



ANNUAL REPORT FOR THE COLLEGE COMMUNITY – 2024



Vision and Mission

To be an institution producing well balanced individuals who know their purpose of life and are equipped to fulfil their roles and functions with excellence.

Objectives

To provide high quality education as per Australian Standards in line with Islamic values and principles in a safe and nurturing learning environment. **(Institution)**

To develop individuals who are well-balanced spiritually, physically, intellectually, emotionally, socially and environmentally, and are well-balanced:

1. In their knowledge and skill sets within the three tiers of priority –
 - Knowledge of Allah,
 - Knowledge of Obedience of Allah,
 - Knowledge of all the support systems of our worldly existence
2. In managing their various roles in life. **(Well-balanced individuals)**

To inculcate a sense of purpose as defined by our Creator Allah SWT “I have not created jin and mankind except to continuously serve, obey and worship me.” **(Purpose of life)**

To prepare individuals for their roles in life in terms of specific relationships, occupations or professions (eg. a mother, a son, a doctor, an engineer, a plumber, a businessman, etc). **(Roles)**

To prepare individuals to perform within their roles with excellence, positively impacting their society and environment. **(Function)**

Core Sifaat (Values)

- Vision/mission oriented life
- Honesty/integrity
- Continuous quest for knowledge
- Continuous quest for excellence
- Dedication/commitment (Azm)
- Consistency (Istiqamah)
- Cleanliness and orderliness
- Resilience

Islamic excellence

- Iman
- Imani sifaat
- Ikhlas (Sincerity to Allah)
- Naseehah (Sincerity to the creation)
- Islamic compliance
- Spirit of Sunnah
- Character/morals (Akhlaq)

Academic/professional excellence

- Personal development
- Discipline
- Initiative
- Teamwork
- Proactivity
- Readiness and willingness

Benevolence

- Care, development of and collaboration with all associates
 - In organisation
 - Students
 - Peers
 - Suppliers
 - Community
 - Sector
 - Country
 - Humanity
- Conveying to others

Democratic Principles

Al Iman College supports and promotes the principles and practice of Australian democracy, including a commitment to:

- Elected government
- The rule of law
- Equal rights for all before the law
- Freedom of religion
- Freedom of speech and association
- The values of openness and tolerance

Students

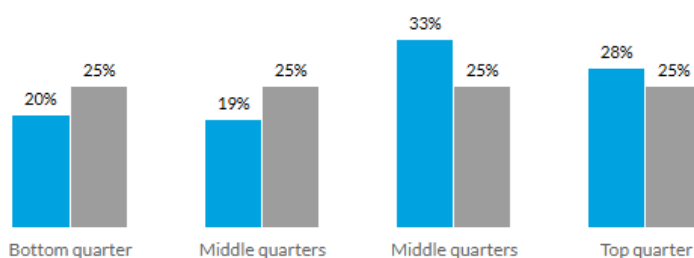
Total enrolments	1087
Girls	598
Boys	489
Full-time equivalent enrolments	1087
Indigenous students	0
Language background other than English	98%

Student background

Index of Community Socio-Educational Advantage (ICSEA)

School ICSEA value	1055
Average ICSEA value	1000
School ICSEA percentile	70

Distribution of Socio-Educational Advantage (SEA)



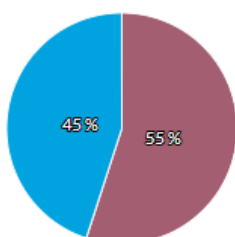
■ School distribution ■ Australian distribution

Percentages are rounded and may not add to 100

Students

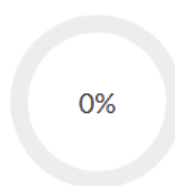
Total enrolments: 1087

Boys 489
Girls 598



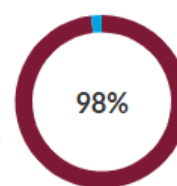
Full-time equivalent enrolments: 1087.0

Indigenous students



Language background other than English

Yes (98%)
No (2%)
Not stated (0%)



Curriculum Framework

Al Iman College is committed to providing a rigorous national approach to education through the Australian Curriculum. The curriculum has been developed to incorporate the best of all learning approaches through a balanced program that provides for meaningful, significant and challenging experiences for our students.

Engagement

Student Engagement & Enrichment Programs – 2024

At Al Iman College, we continue to prioritise the development of well-rounded students through experiences that extend beyond the classroom. Grounded in Islamic values, our student engagement initiatives are thoughtfully designed to support holistic development spiritually, intellectually, emotionally, physically and socially.

In 2024, students participated in a diverse range of enrichment programs designed to foster confidence, creativity, teamwork, and resilience. These included excursions, incursions, outdoor camps, wellbeing initiatives and engaging competitions across all year levels.

