natural world, fostering creativity and curiosity. By integrating elements of nature play into our educational approach, we support the development of critical thinking, problem-solving skills, and a deeper connection to the environment. This outdoor area not only complements our existing curriculum but also reflects our dedication to creating dynamic and engaging learning experiences that nurture the holistic development of our students.

Our students are always keen and excited to use this new space which gives them opportunities to spend time outdoors.

SCHOOL LIBRARY

The School Library was relocated to Room 4 and the School invested in new furniture and shelves that made it more accessible and engaging for all students and staff. In October 2023, the School also employed a part-time Librarian to ensure that the library is well-maintained, the resources are processed in a timely manner and updated regularly, and that the space nurtures a love for reading among our students from Pre-Primary to Year 6.

This is part of the School's commitment to providing a dedicated space for our students in their continuous 'Quest for Knowledge' by providing them with both age-appropriate and Islamically-appropriate books to choose from. We continue to add to our wide range of books that are available for students to borrow which include: Islamically appropriate fiction books, Islamic reference books that are age appropriate for different year levels, Islamic stories that demonstrate good values and Akhlaq, and age-appropriate non-fiction books for students to access for their Education Research Projects (Year 3-6).

2023 NAPLAN

The National Assessment Program – Literacy and Numeracy (NAPLAN) is an annual assessment for students in Years 3, 5, 7 and 9 in Australia.

The purpose of students taking part in the NAPLAN is to assess their development of literacy and numeracy skills essential for academic progress. Our School does not teach to NAPLAN; instead, we use the data to inform our teaching practices.

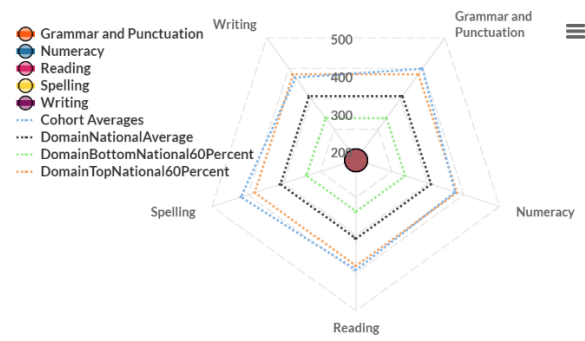
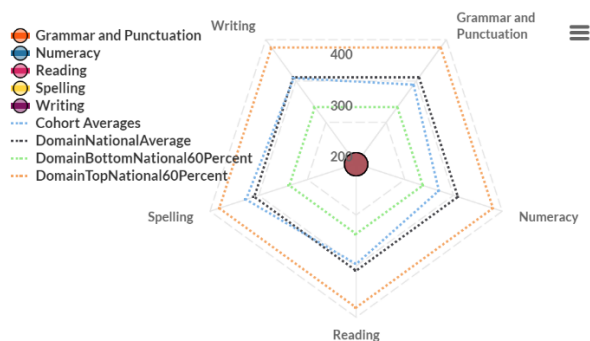
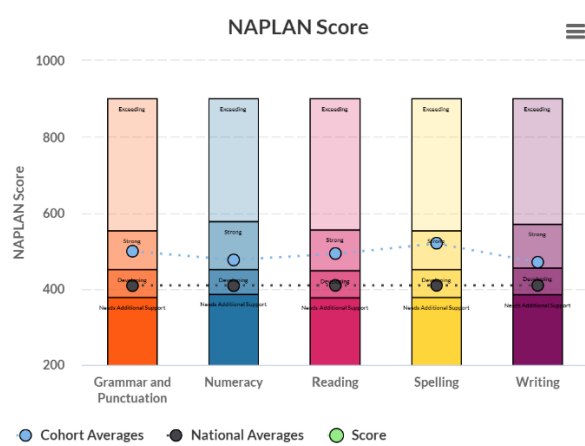
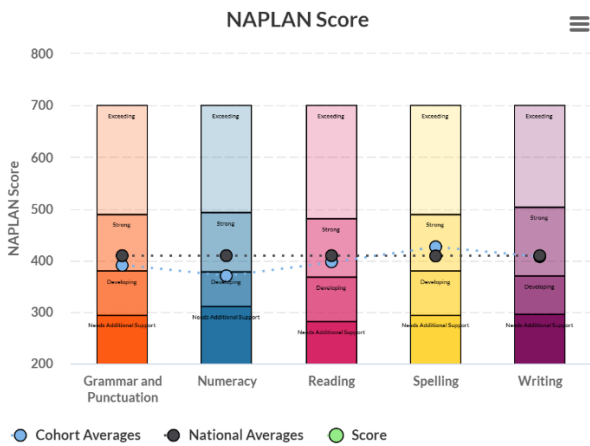
NAPLAN provides insights into students' abilities, helping identify strengths and areas for improvement. This data guides our teaching strategies, resource allocation, and tracks educational outcomes over time. It ensures we enhance educational quality and support students in developing the fundamental skills needed for future learning and employment.

Twenty-eight Year 3 students participated in the 2023 NAPLAN. In comparison to the National Averages, our students' demonstrated strength in Spelling while the biggest variances were in Grammar & Punctuation and Numeracy. Reading and Writing were generally on par with the National Averages.

Twenty-seven Year 5 students participated in the 2023 NAPLAN. Our students exceeded the National Averages in all areas and demonstrated the greatest strength in Spelling and Grammar & Punctuation, exceeding the Top National 60 Percent. Students performed generally on par with the Top National 60 Percent in Numeracy, Reading and Writing.

YEAR 3

YEAR 5



ADDRESSING THE NEEDS OF OUR STUDENTS

Almost 25% of our students have been identified as having significant learning gaps and have additional needs to help them access the curriculum. Causes of these gaps and delays can range from difficulties with processing, language delays, social/emotional challenges, physical impairments, etc.

Based on this data and the level of adjustments made by the teachers, the State and Federal Government provides schools with funding to access resources that can help meet the needs of these students.

To cater for these students' extra needs, the School used its funding in 2023 to employ a number of extra teaching support staff:

- At least one Education Assistant per class
- 2 x Literacy Support staff + 1 x Numeracy Support staff
- 1 x extra Education Assistant shared between Year 1 and Year 2
- 1 x extra Education Assistant shared between Year 3 and Year 4
- 2 x Education Assistants for Islamic Studies

The School provides targeted intervention for students with significant literacy and numeracy gaps. With the guidance and assistance of the teachers, the Literacy and Numeracy Support staff develop programs that support students who require extra one-to-one assistance with developing their literacy and numeracy skills beyond what can be offered within the normal class setting.

