

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ



2011
Annual
Report

Al Zahra College

Introducing...



Al Zahra College

Al Zahra College is an independent IB World School that commenced in February 1998 to provide alternative education options for the growing Muslim community in Australia.

The College presently caters for students from Preschool to Year 8 (with an additional secondary year group planned each year). The Preschool and Primary sections are co-educational, while the secondary classes are for girls.

The College motto Faith, Knowledge and Wisdom promotes, in all students' endeavours, excellence and quality learning in all areas of the curriculum, as well as within the Islamic faith, with particular attention to instilling high moral values in each student.

Al Zahra College is an authorised PYP (Primary Years Program) school and a candidate MYP (Middle Years Program) school.

While AZC offers both IB

(International Baccalaureate) programs, the College still

addresses the standards and requirements set by the NSW Board of Studies in all Key Learning Areas. Additionally, Arabic language, Islamic and Quranic studies are offered to students.

The inclusion of our ethos and values in the college's teaching programs provides all students with an opportunity to cooperate and work together in an harmonious and collaborative environment, and to understand and appreciate the common ideals of the

Islamic faith in a spirit of tolerance and understanding.

Al Zahra College provides a learning environment in which each student is

able to develop an understanding and respect for his or her own cultural background and take pride in whom he or she is. Consequently, the ability for students to respect other cultures is strength-ened. Islam, by its very essence, is multicultural and Al Zahra College seeks to imbue all students with high moral values and respect for all people.

Our Team...

Executive...

Principal: Mr Ahmad Mokachar

Educational Director: Dr Ken Darvall
Teach. Cert, Dip. Teach, B. A,
Dip. Ab. Ed, M. Ed Admin, Ed. D.

PYP Coordinator: Dr David McGregor
B.A, Dip.Ed, M.Th., D.A.

Pre School Staff...

Director: Merna Mustapha
Dip. Children Services

Early Learning Teacher: Amber Mancuso
B. Ed (Hons)

Childcare Worker: Faatemah Mokachar
Certificate III Children Services

Childcare Worker: Zainab Jaber
Certificate III Children Services

Teaching Staff...

Kindergarten: Ruth Hulbert
B. Ed, Cert. Reading Recovery

Year One: Claire Culley
B. Ed

Year Two: Joanne Stanton
B. Teach

Year Three: Angela Iliadis
B. A, Dip. Ed, Cert. Tesol, M. Ed

Year Four: Michelle Ryan
B. Ed

Year 5: Jenna Hume
B. Ed

Year 6: Lisa Sadruddin
Dip Teach

Georges El Haddad
B. A, M. A, Dip Ed

Fatima Dirani
B. A, M. Teach

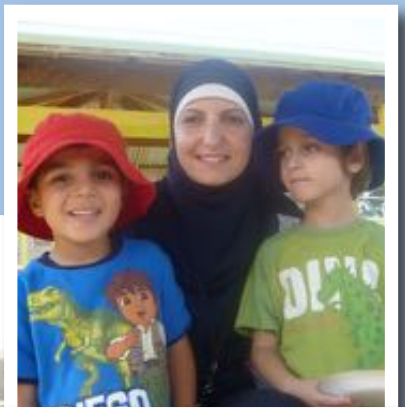
Danielle Kalaizis
B. PDHPE

Hiba Haragli
B. Med. Sci., M. Teach

Sheik Mohammed Jafer Fathullah
B. A, M. A.

Hevi Mattini
Dip Teach

Gulten Akbar
B. Music, M. Teach



Non - Teaching Staff

Wendy Wu
B. Lib, M. Lib

Harry Nejad
B. Lib, B. A, M. Counselling Psychology

Margret Goodwin
B. A Sci Speech Pathology

Hussein Muslmani: Information Technology

Anaya Matar

Rania Ibrahim

Hassan Salim



What's Inside...

All NSW schools must participate in annual reporting to publicly disclose the educational and financial performance measures and policies of the school. The information required can be categorised into 12 reporting areas as outlined by the Board of Studies.

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Chairman's Message...

Our aspiration to become a pure IB World School, offering the three programs, has driven us to continue preparations throughout 2011. With the planned commencement of the IB Diploma Program (IB DP) in 2014, we have been hard at work introducing the IB platform and look forward to submitting our formal application early next year.

An authorisation visit took place in November, and I was most grateful for, and really impressed by, the support and response of students, staff, community and, in particular, the school board. It was evident to our visitors that the entire Al Zahra community is working together in a very open-minded way, building knowledge through the communication process, and embracing this opportunity. There has been a lot of reflection since IB was first considered in 2003 and confidence has grown considerably since.

I am happy to announce that we achieved authorisation and we may now call ourselves an IB World School. We have achieved the Primary Years Program requirements. I am very pleased with how the Middle Years Program is developing and especially the community service program which has already commenced amongst the Year 7 and 8 cohort. I look forward to the challenge of combining and submitting our application for the Diploma Program to be up and running in 2014 when the graduates of Year 10 are ready to move into Year 11. In this way, we will be the very first school in Australia (at least) who will be offering the 3 programs and nothing else, making Al Zahra College a purely IB World School.

