



# Welcome to Edmonton Islamic Academy Annual General Meeting (AGM)

**June 8, 2021**



# Agenda

- ❖ 2020-21 Governance
- ❖ Administrative Details
- ❖ Covid-19 Re-cap
- ❖ New Secondary Islamic Studies Curriculum
- ❖ Elementary Details
- ❖ Secondary Details
- ❖ Budget Review
- ❖ Anti-Racism
- ❖ Questions & Answers



# 2020-2021 Governance Structure

# EIA Board of Trustees

- **Chairman** – Khalid Tarabain
- **Secretary** – Dr. Taha Jomha
- **Acting Chair** – Khalid Mouallem
- **Treasurer** - Tariq Deeb
- **Advisor to the Board** – Dr. Mona Nashman

- **Board Member** – Nadia Ababna
- **Board Member** – Dr. Yassin Abdelrehman
- **Board Member** – Dr. Farook Al-Shamali
- **Board Member** – Abdul-Wahid Alami
- **Board Member** – Mirna Eid
- **Board Member** – Ahmed Jomha
- **Board Member** – Muna Ali
- **Board Member** – Dr. Salma Kiani
- **Board Member** – Anwar Mirza
- **Board Member** – Hani El-Zein
- **Board Member** – Walid Zein

# Board Committees

## Policy & Planning

- o Mirna Eid
- o Ahmed Jomha
- o Muna Ali
- o Hala Cheikh
- o Nada Gebara

## Facility Management

- o Abdul Alami
- o Walid Zein

## Islamic

- o Farook Al-Shamali
- o Abdul Alami

## Strategic Planning

- o Yaasin Abdelrehman
- o Khalid Mouallem
- o Mariam Abougouche
- o Bahja Mahmoud

## Finance

- o Tariq Deeb
- o Khalid Tarabain
- o Yaqub Hussein
- o Najeeb Aboughouce
- o Hani El-Zein
- o Khalid Mouallem
- o Nada Gebara

## Information Technology

- o Anwar Mirza
- o Khalid Mouallem
- o Taha Jomha
- o Danny Hussein
- o Nada Gebara

## Fund Development

- o Salma Kiani
- o Khalid Tarabain
- o Khalid Mouallem
- o Hani El-zein
- o Nadia Ababna
- o Mona Hennawi

# EIA Leadership Team

**Principal** — Abraham Abougouche

## Academic

- **KG-6 Arabic & Islamic Coordinator** – Montaha Haymour
- **Secondary Islamic Coordinator** – Imran Qureshi
- **Secondary Vice Principal** – Bahja Mahmoud
- **Assistant Principal, Junior High** – Yahia Dalloul
- **Div 2 Assistant Principal** – Dr. Shameeza Khan
- **Div 1 Assistant Principal** – Mariam Abougouche
- **Assistant Principal** – Tayyaba Zahid
- **Preschool Director** – Hala Househ Cheikh