Alhamdulillah, all our students who participated in either one or both the programs made significant progress and grew in their confidence and skills.

DEVELOPING CONNECTIONS WITH FAMILIES AND OUR COMMUNITY

Al-Hidayah Islamic School continued to build and foster connections and partnerships with our families and community through:

- Parent Support Meetings (every term)
- Parent & Teacher Meetings (Term 1 & 3)
- Special School Events (e.g. School Breakfast, Pop Up Lunches)
- Community Partnerships (e.g. Bentley Community Garden, Silverchain Pendana Social Centre)
- Parent Volunteer Group
- Seesaw & Facebook

These connections are highly important for schools as they enhance student learning and well-being. Strong partnerships foster a supportive environment, improve communication, and promote shared responsibility for student success. Engaged families contribute to better attendance, behaviour, and academic achievement. Community involvement provides resources, real-world learning opportunities, and diverse perspectives, enriching the educational experience and preparing our students for future roles in society.

STAFF PROFESSIONAL LEARNING

Professional Learning in 2023 supported our School Improvement Plan. The key focus areas were:

- Best practices in early childhood education including becoming familiar with the updated Early Years Learning Framework
- Walker Learning Pedagogy from Pre-Primary to Year 6
- Inquiry-based learning from Pre-Primary to Year 6, including the Reggio Emilia Study Tour (Italy)
- Workshops on developing Learning Assets
- Workshops on explicit teaching of social & emotional skills - Executive Function Skills, The Zones of Regulation
- Numeracy Professional Learning - Place Value, Problem Solving
- Literacy Professional Learning - PLD, SharpReading, Seven Steps, Talk 4 Writing
- Overview of ADHD including best teaching practices
- Arabic Language – best practices teaching & learning
- ICT skills for teaching & learning
- Digital Technologies

The School spent **\$31,717** on staff professional learning in 2023 which included sending two of our educators to the Reggio Emilia Study Tour in Italy.

Staff Information

SCHOOL ADMINISTRATION	
Br. Umar Abdullah	Board Chair
Sr. Joanna Aminuddin Hoglin	Principal
Sr. Supreeya Megharfi	Early Years Coordinator
Sr. Indri Prameswari	School Office Manager
Sr. Kanza Hasan (until 24/03/2023)	Administrative Officer
Sr. Ria Dewi (from 20/03/2023)	Administrative Officer
Br. Adil Riaz	Business Manager
Br. Benjamin Koch	ICT Manager
Sr. Amne Elsayadi (from 09/10/2023)	Librarian
GENERAL TEACHING STAFF	
Sr. Rabia Terzi Serin (Term 1 – 3)	Pre-Primary
Sr. Hidayah Bacha (Term 4)	Pre-Primary
Sr. Joairiana Johari	Year 1
Sr. Jennifer Sheniz Wilson	Year 2
Sr. Aziza Davids (Term 1 & 2)	Year 3
Sr. Hanan Toufaily (Term 3 & 4)	Year 3
Sr. Fatima Al-Absawi	Year 4
Sr. Farida Budree	Year 5/6 Boys
Sr. Hawa Hussain	Year 5/6 Girls
ISLAMIC STUDIES TEACHING STAFF (QURANIC/ARABIC/ISLAMIC STUDIES)	
Br. Abdulhakim Mohamed	Pre-Primary Year 1 Year 2 Year 3 Year 4
Br. Idris Omer	Pre-Primary Year 1 Year 2 Year 4 Year 5/6 Boys
Sr. Fatima Syaid	Pre-Primary Year 1 Year 2 Year 4 Year 5/6 Girls
Sr. Khadija El Kadri	Pre-Primary Year 1 Year 2 Year 3 Year 4

EDUCATION ASSISTANTS	
Sr. Fatimah Romah	Pre-Primary
Sr. Khadra Ibrahim	Pre-Primary
Sr. Leila Amani	Year 1
Sr. Nawwar Ishar	Year 2
Sr. Mas Ayu Othman	Year 1 Year 2
Sr. Benish Amer	Year 3
Sr. Faiza Aamir (until 08/05/2023)	Year 4
Br. Ayub Muhammad	Year 3 Year 4 Year 5/6 Boys
Br. Nuaym Budiman (from 17/07/2023)	Year 4
Sr. Palwasha Hamidi	Year 5/6 Boys Islamic Studies
Sr. Amne Elsayadi (26/04/2023 to 22/09/2023)	Year 5/6 Boys
Sr. Maha Hasan (until 22/09/2023)	Year 5/6 Girls
Sr. Maryam Fahmi (from 11/10/2023)	Year 5/6 Girls
Br. Omar Imbarek (from 26/04/2023)	Islamic Studies
SUPPORT STAFF	
Sr. Roslizah Ghazali	Literacy (Early Years)
Sr. Myra Suwandi	Literacy (Year 3-6)
Sr. Sadaf Anwar	Numeracy (Year 3-6)
GROUNDSMAN	
Br. Abdallah Khalefa	
BUS DRIVERS	
Sr. PoZIAH Stamper	
Br. Nuaym Budiman (until 17/07/2023)	
Br. Noreldin Sorour (until 24/07/2023)	
Br. Noor Soobrattee (from 27/03/2023)	
Br. Ramzi Zukwa (from 16/08/2023)	