This is an exciting and challenging time, not only for the educational direction of Al Zahra, but the entire nation is working towards educational reform. And, now more than ever, we need your support to ensure that our voices are heard and our choices are recognised. In heading towards the IB program we face obstacles in the form of existing state legislation that limits parental preference and flies in the face of the ethos of independence. The reaction of the NSW Board of Studies to recently introduced

national curriculum proposals is an alarming indication of the challenges ahead as they clutch on to a narrow – our way or the highway – view of what constitutes education. I implore you to lobby your local members of parliament to make them aware of this issue as it is diversity and choice that makes our nation great and competitive in the global environment.

The BER grant offered to Al Zahra College has been, on the one hand a tremendous opportunity and, on the other has put us under tremendous pressure. The \$2 million offered by the Commonwealth government towards the multi-purpose hall has required careful consideration and planning. The funding was just enough to build a 400sqm hall, but this would not have been a suitable size for a proper sporting game, not to mention able to fit parents and students on a presentation night. Risky decisions had to be made and plans implemented in order to make good use of every single cent of the taxpayer money. With the help and blessing of the Almighty, we found a way and managed to commence building of a multi-purpose hall in excess of 700sqm. This forms part of the high school which makes up the 4th stage of our 20-year plan. That 20-year plan was launched in the NSW University Roundhouse on the 15th of Shabaan in 1998 and we hope to repeat this occasion as we open Imam Mahdi's Multi-purpose Hall and other facilities of the high school on the 15th of Shabaan next year.

Whilst the new building has been the

most prominent development at Al Zahra, other developments have also been achieved. We were able to cater for our loved ones in the long day care centre, installing new soft fall flooring to outdoor areas so as to protect them as they play.

I must mention the terrific opportunity provided for the development of our teachers this year as we participated in the National Partnership reform program. I wish to acknowledge the support provided under Smarter Schools National Partnership on Improving Teacher Quality and facilitated by the Independent Schools Centre for Excellence. The funding for developing professional exchange and mentoring relationships with other schools has allowed us to consider developing a 3-year strategic plan, to be put forward by the end of next year, aimed at improving our student's educational outcomes.

This annual report has been prepared in order to provide a snapshot of just a very tiny part of what goes on in the day to day operations and activities of the school. There is so much more that I would like to include and I thank all my staff for their cooperation and support in caring for our loved ones. It is the daily smiles on the children's faces that are the true indication of the stimulating and enjoyable learning processes that are taking place.

Once again, may I extend my thanks and appreciation to the entire Al Zahra College community and, in particular, my school board, for your unlimited support.

Ahmad Mokachar
Al Zahra College Chairman



Prime Minister's Address...

I would like to begin by thanking everyone at Al Zahra College for supporting me, not just as Prime Minister in 2011, but also through the journey of childhood over the last seven years. There have certainly been some memorable occasions over this time and ending as Prime Minister has certainly been a highlight. I could not have done it without my fellow ministers and shadow ministers and together, we have achieved a great deal, not just for our school, but for our community as well.

Funnily enough, I have learnt a lot about politics this year. The AZC Parliament provides a tangible experience reflecting our national political system. But it doesn't stop there. Being Prime Minister has allowed me to rub shoulders with our nation's political leaders and these enriching opportunities have allowed me to see first-hand how change and influence may be negotiated.

I was privileged to have the pleasure of meeting personally with the NSW Premier, Kristina Keneally, at which time I implored her to make good on the long-time Labour promise to improve facilities at Arncliffe Park.



I also met with our local Liberal representative, John Flowers, who made a pre-election commitment to fund a pedestrian tunnel under the railway line, should he win the seat of Rockdale. This tunnel, located close to the school entrance, would vastly improve the safety of students and community members who could avoid the busy, narrow road tunnel currently available. I look forward to the minister honouring this commitment in 2012.

Al Zahra College Parliament worked hard throughout the year and successfully passed 9 bills. Further details are located in the Al Zahra College Parliament report on page 22.

Politics aside, 2011 held other highlights for my classmates and I. With our school working towards IB authorisation, we took part in the first Year 6 PYP Exhibition. We chose our own unit of inquiry and presented our findings to the entire school community.

We travelled far and wide, continuing to explore the diversity of our country with another interstate trip. This time it was Victoria and the historic goldfields of Ballarat.

This was a great experience as we were transported back in time to the very foundations of Australia's democratic way of life and immersed in history of Australia's premier civic uprising.

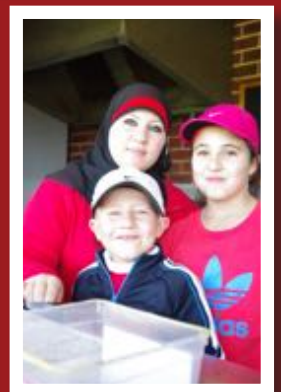
To conclude our year and time at Al Zahra College, the Graduation Cruise on the Georges River really put the icing on the cake. I am sad to be leaving, but look forward to completing the IB Diploma Program at Newington College.

Ali Chahine
AZC Prime Minister 2011



Aspects of College Life...





Members of Parliament 2011...

