



Islamic College of Melbourne

# 2021 Annual Report



**Address:** 83 Wootten Road Tarneit VIC 3029

**Phone:** (03) 8742 1739 **Email:** [admin@icom.vic.edu.au](mailto:admin@icom.vic.edu.au)

**Principal:** Dr Abdul M. Kamareddine

*Additional reporting information pertaining to all schools is located on the My School website.*

Registration No. 2073

## Principal's Foreword

I start by praising Allah SWT and sending his prayers and salutations upon Prophet Mohammed PBUH. Alhamdulillah, we have had another successful year at the Islamic College of Melbourne despite it being a challenging and trying time.

On behalf of our College, I want to say a big thank you to all our students, parents and carers for your continued resilience and support throughout this year. I know remote and flexible learning has not always been easy, but through our collective efforts, our students have continued to make valuable progress in their learning. I also want to acknowledge the great role played by ICOM's superstar teachers and support staff especially our dedicated Student Wellbeing Departments in both Primary and Secondary schools.

The College was able to return to some sort of normality in Term 4, with the return of students and staff to onsite learning. Alhamdulillah, the College was able to smoothly transition from the E-Learning plan to onsite learning with little disruption to students' learning.

In 2021, the College facilities were enhanced with many new projects, which provided our students with additional state of the art facilities including:

- Brand new Library and Cafeteria Building
- Brand new double storey Secondary Village
- Brand new second Science Lab
- Brand new Assembly Area

The facilities will be a great asset for our current students who were able to utilize them as well as future enrollments. Alhamdulillah, every year the College is overwhelmed with the community trust reflected in the strong enrolment interest. The College has grown from 97 students in 2011 to over 1,570 students enrolled for 2022.

In addition to the great facilities, we are proud of the great work taking place in our Secondary school including the Secondary Accelerated Program (SAP) and International Baccalaureate (IB) Diploma Programme.

Communication with parents has been greatly enhanced in 2021 with the introduction of the new Parent Portal "Seqta Engage" including the very handy and practical smart phone app. Positive cooperation and regular communication between school and home is the cornerstone in the recipe for the success of our students, your children.

As we approach the end of 2021, I recall all the successful events we had this year. In Term 1, our Year 6 students attended the College's annual Canberra camp. It was a beneficial experience for our students where they visited numerous Museums, Exhibition Buildings and Parliament House and learnt about their capital city.

During the term, the College was also able to hold its annual Athletics Day. This year in both Primary and Secondary, we saw first place go to Najah (Green) House. Congratulations to all students for trying their best to secure points for their house. Insha'Allah you all work harder next year and you can lead your house to success.

The PE Department continued to showcase the achievements and great skills of our talented students. Despite the disruptions caused by the pandemic, our primary and secondary school students participated in many interschool sports events and came back to school with cups, trophies and medals.

Another major event in Term 1 was Multicultural Day. The Annual Multicultural Day Parade in Primary school took place on the last day of term for students. Sadly, parents were unable to attend the parade this year due to the pandemic restrictions. However, parents were able to attend and enjoy the College's first Multicultural Fair during Parent/Teacher Interviews. Every year, money raised during Multicultural week goes towards the Orphan Sponsorship Program, where the College raises enough funds to cover the annual sponsorship of 13 orphans. Every year we continue to be amazed by the generosity of our students, parents and staff to assist these orphans throughout their school life.

Ramadan is always anticipated, celebrated and greatly welcomed at ICOM. In Primary, students welcomed Ramadan in a special Primary Ramadan Assembly where all Primary students and staff enjoyed several Quran recitations, performances and videos organised by our staff and students. The ICOM Ramadan Man visited every primary classroom greeting students and handing out a special Ramadan gift for all primary students. In Secondary, students were welcomed with a specially decorated Secondary Village. The village was beautifully decorated with balloons and displays of art banners. Students were also gifted a Ramadan Pack which included dates, Zamzam water, miswak, Ramadan Mubarak pen and Ramadan booklet.

During the last week of Term 2, Primary school celebrated Literacy Week. The week was filled with a number of book readings, fun activities relating to Literacy and a special assembly and Character Day Parade to end the week. Primary students and staff dressed up as their favourite book characters and enjoyed the ending of Literacy Week. In Secondary school, Literacy and Humanities week was celebrated in week 5 of Term 4. The week was packed with events, incursions and special performances. However, the highlight of the week was the final ceremony which involved all Secondary school students and staff and witnessed our annual "Teachers Vs Students debate".

The College is extremely proud of the ICOM Debating department. Another amazing year has wrapped up for the senior debating team. What an incredible effort from everyone involved. This year, two of ICOM's senior students won the prestigious debating "Swannie Award". The online junior debating competition was also a great success with five ICOM teams competing with schools across the region to be the junior debating champions.

Even though we have had to cancel many events this year due to the pandemic, the College was still able to successfully celebrate many weeks and days throughout the year, including: Literacy Weeks, Character Day, STEM Week, Hajj Week, Arabic Week and many other successful events.

We pray that 2022 will be a pandemic free year. With the plans we have in place for 2022, I have no doubt that 2022 will be a successful and outstanding year at ICOM. Thank you all for your support and I wish you a safe and nice break insha'Allah.

**Dr Abdul M. Kamareddine**  
**College Principal**

## Governance

Our School Board as at 31 December, 2021 comprised of the following members:

- Mr. Midhat Bey: Chairman
- Mr. Khaled Ajaj: Deputy Chairman
- Dr. Abdul M. Kamareddine: Secretary
- Mr. Hammad Hussain Rana: Treasurer
- Mr. Rabih Baytie: Executive Member
- Mr. Muhammad Harun Abdullah: Executive Member
- Dr. Mohamad Kaddour: Executive Member
- Mr. Abdul Hakim Elmi: Executive Member

The School Board meets a minimum of four times a year.

## School Profile

Our school is offers classes from Foundation to Year 12. The table below shows student enrolments in 2021:

Total Enrolment	Girls	Boys	Enrolment continuity (Jan 2021 - Dec 2021)
1403	755	648	94.36%

### Characteristics of the Student Body

Our students come from different ethnicities and cultural backgrounds. The vast majority of them are of ESL background despite the fact that many of them were born in Australia. English is a second language for many of them at home.