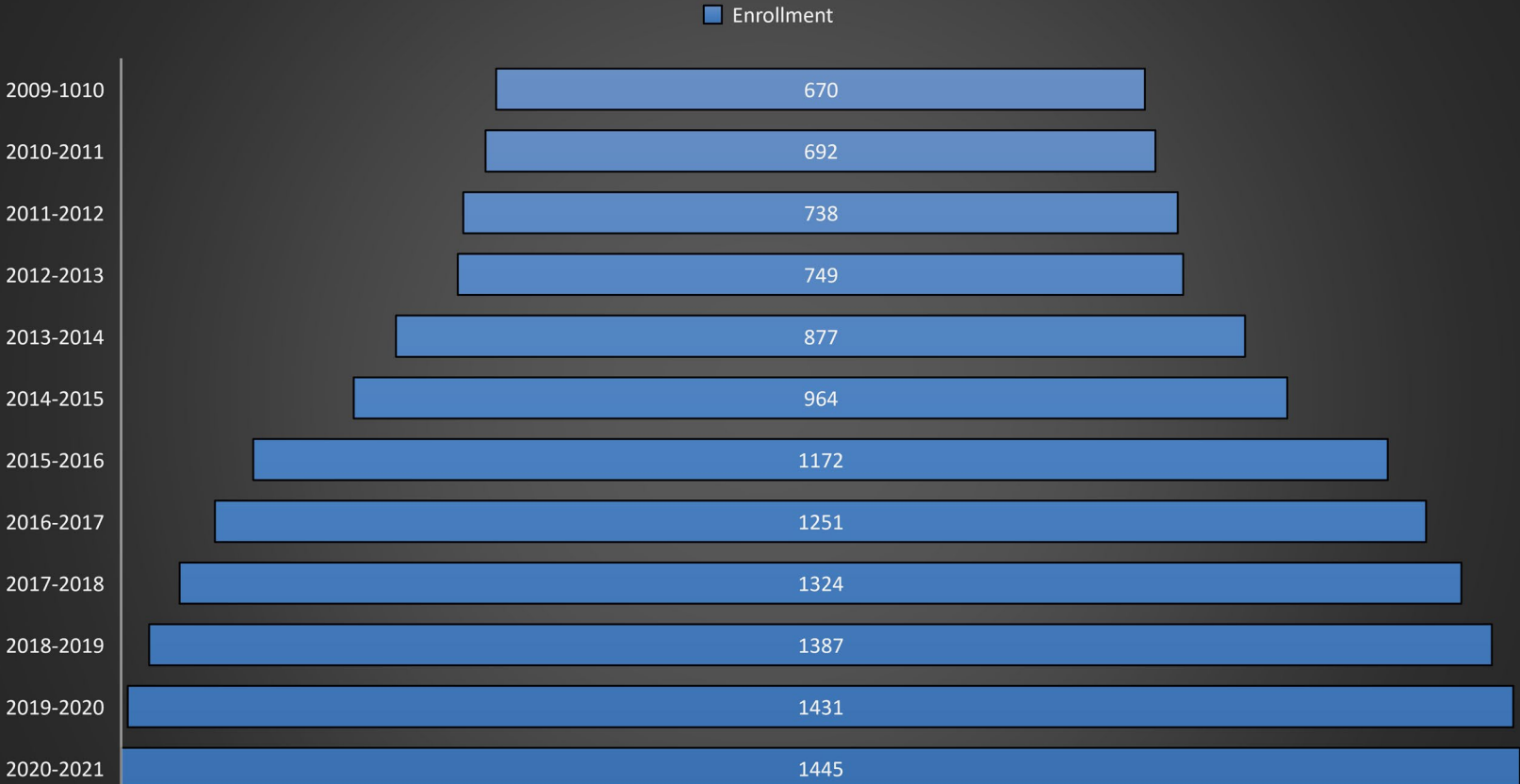
## Operational

- **Senior Advisor** – Jawdah Jorf
- **Business Manager**– Nada Gebara
- **Director of Student Affairs** – Sahar Swaid
- **Marketing & Comm. Coordinator** – Mona Hennawi
- **IT Director** – Imran Qureshi