Students showcased their talents in science, sport, the arts and public speaking through initiatives such as the AFL Superkick Programme, Munaqashah Club, Science Week Challenge and LUPA tournaments. Whole-school celebrations and creative competitions including Harmony Day, Clean-Up Day, and the Poetry, Painting and Dua Competitions further enhanced student life while nurturing Islamic values and strengthening our sense of community.

These programs were strategically aligned with curriculum outcomes and provided meaningful opportunities for students to connect with the wider world and live out their faith in action.



Parent and Community Involvement

Our Parent Volunteer Program continues to be a vital part of school life, particularly in the early years. Parents assisted in classroom reading sessions, event supervision and learning support, strengthening the bond between home and school. Their involvement reflects the strong community partnership that underpins our approach to Islamic education.



Program Highlights



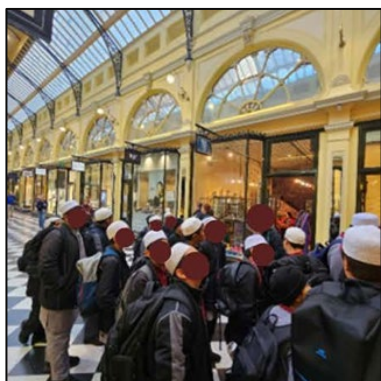
Outdoor Activities & Camps

Students from Years 5 to 12 participated in outdoor education camps at locations including PGL Campaspe, YMCA Ladynorthcote, Weekaway, Adekate and Sunnystones. These experiences promoted leadership, independence and collaboration in an Islamic environment.



Excursions

Students explored diverse learning spaces such as the Islamic Museum, Sovereign Hill, Scienceworks, Melbourne Zoo, Immigration Museum and Parliament House. These excursions connected real-world contexts to classroom learning and nurtured appreciation for Australian heritage, civic understanding and scientific discovery.



Incursions

In-school experiences such as the Parliament Incursion, DreamCity, Mad About Science, Smoothie Bar, and The Newsroom brought interactive, curriculum-linked learning to life. These programs encouraged inquiry, creativity, and problem-solving in a supportive setting.



Special Events & Competitions

Key events such as the Annual Eid Festival, Harmony Day, Sports Days, the Dua Competition, Elocution Competition, Poetry Competition, Painting Competition, Short Story and Science Challenges, Year 6 Graduation, VCE Graduation, Hifz Graduation, and the Khatm of Sahih Al-Bukhari Graduation showcased the spirit of unity, celebration and achievement across the College. Students also proudly represented Al Iman in interschool sporting competitions, including the ISSAV Futsal and Basketball tournaments.



Leadership & Wellbeing

Initiatives such as the SRC-led LUPA tournaments, the VCE Sleep Program, public speaking through Munaqashah Club and the Alumni Program highlighted our focus on student leadership, voice, wellbeing, and post-school development.

These programs collectively fostered a sense of belonging and identity, contributed to personal growth, and created a vibrant, values-driven school culture.

Below is a full list of student engagement activities conducted throughout 2024.

2024 Student Engagement Activities:

Term 1		
Event/Activity Name	Date/s	Year Level/s
LUPA Challenge: Boys Futsal	Lunch Time	Year 7 – 12 Boys
Munaqashah Club	Recess & Lunch	Year 3 – 12 Boys
Como House Excursion	12 th Feb 2024 14 th Feb 2024	Year 2
Parliament Incursion	12 th Feb 2024 15 th Feb 2024 4 th Mar 2024 5 th Mar 2024	Year 6
Sovereign Hills Excursion	13 th Feb 2024 15 th Feb 2024	Year 5
Islamic Museum Excursion	20 th Feb 2024 7 th Mar 2024	Year 6
Melbourne Zoo Excursion	21 st Feb 2024 22 nd Feb 2024	Year 3
AFL Program	22 nd Feb 2024 – 7 th Mar 2024	F – Year 6
PGL Campaspe (Outdoor Activities Experience)	26 th Feb 2024	Year 8 Girls
Animal Farm Excursion	27 th Feb 2024 6 th Mar 2024	Year 7 & 8
Sovereign Hill Excursion	28 th Feb 2024 29 th Feb 2024	Year 4
Annual Clean Up Day	1 st Mar 2024	Whole School
Clean Up Day Play -A World Without Waste	1 st Mar 2024	F – 12 Girls
ISSAV Futsal Tournament	4 th Mar 2024	Year 9 & 10 Boys
Harmony Day Celebration	21 st Mar 2024	Whole School
Term 2		
LUPA Challenge: Boys Futsal & Girls Handball Competition	Lunch Time	Year 5 Boys Year 7 – 12 Girls
Munaqashah Club	Recess & Lunch	Year 3 – 12 Boys
Annual Eid Celebration	24 th Apr 2024	Whole School