### Class Sizes in 2021

Year Level	Average Class Size
Foundation – Y3	30
Y4 – 6	29
Y7 – 12	23

## Curriculum Offerings

Below is a summary of our curriculum offerings:

- Integration of ICT into classroom activities in all learning areas.
- After school VCE classes
- Arabic (LOTE)
- Islamic Studies Program
- Differentiated Quran Classes
- Quran and Islamic Studies Competitions
- Outdoor and indoor education visits from qualified trainers and professional sports people
- Life Education & Social Skills Programs
- Electives for secondary students
- Work experience placements
- Differentiated teaching across the school

## Extra Curricular Activities

- Excursion/ Incursions
- Camping programs
- Visual Arts program
- National Numeracy and Literacy Week activities
- Humanities Week activities
- STEM Week activities
- Arabic Week activities
- Special Ramadan Program: Quran Competition
- Iftar Night
- Hajj week
- Speech Competition
- Debating Teams
- Footy day and other sports activities
- Bachar Houli cup
- Swimming
- Gymnastics
- State Schools Victoria (SSV) Interschool sports
- Islamic Schools Sports Association Victoria (ISSAV) – Interschool sports
- After school English and Maths classes
- Year 12 Study Camp
- Intervention Program
- Parent teacher info nights
- Careers Expo
- Eid Festival
- Primary and Secondary Athletics Day
- Character Day – held at the end of Literacy/Numeracy week encouraging students to dress up as their favourite book character for the day.
- Transition week for Year 6 -11 students

## **School's Social Climate**

Our students come from different cultural backgrounds. This diversity makes the beauty of our school's social climate. Our school policies are designed to cater for our students' wellbeing and we are constantly giving them support in respect of how they deal with each other and how to respond to challenging behavioural situations. We are proud to have a strong behaviour policy which promotes a friendly and safe environment. Our behaviour policy does not only focus on punishment but also on rewarding and promoting the good behaviour. We also educate our students on bullying issues and we are strict in dealing with bullying incidents.

## **Involvement of Parents in Their Children's Education**

Our parents are an integral part of our school community. The College involves parents in solving their children's behaviour issues and gains their cooperation in this respect. Behaviour Management issues are dealt with as a partnership between school staff, parents and students.

Parents are also encouraged to participate in different school activities. Invitations are issued for Meet the Teachers nights, Information nights, Parent Teacher Interviews, Careers Day, Concerts, End of year awards, Year 6 graduation and Year 12 Graduation. Teachers conduct Parent Information Sessions and/or interviews throughout the year to establish positive parent / teacher relationships. Our parents are informed about different school activities throughout our newsletters and the parents' portal. The College is open to parents' suggestions and ideas in respect of different school aspects.

## **Reporting to Parents**

Students' progress is reported to parents in many different ways:

- Individualised meetings or phone calls with parents to discuss their children's performance
- Parent/teacher interviews throughout the year
- Interim reports in Terms 1 & 3 to keep the parents updated on their children's work habits, behaviour, classroom participation, etc.
- Formal semester reports twice a year at the end of Terms 2 & 4

## **Communication with Parents**

We communicate with parents in many different ways:

- Parent/teacher information sessions and interviews
- Through sending memo's
- Individual appointments and phone calls
- Different school functions and events
- Parent portal
- Diary/Communication book
- College website
- College Newsletters

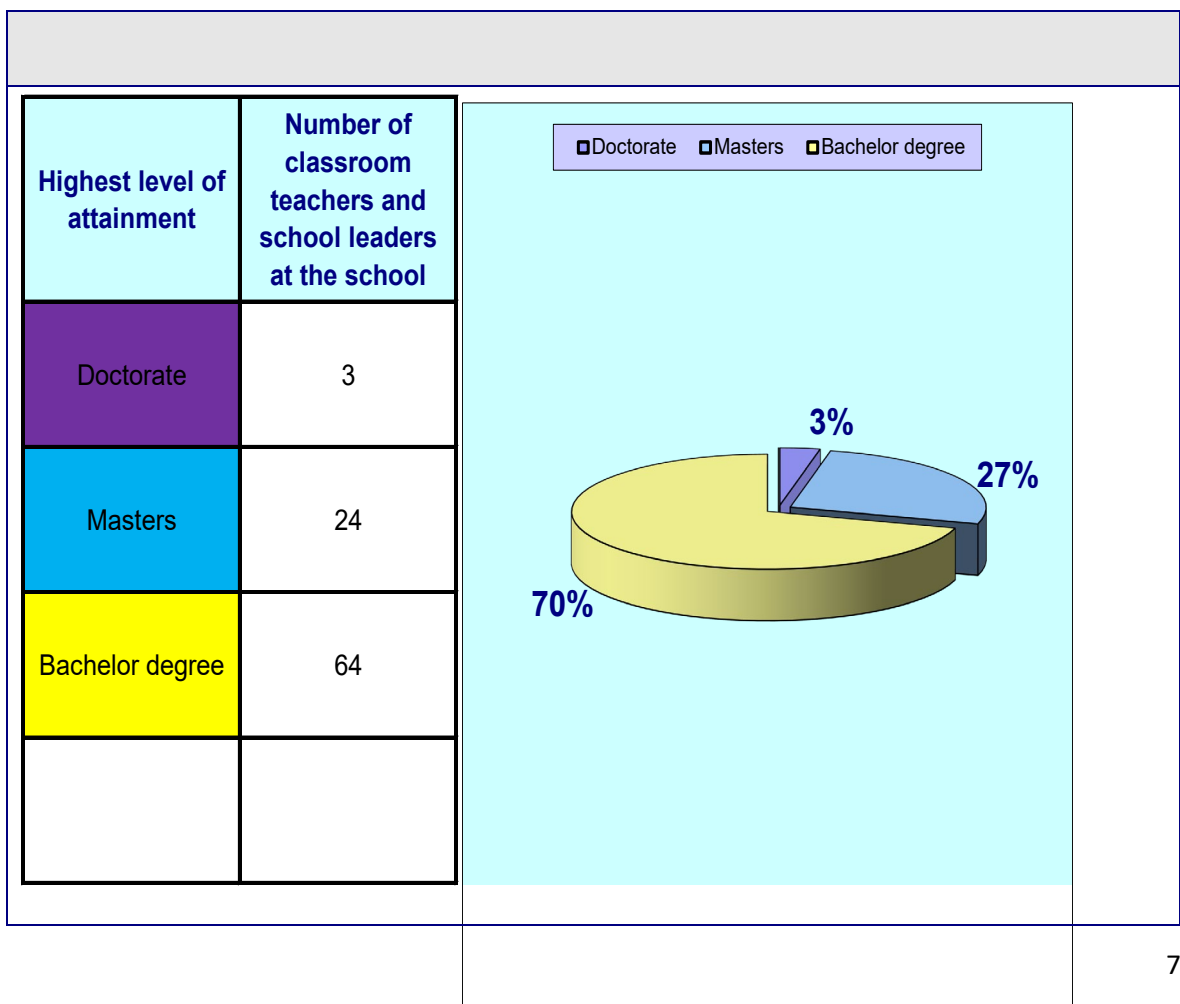
- College Letters

### Staff Composition

Teaching staff at the Islamic College of Melbourne are highly qualified, motivated and supportive to our students. All our teachers are registered with the Victorian Institute of Teaching and all of them have equal opportunities to attend internal and external professional learning.