Government	Opposition
Ali Chahine Prime Minister	Zahra Abou Ghaida Opposition Leader
Jaffar Ali Deputy PM/ Finance	Fatima Karagully Deputy LoO/Arts
Mariam Boussi Special Events	Zeinab Hammoud Special Events
Amenah Hamdy Welfare	Hadi Mehdi Welfare
Hanea Mohsen Environment	Simantha Kalam Environment
Fatima Bdeir Arts	Mohammed Al Gharib Finance
Karar Abu Al Kassim Sports	Ali Faour Sports
Humam Al Taiff Speaker	

Class Captains...

Kinder	Mariam Taleb Ali Awada	Fatima Khalil Mohammed Bakir Mourtada
Yr1	Sophia Karnib Mohammed Muslmani	Aaliyah Ibrahim Mohamad Khalife
Yr2	Zain Nasour Israa Nasser	Khadija Matar Ahmad Hammoud
Yr3	Medina Abdul Menhem Ahmad Sabra	Eman Al Najar Mohammed Darwish
Yr4	Haneen Al Kahi Bilal Chahine	Rayanne Makki Mohammad Ibrahim
Yr5	Ali Ahmad Nasser Betol Al Machar	Fatima Mustapha Jawad Zahr
Yr6	Zain Ali Tiba Anz	Zain Ali Ghadir Al Ali
Yr7	Sara Farhat	Rita Mohsen
Yr8	Kawthar Karagully	Mariam Mourad

House Captains...

Loyal Sleiman (W)
Fatima Bachir (F)
Rayanne Khalife (K)





NAPLAN...

The National Assessment Program – Literacy and Numeracy (NAPLAN) tests all students nationally in Years 3, 5, 7 and 9 to develop benchmarks and evaluate individual progress.

Four tests covering Reading, Writing, Language Conventions (Spelling, Grammar and Punctuation) and Numeracy were conducted across Australia on three days over the same week in May. Each test is between 40 and 50 minutes long and students are to be congratulated for their efforts and determination.

The tables shown here indicate the percentage of students in each year whose test performance scored them at or above the national minimum standard.

NAPLAN tests are one way of measuring the progress students are making, however, many other assessment techniques are utilised by teachers on a regular basis to assess and evaluate teaching and learning.

Al Zahra College Year 3

% At or Above
National Standard

Reading – 100
Writing – 100
Spelling – 100
Grammar – 100
Numeracy – 100

Al Zahra College Year 5

% At or Above
National Standard

Reading – 100
Writing – 100
Spelling – 100
Grammar – 95
Numeracy – 100

Al Zahra College Year 7

% At or Above
National Standard

Reading – 100
Writing – 100
Spelling – 100
Grammar – 89
Numeracy – 89



Professional Learning...

Staff at Al Zahra College took part in a range of training and professional development programs as outlined below.

AGQTP Planning Day

NSW/ACT IB Network

PYP Induction Day

Cyber Bullying

Online OHS Training Guide

Embedded Assessment

Assessment in PYP

CPR/First Aid

Learning Support

Kings School PYP Exhibition

IWB Conference

LIN Mathematics

Inquiry in PYP

Secondary Assessment for Learning

MYP Induction for Staff

Stage 5 Assessment

Panaboard IWB

Peer Support Training

Improving Literacy and Numeracy Skills

IB Meeting with DG

NSW/ACT IB Network

NSW/ACT IB Network

NSW/ACT IB Network



National Partnership on Improving Teacher Quality...

Al Zahra College became involved in the Professional Exchange and Mentoring Program in 2011 to support teachers early in their career, especially in the secondary school where teachers are often teaching across two key learning areas without a subject specialist colleague. In the spirit of sharing their

knowledge and skills, mentors travel to schools, they have never visited before, to work with teachers they had never met, often in schools quite different from their own.

What is interesting is that the mentors say how much they have grown from

the experience and how inspired they are by the teachers. For the mentors, these grants have provided leadership opportunities, a chance to move out of their own comfort zone and new professional skills that they can apply in their own skills. (AIS, 2012)

Teacher Standards...

This table shows the total number of staff responsible for delivering the curriculum as described by the Education Act 1990, and in terms of standard of professional competence as determined by the Minister for Education and Training.

Teachers who have the teaching qualifications from a higher education institution within Australia or as recognised within the guidelines of the National Office of Overseas Skills Recognition (AEI-NOOSR):	16
Teachers who have the teaching qualifications from a higher education institution within Australia or as recognised within the guidelines of the National Office of Overseas Skills Recognition (AEI-NOOSR), but lack formal teacher education qualifications:	0
Teachers employed in NSW before 1 October 2004 who do not have qualifications as described above, but have relevant successful teaching or appropriate knowledge relevant to the teaching context:	1
Total Number of Teachers:	17

Teacher Attendance...

The average attendance rate per member of teaching staff was 93%.

Teaching staff attendance is determined by calculating the average number of days absent due to illness, family and community service, injury (Work Cover) and leave without pay. Long term absences, such as maternity leave, long service leave or annual leave are not included.

Teacher Retention...

The retention rate of teaching staff from 2010 continued to 2011 was 85%.

The teaching staff retention rate is measured as the percentage of teachers who continued to be employed at Al Zahra College from the 2010 to 2011 academic year relative to the total number of staff in 2010.



Enrolment...

