



ISLAMIC COLLEGE
OF BRISBANE



ANNUAL REPORT

2022

(Based on 2021 data)





Message from the Board Chair

Ismail Cajee

The Islamic College of Brisbane's Board works with the school community to achieve the best outcomes for students. The Board plays an important role in contributing to good school governance so that school resources are used efficiently, and community expectations and the school's priorities reflect the needs of students.

2021 has been a year of consolidation – with the college undertaking a significant restructure building on our priorities of diversity, equality and inclusion, and ensuring our community reflects the broader community around us.

Rest assured, amid this change, the Board will continue to forward-plan to make sure our college remains well-positioned and sustainable for the long term; and that our students are well-prepared to leave their mark on society.

The college is in a position of strength, both financially and in terms of culture, community and academic programming, and I am incredibly fortunate to work with a group of people who are skilled, dedicated, passionate and forward-thinking.

At our 2021 annual general meeting, Dr Ray Barratt was appointed Vice Chair to assist me in my role, while Advisory Committees were established in the areas of Governance, Audit and Risk; Infrastructure; Education and Community.

A process was undertaken to appoint members of the school community with expertise in these areas to support Board members and Charters for operation were established. Among the functions of these committees will be devising a new strategic plan for 2023-2027, and the celebration to mark the college's 25th anniversary, which was deferred from 2020 to September, 2022 because of the coronavirus.

Looking to 2022, I believe one of the main challenges for the Board and its committees, the CEO, and the P&F Committee will be addressing the NSSAB 5 Year Compliance Review.

In conclusion, much has been achieved in the past 12 months, but there's more work to be done.

I want to issue a huge thankyou to our dedicated community for helping leverage the college into a strong position. It's been uplifting to see how well the leadership of the school and the Board have come together during 2021 to build on the cornerstones of our strategic priorities – and build an increasingly sustainable future for the college and our students.

Ismail Cajee



Our Mission Statement:

We believe every student has an inherent potential to achieve great results.



Message from the CEO

Ali Kadri

As I reflect on 2021, I see a year of continued growth, resilience and many successes. In my first full year in the role, I was privileged to witness our staff and community come together - exercising compassion and creativity to safely support our students' well-being and growth. We continue to demonstrate our commitment to putting each of our students first as they strive to reach their full potential.

Through our culture of change, we're setting incredible examples of progress across our system. Our student population grew to 1436 in 2021 - an increase of 159 on the previous year, and for the first time, we now have a wait list as we receive more requests to access our courses.

Our strategic plan continues to serve as our guide. Innovation is occurring every day in our classrooms, as our diverse and inclusive systems continue to evolve and adapt. I'm proud to say we are meeting our operational goals, both academically and in the sporting arena.

Let me list just a few of our achievements for the past year.

- The Queensland Government's Next Step Post-school destination survey, which shows what graduates of 2020 are doing, reveals that more than 93% of our students pursue higher education, which is way above the state average
- The college's NAPLAN results are above the state average in most areas.
- We've established a college-based before, and after-school care program.

- Our Vocational Education and Training Certificates (VET) school program has expanded to provide outcomes for students who struggle to finish school in a traditional sense. We've seen the highest number of VET enrolments in 2021.
- A new high school building with 18 classrooms has been built and opened.
- We've upgraded our Futsal area (and our successful teams continue to kick goals), and
- The college has purchased a new campus at Karawatha, with plans to develop a girls' only campus.

I want to thank the Islamic College of Brisbane's Board for playing a vital role in guiding and leading our strategy. The board remains focused on making sure our financial vision aligns with the hopes and dreams of everyone in our community.

One of the things I have been most proud of in 2021, has been the way everyone has come forward and come together to do their best in challenging, ever-changing circumstances. We are stronger when we lead together and on behalf of all we serve.

I'm excited for the future - and being able to build on the momentum which will lead to even bigger and better things in coming months and years. I can't wait to see where this journey takes me, and each and every one of you!

Ali Kadri



Our Mission Statement:

Unity in diversity forms the very unique fabric of Islamic College of Brisbane.



Our Values

As an Australian Islamic School, ICB values the national principles and respects the social, cultural and religious diversity of Australia. ICB encourages excellence and innovation for the development of highly motivated learners to reach their full potential.