Workforce Composition	Teaching Staff	Non-teaching Staff	Indigenous Staff
Headcounts	91	55	0
Full-time equivalents	89.1	51.9	0

### Qualifications of teaching staff





### Expenditure on and teacher participation in professional development

The total funds expended on teacher professional development in 2021 was approximately \$43,596.41

The major professional development initiatives are as follows:

- Numeracy PDs
- Literacy PDs
- Victorian Curriculum
- Reporting and assessment
- Early childhood PDs
- Behaviour and discipline PDs
- Leadership and wellbeing
- First Aid PDICT PDS
- Financial management

### Average staff attendance

For all staff and school leaders, the staff attendance rate was 95.34% in 2021.

### Proportion of staff retained from the previous school year.

Staff retention for the entire 2021 school year is 88.4%.

### Staff Professional Development

*Below is a summary of our staff Professional Development, internally and externally*

- **External Individual Staff PDs:**
- 2021 IVET Academy
- 2021 Meet the Assessors Online - English
- 2021 Mentoring PRT Seminar
- 2021 VCE Extended Investigation Professional Learning Webinar
- Adobe Creative Jam Teacher PD
- Attitudes, activities, and assessments that move “Beyond the text response essay”
- Cars and Stars Online Virtual Masterclass
- Certificate 4 in Training and Assessment
- Civics and Citizenship Professional Learning Program for Teachers
- Corporate Financial Modelling & Advanced Excel
- Creating powerful rubrics
- Effective Mentoring Program
- Emotional Intelligence: The Secret to Superior Leadership Session
- Evolving your employee benefits strategy to attract, support & retain today’s hybrid workforce
- Fountas & Pinnell Guided Reading Workshop

- From Conflict to Collaboration
- Google Classroom
- How to be an effective leader in schools
- How to boost your student's exam results
- Ideas & Innovation for Teaching Year 7-10
- Improving student results in language using metacognitive and retrieval strategies
- Intervention Strategies
- Jacaranda VCE SAC Events
- Legal Update 2021
- Making differentiation in English Manageable
- Managing the leadership of students
- Masterful leadership communication
- NAPLAN Online SRT Training
- Navigating the Victorian Curriculum
- New VET Coordinator Seminar
- Numeracy in the Primary
- Practical Strategies for Improving Student Essay Writing
- Prep Reading & Writing Webinar
- Proposed VCE English Study Design and what it means for Curriculum Planning
- PRT Online Seminar
- Speech Pathology Australia National Conference
- Systematic Synthetic Phonics
- The art of giving feedback in English classes
- The Smart Foundation Supplement
- The Smart Spelling Online Course
- Unit 3 Criteria Moderation
- Unit 4 SAT Folio Moderation
- VCAA Assessor Training - Global Politics
- VCE VET Health Seminar
- VCE VET IDMT Webinar
- VCE VET Scored Assessment Workshop
- VCE VET Sports & Rec
- VET Business Webinar
- VET Networking Meeting
- Workplace support to enable effective work-life management

• **Internal PDs:**

Date	PD name	Delivered By
20/01/2021	Principals Induction - Term 1, 2021	Dr Abdul M. Kamareddine
20/01/2021	SECONDARY EDUCATION COMMITTEE Presentation	Secondary Education Committee
21/01/2021	Positive Thinking	Mr Omar Lahham

22/01/2021	SEQTA - Introduction & Navigation	Mr Omar Lahham
25/01/2021	Student Wellbeing	Mr Omar Lahham
2/03/2021	Assessment & Term 1 Reporting Guide using SEQTA	Secondary Education Committee
2/03/2021	Athletics Day Briefing	Ms Layal Tannous
16/03/2021	SEQTA - Reports & PTI	Secondary Education Committee
30/03/2021	Staff Wellbeing Event	Ms Karen Khairul
null	Mandatory Reporting	DET
19/04/2021	Practice Principles	Mr Fadi Koubar
10/05/2021	Library	Ms Humairaa Suliman
18/05/2021	Excel	Mr Omar Lahham
25/05/2021	NCCD	Ms Sahrina Shafiz
24/06/2021	Anaphylaxis Refresher	APTS (Warren & Olivia)
11/10/2021	SEQTA PD - Myed Online	Mr Omar Lahham
11/10/2021	Differentiation PD	Mr Fadi Koubar
11/10/2021	Principal's Meeting	Dr Abdul M. Kamareddine
30/11/2021	Staff Meeting - Transition Week	Secondary Education Committee

<b>Student Attendance - 2021</b>						
The average attendance rate for the whole school as a percentage in 2021 was 91.31%.						
<b>Student attendance per each year level</b>						
Foundation 90.88%	Year 1 92.93%	Year 2 91.66%	Year 3 93.05%	Year 4 91.64%	Year 5 93.27%	Year 6 89.57%
Year 7 93.23%	Year 8 89.07%	Year 9 89.52%	Year 10 88.91%	Year 11 89.71%	Year 12 89.25%	

<b>Description of how non-attendance is managed by the school</b>
Attendance is marked every period for Secondary students. For primary students it is marked twice at the beginning of the day and in the middle of the day. We address the attendance issue in assemblies and also send letters home in addition to messages and telephone calls. Parents are required to provide the office with a written explanation to justify any absence or with a medical certificate. Meetings with parents are organised to further educate them on the importance of regular students' attendance and how that is related to students' achievement levels. Long Leave forms must be submitted. The College takes action up to and including cancellation of enrolment.

# Student Wellbeing

## Goals and Intended Outcomes

- Our objective is to provide our students with strong pastoral care
- Develop in them leadership skills
- Strengthen our student well-being
- Expand students' leadership skills and involvement in decision making
- Prepare our students as life-long learners
- Promote positive education among our students
- Develop awareness of their role in their local communities and the society at large and integrate in a multicultural and multiracial Australian society.

**In order to achieve the above outcomes, we ran many activities in 2021. Below is a list of most of those activities:**

- **Meet the Teacher Evenings** – The Information Evening provides an opportunity for parents to get to know their child/ren's teachers, familiarise themselves with the College curriculum, policies, procedures, daily routines as well as facilities, excursions, incursions and events that the College offers throughout the year. On the night, the College also announces the students chosen for the Student Representative Council.
- **SRC presentations** – During the Information Sessions, chosen students in Year 3 to Year 12 were presented with the SRC badges in front of their parents and peers. Being part of the SRC is a prestigious accomplishment, as students represent the student body with regards to organising ways for students to participate and enjoy school.
- **ACER Testing** – students are tested using ACER assessments and reporting tools to ensure the College knows students capabilities and levels. This provides information to ensure the College can assist students through out the year
- **Hijab Day** – By celebrating Hijab Day at ICOM, it gave students a sense of pride in wearing the Hijab and having a sense of belonging.
- **Student Wellbeing Department** – it was natural for students to feel stressed and anxious due to the pandemic. To ensure students felt relaxed and continue to enjoy coming to school, the student wellbeing departments held a number of activities during recess and lunch.
- **Anti-bullying incursions and workshops** – The Student Wellbeing department held a number of anti-bullying sessions for all students. Bullying, including cyber-bullying, has a major impact on a child's self-confidence and by teaching students these effects and ways to cope empowers them, provides them with a positive mindset, resilience and the importance of friendship.