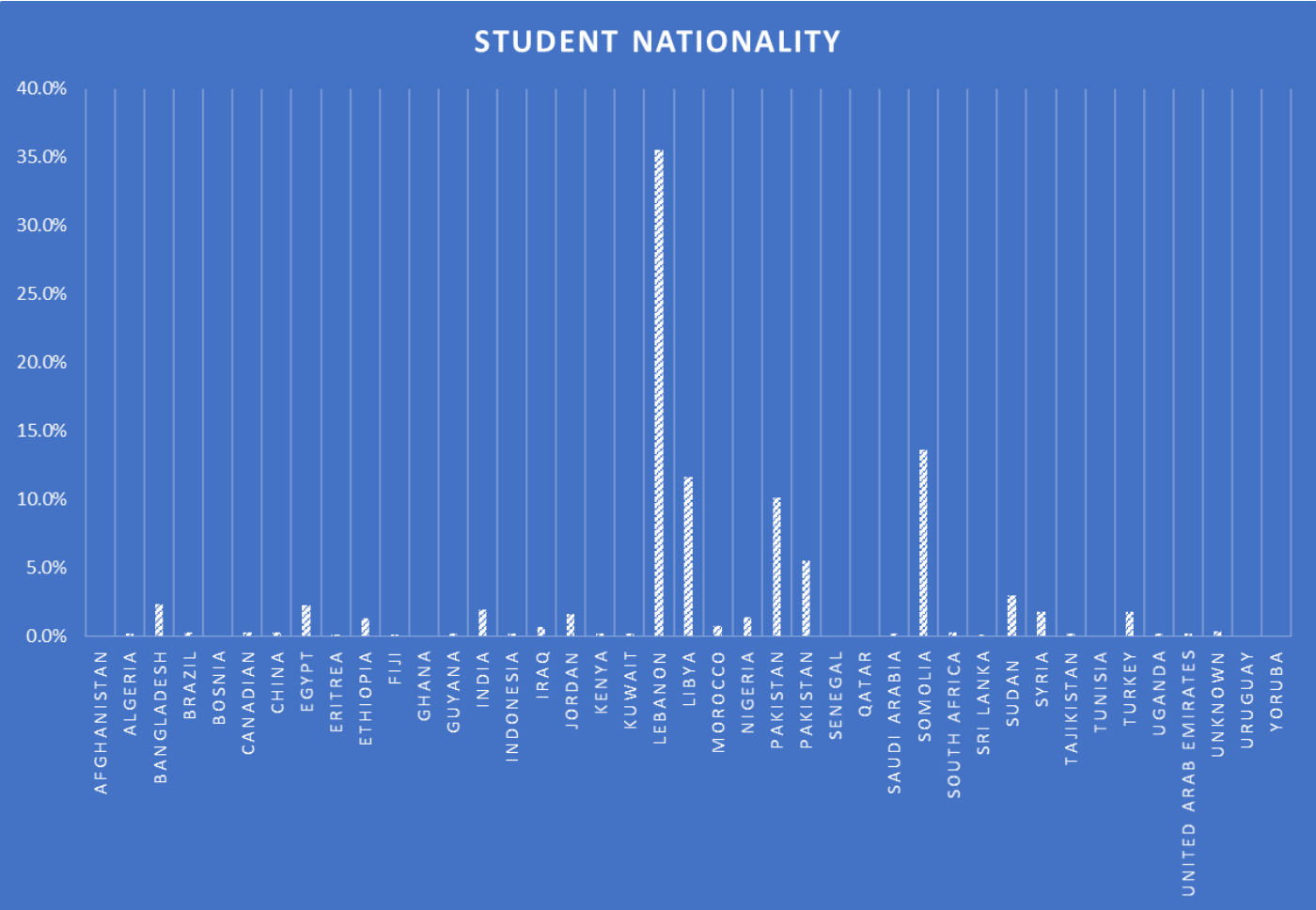
# Administrative Details

# Enrollment History





# Nationality of Students





# COVID-19 Re-cap

# COVID-19 Recap

Grade Level	Number of Confirmed Cases Who Tested Positive		Number of Classes Home to Self-Isolate	
	Semester 1	Semester 2	Semester 1	Semester 2
Division 1	15	2	15	1
Division 2	33	1	35	1
Division 3 (Jr. High)	16	1	23	1
Division 4 (High School)	9	1	4	1
Staff	23	1	-	-
Total	96	6	77 (excludes gov mandate)	5

# COVID-19 Recap

- ❖ 9% of cases were categorized as school transmission
- ❖ 91% of cases were labeled home/community transmission
- ❖ EIA had two AHS Health Inspections in 2020-21
- ❖ On both inspections, the school was given reassurance that all protocols are being followed and constructive feedback
- ❖ EIA was assigned Out Break Status on 2 separate occasions
- ❖ Currently, EIA is off Alberta Watch List and does not carry any COVID status with AHS

# COVID-19 Recap

## Greatest Challenges We Faced

- ❖ Mental health and morale of parents, students, staff
- ❖ Shortage of substitute teachers
- ❖ Supporting At-Home Learners/self-isolating students
- ❖ Managing Chromebooks and online mis-use
- ❖ Authentically assessing student learning
- ❖ Enforcement of cohorting and masking throughout day
- ❖ Keeping trust of community throughout crisis
- ❖ Staggering dismissal led to ore parking lot challenges amidst AHS guidelines
- ❖ Maintaining bus service
- ❖ Providing support to those affected by COVID
- ❖ Managing Budget

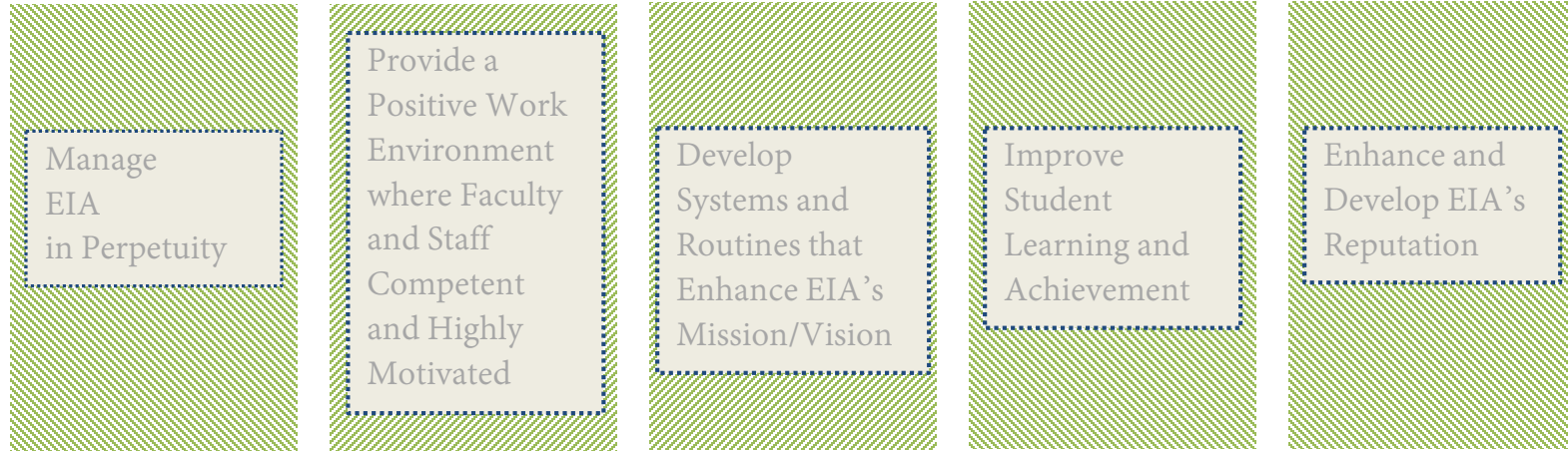
# Secondary Islamic Studies Scope & Sequence

## Goals & Objectives

- ❖ Better scope and sequence with progression
- ❖ Foundational understanding of the religion
- ❖ Journey through the Seerah
- ❖ Integrating important social issues such as racism, temptations, social media, gender relations, and battling injustices.
- ❖ Building a strong personality and psychology
- ❖ Developing essential life skillsets to make the best life decisions
- ❖ Empowering the students to solve global challenges

# HOW WE WORK WITHIN THE STRATEGIC PLAN

## EIA Strategic Plan



**Vision:** EIA students achieve their maximum potential in an environment of intercultural and interfaith understanding and respect and use their leadership skills and intellect for the betterment of humanity.