The college adheres to Australian values and virtues which are underpinned by the inclusive Islamic ethos of equality, respect and humility in producing self-directed and proactive learners and citizens. The college acknowledges and adheres to Values for Australian Schooling which are also in accord with the APD which places students at the centre of their education by emphasising the importance of meeting the individual needs of all learners, and outlines education's role in supporting the wellbeing, mental health and resilience of young people.



- Care and Compassion:*
Care for self and others.
- Doing Your Best:*
Seek to accomplish something worthy and admirable, try hard, pursue excellence.
- Fair Go:*
Pursue and protect the common good where all people are treated fairly for a just society.
- Freedom:*
Enjoy all the rights and privileges of Australian citizenship free from unnecessary interference or control and stand up for the right of others.
- Honesty and Trustworthiness:*
Be honest, sincere and seek the truth.
- Integrity:*
Act in accordance with principles of moral and ethical conduct, ensure consistency between words and deeds.
- Respect:*
Treat others with consideration and regards, respect another person's point of view.
- Responsibility:*
Be accountable for one's own actions, resolve differences in constructive, non-violent and peaceful ways, contribute to society and civic life, take care of environment.
- Understanding, Tolerance and Inclusion:*
Be aware of others and their cultures, accept diversity within a democratic society, being included and including others.



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Key Achievements

2021

93%

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Islamic College of Brisbane Annual Report 2022 (Based on 2021 data)

Contextual Information¹

School Sector: *

Independent

Year Levels Offered:

Prep to Year 12

Co-educational or Single Sex: *

Co-educational

Characteristics of the Student Body: *

The students come from a wide range of backgrounds. A lot of the children are from non-English speaking backgrounds, but most have been born in Australia. There are 744 female students and 692 male students in the college.

Total Enrolments: *

The total student population in 2021 increased by 159 to 1436

¹ Australian Education Regulation 2013 s60 (1)(a)

Workforce Information

Staff Composition, Including Indigenous Staff: *²

Staff Categories	Description of the school's staffing	Staff Total (Head Count)
Teaching Position – Full Time	Educational Leadership Team and Teachers	100
Teaching Position – Part Time	Teachers	9
Non-Teaching Position – Full Time	Dean of Students, School Counsellors and School Nurse	6
Non-Teaching Position – Full Time	CEO, Administration & Operations Leadership Team, Administration & Clerical, Finance, Human Resources, ICT, Groundsman, and Aides & Assistance	36
Non-Teaching Position – Part-Time	Groundsman, Aides & Assistance, Before & After School Care	7

Qualifications of all Teachers: *³

Qualification	Detail the number and/or the percentage of classroom teachers and school leaders at the school who hold this qualification
Doctorate or higher	3%
Masters	18 %
Bachelor	50%
Diploma	23%
Certificate	6%

² Australian Education Regulation 2013 s60 (1)(c)

³ Australian Education Regulation 2013 s60 (1)(b)

Funding Information

School Income Broken Down by Funding Source *4

Islamic College of Brisbane

School Finances 2021

Full-time equivalent enrolments relating to recurrent income and capital expenditure

1436

Net Recurrent Income 2021	Total	Per student
Australian Government recurrent funding	\$13,965,027	\$9,725
State/ Territory Government recurrent funding	\$3,479,622	\$2,423
Fees, charges and parent contributions	\$4,230,080	\$2,946
Other private sources	\$127,718	\$89
Total gross income (excluding income from government capital grants)	\$21,802,447	\$15,183
Deductions		
Income allocated to current capital projects	\$16,459	\$11
Income allocated to future capital projects and diocesan capital funds	\$0	\$0
Income allocated to capital debt servicing (including principal repayments and interest on loans)	\$3,640,167	\$2,535
Subtotal	\$3,656,626	\$2,546
Total net recurrent income	\$18,145,821	\$12,636

Capital Expenditure	Total
Australian Government capital expenditure	\$135,675
State/ Territory Government capital expenditure	\$84,500
New school loans	\$6,427,924
Income allocated to current capital projects	\$16,459
Other	\$10,633,348
Total capital expenditure	\$17,297,906

Social Climate

Parent, Teacher and Student Satisfaction with the School *5

There were no data collection due to COVID.