- **Athletics Day** – Students and staff spent a day participating in Athletics which encouraged healthy habits through physical activity. Two Athletic Days were held, one for Primary and one for Secondary. Points awarded were added to the overall schoolhouses which encourages students to be part of a bigger team.
- **Secondary Accelerated Program (SAP)** - At ICOM, students who require educational needs for higher achieving students participate in the Secondary Accelerated Program (SAP). SAP offers students the opportunity to extend & enrich their learning and provides students with challenging & engaging course material in English, Maths, Humanities and Science.
- **Year 6 Canberra Camp** – Being Australia’s Capital City, Canberra is a city with a lot of learn. Students visit several museums and even Parliament House. Canberra Camp is always a beneficial and educational experience for our Year 6 students.
- **Multicultural Day** - The theme was in 2021 was “Connecting Roots” where the College chose 7 countries to represent the background of the majority of our students. The focus was to get students to learn about the incredibly rich culture that their grandparents’ countries have to offer. Students and staff dressed up in their chosen countries traditional outfits and decorated their classes to celebrate multiculturalism in Australia.
- **Parent/Teacher Interviews** – parent/teacher interviews provides parents an opportunity to discuss their child’s progress and wellbeing with their child’s teachers.
- **Character Day in Primary** – held at the end of Literacy/Numeracy week on the last day Term 2 encouraging students to dress up as their favourite book character for the day during their zoom classes.
- **Quran competition** - was held during Ramadan and students were awarded monetary prizes for memorising short verses and Surahs from the Quran.
- **Careers Expo** – the expo provided an opportunity for our students to plan their careers by meeting representatives from a number of universities and tertiary education providers. It will ensure they are prepared and help them decide on their subject selections for the future careers.
- **VCE, VET and IB Diploma Information Sessions** – These sessions provide students and parents the information they need to make decisions on their schooling. The decision of whether they would like to choose VET, VCE or IB Diploma.
- **Year 5 Sovereign Hill Camp** – Sovereign Hill gives students one of the best gold rush experiences in Australia. Students observed and interacted with costumed characters going about daily life in the older days.
- **Eid festival** was held at the conclusion of Ramadan. The festival provided students with a day to enjoy rides, food and other activities with their classmates.
- **Year 4 Sleepover** – to provide students with a sense of responsibility and an opportunity to spend time with their classmates outside of the class, the Year 4 students had a sleepover at the College.
- **School Camp** - Students in Year 7 & 9 went on a school camp. School camps taught students independence, built stronger relationships with each other and provided them with life skills, in addition to creating unforgettable memories.

- **STEM Week** – the whole school participated in activities related to Science, Technology, Electronics and Mathematics during this week.
- **Hajj Week** – to teach students the importance of the holy pilgrimage to Makkah & Madinah, during the week students participated in activities relating to Hajj.
- **Arabic Week** – The whole school participated in activities related to the Arabic language (the language of the Quran)
- **Literacy/History Week** – The secondary English & Humanities Department participated in activities relating to Literacy and History during the week. This fell on the same week as Primary who participated in Literacy/Numeracy Week.
- **R U OK Day** – R U OK Day reminded everyone to be thoughtful of others and even a simple question can provide an opportunity to express ones emotions. Students wore yellow to show their support for the day.
- **Year 6 Graduation** – The Year 6 students celebrated their final year of Primary education at ICOM. Students were presented their graduation certificates and a special gift bag to remember their times in Primary.
- **Year 12 Graduation** – The College celebrated the Year 12 final year at ICOM. This event was held at the College for students and staff. Unfortunately parents were unable to attend but were given footage of the event. The night commended the achievements of our Year 12 students and their hard work throughout the year
- **Secondary Awards Night** – this night was organised to praise and hand out awards to selected Secondary students for their hard work and achievements throughout the year. Fellow classmates and parents were invited to celebrate their achievements
- **Transition Week** - Transition week was organised in for the last 5 days of school for our Year 7 to Year 10 students where they commenced with the curriculum and who their teachers will be for 2022. A separated Transition was held for students in Foundation to Year 5 for a few periods one day and for students going to VCE the following year.

## Satisfaction Surveys

In 2021, the Islamic College of Melbourne used SurveyMonkey to ask parents, students and staff a range of questions to measure their general satisfaction with the school.

### Parent and Student Survey

96.49% of parents agreed that the school strives for high academic standards, 89.47% agreed that the school has high standards of student behaviour, and 89.48% agreed that the school provides a stimulating learning environment. Majority of students agreed that the students and staff respect each other, and that teachers treat the students fairly.

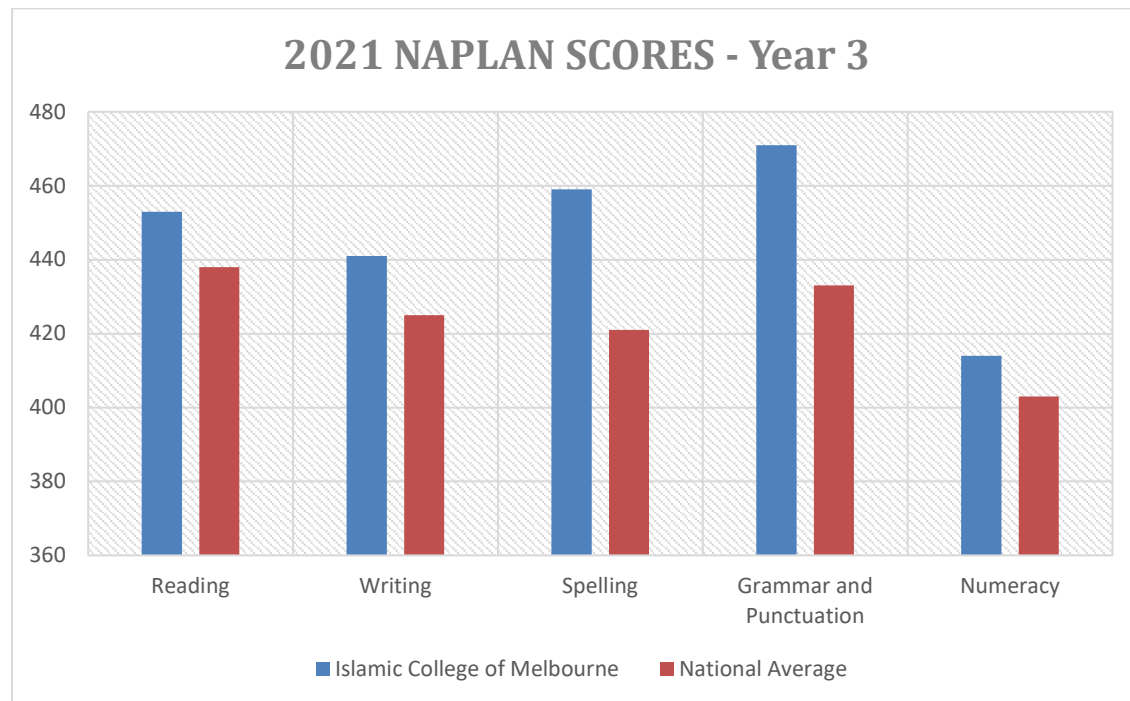
### Staff Survey

Staff were given the opportunity to complete a survey as well. 90% of staff agree that the school has clear goals and a positive school identity. 90% agreed that staff are recognised for their efforts. Overall a majority of staff felt happy and supported in their work environment.