QUALIFICATION OF PRINCIPAL AND TEACHERS

Sr. Joanna Hoglin (Principal)	<ul style="list-style-type: none"> • Graduate Bachelor of Education (Primary) • Masters of Financial Planning • Bachelor of Commerce (Economics) (Honors)
Sr. Supreeya Megharfi (Early Years Coordinator)	<ul style="list-style-type: none"> • Masters of Human Sciences • Bachelor of Education (Primary)
TEACHING STAFF	
Sr. Rabia Terzi Serin	<ul style="list-style-type: none"> • Bachelor of Education (Early Childhood and Primary)
Sr. Hidayah Bacha	<ul style="list-style-type: none"> • Bachelor of Education (Early Childhood)
Sr. Jennifer Sheniz Wilson	<ul style="list-style-type: none"> • Graduate Cert of Early Childhood • Masters of Teaching (Primary) • BA Honours in Applied Arts
Sr. Aziza Davids	<ul style="list-style-type: none"> • Bachelor of Education (Early Childhood)
Sr. Hanan Toufaili	<ul style="list-style-type: none"> • Bachelor of Education (Primary)
Sr. Fatima Al-Absawi	<ul style="list-style-type: none"> • Bachelor of Education (Primary)
Sr. Hawa Hussain	<ul style="list-style-type: none"> • Bachelor of Arts • Graduate Diploma of Education (Primary)
Sr. Farida Budree	<ul style="list-style-type: none"> • Bachelor of Education (Early Childhood) • Cambridge Level 5 (CELTA)
TEACHING STAFF (ISLAMIC STUDIES)	
Br. Abdulhakim Mohamud	<ul style="list-style-type: none"> • Bachelor of Arts (English) • TESOL Cert • Cert. TA
Br. Idris Omer	<ul style="list-style-type: none"> • Bachelor of Commerce Degree
Sr. Fatima Syaid	<ul style="list-style-type: none"> • Cert. TA • Cert. Introduction to Child Psychology
Sr. Khadija El Kadri	<ul style="list-style-type: none"> • Bachelor of Sharia Law and Arabic Literature • ESL Cert. 4 in Speaking, Writing and Listening • Diploma of Early Childcare Education and Care (in process)

AVERAGE STAFF ATTENDANCE

The whole school staff attendance rate in 2023 was **94.5%**.

Student Information

ENROLMENT

Total student enrolment in August 2023 was **209**.

Males: 97

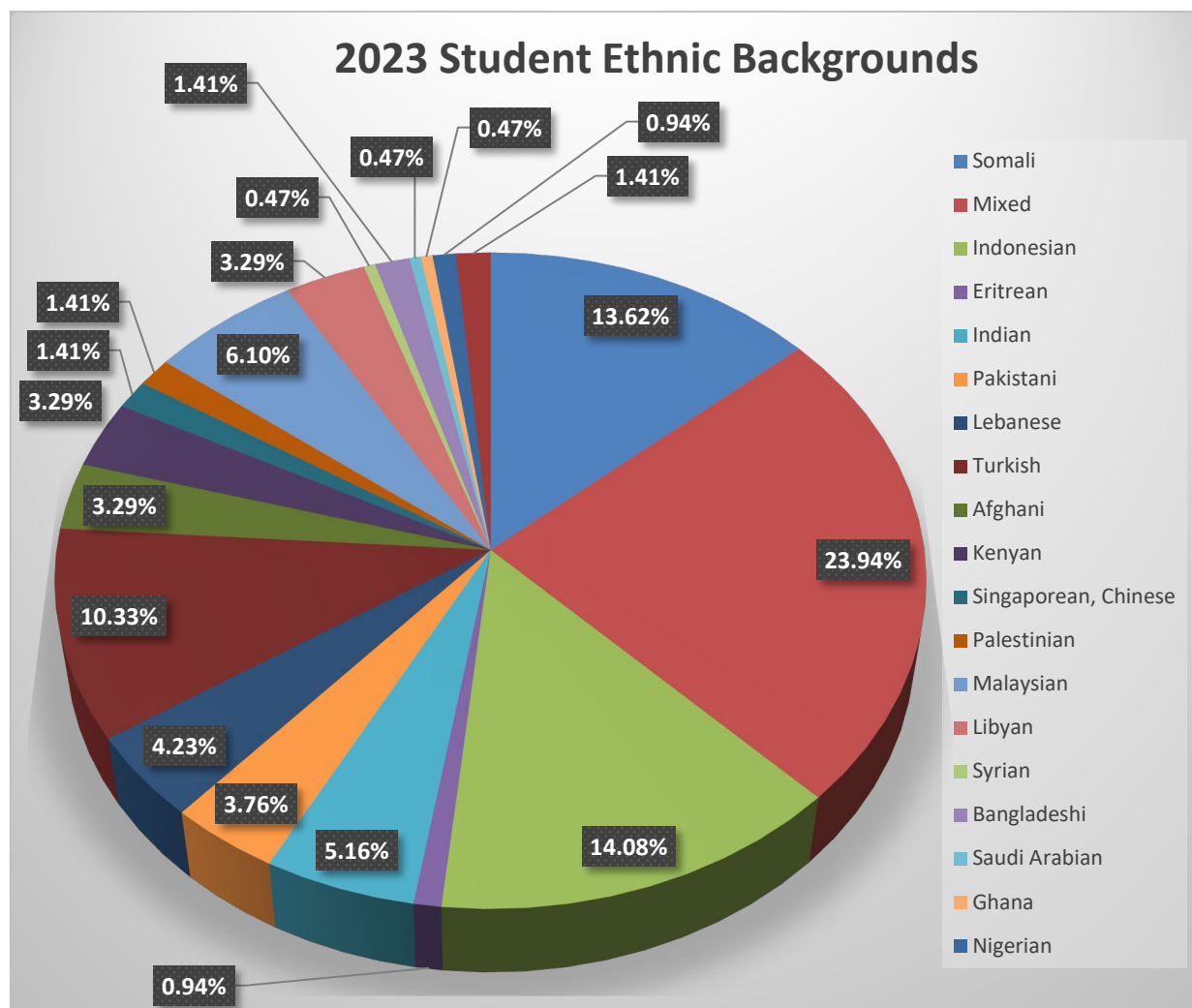
Females: 112

Class Sizes:

Class	Male	Female	Total
Pre-Primary	19	14	33
Year 1	13	18	31
Year 2	15	16	31
Year 3	15	18	33
Year 4	13	14	27
Year 5	8	19	27
Year 6	14	13	27
TOTAL	97	112	209