Werribee Zoo Excursion	7 th May 2024	Year 2
Mad About Science Incursion	8 th May 2024 9 th May 2024 23 rd May 2024	Year 3, 5 & 6
VSSEC Excursion	14 th May 2024 16 th May 2024	Year 10
Melbourne Museum Excursion	16 th May 2024 29 th May 2024 30 th May 2024	Year 8 Year 9 Boys
Weekaway Camp (Outdoor Activities Experience)	21 st May 2024	Year 7 Girls
Immigration Museum Excursion	21 st May 2024 28 th May 2024	Year 6
The Bus Park Excursion	22 nd May 2024 27 th May 2024	Year 6
VCE Sleep Program	13 th June 2024	Year 11 & 12 Girls
Painting Competition	26 th – 28 th June 2024	F – 12 Girls
Term 3		
LUPA Challenge: Boys Futsal & Girls Basketball Competition	Lunch Time	Year 6 Boys Year 7 – 12 Girls
Munaqashah Club	Recess & Lunch	Year 3 – 12 Boys
Melbourne Uni Excursion	16 th July 2024 17 th July 2024	Year 12
VSSEC Excursion	22 nd July 2024 29 th July 2024 5 th Aug 2024 18 th Sep 2024	Year 12 Girls Year 5 Year 11 Girls
Sealife Aquarium Excursion	23 rd July 2024 25 th July 2024	Year 1
The Newsroom Incursion	31 st July 2024	Year 6
Sunnystone Camp (Outdoor Activities Experience)	5 th Aug 2024 6 th Aug 2024	Year 6
Kryal Castle Excursion	6 th Aug 2024 15 th Aug 2024	Year 8
Quantum Victoria Excursion	7 th Aug 2024 28 th Aug 2024	Year 10
Scienceworks Excursion	7 th Aug 2024 8 th Aug 2024	Year 3 & 6

	13 th Aug 2024 14 th Aug 2024	
YMCA Ladynorthcote Camp (Outdoor Activities Experience)	8 th Aug 2024 12 th Aug 2024	Year 5
English Incursion	8 th Aug 2024	Year 12 Girls
Science Week Challenge (Education Perfect)	12 th – 16 th Aug 2024	Year 7 - 10
Adekate Camp (Outdoor Activities Experience)	12 th Aug 2024 19 th Aug 2024	Year 8 Boys Year 9 & 10 Girls
Sovereign Hills Excursion	13 th Aug 2024 20 th Aug 2024	Year 9
Poetry Competition	19 th Aug 2024	F – 12 Girls
Elocution Competition	19 th Sep 2024	F – 12 Girls
Short Story Writing Competition	21 st Aug 2024	Year 3 – 12 Girls
Handwriting Competition	22 nd Aug 2024	F – 12 Girls
PGL Campaspe Camp (Outdoor Activities Experience)	22 nd Aug 2024 23 rd Aug 2024	Year 11 & 12 Girls Year 7 Boys
AceKarts Excursion	22 nd Aug 2024	Year 12 Boys
Islamic Museum Excursion	26 th Aug 2024 27 th Aug 2024	Year 4
PGL Campaspe Camp (Overnight Camp)	29 th & 30 th Aug 2024	Year 9 – 12 Boys
Ecolinc Excursion	4 th Sep 2024 11 th Sep 2024	Year 7
Science Experiment Demonstration	5 th Sep 2024	F – 12 Girls
Post Box Excursion	5 th Sep 2024	Foundation
DreamCity Incursion	10 th Sep 2024	Year 2
F-2 Sports Day	18 th Sep 2024	F – Year 2
SRC Leadership Session	19 th Sep 2024	SRC Boys
Term 4		
F-2 Competitions: Handwriting Star, Maths Masters, Reading Star	In Class	F – Year 2