	Kindy	Yr1	Yr2	Yr3	Yr4	Yr5	Yr6	Yr7	Yr8	Total
Boys	15	14	19	18	16	13	8	0	0	103
Girls	8	15	11	11	14	11	8	11	9	98
Total	23	29	30	29	30	24	16	11	9	201



Attendance...

	Yr1	Yr2	Yr3	Yr4	Yr5	Yr6	Yr7	Yr8	Total
Total	94.3%	95.3%	96.4%	96.6%	90.2%	98.1%	96.7%	96.1%	95.2%



Enrolment Policy...



early we receive an application, our admissions timeline remains the same.

Current Enrolments

First Day of Term 4: The deadline for present Al Zahra College families to re-register for the following year. Before this date we have no information about the availability of places for the following year.

Kindergarten and Secondary School Enrolments

1 March: The point at which we process applications for Kindergarten and

the Secondary School. Parents will be advised of screening and interview dates which will occur in April and May. Enrolment offers will be made in June.

Other Enrolments

July-December: We continue to process applications as they arrive.

Late Admissions

A student may be admitted to Al Zahra College at any time during the school year (if places are available).

Applicants who meet all admissions criteria are admitted for the appropriate year group based on age and current performance level, class size permitting. However, factors such as previous records, measured aptitude and achievement, physical and emotional development and other relevant details are also considered. The final decision rests with the Head of School.

Al Zahra College can only guarantee a

place once a formal offer has been made, accepted in writing, and the Acceptance Fee has been paid.

All placements are conditional. An interview with the Education Director will be arranged prior to acceptance as part of the enrolment process. Placements are reviewed after 3 months. Admissions are conditional on a student's ability to benefit from the tuition offered.

Applicants for admission are considered in the following priority order:

- children of the governing body or its committees;
- children of staff;
- children of all other applicants who have a sibling already enrolled in or admitted to the College, including the AZC Preschool (Al Zahra Kingdom);
- all other applicants.

Al Zahra College reserves the right to deny admission or re-enrolment to any applicant if, in its opinion, there were reasons to believe that admission or re-enrolment would not be in the best interest of the applicant or Al Zahra College.

Al Zahra College also reserves the right to postpone admission if a class is full. In this case, the applicant is placed on a waiting list. The qualified applicants are then accepted in order of date of application, subject to the above priorities.

Entrance Age

Class ages are as follows:

Kindergarten	5 years-old
Year 1	6 years-old
Year 2	7 years-old
Year 3	8 years-old
Year 4	9 years-old
Year 5	10 years-old
Year 6	11 years-old

Student Records from Other Schools

Al Zahra College requires student records

General Conditions

Al Zahra College accepts students without discrimination of religion, race or nationality.

Admission to Al Zahra College will be determined by the Education Director based on information obtained with respect to:

- the potential of the applicant to benefit from the educational services available; and
- the capacity of Al Zahra College to meet the educational needs of the applicant.

Applications for admission for the current academic year will be considered in order of priority, date of application, and the results of college screening and formal interview, as places become available. A final decision will be determined by the Education Director.

We understand the need for an 'early' confirmation of a place at Al Zahra College. However, regardless of how

from the applicant's previous school before any student is accepted. These records include reports, transcripts, results of standardised tests and any reports by a counsellor or psychologist. Al Zahra College reserves the right to contact the applicant's previous school prior to acceptance.

Interviews

All applicants will be interviewed by the Education Director prior to acceptance as part of the enrolment process.

Decisions on Admission

After all the admissions procedures have been followed, the application will be considered. Decisions will be given in writing.

FINANCE

Acceptance Fee

An acceptance fee of \$600 per student is due when Al Zahra College offers a place and the place is accepted. In order to be secured, the place offered by Al Zahra College needs to be confirmed by the applicant through payment of the acceptance fee within ten days of notification. This application fee is non-refundable and does not count towards tuition.

Tuition Fees

Tuition fees for the following school year are set by the Al Zahra College Board and are advised by the Education Director by 1 July. Due to inflation and school obligations, tuition fees must be increased by at least 5% annually.

The tuition fees are divided into two semesters and are payable upon receipt of an invoice and by the start of each semester. In all cases, the tuition fees for a semester which has started are payable in full.

The academic year is divided into two semesters:

First Semester: January - June

Second Semester: July - December

Annual Tuition Fee	\$3,450
Deposit	\$600
Semester 1 Fees	\$1,425
Semester 2 Fees	\$1,425

In 2012, a family discount will be offered to families with more than one child enrolled in the Primary School or the Secondary Girls School. The discounted fees are set out in the schedule below.

<i>Families with 2 Children Enrolled K-9</i>	
Annual Tuition Fee	\$6,300
Deposit	\$1,200
Semester 1 Fees	\$2,550
Semester 2 Fees	\$2,550

<i>Families with 3 or 4 Children Enrolled K-9</i>	
Annual Tuition Fee	\$9,450
Deposit	\$1,800
Semester 1 Fees	\$3,850
Semester 2 Fees	\$3,850

Please note that the following items are included in the fees:

- Tuition
 - Provision of all necessary transcripts relating to attendance and academic performance.
- Please note that the following items are not included in the annual tuition fees, as these costs will vary per year group and per year:
- Textbooks
 - Sport
 - Excursions & field trips
 - Educational assessment by outside specialist
 - Some extra-curricular activities
 - Canteen requirements
 - Uniform requirements
 - School photos

Non-Payment of School Fees

A student's enrolment is suspended if tuition fees are not paid by the due date.