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

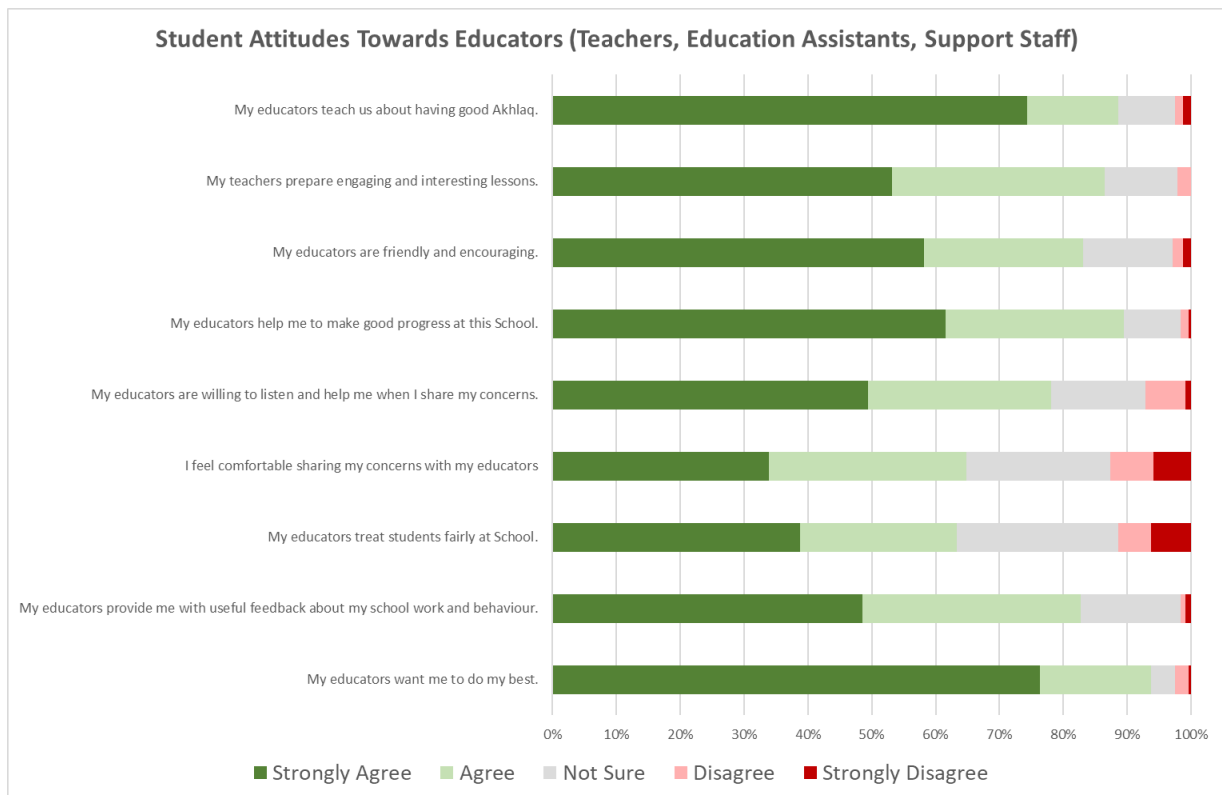
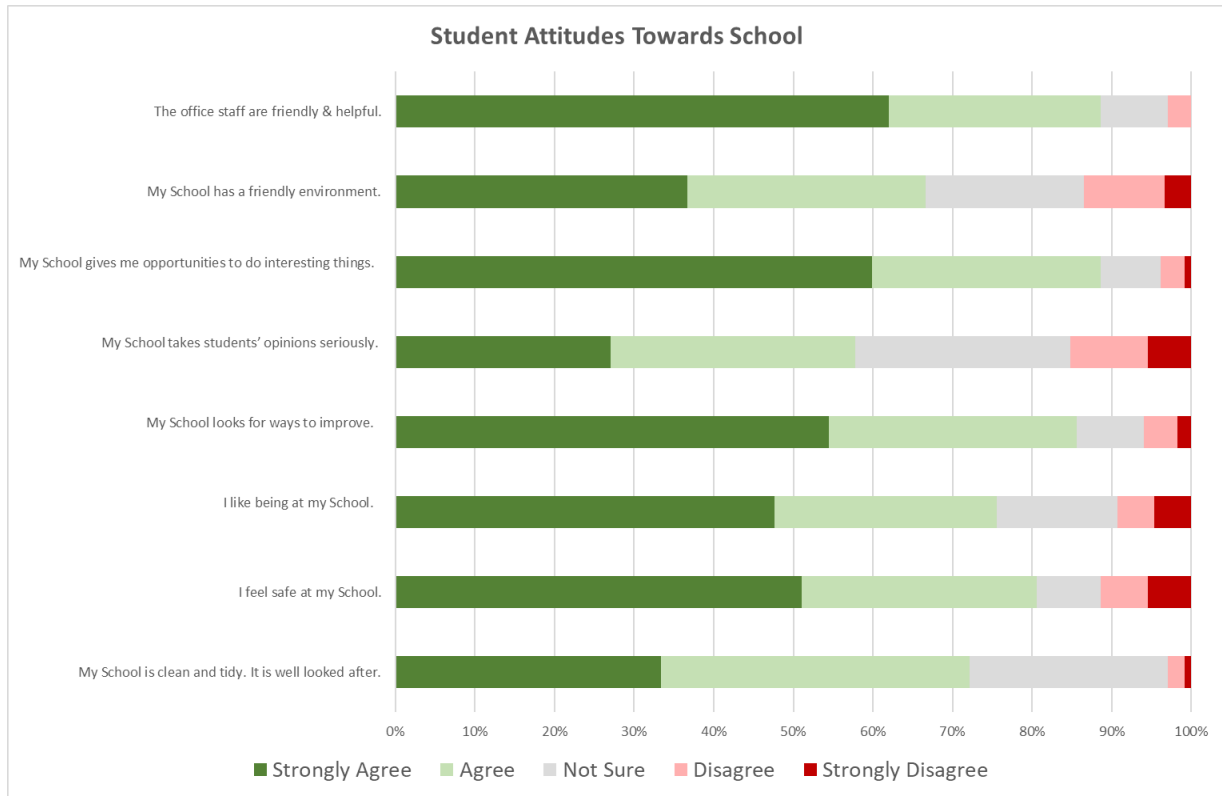
The average student attendance for 2023 was **88%**. A breakdown of this is given below.