**Mission:** The Edmonton Islamic Academy offers an education of the highest quality, embedded in the values of the Islamic faith, to enable students to become Respectful, Responsible, Successful leaders and contributors to society.



Pillar I:  
Manage EIA in Perpetuity



# Pillar I: Manage EIA in Perpetuity

- ❖ Upgraded a salary/benefit package that is financially responsible and allows EIA to be competitive in recruiting and retaining teachers
- ❖ The development of a purposeful and user-friendly Board Policy Manual is in progress
- ❖ Annual Board of Trustees retreat to allow for professional development and planning
- ❖ Developed a budget based on actuals which allows the school to ensure fiscal responsibility and accurate preparation of upcoming budget
- ❖ Developed a transportation strategic plan (new bus every year until we reach a new fleet that's five years old)
- ❖ Secured bus security and storage. Purchased GPS system for the busses
- ❖ Introducing Bloom Home Schooling Program for 2021-2022



# Pillar II: Work Environment

# Faculty and Staff are Competent and Highly Motivated

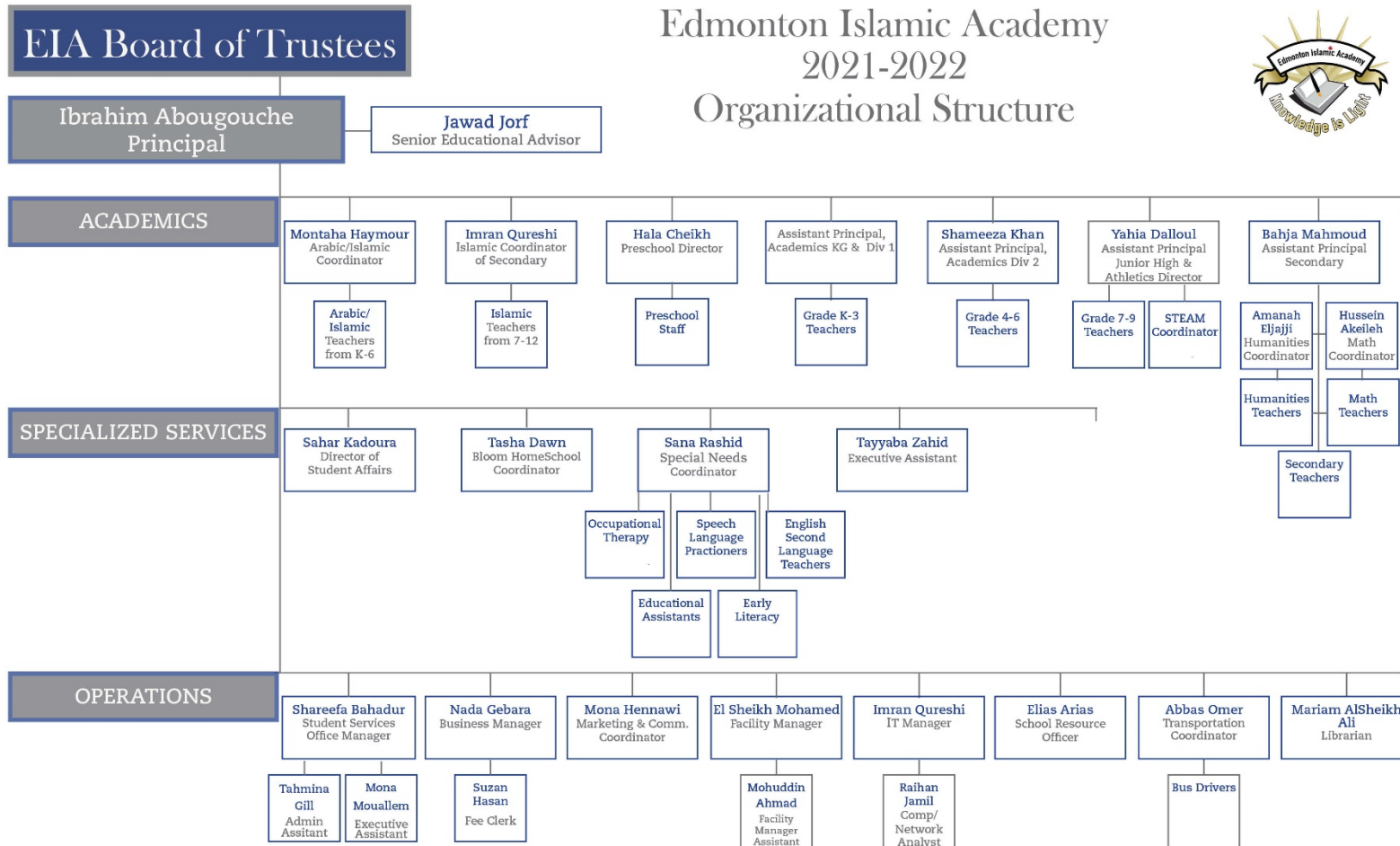
- ❖ Introduced new and highly competitive Teachers Salary Grid. Staff is very pleased with this as it provides commitment to growth and recognition of experience
  - ❖ Teacher recruitment and retention strategies have become a primary focus of the leadership team
  - ❖ Staff input into school-wide decisions is consistently sought
  - ❖ Introduced a Social Committee to increase staff morale and collegiately
  - ❖ Faculty and staff are encouraged to lead with new ideas and innovations
  - ❖ Staff acknowledgement for successes is regular and genuine
- ❖ Introduced Literacy Coach positions in elementary and Subject Coordinators in secondary to develop leadership capacity and opportunities within the organization. These positions were extremely helpful in allowing staff to stay focused on teaching and learning
  - ❖ Re-constructed Academic Calendar to allow more emphasis on classroom instruction and quality teaching as opposed to various and multiple events, which burned out staff and took away from student learning
  - ❖ Staff retention is above the industry average
  - ❖ Staff recruitment focuses on quality and the right fit for our school community