Late Enrolment

Students enrolling during the first four weeks of school will be billed the full



tuition for the year. Students enrolling after the first four weeks of school will be billed proportionally for the number of full or partial weeks of school remaining plus a late enrolment surcharge of 5% of the annual fees.

Early Withdrawal

Students withdrawing before 1st April are charged 30% of the annual tuition fee. Students withdrawing before 1st July are charged 55% of the annual tuition fee. Students withdrawing before 1st October are charged 80% of the annual tuition fee.

Re-Registration

By the end of Term 3 each year, parents will be asked to complete and return a re-registration form, indicating whether their child will be returning to Al Zahra College the following school year. Places cannot be reserved unless there is a definite indication that a student intends to return and a deposit of \$600 paid for each student. This deposit will be credited against the Term 1 fees for the new academic year.



College Policies...

The following policies, related to the care and wellbeing of students, are contained in the 2011 AZC Policies and Procedures document available from the college office or website.

ADMINISTERING MEDICINE TO STUDENTS

Al Zahra College acknowledges that some students may require medication and/or management of health conditions at school. This policy outlines the management of student health conditions, including the administration of medication, a courtesy provided by Al Zahra College, consistent with its duty of care.

Administering medicine to students may be found on page 3 of the 2012 AZC Policies and Procedures document.



ANAPHYLAXIS

Anaphylaxis is the most severe form of allergic reaction and is potentially life threatening. Up to two percent of the general population and up to five percent of children are at risk. Al Zahra College has developed a comprehensive plan to prevent and manage anaphylaxis reactions.

Anaphylaxis may be found on page 4 of the 2012 AZC Policies and Procedures document.

ANTI-BULLYING

The college will provide a positive culture where bullying is not accepted, and in so doing, all will have the right of respect from others, the right to learn or to teach, and a right to feel safe and secure in their college environment.

Anti-bullying may be found on page 8 of the 2012 AZC Policies and Procedures document.

CARE & SUPERVISION OF STUDENTS

This policy describes care and supervision requirements and includes details of requirements regarding students' arrival at school, departure from school, library supervision, lunch-time monitoring and the administration of first aid.

Care and supervision of students may be found on page 12 of the 2012 AZC Policies and Procedures document.

CHEMICAL SAFETY

In implementation of the Occupational Health and Safety Regulation 2001, Al Zahra College will ensure that:

- satisfactory systems and procedures are in place to secure a safe and healthy working and learning environment for the duty of care of all staff and students;
- staff are trained to be familiar with the possible health effects of hazardous substances used in the workplace and maintain a high level of awareness of health and safety issues;

- safety equipment and systems are provided, monitored and maintained; and

- monitoring and review of the working environment occur regularly.

Chemical safety may be found on page 13 of the 2012 AZC Policies and Procedures document.

CHILD HEALTH NURSE

This policy detail procedures that class teachers will follow if the teacher considers, as a result of class observations, that a student needs to be tested by Community Health Services.

Child health nurse may be found on page 16 of the 2012 AZC Policies and Procedures document.

CHILDHOOD INFECTIOUS DISEASES

This policy includes symptoms, prevention methods and any quarantine requirements where children will need to stay home.

Infectious diseases included in the policy are:

Chicken Pox	Conjunctivitis
Gastroenteritis	German Measles
Glandular Fever	Head Lice
Hepatitis A	Impetigo
Influenza	Measles
Meningococcal Disease	Molluscum Contagiosum
Mumps	Scabies
Ringworm	Scarlet Fever
Slapped Cheek	Whooping Cough
Hand Foot and Mouth Disease	

Childhood infectious diseases may be found on page 17 of the 2012 AZC Policies and Procedures document.

CHILD PROTECTION

All staff members at the college need to be familiar with the college's child protection policy. The focus of the policy is:

- The protection of children in our care.
- Responding to suspicions/allegations of abuse or neglect.
- The procedures followed by the college



must accord with current legislation.

Child protection may be found on page 22 of the 2012 *AZC Policies and Procedures* document.

COMPLAINT/GRIEVANCE PROCEDURES

A grievance may be about any act, omission, situation or decision that you think is unfair, discriminatory or unjustified. Our grievance procedures are confidential, impartial, free from repercussions, and timely.

Complaint/grievance procedures may be found on page 29 of the 2012 *AZC Policies and Procedures* document.

DETENTION

Each year, teachers will be assigned to lunch-time detention duty. To ensure procedural fairness, students can only be placed on lunch-time detention by the AZC Discipline Committee. Detention will provide an opportunity for students to reflect on their behaviour so that inappropriate actions can be avoided in the future.

Detention may be found on page 32 of the 2012 *AZC Policies and Procedures* document.

DISCIPLINE

The Discipline policy has been developed with the following purpose:

- Guide individual development towards perceptive understanding, mature judgement, responsible self-discipline and moral autonomy.
- Develop individual ability to make responsible decisions and accept responsibility for actions.
- Specifically, to develop: self-discipline; self-esteem; respect for others; respect for own and other people's property; tolerance; and an understanding of the difference between reality and fantasy (as influenced by media).