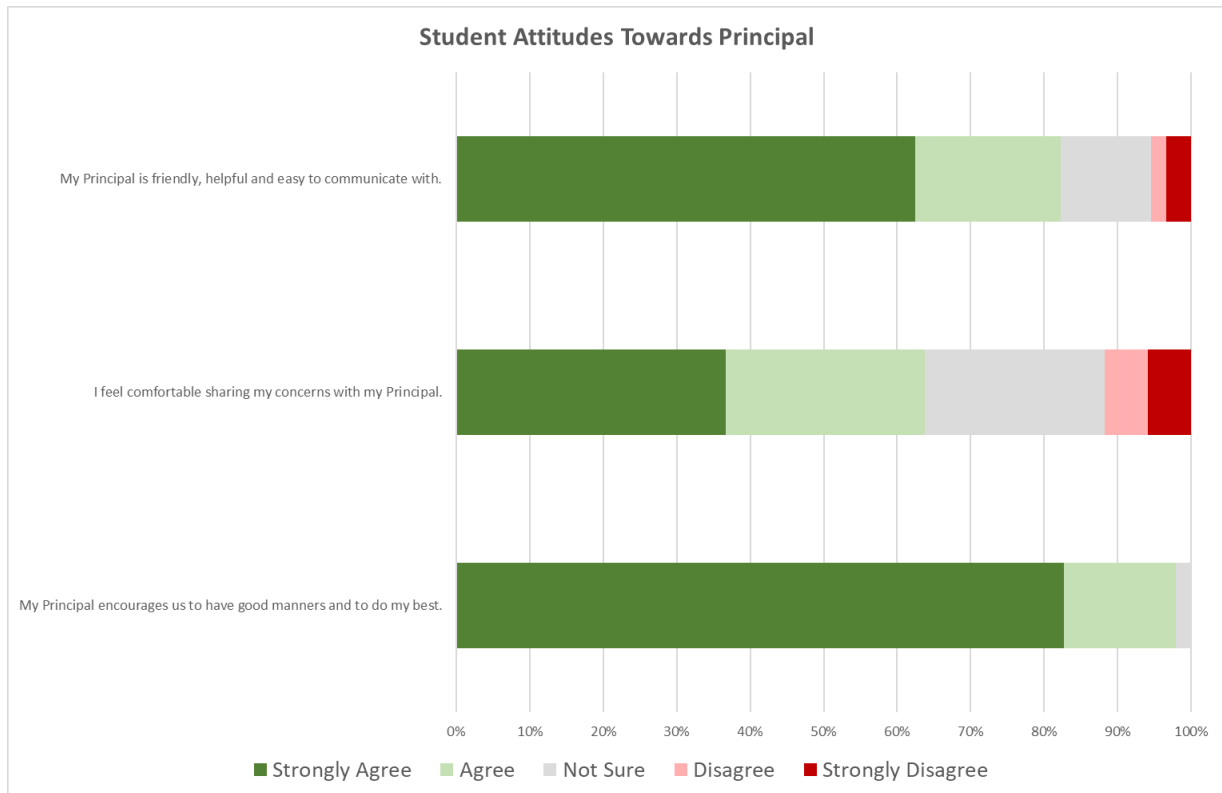
Student attendance for each year level:

Pre-Primary	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
87%	89%	89%	86%	88%	87%	90%

2023 Surveys

STUDENTS (207 SURVEYS)

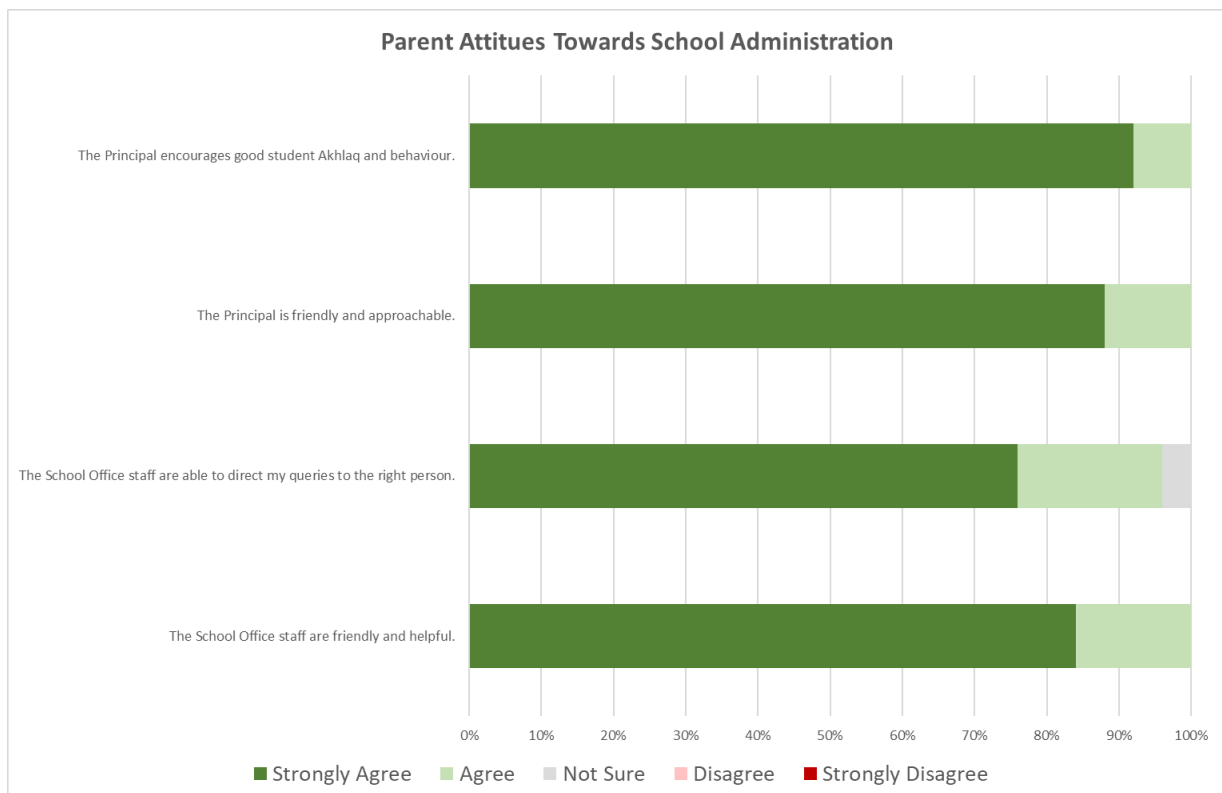
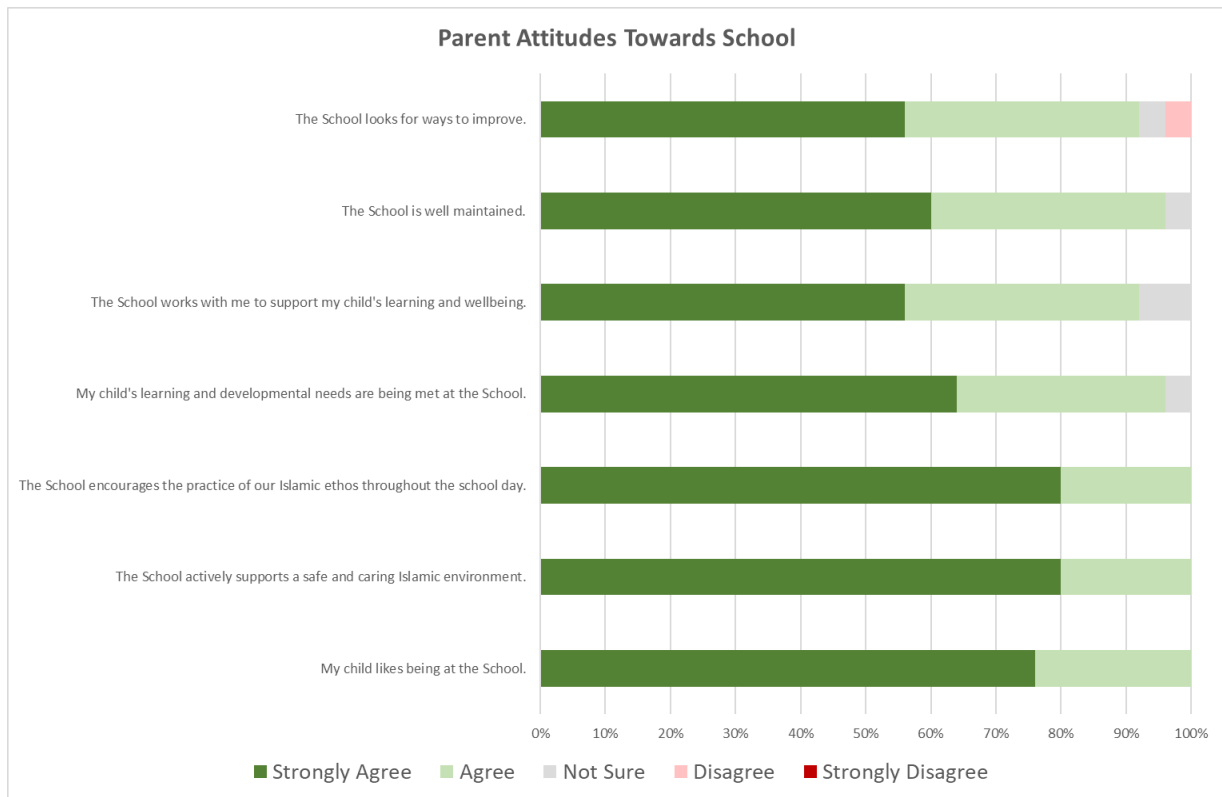