LUPA Challenge: Boys Futsal & Girls Table Tennis Competition	Lunch Time	Year 7 Boys Year 7 – 12 Girls
Scienceworks Excursion	14 th Oct 2024 15 th Oct 2024 6 th Nov 2024 7 th Nov 2024 25 th Nov 2024 4 th Dec 2024	Year 4 Year 5 Year 11 Boys Foundation
Werribee Zoo Excursion	16 th Oct 2024	Year 11 Girls
ISSAV Futsal Competition	21 st Oct 2024 11 th Nov 2024	Year 7 & 8 Boys Year 5 & 6 Boys
Royal Botanical Gardens Excursion	21 st Oct 2024 29 th Oct 2024	Year 1
Khatm of Sahih Al-Bukhari Graduation	21 st Oct 2024	School & Community Event
ISSAV Basketball Competition	23 rd Oct 2024	Year 7 & 8 Boys
Smoothie Bar Incursion	23 rd Oct 2024	Year 6
Hifz Graduation	23 rd Oct 2024 24 th Oct 2024	Whole School
Alumni Program	24 th Oct 2024	Year 12 Graduates
Year 3 – 12 Sports Day	30 th Oct 2024	Year 3 - 12
Ballarat Wildlife Park Excursion	6 th Nov 2024 12 th Nov 2024	Year 3
Dua Competition	11 th – 14 th Nov 2024	F – Year 10 Girls
VCE Graduation	21 st Nov 2024 22 nd Nov 2024	VCE Students
Year 6 Graduation	29 th Nov 2024	Year 6
Strike Bowling Excursion	3 rd Dec 2024	Munaqashah & SRC Boys

These activities have contributed to an increased sense of belonging and a happy and healthy, collaborative learning community.

Staff Qualifications

All the teaching staff employed at Al Iman College are registered in accordance with the requirements of Victorian Institute of Teaching (VIT).

Our teaching staff members' qualifications include Graduate Diploma of Education, Masters and PhD.

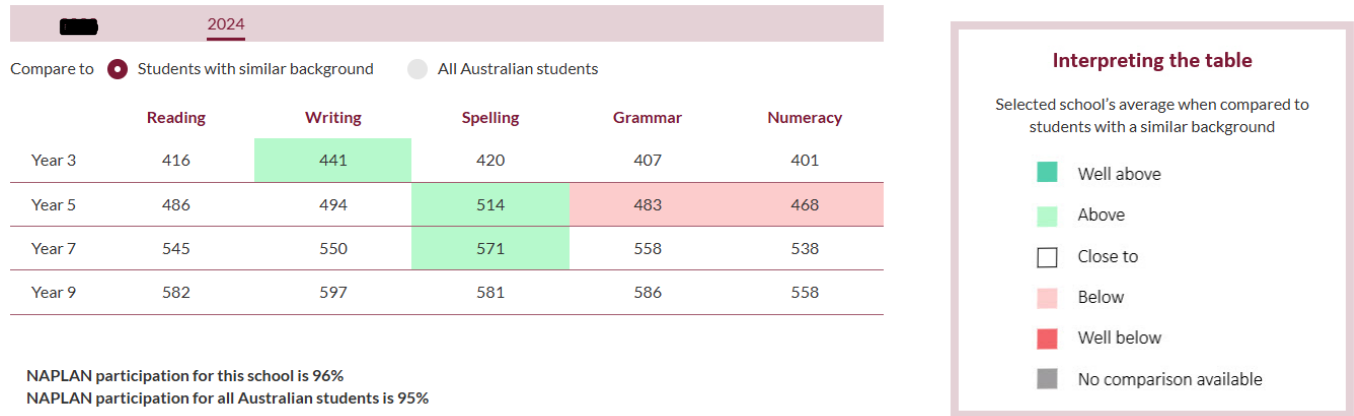
College Staff

Teaching staff	64
Full-time equivalent teaching staff	61.8
Non-teaching staff	80
Full-time equivalent non-teaching staff	69.9

Student attendance rate



All students Semester 1 90% Term 3 91%

NAPLAN Results 2024



2023

2023


Compare to  Students with similar background  All Australian students

	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	411	444	428	417	391
Year 5	504	491	526	496	483
Year 7	553	554	576	553	535
Year 9	585	604	605	589	549

NAPLAN participation for this school is 96%
NAPLAN participation for all Australian students is 95%

Interpreting the table

Selected school's average when compared to students with a similar background

-  Well above
-  Above
-  Close to
-  Below
-  Well below
-  No comparison available