Discipline may be found on page 33 of the 2012 *AZC Policies and Procedures* document.

DUTY OF CARE

All staff have the responsibility of 'Duty of Care' for the students of Al Zahra



College during school hours. That is, inside the classrooms, in the playground and on excursions.

Duty of care may be found on page 22 of the 2012 *AZC Policies and Procedures* document.

EMERGENCY MANAGEMENT

The effective and efficient management of emergency incidents is critical to the safety and well being of students, staff and college visitors, as well as essential in minimising damage to college property. Al Zahra College aims to provide a safe environment for all, irrespective of a variety of emergencies that may occur. An emergency management plan has been developed detailing evacuation procedures, lockdown procedures, emergency exits and first aid stations.

Emergency management and Emergency management plan may be found on pages 40 and 41 of the 2012 *AZC Policies and Procedures* document.

LEADERSHIP, SERVICE & SERVICE LEARNING

This policy outlines leadership opportunities, service and charitable support opportunities. Completed and sustained service contributions will be acknowledged in student progress reports and contribute to the Annual Leadership, Service and Service Learning awards.

Leadership, service and service learning may be found on page 44 of the 2012 *AZC Policies and Procedures* document.

PARENT GRIEVANCE PROCEDURES

In the case of a parent wishing to follow through a grievance, four steps are outlined and parents are encouraged to follow them for prompt resolution.

Parent grievance procedures may be found on page 53 of the 2012 *AZC Policies and Procedures* document.

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Student enrolment	60
Uniform	64

2011 Achievements...

Several key development and improvement targets were addressed in 2011.

Establishing Year 8

The inaugural Year 8 class commenced lessons in January, 2011. This gave us great satisfaction to see the continuation of the high school development.

Primary Years Programme (PYP)

In December 2011 we managed to receive the long-awaited authorisation that will allow Al Zahra to start calling itself an IB World School. The Year 6 Exhibition trial prior to this was evidence of the readiness and proficiency of staff to deliver this program.

Middle Years Programme (MYP)

The use of the Planner and trial of the ManageBac in 2011 assisted staff and students to become more familiar and prepared for the up-coming full implementation of the Middle Years Programme.

Early Years Learning

As planned, the Preschool has aligned with the Primary School in many aspects

to ensure consistency of practices and procedures within all appropriate programs. Some changes which took place included an adjustment to start and finish times and the employment of an extra teacher to allow the Director to concentrate on the Early Years Learning Framework.

IB Diploma Programme (IB DP)

Initial planning occurred for the implementation of the IB Diploma Programme in 2014. The IB DP authorisation process differs from PYP and MYP as a school must be authorised prior to its implementation, whereas PYP and MYP have a candidacy period of implementation prior to the authorisation process.

Major Capital Works Program

The AZC major capital works program has been very noticeable to all in 2011 with the development of the multipurpose hall and the secondary teaching block. Six specialised learning areas and Imam Mahdi's Multipurpose Hall, completed by the end of 2011. Our outdoor areas have also received a makeover with new softfall coverings surrounding the Early Childhood Centre.



2012 Targets...

2012 will be another year of consolidation, growth and development at Al Zahra College, with several important initiatives for school development and improvement planned.

Establishing Year 9

With the successful establishment of Year 7 in 2010, and Year 8 in 2011, the inaugural Year 9 class will commence lessons in January, 2012. Our plan is to open an additional grade each year.

Primary Years Programme (PYP)

AZC will commence its inaugural year as an IB World School, authorised to offer the Primary Years Programme (PYP). Our specific targets here will be addressing the recommendations from the 2011 authorisation visit.

Middle Years Programme (MYP)

As a Candidate MYP School, our priorities for 2012 will be: the establishing of a viable Community and Service Program across Years 7-9; and utilising ManageBac for teaching/learning programs, assessment and reporting to parents. At this stage, AZC will seek a Pre-Authorisation visit in 2014.



IB Diploma Programme (IB DP)

Initial planning commenced in 2011 for the implementation of the IB Diploma Programme in 2014. The IB DP authorisation process differs from PYP and MYP as a school must be authorised prior to its implementation, whereas PYP and MYP have a candidacy period of implementation prior to the authorisation process. AZC will submit its application in March 2012, seeking an IB DP authorisation visit in 2013



Major Capital Works Program

The outdoor areas will receive a makeover in 2012. We will repair and improve the school playground map as West Australia was damaged by the construction of the highschool last year. We also plan to create a colourful playground area dedicated to the infants with soft fall flooring and shaded areas. The school building will continue to change as we join the old building to the new with two large general learning areas on the top level and dedicated food technology, media, and drama rooms below. We also intend to upgrade the school building security using the latest technology. As we move into our new building in 2012, the infrastructure of our IT will be addressed.

Catering for Gifted and Talented Students

AZC will invest more in catering for our gifted and talented students in through academic, artistic and sporting programs.

Learning Management System

AZC will implement ManageBac as its Learning Management System with initial implementation in the Secondary School while the Primary School will commence the trial phase.