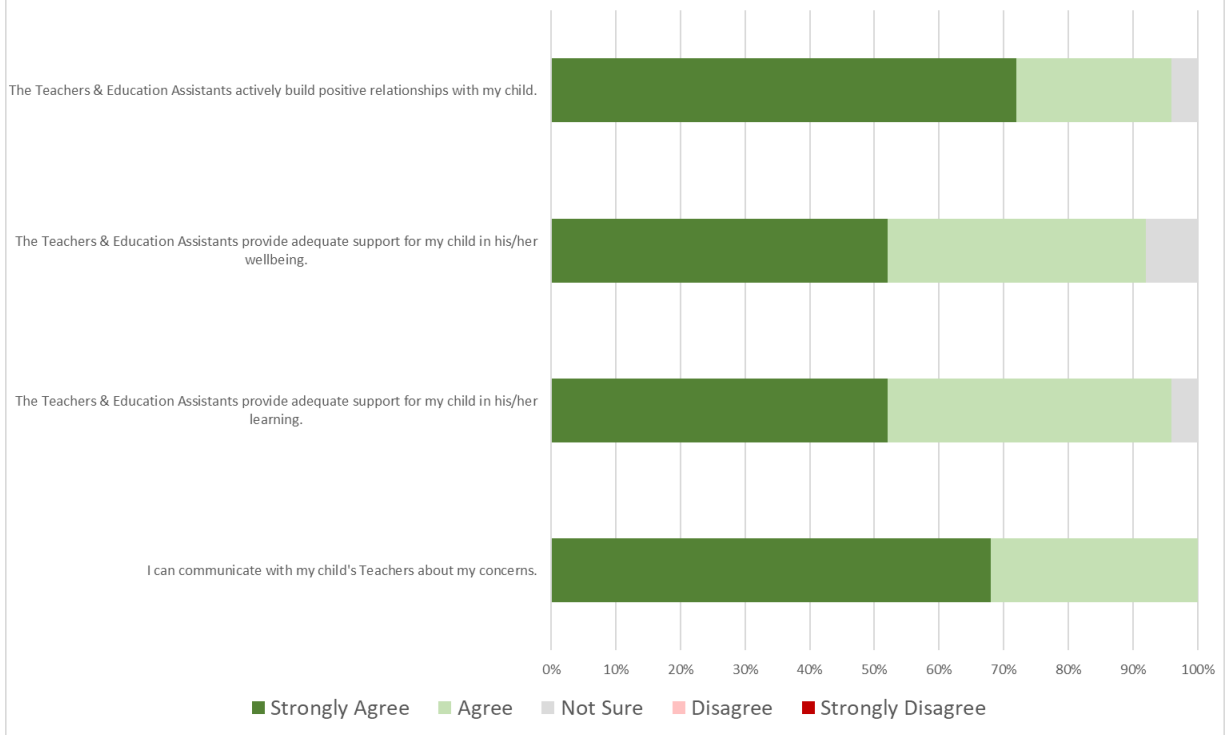
Some Student Feedback for School Improvement:

- Establish a high school within Al Hidayah to retain students from Year 7 to 12.
- Provide longer Qur'an study time and offer Islamic history lessons.
- Encourage good behaviour and manners and be more attentive to students' emotional wellbeing.
- Appoint a school head boy and girl from Year 6 to develop leadership skills.
- Bring back school fetes and add other school events.
- Improve temperature control in taps and water fountain quality.
- Make the school uniforms more comfortable and appropriate.
- Offer filtered water fountains and cold and hot taps.