# Pillar II (cont'd)

- ❖ Secondary Islamic Coordinator deployed to work much closer with students in all divisions. Focused on topics such as Fasting, Tahara, Islamic Etiquettes, and Ablution amongst others.
- ❖ An additional ESL teacher was employed to support teachers with students still learning the language
- ❖ Integrated Chromebooks from 4-12 with the support and guidance of the IT department to assist classroom teachers and maintain and upgrade current infrastructure.
- ❖ Adopted Google Platform from grade 4 - 12
- ❖ Teachers have been supported in their quest for teacher certification. This year we had 9 teachers receive permanent certification!
- ❖ Professional Development was much more explicit. Elementary teachers spent most of the year being trained on “Reading Power”, a writing program that ensures consistency from teacher to the next and from one grade to the next and “Words Their Way”, a spelling program.
- ❖ We are now focusing on Project –Based Learning and coaching teachers on multi-disciplinary integration and Islamic values that mirrors our Vision statement.
- ❖ Teachers are provided with ‘performance target indicators’ at regular intervals
- ❖ A Teacher Growth Rubric was introduced
- ❖ Individual Professional Plans allow faculty to receive ongoing feedback regarding their performances.

# EIA Organization Chart

Edmonton Islamic Academy  
2021-2022  
Organizational Structure





# Pillar III: Systems and Routines

# Pillar III: Develop Systems and Routines that Enhance EIA's Mission/Vision

- ❖ Governance structure is in place and focuses on finance, strategic development, IT infrastructure, Maintenance, Funding and Sponsorship, Islamic Curriculum, and policy and planning
- ❖ Currently in the process of introducing Preventative Maintenance Program to assist facility team in managing the facility and fleet
- ❖ Traffic systems now include a daily Traffic Team (including the Principal) and traffic expectations are in place
- ❖ REMIND has been a success in allowing parents and teachers direct access to one another to enhance this integral partnership
- ❖ Transportation system revolves around seasonal bus passes
- ❖ Communication systems to parents include monthly magazine, weekly newsletters and weekly section updates. Since COVID-19, we have introduced weekly video updates from the principal
- ❖ Policies are being developed to ensure EIA becomes systemic in its operations, transparent in its expectations, and professional in its delivery of EIA's Mission and Vision.
- ❖ Succession planning for key positions in the school and on the Board is a priority for 2021-2022
- ❖ Registration (new and re-enrollment) process is now streamlined and includes new student orientations
- ❖ Newsletters have been added to our website



# Pillar IV: Student Achievement



# Pillar IV: Improve Student Learning and Achievement

- ❖ Incentive-based Home Reading program in elementary program is successful
  - ❖ Specific programs and resources have been introduced to address school-wide concerns
  - ❖ Introduced Literacy Support blocks (Arabic and English) for all elementary teachers
  - ❖ Enhanced Jr. High Options to be more engaging
  - ❖ Differentiated Professional Development Program (Ex. Division 1, Division 2, Islamic department)
  - ❖ Academic coordinators focus on student achievement data and action plans to increase student performance
  - ❖ Evidence of Student Growth is provided annually to the Board
  - ❖ Special Services continue to be a strength in our early years program
- ❖ Introduced a PAT preparatory strategy, including Flex Blocks, to set students up for success in grade 6 & 9
  - ❖ Integrated Chromebook for Grade 4-12 students which has allowed staff and students to adapt to on-line and in-person learning which occurred throughout the year
  - ❖ Continued to run STEAM learning in the STEAM Room despite challenges around COVID restrictions
  - ❖ Improved student morale and school spirit with Legends Days and a school mascot initiated by the student council
  - ❖ Put a lot more focus on the mental health of students and teachers
  - ❖ Qualitative and quantitative data is used to help assess EIA's Mission/Vision