Feasibility Study

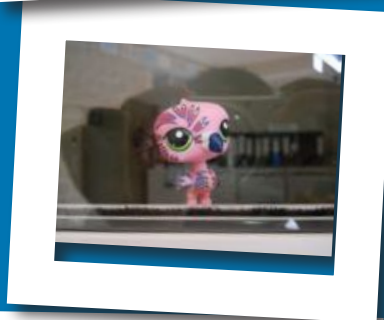
We endeavour to conduct a feasibility study in 2012 in order to prepare a strategic 3 year plan we for the National Partnership Reform.



Diversity & Harmony...

With the ongoing interschool harmony initiative, schools continued to work together in 2011, repeating annual events such as Harmony Day Celebrations and implementing new programs to enhance community integration.

In conjunction with the annual Moran Contemporary Photographic Prize, a workshop was conducted with 30 students representing 8 schools across 3 school sectors. A professionally trained photographer led the workshop where a camera was provided to each student enabling them to learn the basic skills of making and appreciating photography. As a result, hidden talent emerged from many students and a diverse range of works were prepared for presentation. The combined photographic exhibition was a wonderful occasion to enhance community harmony and once again the children brought all the adults together as one. Our Chairman, Ahmad Mokachar, was also honoured at the event with a cake from the other school principals in appreciation for his initiative, continued hard work and dedication to the efforts of the group.



Civics & Citizenship...

Al Zahra College Parliament

On one particularly memorable occasion this year, our school Prime Minister, Leader of the Opposition, Ministers and Shadow ministers had the honor of meeting personally with past Premier, Kristina Keneally, and the local State Member of Parliament. Ali Chahine gave a very powerful speech to Premier Keneally asking about government funding promised by State government to improve sporting and recreational facilities in the Arncliffe area. Our *Parent Portal* contains more information about the event as well as film footage of Ali presenting his speech.

As well as introducing, debating and passing bills, there was one minister in particular who was responsible for implementing one of the most positive student initiatives that Al Zahra has had. Amenah Hamdy, Minister for Welfare, implemented the AZC Lunch Club, which is a lunch time club occurring each Friday where kids who may be experiencing loneliness or who want to make new friends can meet at the lunch club for fun games run by the Welfare Minister. This club proved to be extremely popular and still continues into 2012. Amenah Hamdy received the Citizenship award for this.

Another very successful initiative run by a parliament minister in 2011 was the AZC Drama Club led by Arts Minister, Fatima Bdeir. She ran a drama club with the help of her Yr 6 Teacher each Wednesday. This club had about 30 members and they performed their play 'Charlie and the Chocolate Factory' to the whole school on the Wednesday of the last week of the school year. This was followed by a drama club luncheon at a local cafe.



AZC Government Ministers were responsible for introducing 11 bills in AZC Parliament sessions throughout the year. 9 of these bills were passed. The bills introduced and passed are as follows:

Name of Bill	Member	Passed	Senate
Healthy food bill	Amenah	Yes	Yes
Composting Bill	Fatima H	Yes	Yes
Parliament Fundraising Bill	Jaffar	No- Not needed	NA
Class Fundraising Bill	Mariam	Yes	Yes
Ramadan Orphan Sponsorship Fundraising Bill	Jaffar	Yes	Yes
Eid-ul-Fitr Bill	Mariam	No	NA
Buddy Bill	Amenah	Yes	Yes
House Points Bill	Karar/Ali	Yes	Yes
AZC Minister Club Bill	Amenah	Yes	Yes
The Special Global and National Events Bill	Mariam	Yes	Yes
The Playground Warning Card Bill	Mohammed (Shadow Bill)	Yes	Yes

Special Events Minister Mariam Boussi, along with Amenah Hamdy (Welfare Minister) Fatima Karagully (Shadow Arts) ran a very successful Harmony Day Promotion which involved numerous competitions to encourage students to participate in Harmony Day. These competitions included Art, Writing and Drama and numerous prizes were awarded to the best entrants in each category.

Shadow Ministers Karar (Sports), Hadi (Welfare) and Speaker (Humam) were responsible for umpiring most lunchtime games. They continually gave up their personal time to umpire games and received service awards for their efforts.

Throughout Semester 1, all of the AZC

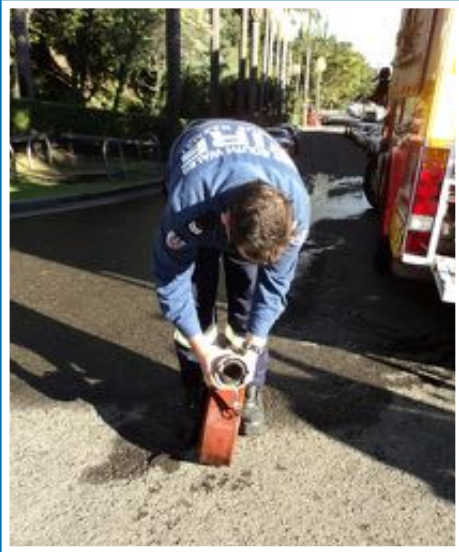


Government and Shadow ministers ran weekly food stalls to raise money for AZC Parliament Bills and initiatives, These included milo stalls, fruit salad stalls, healthy muffin stalls and cake stalls. They were able to raise about 600 dollars some of which were used to purchase prizes for competitions.