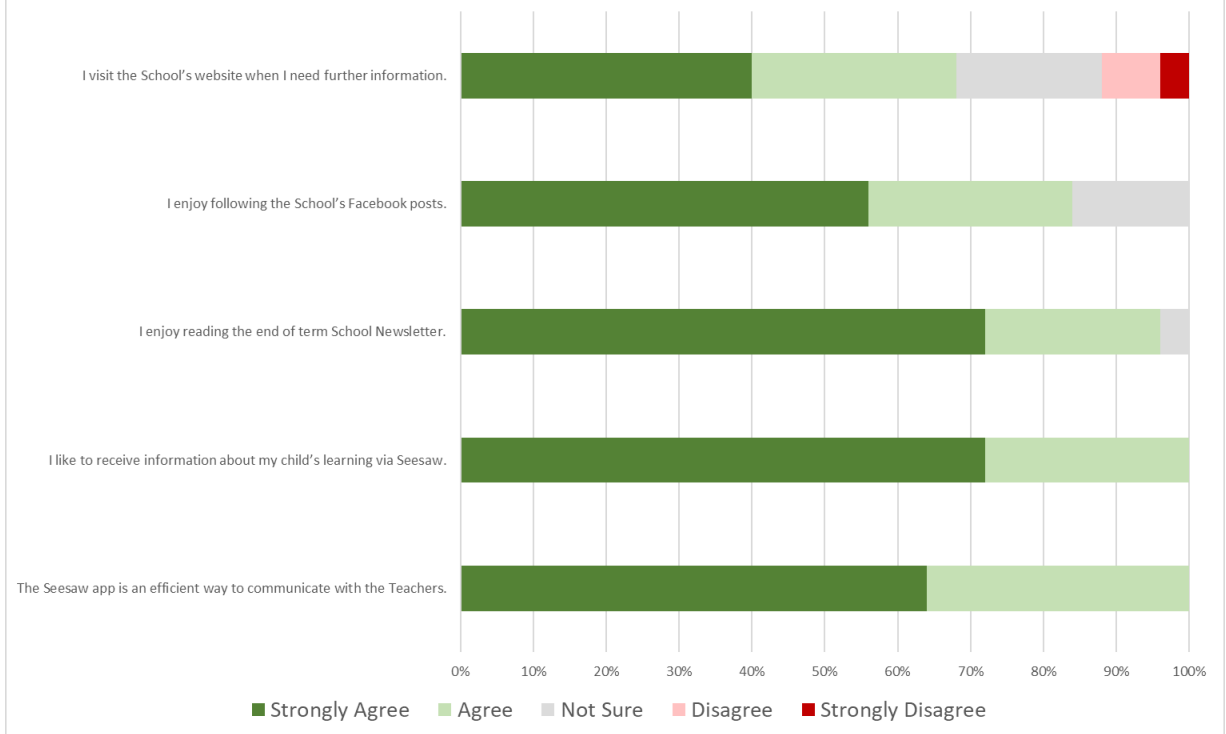
PARENTS (25 SURVEYS)



Parent Attitudes Towards Teachers & Education Assistants



Parent Attitudes Towards School Communication



Parent Feedback for School Improvement:

Infrastructure and Facilities:

- Improve the school website.
- Install more water fountains for students.
- Enhance playgrounds and activity areas for recess and lunch.
- Address safety concerns in the playground, such as removing protruding parts from tree logs.
- Incorporate more outdoor learning experiences, especially for older students.
- Increase the number of excursions and incursions.
- Consider reducing class sizes to improve the learning environment.

Uniforms:

- Change the uniform material to prevent sweating, odour, and difficult cleaning.
- Review the uniform to include more durable, low-maintenance material and a winter range with thicker pants.
- Suggest a color change from grey to navy blue to reduce wear and tear.

Extracurricular Activities:

- Introduce more activities like swimming classes and sports.
- Extend lunch break by 15 minutes.

Academic and Transition Support:

- Facilitate connections between Year 5 and 6 teachers and high-performing high schools to ease students' academic transition to Year 7.
- Consider opening a high school level to provide continuity in education.

Communication:

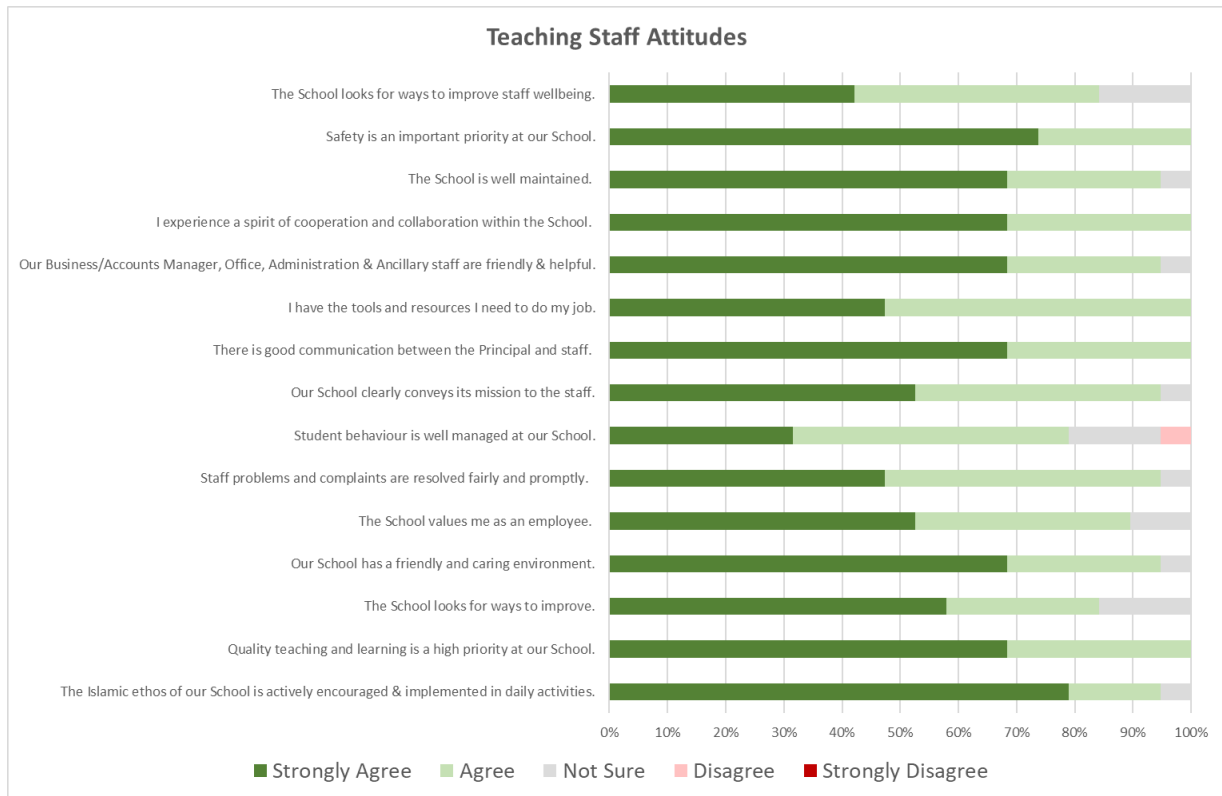
- Transition from paper booklets to digital newsletters to improve communication efficiency.