Percentage of student **AT** or **ABOVE** the National Minimum Standard **2022**

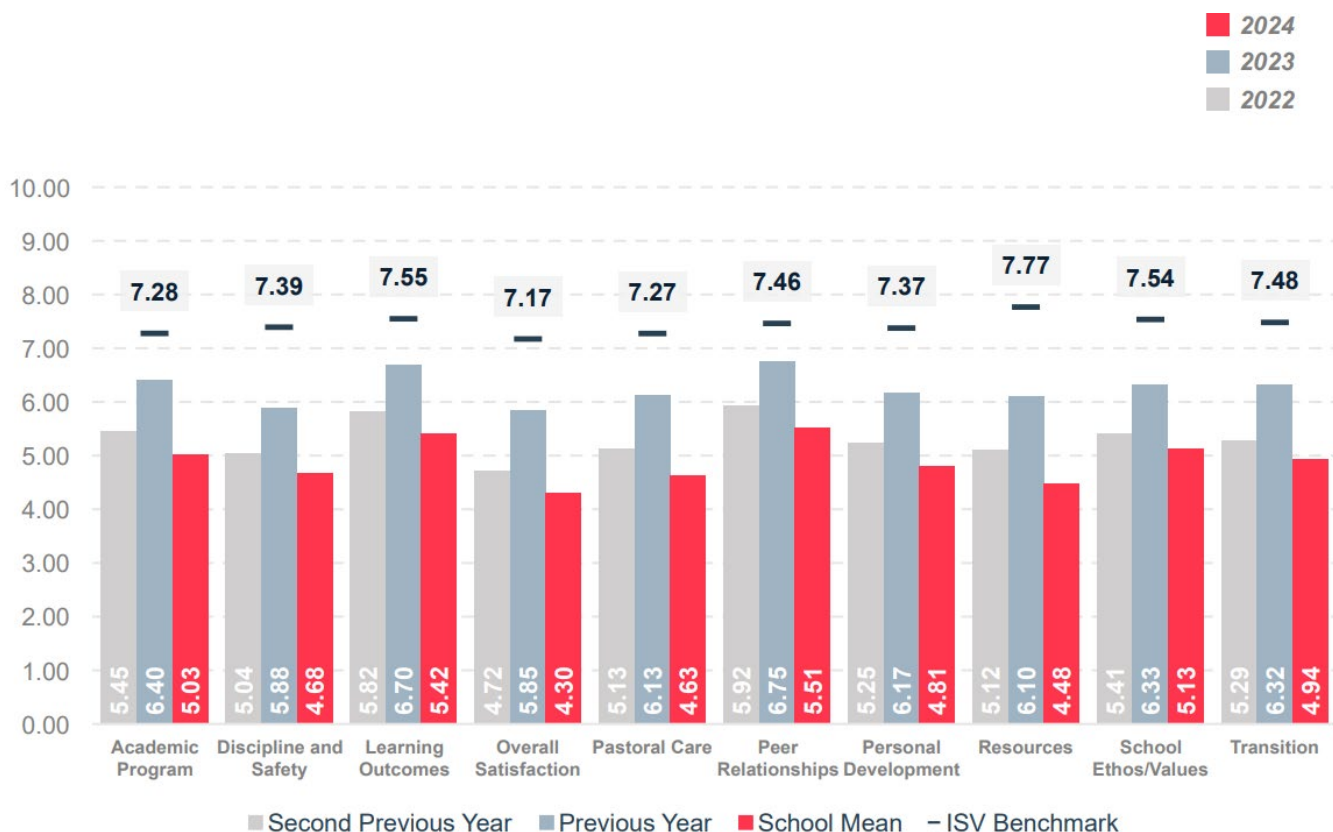
Year Level	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
3	98%	100%	94%	94%	99%
5	93%	98%	98%	97%	97%
7	98%	100%	98%	96%	97%
9	85%	91%	92%	88%	92%

Percentage of student **AT** or **ABOVE** the National Minimum Standard **2021**.

Year Level	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
3	96%	100%	100%	98%	97%
5	99%	99%	98%	99%	97%
7	100%	98%	100%	96%	100%
9	86%	84%	97%	86%	98%

Student Satisfaction Survey

General Student Satisfaction:



Student Satisfaction with Quality of Teaching:

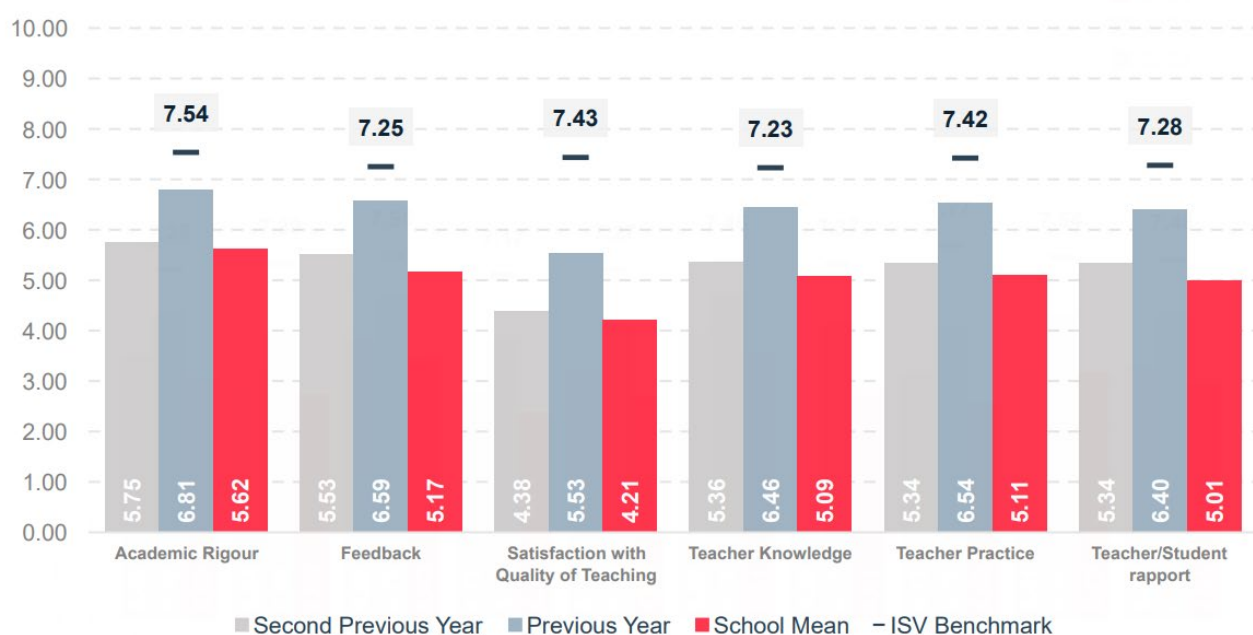


Figure 4: displays student satisfaction with the **Quality of Teaching** per domain at **Al Iman College** against the ISV benchmark.

General Student Satisfaction compared to similar schools:

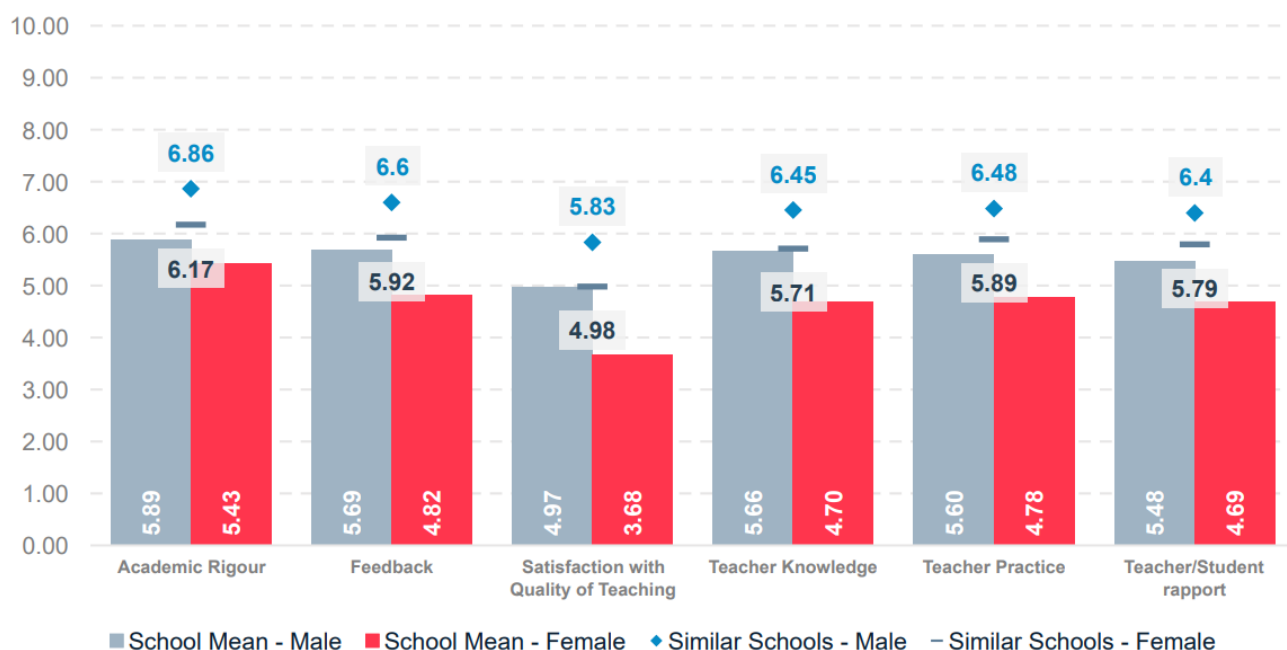


Figure 10: displays student satisfaction with the **Quality of Teaching** per domain by gender at **Al Iman College** compared to statistically similar schools.