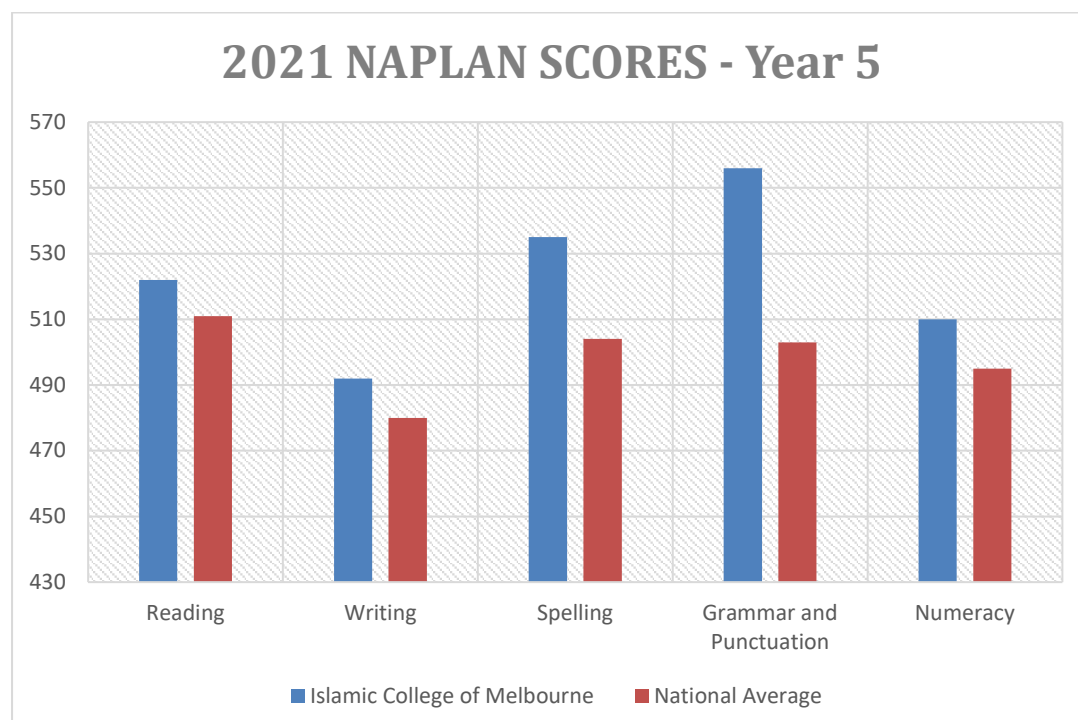
## NAPLAN SCORES

### Analysis based on year level

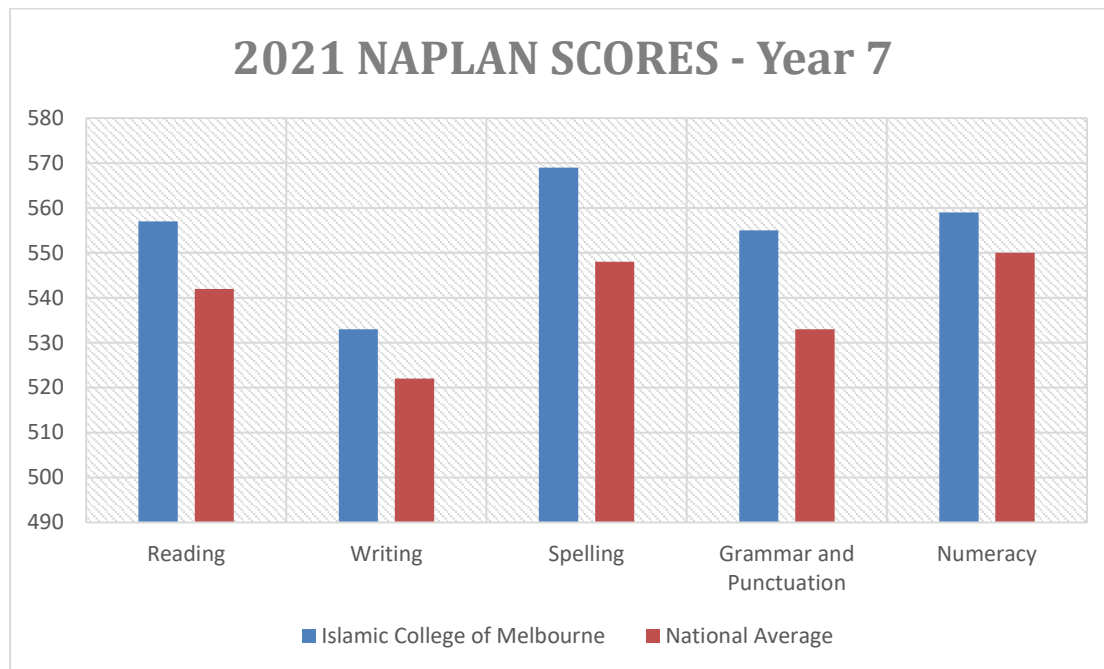
Islamic College of Melbourne average in all areas is well above the national average in this year level.



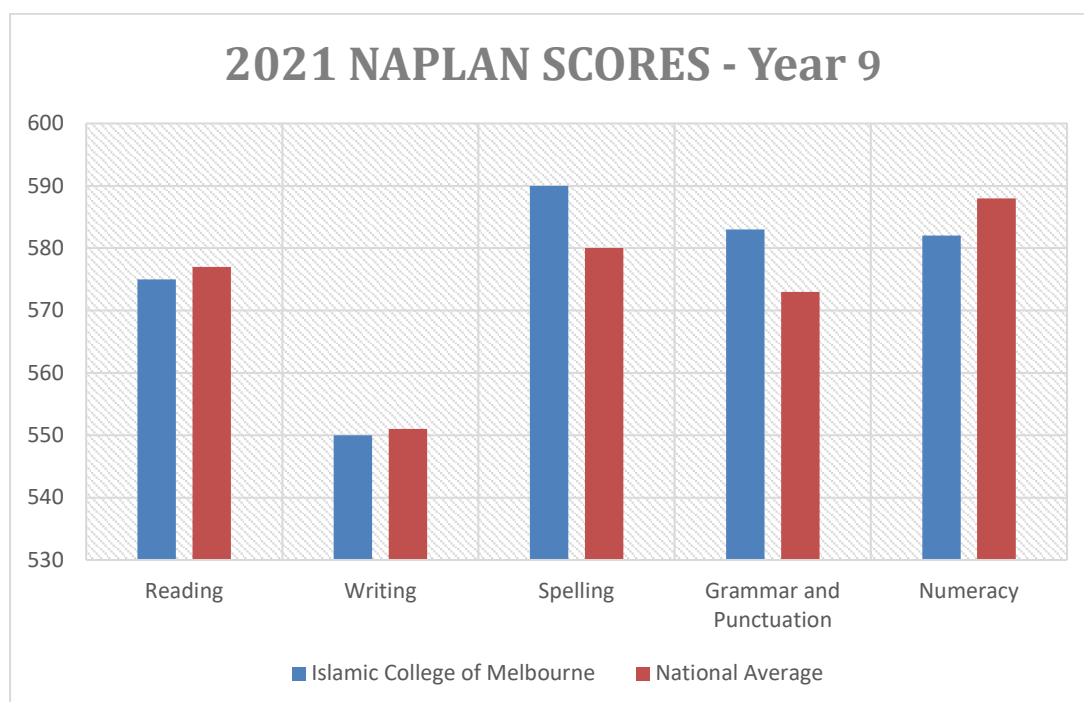
Islamic College of Melbourne average in all areas is above the national average in this year level.