Pillar V:  
Enhance EIA  
Reputation

# Pillar V: Enhance EIA Reputation



- ❖ **Preparing and attending for Recruitment Fairs** – The way our Academy is showcased at these events has a significant impact on the type of faculty members we can recruit to consider working at our Academy. We attend in and out of province job fairs

- ❖ **Develop and implement positive and sustainable relationships with our donors** by ensuring that any deliverables made in the sponsorship agreements are met accordingly by the Academy

- ❖ **Launched a digital magazine** to improve the way our parents receive news from our school



- ❖ **Promote the school with TV media channels** such as CTV and City News (who both featured EIA this academic year)



- ❖ **Develop promotional videos** which will capture all the elements our Academy offers to our students – these will be utilized to attract prospective parents and new faculty members



# Elementary Details

# Student Numbers in Elementary

2020-2021

Kindergarten to Grade 6

- KG: 123, 6 Classes
- Gr.1: 125, 5 Classes
- Gr.2: 127, 5 Classes
- Gr.3: 125, 5 Classes
- Gr.4: 125, 5 Classes
- Gr.5: 125, 5 Classes
- Gr.6: 129, 5 Classes

Total 879 Students

2021-2022

Kindergarten to Grade 6

- KG: 124, 6 Classes
- Gr.1: 125, 5 Classes
- Gr.2: 128, 5 Classes
- Gr.3: 125, 5 Classes
- Gr.4: 125, 5 Classes
- Gr.5: 125, 5 Classes
- Gr.6: 125, 5 Classes

