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Minaret College Vision, Mission and Philosophy

VISION

The Vision of Minaret College is to produce a healthy Australian Muslim identity which is: connected, conscious, sincere to its traditions and committed to excellence, good citizenship and compassionate service to humanity.

MISSION

Our Mission is to provide an integrated Islamic and secular education that will help the students develop their talents and capacities to their full potential, taking into account the social, cultural, and economic needs of the Islamic community and the nation as a whole.

PHILOSOPHY

Our Philosophy is to help students improve their learning and increase their knowledge daily to the best of their abilities.

Governance – Minaret College Board

Minaret College is a limited liability company by guarantee and is a not-for-profit organisation. Its accounts are independently audited and filed annually.

BOARD CHAIRPERSON

Dr Ahmed Hassan – MBBS (Melb), FRANZCO Consultant Ophthalmologist

MEMBERS

Mr Ameen Mohamed – MPIA Deputy Chairperson Consultant Planner

Mr Madkhul Sani Adviser/Consultant for IT-related matters

Dr Jamal Yusuf – MBBS, FRACGP General Practitioner Mr Salifu Baba – M.Ed., P.G.Dip., Dip. Ed., B.B.A. (Hon) School Executive

Mr Kabir AzadzoiBusinessperson





Board Chairperson's Annual Report



Having celebrated the 30-year anniversary of Minaret College in 2022 and with COVID disruptions well behind us, 2023 was a steady year of focusing on our core role of providing an exceptional learning environment for our school community in

South East Melbourne. The continued growth and community's faith in Minaret College is a testament to the outstanding leadership of Executive Principal, Mr Mohammed Taksim, Springvale campus principal Omar Marzouk, Officer campus principal Rashdan Rashid, Doveton campus principal Fairooza Gaffar and a wonderful team of dedicated staff.

Minaret students shone in interschool sports, art exhibitions and statewide reading, maths and science competitions. They enjoyed camps and excursions, along with school clubs and activities such as the Drone club, 3D printing, weekly Usrah, Clean up Day, Harmony Day and more. The College hosted Ramadan prayers and Eid celebrations for our families, and the Minaret Hifz Program continues to grow, with Hifz breakfasts held to acknowledge our dedicated Hifz families.

The graduating VCE class of 2023 again demonstrate the College's ongoing commitment to providing our children the very best academic opportunities. I congratulate College Dux Ayman Ibrahim for his excellent ATAR of 96.35 and all other high achievers for their outstanding efforts.

Minaret enrolments across three campuses surpassed 2,500 students in 2023, hence the board's ongoing commitment to provide state of the art facilities. I'm pleased to report the brand new VCE centre at Springvale campus was delivered in record time, being the first architecturally designed prefabricated building at Minaret College, a sign of future trends in school construction. Springvale Campus also underwent a major facelift to match the new building, and many facility improvements and extensions continued at both Doveton and Officer campuses. A new master plan was approved by the board for Officer Campus, which is expected in time to become our largest campus due to many young families moving into the South-Eastern growth corridor.

A highlight of 2023 was the Islamic Schools Association of Australia (ISSA) annual AGM and Conference on August 17-18, hosted at Minaret College. This was immediately followed by the CITE 6th Annual Australian Islamic Schooling Conference, also held at Minaret, with a theme of Aafiya (wellbeing). The second Crescent Awards Gala dinner celebrating the achievements and contributions of Muslim students, teachers and educational leaders was held in conjunction with these conferences, providing an amazing week of networking, consolidation and the sharing of experience within our sector. Thanks again to Executive Principal Mr Mohammed Taksim and his team for their great work hosting these landmark events.

The College board continued implementing the College's new five year strategic plan, along with consolidating a suite of important policies reflecting best practice in critical matters including workplace safety, child protection, staff and student conduct, online safety and more. The board supported college management in strategies to overcome the nationwide teacher shortage, and also nationwide declining literacy and numeracy results due to electronic distractions. In this regard, an external review of primary teaching was commissioned by the board to set solid learning foundations from early childhood.