Islamic College of Melbourne average in all areas is above the national average in this year level.



Islamic College of Melbourne average in Spelling and Grammar & Punctuation is well above the national average in this year level.

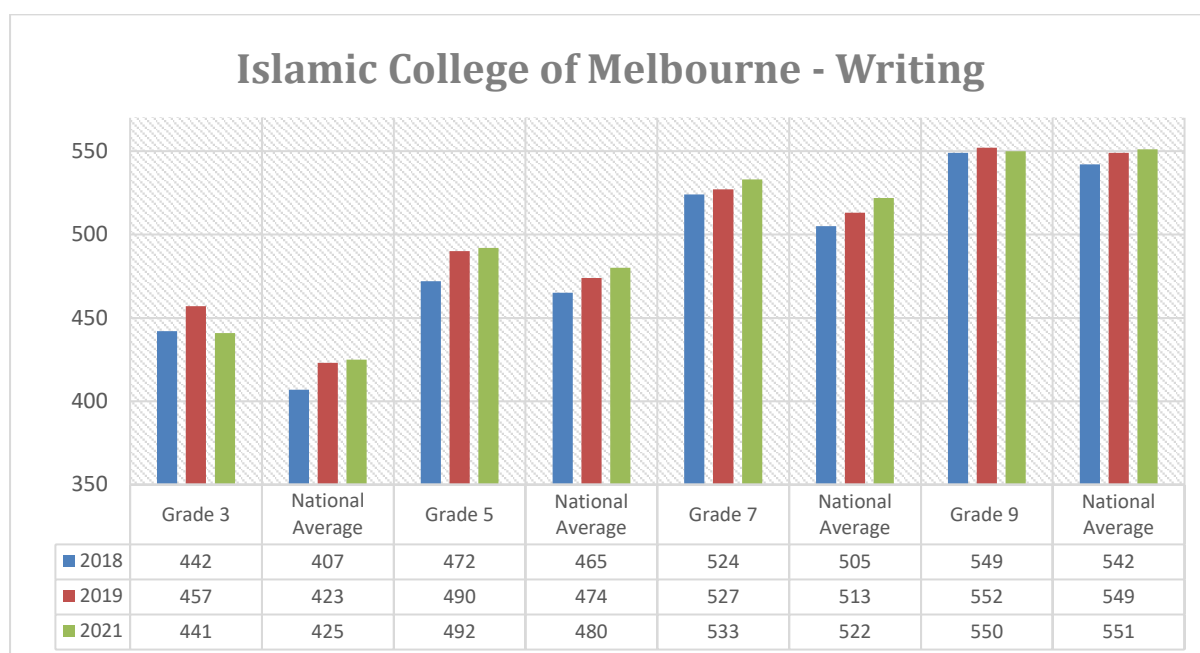
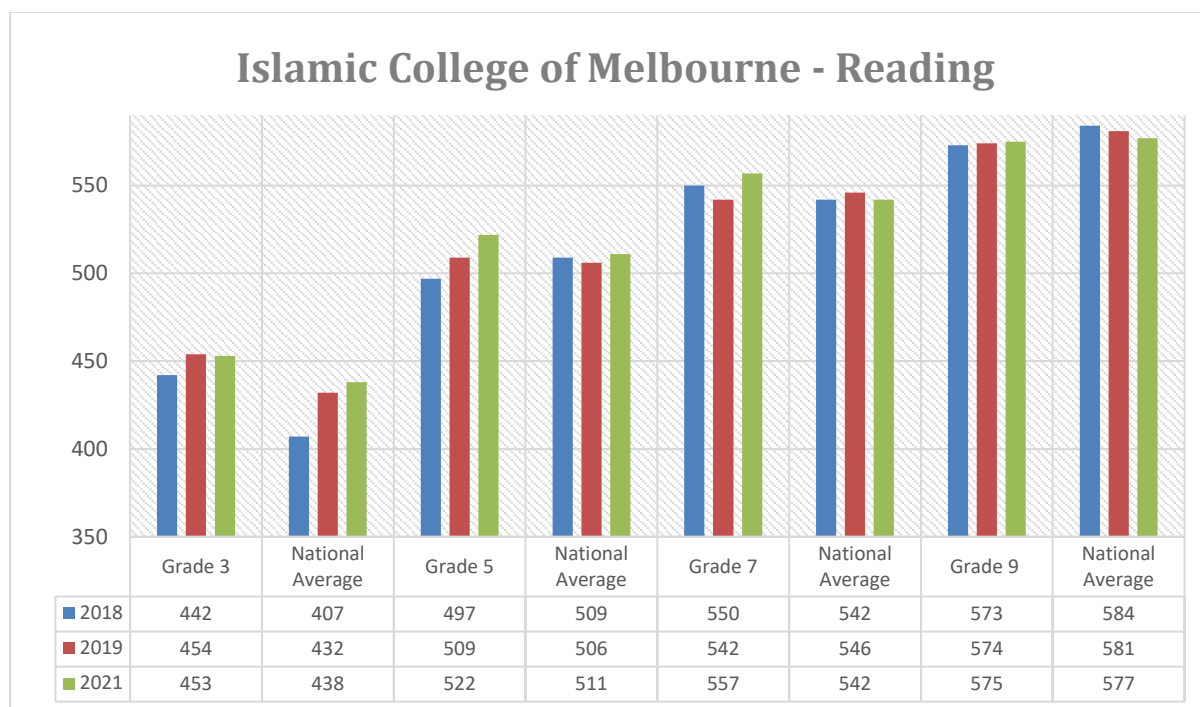




## NAPLAN SCORES

### Analysis based on subjects

<sup>NB</sup> In 2020 education ministers' decided that NAPLAN testing would not proceed that year due to the COVID-19 pandemic. Therefore, there is no comparison data for 2020.