Total 877 Students

# Continuous Professional Development and Support for Teachers

Reading Power  
Program

Words Their  
Way

STEAM  
Education

Google  
Classroom

Project-Based  
Learning

Establishing  
Student  
Portfolios

New Report Card  
Training

- Student-led  
Conferences

Writing Power

Curriculum  
Alignment

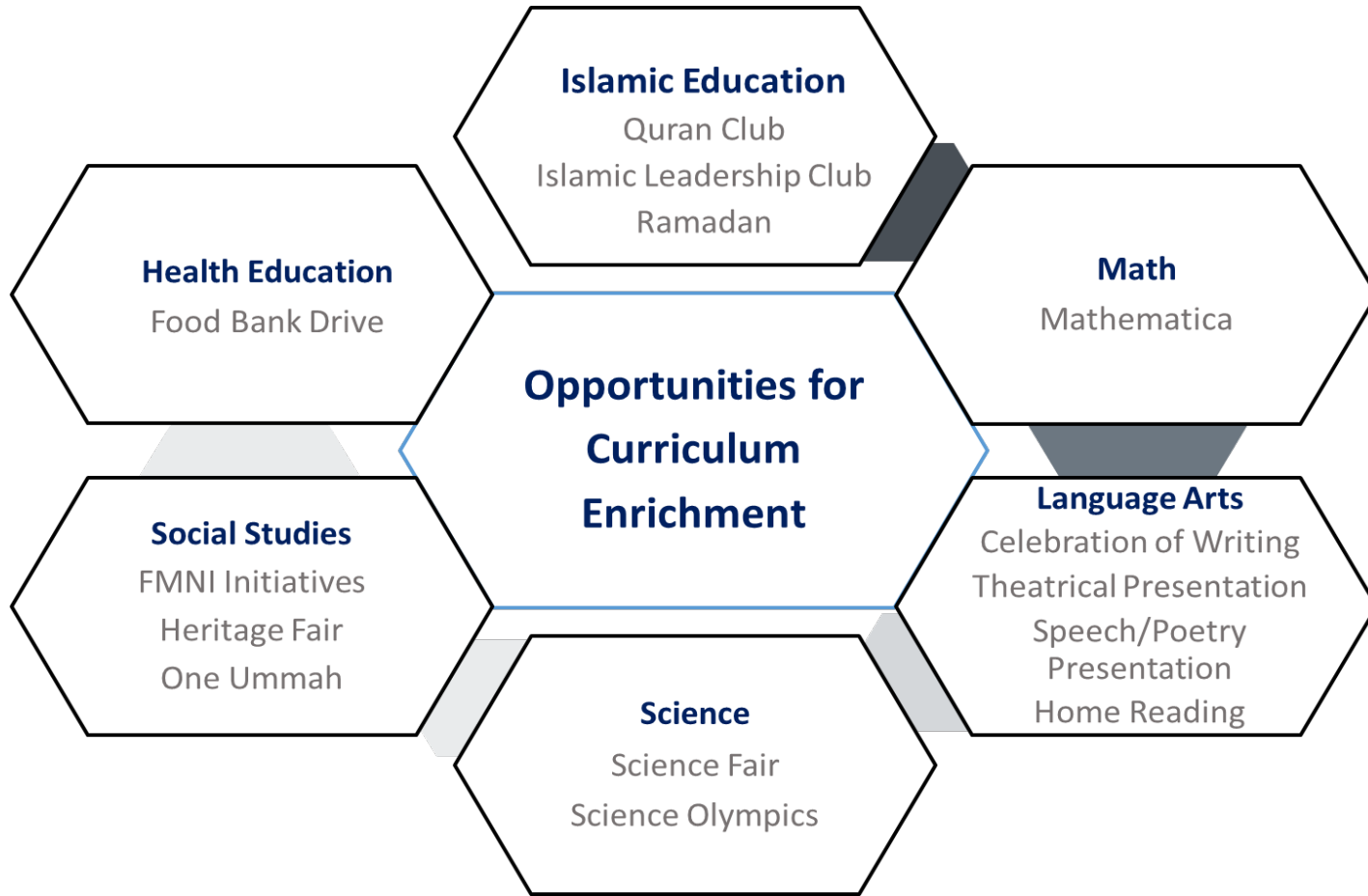
Inquiry Based  
Approach to  
Learning

6+1 Writing  
Traits

Flex Blocks and  
PAT Prep

DIBELS

Teacher  
Leaders



# Academic Performance (Grade 6 PAT Results) 2019

Standards demonstrated by EIA Grade Six Students in comparison the Province of Alberta Students.

Grade 6  
June 2019 PAT Results  
Alberta Education

<b>Grade 6 Subjects</b>	<b>EIA</b>	<b>Province</b>
<b>Social Studies</b>	68.2	67.0
<b>Science</b>	73.2	67.4
<b>Math</b>	67.0	63.6
<b>English</b>	72.3	68.4





# Secondary Details

# Student Numbers in Secondary

2020-2021

Grade 7 to Grade 12

- Gr.7: 125, 5 Classes
- Gr.8: 103, 4 Classes
- Gr.9: 92, 4 Classes
- Gr.10: 69 Students
- Gr.11: 53 Students
- Gr.12: 50 Students

Total 492 Students

2021-2022

Grade 7 to Grade 12

- Gr.7: 125, 5 Classes
- Gr.8: 125, 5 Classes
- Gr.9: 100, 4 Classes
- Gr.10: 60 Students
- Gr.11: 60 Students
- Gr.12: 50 Students

Total 520 Students

# 2018-2019 GRADE 9 PAT RESULTS

Grade 9 PAT	English 9		Reading		Writing		Math 9		Science 9		Social 9	
	Prov	EIA	Prov	EIA	Prov	EIA	Prov	EIA	Prov	EIA	Prov	EIA
Averages	Prov	EIA	Prov	EIA	Prov	EIA	Prov	EIA	Prov	EIA	Prov	EIA
2017-18	66.9%	71.3%	66.7%	73.1%	66.9%	69.6%	54.1%	67.9%	68%	78.7%	67.4%	80.8%
2018-19	65.8%	72.7%	64.4%	70.7%	67.3%	74.5%	58.2%	74.4%	68.2%	82.4%	65.4%	77.6%
+/-	-1.1%	+1.4%	-2.3%	-2.4%	+0.4%	+4.9%	+4.1%	+6.5%	+0.2%	+3.7%	-2%	-3.2%

# 2018-19 Semester 2 Diploma Exam Results

## Provided by Alberta Education

June 2019	Diploma examination Mark (Average)		Above 80%	Highest Mark
	EIA	Province		
<b>Biology 30</b>	86.6	69.3	67%	100% (1 student)
<b>Chemistry 30</b>	77.8	71.1	60%	98% (2 students)
<b>Physics 30</b>	86.3	72.3	77.3%	100% (1 student)
<b>English 30-1</b>	64.6	64.3	20%	86% (1 student)
<b>Social 30-1</b>	69.6	65.4	21%	95% (1 student)

# 2019-20 Semester 1 Diploma Exam Results

## Provided by Alberta Education

January 2020	Diploma examination Mark (Average)		Above 80%	Highest Mark
	EIA	Province		
Biology 30	82.7	69.3	80%	95% (2 students)
Chemistry 30	88.3	69.8	90%	98% (1 student)
Physics 30	76.3	73.1	57%	96% (1 student)
Math 30-1	82.8	67.1	66%	99% (2 students)
English 30-1	75.9	64.8	35%	93% (2 students)

# Measuring Growth

January	Biology 30		Chemistry 30		Physics 30		Math 30-1		English 30-1	
Averages	EIA	Province	EIA	Province	EIA	Province	EIA	Province	EIA	Province
Jan-2019	75.5	69.1	90.0	72.2	-	-	83.5	67.2	70.2	64.4
Jan-2020	82.7	69.3	88.3	69.8	76.3	73.1	82.8	67.1	75.9	64.8
+/-	+7.2	+0.2	-1.7	-2.4			-0.7	-0.1	+5.7	+0.4



# Budget Review

# Revenue 2020-2021

Revenue	
Revenue	Budget 2020-21
Alberta Education Grants	\$9,349,765
COVID Grant	\$546,000
Program Generated Funds	\$120,230
Tuition K-12	\$3,734,125
Transportation 1-9	\$130,000
Cafeteria Sales	\$50,000
Other Revenue	\$63,000
<b>Total Revenue</b>	<b>\$13,993,120</b>