Student Satisfaction with Quality of Teaching compared to similar schools:

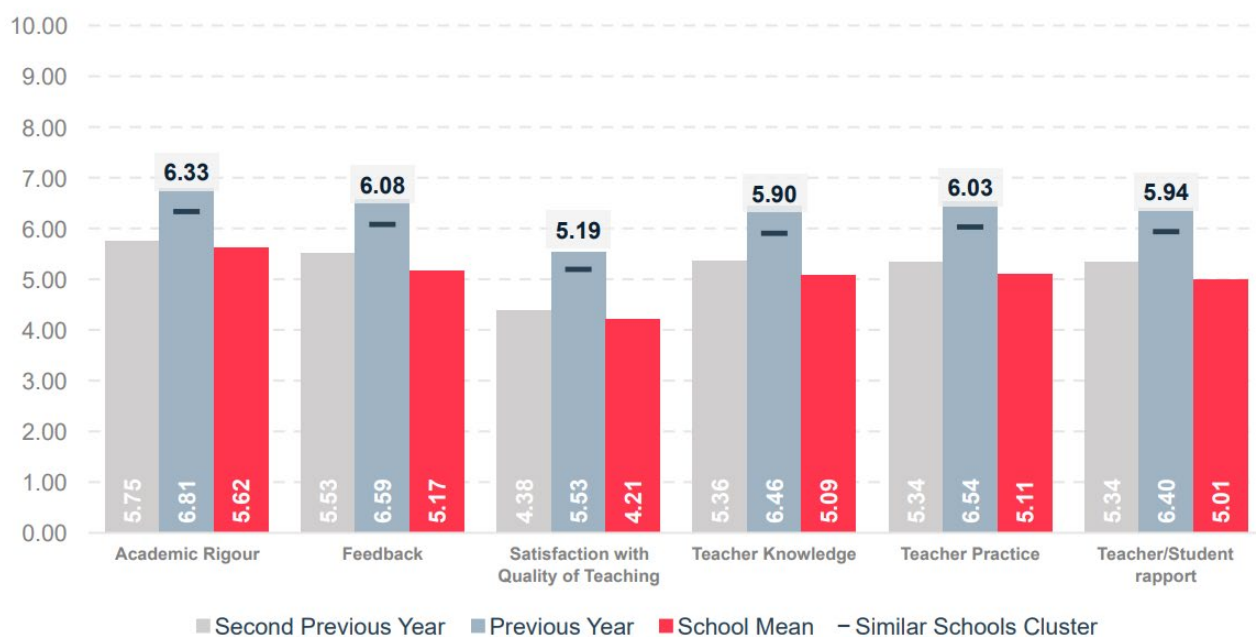


Figure 6: displays student satisfaction with the **Quality of Teaching** per domain at **Al Iman College** compared to statistically similar schools.

Parent Satisfaction Survey

Overall Parent Satisfaction

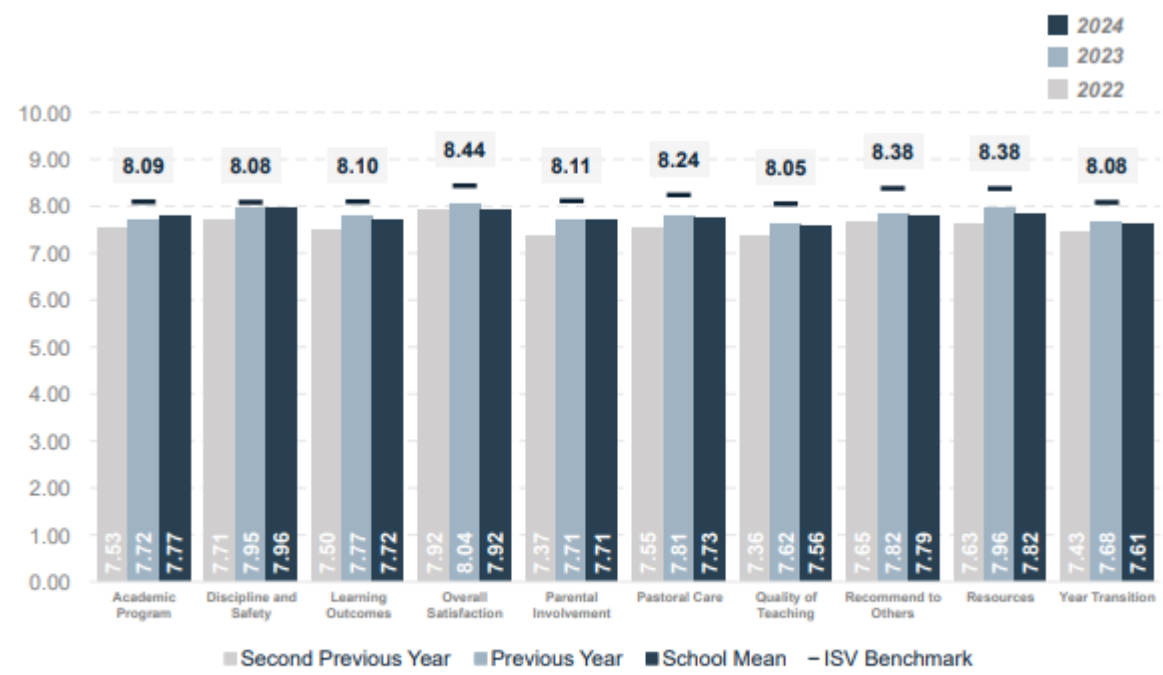


Figure 3: displays overall parent satisfaction per domain for Al Iman College compared to the ISV benchmark.