For over thirty years, Minaret College has been supporting Muslim families in South-East Melbourne by providing a welcoming community and culturally safe learning environment in which they can excel. We continue to support our graduates to grow into confident, capable and ethical young Australians who mirror their core faith-based values of sincerity, honesty and compassionate service to others.

Dr. Ahmed Hassan MBBS (Melb), FRANZCO Minaret College Board Chair

Executive Principal's Annual Report



2023 was an exceptional year of growth for us, with an increase of 10% in enrolled students.

Compared with the 6.5% increase of students in 2022, these figures are a positive reflection on the trust we have built amongst the community we serve in Melbourne's South-East over the years.

Significantly, Officer Campus saw the largest increase in students, with 14% growth, and these numbers are expected to climb further as housing in the South East suburbs around the school expand exponentially.

Enhancements and improvements to the facilities across campuses have always been a priority, to ensure that our students have the most conducive learning environments possible. In addition to the new VCE Hub at the Springvale Campus, we have major plans for a new building at the Officer Campus to accommodate the growing numbers, and we are excited to see those blueprints come to fruition in the coming years.

With the increase in students, the need for more teachers also increased, and in the face of a nationwide teacher shortage, the hiring momentum we had kicked off in 2022 with the recruiting of teachers from Singapore proved to be particularly advantageous. In 2023, 26 teachers and counsellors from Singapore joining the academic team. We were strategic in our hiring criteria, and brought on board experienced staff who could hit the ground running. Alhamdulillah, it became quickly apparent that the competencies these teachers brought with them, managed to fill the gaps and complemented those of our existing academic team. I am proud to report that amidst a nationwide shortage of teaching staff, we managed to grow our staff strength by 13% in 2023. However, as teacher shortages continued to plague the nation, we have since cast our nets wider to hire from other quality sources. All teachers that have been hired from overseas meet the stringent standards set by the Victorian Institute of Teaching.

With Covid restrictions well behind us, gatherings and events such as Eid prayers, orientation days for Foundation parents, information sessions, breakfasts with parents and fundraisers, brought our beloved parents and community back on campus. This was particularly heartwarming for me, as these are the bonds that the College depend on to provide our students, present and future, with the best

opportunity to reach their full potential.

Incursions and excursions were also back in full swing with, camps, educational visits and sporting competitions filling our College planners. Our students made their mark, and brought home medals in a variety of sports, including cricket, basketball, athletics, footy, netball, futsal, soccer and table tennis. They also shone brilliantly in public speaking on a regional and national level, in art competitions, as well as at the First Lego League Explore Festival hosted by the University of Newcastle. Alhamdulillah these achievements are a showcase of how well-rounded our students are.

We are also proud of our student, Noor Fatima who was awarded the Secondary School Learner Award for Leadership Impact at the Crescent Awards ceremony, for her efforts in mentoring and leading others as well as fundraising and advocating for the less fortunate. Also high up on our list of achievements is a group of year 12 students who followed their dream of raising funds for a local charity. Alhamdulillah, their dreams were realised through the generosity of staff and students and they presented a cheque of \$5,000 to The Royal Children's Hospital.

It was a great honour to host the Islamic Schools Association of Australia (ISAA) Conference and AGM, which served as an essential forum for the leaders of Islamic schools to deliberate, innovate and shape the future of Islamic education, toward the shared vision of creating a strong connection to our faith, while nurturing strong future leaders of the community.

In 2023, we congratulate Ayman Ibrahim as the Dux of our College. I'm pleased to also share that 98% of our graduates received an offer to pursue further studies in their preferred tertiary course. We wish them the very best in all their future pursuits and I look forward to hearing of their continued success InshaAllah.