On the eve of the State election 2011, all of Year 6 visited State Parliament House where they had the opportunity to practise their bill debating skills. They were given two bills to debate and pass in a mock State Parliament session. They did this with confidence and an impressive degree of professionalism.

Although the AZC Prime Minister was only responsible for introducing one bill during the year, he was a very impressive and talented public speaker. He could always be counted on for producing inspiring speeches to a variety of audiences throughout the year, including his speech at the annual awards ceremony, Year 6 graduation night, Year 6 PYP Trial Exhibition and his famous speech to Premier Keneally.

Fire Fighter Visit...



Police Visit...



School Review...

The Al Zahra College community participated in the 2011 College Review that was conducted in November 2011. Using a Likert scale, respondents were asked to rate items (strongly agree; agree; disagree; strongly disagree) relating to: learning and teaching; student environment; leadership and management; community involvement; and the overall view of Al Zahra College.

KEYS TRENDS IDENTIFIED SECTION 1: ABOUT YOU

- 85% of surveys were completed by mothers.
- 52% of completed surveys were from parents who had children in P-3.
- 95% of respondents usually spoke a language other than English at home.

SECTION 2: ABOUT AZC

Learning & Teaching

Strengths

- My child's reports are useful to me (95%)
- I receive regular information about my child's progress (95%)
- Parent/teacher interviews provide me with sufficient information about my child's progress at school (95%)
- The things my child is learning are relevant to his/her needs (90%)
- Teachers encourage my child to do his/her best (90%)

General Dissatisfaction

- I AM NOT satisfied with the Arabic language program (100%)

Student Environment

Strengths

- AZC caters for the individual needs of my child (90%)
- My child enjoys learning at AZC (90%)
- My child enjoys being at AZC (90%)
- AZC celebrates the achievements of students (90%)
- AZC provides a safe and caring environment (90%)

General Dissatisfaction

- There is not support for my child if bullying or harassment occurs (15%)
- AZC does not take my concerns



seriously (15%)

Leadership & Management

Strengths

- AZC promotes its values (95%)
- School buildings and grounds are well looked after (95%)
- I am informed promptly if my child has a problem (95%)

General Dissatisfaction

- I DO NOT have opportunities to voice my opinion at AZC (24%)

Community Involvement

Strengths

- I feel welcome at AZC (95%)
- The AZC Newsletter contains useful information for me (95%)
- I have opportunities to be involved in school activities if I want to (95%)

General Dissatisfaction

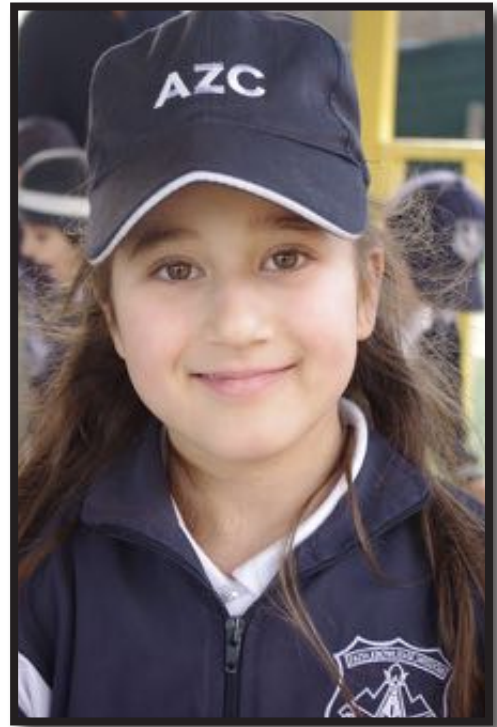
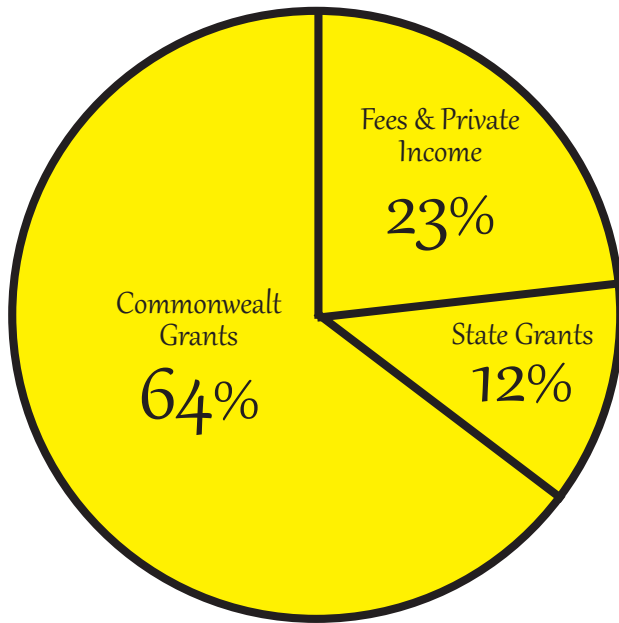
- I do not access the Parents' Portal and the Newsletters online (15%)

Overall View

Strengths

- I am satisfied with my child's education at AZC (90%)
- I am satisfied with AZC (90%)
- I am satisfied with the Islamic program at AZC (90%)

Income...



Expenditure...