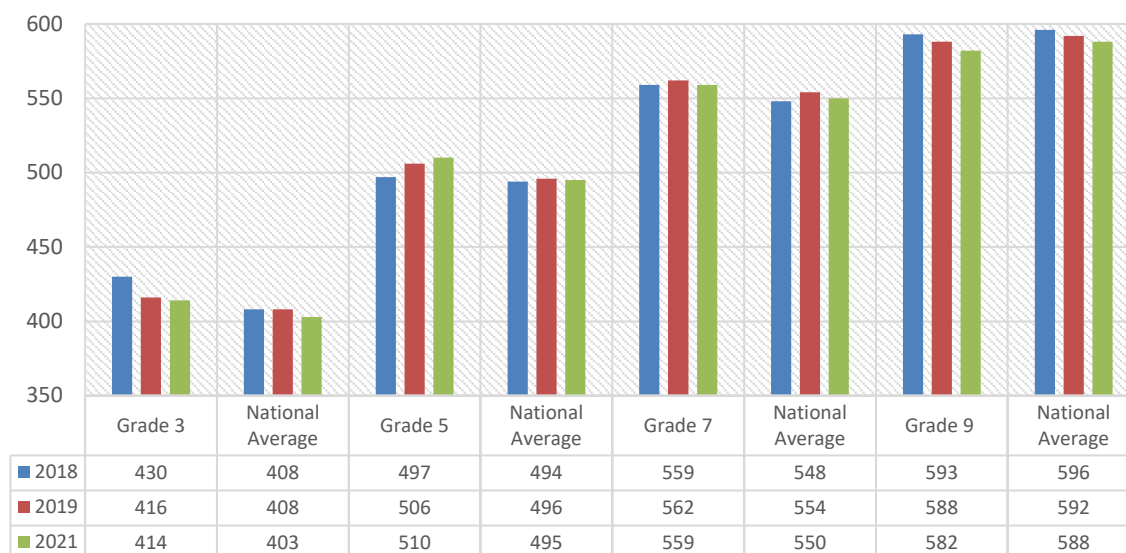
## Islamic College of Melbourne - Spelling



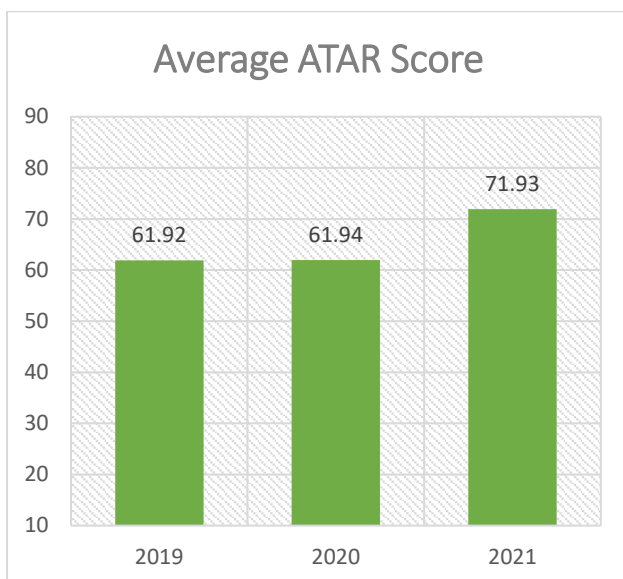
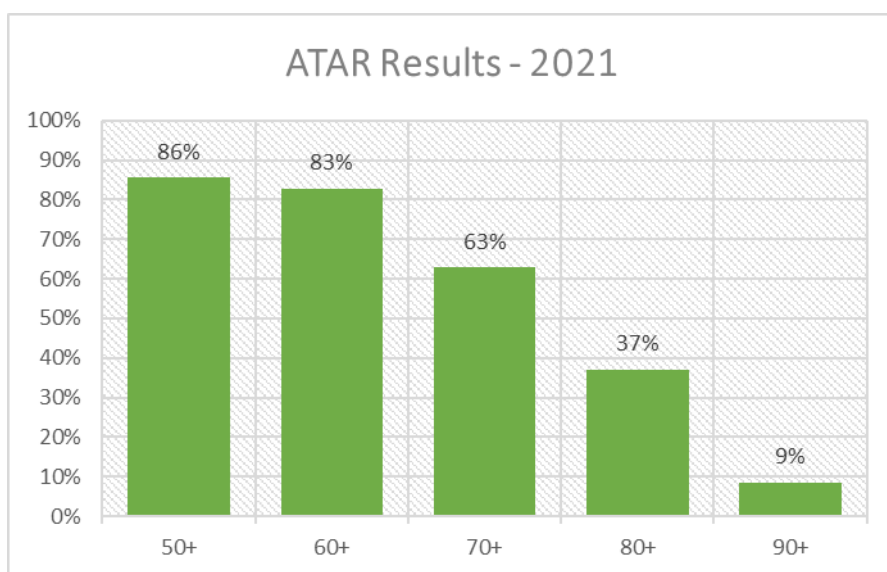
## Islamic College of Melbourne - Grammar & Punctuation



## Islamic College of Melbourne - Numeracy



# Islamic College of Melbourne ATAR Results



## Post Islamic College of Melbourne Destination Data 2021

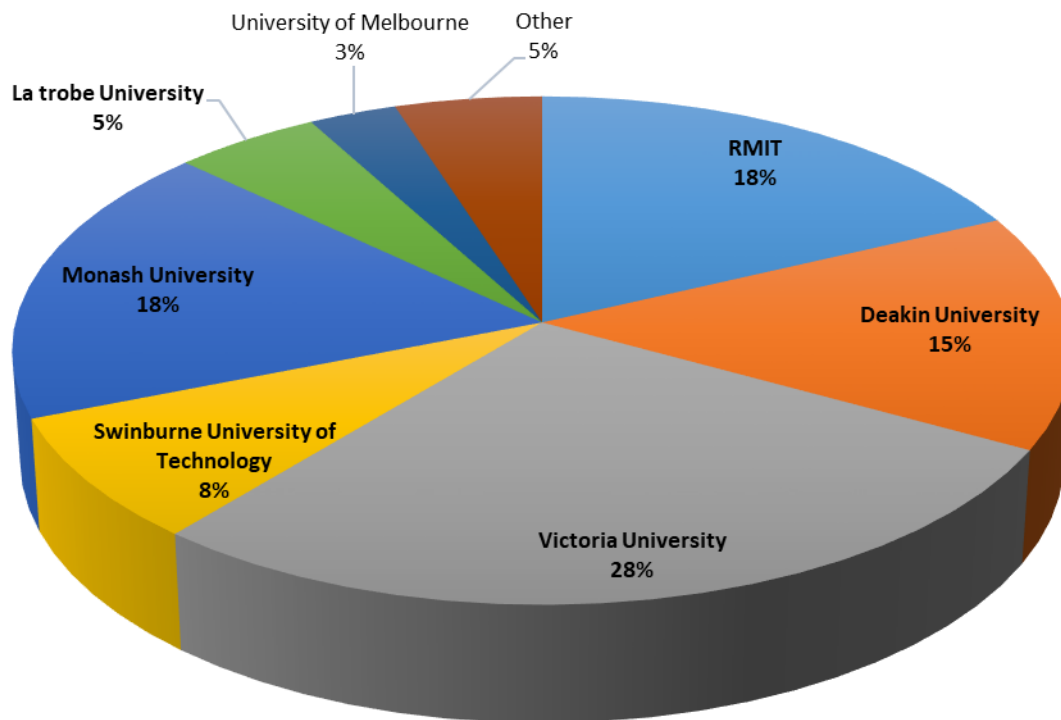
In 2021, **100 %** of the students received a University offer