Overall Parent Satisfaction compared to similar schools:

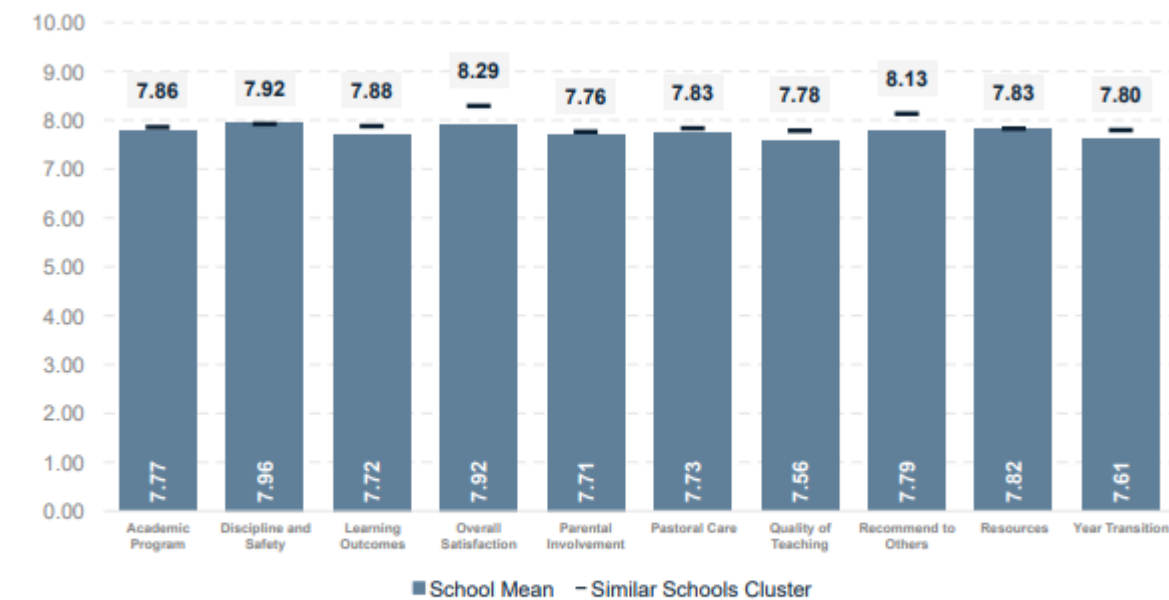


Figure 4: displays overall parent satisfaction per domain for Al Iman College compared to statistically similar schools. **Please note:** your statistically similar schools cluster number may change year on year as data on your enrolments changes. See the appendix to determine your statistically similar schools group.

Financial Performance and Position

COMPREHENSIVE INCOME STATEMENT

Gross Income	
a. Revenue from government including grants	\$19,593,668.00
b. Donation and bequests	\$60.00
c. Revenue from providing goods or services	\$3,415,680.00
d. Revenue from investments	\$0.00
e. Other Revenue	\$161,882.00
f. Total Revenue (a+b+c+d+e)	\$23,171,290.00
g. Other income	\$0.00
h. Total gross income (f+g)	\$23,171,290.00
Expenses	
i. Employee Expenses	\$13,387,017.00
j. Interest expenses	\$0.00
k. Grants and donations made for use in Australia	
l. Grants and donations made for use outside Australia	
m. All other expenses	\$6,341,432.00
n. Total expenses (i+j+k+l+m)	\$19,728,449.00
o. Net surplus/deficit (h-n)	\$3,442,841.00
p. Other comprehensive income (if applicable)	
q. Total comprehensive income (o+p)	\$3,442,841.00

BALANCE SHEET

Assets	
r. Total current assets	\$11,305,585.00
s. Non-current loans receivable	\$0.00
t. Other non-current assets	\$9,134,573.00
u. Total non-current assets (s+t)	\$9,134,573.00
v. Total assets (r+u)	\$20,440,158.00
Liabilities	
w. Total current liabilities	\$3,054,244.00
x. Non-current loans payable	\$0.00
y. Other non-current liabilities	\$709,555.00
z. Total non-current liabilities (x+y)	\$709,555.00
aa. Total liabilities (w+z)	\$3,763,799.00
ab. Net assets/liabilities (v-aa)	\$16,676,359.00