I am humbled by all our achievements in 2023, and I would like to thank our families, staff, the College leadership team and College board for their continued support and trust in our ability to deliver for our students. Most importantly, we thank Allah (SWT) for His generosity and compassion in bestowing blessings on Minaret College. I pray that 2024 will see continued growth and success for our students and staff. May Allah (SWT) continue to guide us and give us success in this life and the next. Ameen.

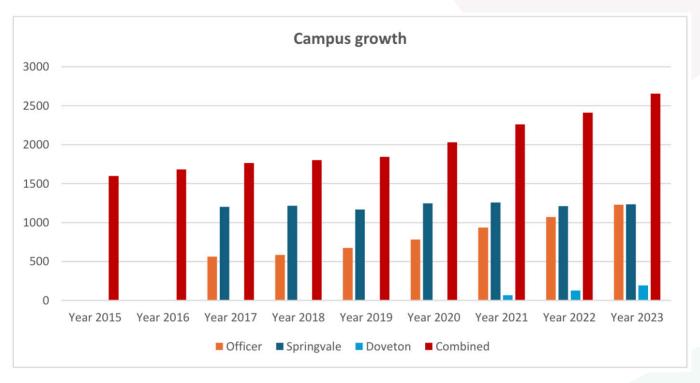
Mohammed Taksim Executive Principal



Student Enrolment and Attendance

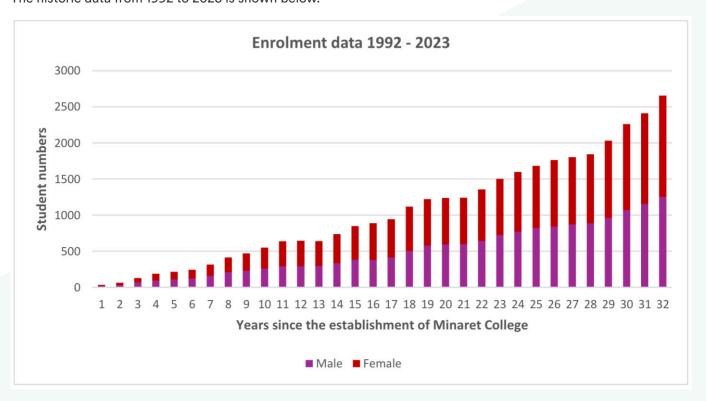
Student Enrolment

In 2023, Minaret College had an enrolment of 2656 students in Springvale, Officer and Doveton Campuses. This was an increase of 10.2% from the previous year. Growth for each campus and combined for the College is shown below.



Enrolment trend

The historic data from 1992 to 2023 is shown below.



Year	Male	Female	Total	Year	Male	Female	Total
1992	17	16	33	2008	412	531	943
1993	31	31	62	2009	503	615	1118
1994	70	58	128	2010	579	642	1221
1995	92	95	187	2011	596	643	1239
1996	108	107	215	2012	597	644	1241
1997	122	121	243	2013	642	713	1355
1998	160	155	315	2014	725	777	1502
1999	211	202	413	2015	771	827	1598
2000	230	241	471	2016	822	862	1684
2001	260	290	550	2017	843	921	1764
2002	294	344	638	2018	870	932	1802
2003	294	351	645	2019	885	958	1843
2004	295	346	641	2020	960	1070	2030
2005	335	400	735	2021	1071	1190	2261
2006	383	464	847	2022	1156	1254	2410
2007	381	506	887	2023	1252	1404	2656

^{*2023} enrolment data reflects data collected from census report.

Attendance

Student attendance is taken twice a day in Primary schools and every period in Secondary School. As part of its obligation under the Australian Education Act 2013, the College is required to complete and submit Student Attendance Rate Data for full-time students in Years 1 to 10.

Student Attendance Rate Data is reported twice a year a year for semester 1 and term 3 periods and is collected by grade, gender and Indigeneity.

For the purpose of this report, the average from the two submissions in 2023 is presented below.

Attendance and absence is monitored by Heads of School and Student Wellbeing Specialists.