### Course offered to students

Course	University
Biomedical Science	Deakin University
Nursing	Deakin University
Cyber Security	Deakin University
Nursing/Public Health and Health Promotion	Deakin University
Science	Deakin University
Science	Deakin University
Building and Construction	Kangan Institute
Science (Bachelor)	La Trobe University
Speech Pathology (Honours)	La Trobe University
Science	Monash University
Laws (Honours)/Global Studies	Monash University
Biomedical Science	Monash University
Politics, Philosophy and Economics/Arts	Monash University
Nursing First Year Entry	Monash University
Science	Monash University
Engineering (Honours)/Science	Monash University
Data Science	RMIT University
Laws	RMIT University
Building and Construction (Building) (Diploma)/Property and Valuation (Honours)	RMIT University
Construction Management (Honours)	RMIT University
Aviation (Professional Pilots) (Associate Degree)	RMIT University
Laws	RMIT University
Engineering-Civil and Infrastructure (Honours)	RMIT University
Business (UniLink) - Diploma/Degree First Year	Swinburne University of Technology
Architecture	Swinburne University of Technology
Interior Design - Diploma	Swinburne University of Technology
Software Engineering (Game Programming) (Bachelor)	Torrens University Australia
Science	University Of Melbourne (The)
Psychological Studies	Victoria University
Health Science	Victoria University
Building Surveying (Degree)	Victoria University
Exercise Science - Sport Practice	Victoria University
Information Technology (Diploma)	Victoria University
Health Science	Victoria University

Education (P-12)	Victoria University
Osteopathy	Victoria University
Engineering - Architectural Engineering (Honours)	Victoria University
Speech Pathology	Victoria University
Early Childhood Education and Leadership	Victoria University

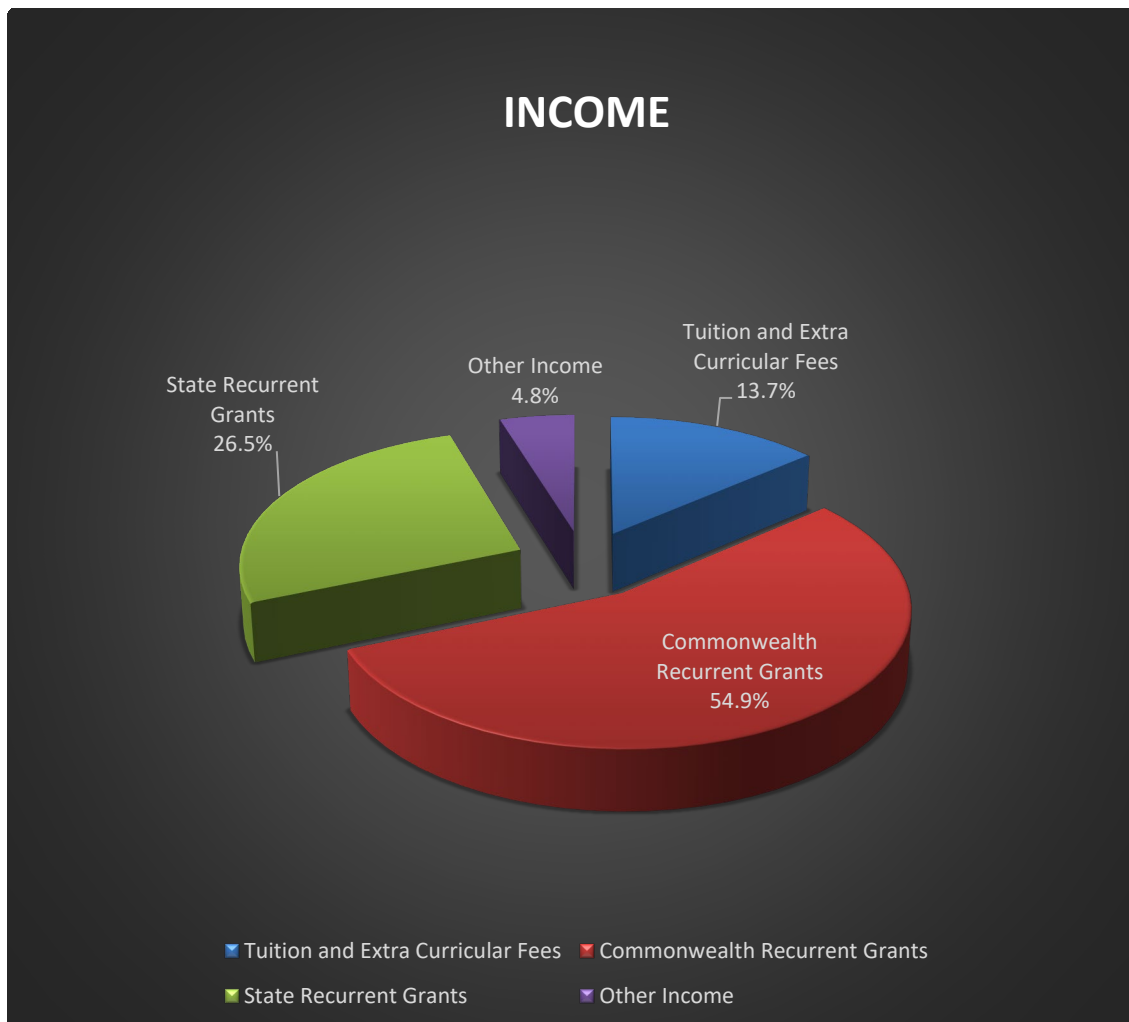
## Tertiary Enrolment Distribution



University Offers	Percentage of Students
RMIT	18%
Deakin University	15%
Victoria University	28%
Swinburne University of Technology	8%
Monash University	18%
La trobe University	5%
University of Melbourne	3%
Other	5%

# Finance:

INCOME	%
Tuition and Extra Curricular Fees	13.7%
Commonwealth Recurrent Grants	54.9%
State Recurrent Grants	26.5%
Other Income	4.8%
Total Income	100.0%





EXPENSES	%
Salaries and Related Expenditure	56.9%
Non Salary Expenses	43.1%
Total Expenditure	100.0%