General Feedback:

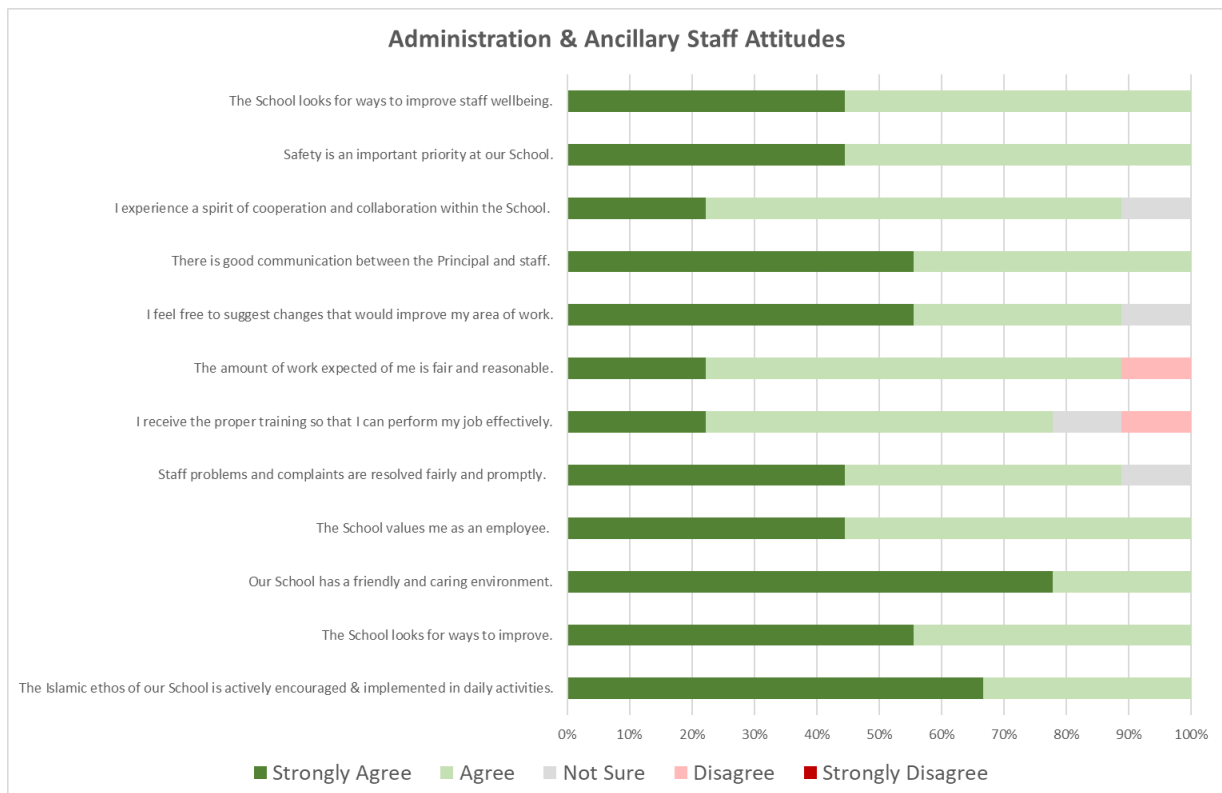
- Positive feedback on the school's family-like environment.
- Overall satisfaction with the school.

STAFF (28 SURVEYS)

Teachers, Education Assistants, Support Staff (19 surveys)



Administration & Ancillary Staff (9 surveys)



Staff Feedback for School Improvement:

Facilities and Maintenance:

- Improve locks in female staff toilets and install new locks in all school toilets.
- Trim overhanging tree branches near the Kindy classroom and car park to prevent debris dropping onto cars
- Enhance the staffroom with better furniture and a relaxing ambiance.
- Increase the frequency of washing microfibre cloths used in classrooms.
- Conduct regular insecticide spraying during term breaks to control pests.
- Install outdoor water coolers/drinking fountains along the verandah for student use.
- Create additional parking bays for staff.

Sports and Physical Education:

- Hire qualified physical education teachers and implement structured PE programs.
- Introduce comfortable T-shirts with the school logo for physical activities and excursions.

Behavior and Professional Development:

- Implement a professional learning and development program for guiding behaviour and classroom management.
- Enforce existing policies more strictly, such as mobile phone use during work, and duty of care.

Communication and Collaboration:

- Improve communication between teachers and the management team.
- Provide updates on salaries and pay rises based on experience and performance.

Team-Building and Staff Welfare:

- Organise team-building activities or reflection sessions every term to improve staff relationships and further develop communication skills amongst staff.

General Feedback:

- Appreciation for the school's continuous efforts to improve and maintain a positive work environment.
- Gratitude for considering staff input and maintaining the school's Islamic ethos.

Finances

AL-HIDAYAH ISLAMIC SCHOOL
Profit & Loss
January through December 2023

	Jan - Dec 2023
Income	
Tuition Fees	280,652.00
Commonwealth Govt	3,078,436.00
State Government	479,709.00
Other Income	179,194.00
Total Total Income	<u>4,017,991.00</u>
Cost of Goods Sold	23,792.00
Gross Income	<u>4,041,783.00</u>
Expense	
Employee Benefits and Expenses	3,249,490.00
Property and Building	175,334.00
Transporting Student	53,835.00
Computer Expenses	150,617.00
Supplies and Services	195,317.00
Other Expenses	177,806.00
Total Expense	<u>4,002,399.00</u>
Net Income	<u><u>39,384.00</u></u>

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