Doveton Campus

Grade/Year Level	Average number of students	Overall average attendance rate	Average number of students with less than 90% attendance	Average number of students with more than 90% attendance
1	53	88.74%	25	28
2	47	89.34%	18	29
3	26	91.45%	9	17
4	17	91.74%	6	11
Total	143	90.32%	58	85

Officer Campus

Grade/Year Level	Average number of students	Overall average attendance rate	Average number of students with less than 90% attendance	Average number of students with more than 90% attendance
1	103	86.07%	59	44
2	106	88.06%	52	54
3	86	87.63%	44	42
4	108	88.58%	47	61
5	103	90.63%	38	65
6	113	89.71%	48	65
7	109	87.64%	52	57
8	101	86.45%	52	49
9	102	86.60%	55	47
10	85	87.93%	37	48
Total	1,016	87.93%	484	532

Springvale Campus

Grade/Year Level	Average number of students	Overall average attendance rate	Average number of students with less than 90% attendance	Average number of students with more than 90% attendance
1	99	88.40%	46	53
2	81	88.95%	34	47
3	99	89.92%	35	64
4	97	90.20%	34	63
5	104	89.83%	40	64
6	117	91.25%	40	77
7	103	88.20%	42	61
8	109	87.73%	53	56
9	109	84.72%	57	52
10	112	84.72%	67	45
Total	1,030	88.39%	448	582

Curriculum Reports

Overview

Throughout the academic year 2023, Minaret College has made significant progress in various curriculum areas, prioritising the curriculum as the backbone of the school's educational approach.

The Curriculum Framework was thoroughly reviewed and used to guide teaching and learning activities. Comprehensive handbooks for F-12 were updated to streamline the teaching process and ensure a consistent curriculum delivery across all three campuses.

Teachers familiarised themselves with the updated curriculum in Mathematics Version 2.0 and developed new planners and teaching materials for full implementation in 2024.

Semester-based subjects in Middle School were reviewed, with a focus on the core subjects and electives offered in Year 9.

In 2023 we strengthen our approach to assessment and evaluation by implementing standardised practices across all campuses with essential assessments, on demand testing and data analysis.

Furthermore, the College continued to improve its educational facilities. For example, a 3-D designing, scanning and printing setup and a state-of-the-art Biology lab at the Springvale campus were established, providing students with advanced facilities to enhance their practical learning experiences in STEM and Science disciplines.

Other programs and activities included:

- Islamic education, including Qur'an and Sunnah, with Ramadan activities, Islamic quizzes, Hifz program.
- Interschool Debating, Maths Olympiad, Science Week, Harmony Day, Bachar Houli Cup, Interschool Sports Competitions, Interfaith Dialog, Chess, Arts, Media, Drone and Coding Clubs.

Wellbeing Programs in Primary and Secondary School focused on creating a safe, supportive and inclusive environment. Programs included Investiture Ceremonies, Harmony Day, Cyber Safety, Anti-bullying activities, Resilience workshops, Halaqah, Student mentoring and Wellbeing workshops.

NAPLAN Analysis

NAPLAN is an annual assessment for all students in Years 3, 5, 7 and 9. It tests the types of skills that are essential for every child to progress through school and life. The tests cover skills in reading, writing, spelling, grammar and punctuation, and numeracy.

The Australian Curriculum, Assessment and Reporting Authority (ACARA) is the independent statutory authority responsible for the overall management of the Australian National Assessment Program, in collaboration with representatives from all states and territories and non-government school sectors. The Commonwealth Government sets minimum standards for reading, writing, spelling, grammar and punctuation, and numeracy at each of the year levels tested. These are referred to as the National Minimum Standards.

Please note in 2023 NAPLAN testing moved from May to March and the NAPLAN scale was reset. This means NAPLAN achievement prior to 2023 cannot be compared to that from 2023 onwards. Additionally, student growth between 2 testing periods is not possible at this time.