⁴ Australian Education Regulation 2013 s60 (1)(g)

⁵ Australian Education Regulation 2013 s60 (1)(f)

Student Outcomes

Average student attendance rate (%) for the whole school: *⁶

The average student attendance rate for the whole school in 2021 was 91%

Average student attendance rate for each year level: *⁷

Year levels	Average attendance rate for each year level as a percentage in 2021
Prep	90%
Year 1	91%
Year 2	91%
Year 3	93%
Year 4	92%
Year 5	94%
Year 6	93%
Year 7	93%
Year 8	91%
Year 9	91%
Year 10	90%
Year 11	86%
Year 12	85%

A description of how non-attendance is managed by the school: *⁸

Islamic College of Brisbane collects attendance data on a per period basis via Teacher Kiosk to ensure an improved standard of care for our students. This has been facilitated via a School Management System called Tassweb software hosted by our school. If the student is not present, parents are informed via an SMS message and a request made for an absentee reason. In the case of no return from the parents then the system generates a letter which is posted to the parents.

⁶ Australian Education Regulation 2013 s60 (1)(d)(i)

⁷ Australian Education Regulation 2013 s60 (1)(d)(i)

⁸ Australian Education Regulation 2013 s60 (1)(d)(ii)

NAPLAN results for Years 3, 5 and 7 and 9 in 2021 ^{*9}

Benchmark Data for Year

Progress			
The percentage of students at the school who achieved above average progress, compared to students of a <u>similar background</u> and who had the <u>same starting score</u> on their previous NAPLAN test.			
	Year 3-5 (2021)	Year 5-7 (2021)	Year 7-9 (2021)
Reading	48	47	48
Writing	49	40	49
Numeracy	46	36	45

Results				
The average NAPLAN score for all students at the school in each domain, compared to the average score of students in Australia for that domain				
Reading				
	Year 3 (2021)	Year 5 (2021)	Year 7 (2021)	Year 9 (2021)
Average Score (School)	431	511	535	580
Average Score (National)	438	511	542	577
Writing				
	Year 3 (2021)	Year 5 (2021)	Year 7 (2021)	Year 9 (2021)
Average Score (School)	431	496	515	563
Average Score (National)	425	480	522	551
Spelling				
	Year 3 (2021)	Year 5 (2021)	Year 7 (2021)	Year 9 (2021)
Average Score (School)	455	539	572	608
Average Score (National)	421	504	548	580
Grammar and Punctuation				
	Year 3 (2021)	Year 5 (2021)	Year 7 (2021)	Year 9 (2021)
Average Score (School)	437	531	534	593
Average Score (National)	433	503	533	573
Numeracy				
	Year 3 (2021)	Year 5 (2021)	Year 7 (2021)	Year 9 (2021)
Average Score (School)	399	506	538	582
Average Score (National)	403	495	550	588

⁹ Australian Education Regulation 2013 s60 (1)(e)

Year 12 Outcomes: *¹⁰

Schools provide secondary education are required to report senior secondary outcomes including percentage of year 12 students undertaking vocational training or training in a trade and the percentage of year 12 students attaining a year 12 certificate or equivalent vocational education and training qualification *¹¹

Schools may choose how to do this. The table below provides one example of how you could meet the requirements.

Outcomes for our Year 12 cohort 2021	
Number of students awarded a Senior Education Profile	70
Number of students awarded a Queensland Certificate of Individual Achievement	N/A
Number of students who received an ATAR	N/A
Number of students who are completing or completed a School-based Apprenticeship or Traineeship (SAT)	N/A
Number of students awarded one or more Vocational Education and Training (VET) qualifications	54
Number of students awarded a Queensland Certificate of Education at the end of Year 12	50
Number of students awarded an International Baccalaureate Diploma (IBD)	N/A
Percentage of Year 12 students who received an ATAR above 90	N/A
Percentage of Year 12 students who are completing or completed a SAT or were awarded one or more of the following: QCE, IBD, VET qualification	77%
Percentage of Queensland Tertiary Admissions Centre (QTAC) applicants receiving a tertiary offer	85%

Post-school Destination Information*¹²

At the time of publishing this School Annual Report, the results of the 2021 post-school destinations survey, *Next Steps – Student Destination* report for the school was not available. Information about these post-school destinations of our students will be uploaded to the school's website in September after release of the information.

¹⁰ Australian Education Regulation 2013 s60 (1)(h)(i)

¹¹ Australian Education Regulation 2013 s60 (1)(h)(ii)

¹² Australian Education Regulation 2013 s60 (1)(h)(ii)