The following table summarises the performance of students of Minaret College from each campus. Please note that in previous years students were reported as being at or above the "National Minimum Standard". This measure is no longer used and previous years are not comparable to the table below.

Percentage of students at "Developing", "Strong" and "Exceeding" levels (i.e. students who do not "Need Additional Support")

Campus	Year	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
	3	80%	90%	84%	74%	78%
CV	5	93%	91%	91%	87%	89%
SV	7	92%	97%	94%	86%	90%
	9	89%	94%	93%	87%	89%
DO	3	96%	96%	96%	96%	96%
DC	5	No Year 5 students enrolled at Doveton Campus in 2023				
	3	81%	81%	77%	69%	81%
ОС	5	94%	91%	91%	91%	89%
	7	88%	91%	87%	86%	83%
	9	89%	93%	96%	88%	90%

It is worth noting that 89% of students enrolled at Minaret College come from language backgrounds other than English (LBOTE). NAPLAN participation for Minaret College is 99%, whilst NAPLAN participation for all Australian students is 95%. The school reviews, develops and implements curriculum programs to address areas of concern.

Each year the NAPLAN results are analysed by teachers to extrapolate diagnostic data that might inform teaching practices with a view to improving student performance.

The https://myschool.edu.au/ website combines the results of all 3 campuses of Minaret College.

The following observations can be made based on the data presented on the Myschool website:

- Year 3 average results were "well below" students with a similar background in the areas of Reading, Writing, Grammar and Numeracy. The average results were "below" students with a similar background in Spelling.
- Year 3 average results were "well below" all Australian students in the area of Writing. The average results were "below" all Australian students in the areas of Reading, Spelling, Grammar and Numeracy.
- Year 5 average results were "below" students with a similar background in the areas of Reading, Grammar and Numeracy. The average results were "close to" students with a similar background in Writing. The average results were "above" students with a similar background in Spelling.
- Year 5 average results were "below" all Australian students in the areas of Reading, Grammar and Numeracy. The average results were "close to" all Australian students in the areas of Writing and Spelling.
- Year 7 average results were "below" students with a similar background in the areas of Reading and Numeracy. The average results were "close to" students with a similar background in the areas of Writing, Spelling and Grammar.
- Year 7 average results were "below" all Australian students in the areas of Reading, Grammar and Numeracy. The average results were "close to" all Australian students in the areas of Writing and Spelling.
- Year 9 average results were "below" students with a similar background in the areas of Reading and Numeracy. The average results were "close to" students with a similar background in the areas of Writing, Spelling and Grammar.
- Year 9 average results were "below" all Australian students in the areas of Reading and Numeracy. The average results were "close to" all Australian students in the areas of Writing, Spelling and Grammar.

Similar background – students have a similar background as determined by parental occupation and education. The background of students has been shown to have an impact on NAPLAN results.

VCE Results

In 2023, there were 142 students who completed VCE at Minaret College (Springvale and Officer Campuses), eight of whom opted for unscored VCE, while 134 received an ATAR.

The Dux for 2023 was Ayman Ibrahim with an ATAR of 96.35.

Farjad Safwan obtained two perfect scores of 50 (Business Management and Health and Human Development).

VCE subjects with a study score of 40 and above (approximately top 9% of high achievers in the state) included Art Making and Exhibiting, Biology, Business Management, English, General Mathematics, Health and Human Development, Religion and Society, Texts and Traditions.

Tertiary Offers and Destinations

The Victorian Tertiary Admission Centre (VTAC) processes student applications for tertiary courses. Below is a summary of VTAC offers for the graduating students in 2023.

Campus	Number of students enrolled in Year 12	Number of students who applied	Number of students who recieved an offer	Percentage of offers (recieved / applied)
Springvale	84	78	77	98.7%
Officer	58	53	52	98.1%
Combined	142	131	129	98.5%

When applying for tertiary education, students can nominate up to 8 options. In total, 62 students received an offer which was their first preference.



Minaret College Staff

Minaret College continued its rapid growth in 2023. At the end of 2022 there were 311 staff employed, ten of whom decided to work elsewhere in 2023. Due to the College's expansion, more people joined the College in 2023 and by the end of the year there were a total of 357 staff. Minaret College did not employ any staff members with Aboriginal or Torres Strait Islander heritage in 2023.

All teachers are registered with the Victorian Institute of Teaching (VIT) as required by VIT regulations, holding either Full, Provisional, or Permission to Teach registrations. Non-teaching staff have undergone a Working with Children check. The average staff absence due to unforeseen leave was 16.1 days.

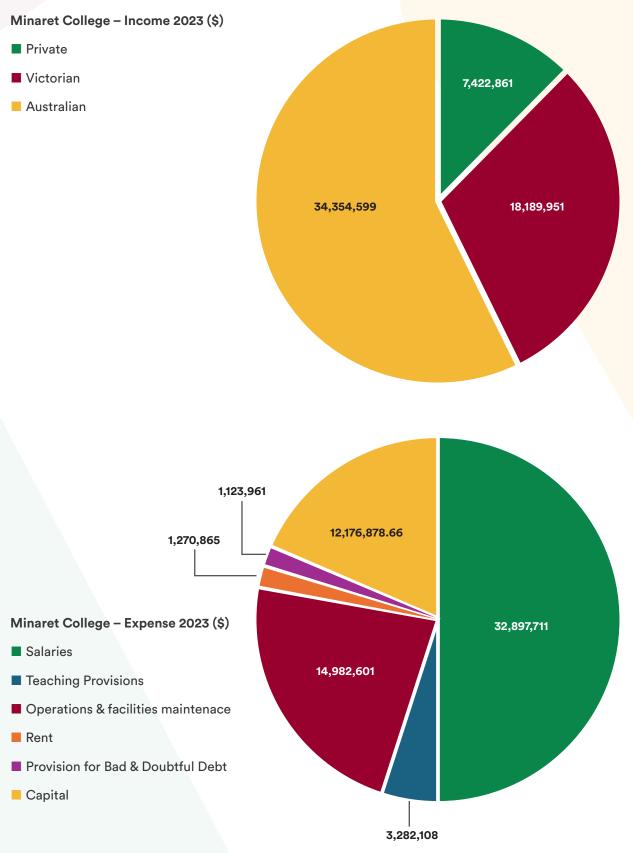
Professional learning is central to enhancing staff practice. Both teaching and non-teaching staff participated in various professional learning programs, including regular professional development days in school and online learning modules through the Minaret Staff Learning System, as well as attending external PDs provided by educational consultants, subject associations, Independent Schools Victoria and VCAA.



Financial Report

Income and Expenses

The graphs below show a breakdown of the income and their source (Private/Parents, Victorian and Australian Federal Governments) and expenditure for Year 2023.





Auditor's Report

INDEPENDENT AUDIT REPORT TO THE DIRECTOR OF MINARET COLLEGE LTD. A.B.N. 85 232 014 290

Auditors' Responsibility for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the director.
- Conclude on the appropriateness of the director's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the director regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the director with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with the director, we determine those matters that were of most significance in the audit of the financial report of the current period and are therefore the key audit matters. We describe these matters in our auditors' report unless law or regulation preclude public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

INDEPENDENT AUDIT REPORT TO THE DIRECTOR OF MINARET COLLEGE LTD A.B.N. 85 232 014 290

M. BASSAL

Name of Firm:

Bunnett & Bassal Pty Ltd

CPA

Name of Partner:

M Bassal - FCPA

Address:

PO BOX 7172, Dandenong VIC 3175

Dated this 31st day of May 2024

BUNNETT & BASSAL PTY LTD ACCOUNTANTS PO BOX 7172, DANDENONG VIC 3175



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Officer Campus | 67 Tivendale Road, Officer VIC 3809 T 03 5943 2058

Doveton Campus | 146 Kidds Road, Doveton VIC 3177