# Costs 2020-2021

## Expenses

Instructional Costs		Budget 2020-21
Salaries and Benefits		\$8,518,037
Educational Resources		\$289,500
Program Expenses		\$141,000
<b>Total Instructional Costs</b>		<b>\$8,948,537</b>
Operational Costs		Budget 2020-21
Cafeteria		\$50,000
Professional Expenses (Legal/Accounting)		\$120,000
Administrative Expenses		\$265,000
Amortization		\$500,000
Rent		\$1,500,000
Rent Pre-School		\$104,220
Local Improvement		\$250,000
Other Operating Costs		\$140,000
Automotive and Building Insurance		\$177,600
Repair and Maintenance		\$330,000
Cleaning Contract		\$235,000
Transportation/Bus Maintenance & Fuel		\$105,000
Utilities		\$419,000
PUF Program		\$700,665
Mild/Moderate Program		\$154,179
<b>Total Operational Costs</b>		<b>\$5,050,664</b>
<b>Total Expenses</b>		<b>\$13,999,201</b>
<b>Surplus / (-Deficit)</b>		<b>-\$6,081</b>



# A Look Ahead Into 2021-2022

# New Initiatives for 2021-2022

- ❖ Restructuring current Secondary Islamic Studies curriculum to better meet the needs of our youth to provide them with essential knowledge and skills required to implement Islamic practices into their daily lives
- ❖ Shift to Project Based Learning pedagogy
- ❖ Continue with focus on Literacy and Numeracy
- ❖ Science Labs (Scientific Inquiry) will be emphasized greater
- ❖ Safety and security will continue to be a priority
- ❖ Jr. High Option will continue to be a focus and linked to student growth in non-academic areas
- ❖ Recruited well-qualified Special Needs Coordinator who will monitor and support the growth of all our (300+) special needs students
- ❖ Upgrading current water fountains to touch-less stations
- ❖ Upgrading student washrooms to include touch-less faucets and additional upgrades
- ❖ Islamic Conduct for all staff, students, and parents will be more prevalent
- ❖ Shift Arabic from conversational to Quranic for Grades 7 – 9
- ❖ **Introducing mandatory Islamic Studies classes for all Grade 10-12 students**

# Secondary Islamic Studies Scope & Sequence

## Goals & Objectives

- ❖ Better scope and sequence with progression
- ❖ Foundational understanding of the religion
- ❖ Integrating important social issues such as racism, temptations, social media, gender relations, and battling injustices.
- ❖ Journey through the Seerah
- ❖ Building a strong personality and psychology
- ❖ Developing essential life skillsets to make the best life decisions
- ❖ Empowering the students to solve global challenges

# Junior High: Areas of Study

## Grade 7: Islam & Istiqamah

- Focus: Salah
- **Seerah:**
  - Essential contemplation
  - Social barriers
  - Solutions & Empowerment
- **Thematic Tafsir:**
  - Juz 'Amma (selections),
  - Surah Yusuf,
  - Surah Al-Fatiha
- **Foundations:**
  - Pillars of Islam
  - Fiqh of Salah
  - Knowing good and bad

## Grade 8: Eman & Yaqeen

- Focus: Eman & Community
- **Seerah thru thematic tafsir:**
  - Islamic leadership: Surah Baqarah
  - Battle of Badr: Surah al-Anfal
  - Preserving decency: Surah Al-Nur
  - Community protocols: Surah Ale-Imran & Battle of Uhud
  - Patience & perseverance: Surah Ahzab
- **Foundations:**
  - Belief in Allah
  - Effects of Eman
  - Belief in revelation
  - Belief in hereafter

## Grade 9: Ihsan & Akhlaq

- Focus: Morals & Behavior
- **Seerah thru Thematic Tafsir**
  - Eman & Morality: Surah Hujurat
  - Peace building: Hudaibiyyah & al-Fath
  - Companions around the Prophet
  - Vision & Mission: Tabuk & at-Tawbah
  - Final life lessons: Hajjul-wada
- **Foundations**
  - Reaching Ihsan & Purifying the Soul
  - Battling wrongdoings
  - Means Taqwa – Fiqh of Fasting and Zakat
  - Prophetic manners

# High School Areas of Study

## Grade 10: Islamic Personality

- Foundations of religion:
  - 40 Hadith
  - Imam Al-Nawawi
- Prophetic Personality
  - Shamail at-Tirmidhi
- Manners
  - Adab al-Mufrad
  - Imam Al-Bukharhi
- Spirituality
  - Madarij al-Salikin
  - Imam Ibn Qayyim
- Glimpses of Islamic Civilization

## Grade 11: Lifeskills

- Islamic Finance
- Islamic Marriage
- Fiqh of Living in Canada
- Family Life
- Prophetic leadership
- Mental Health
- Fiqh of Death

## Grade 12: Jurisprudence

- Islamic sciences
  - Theology & Ideologies
  - Ulum al-Quran
  - Hadith science
  - Evolution of Fiqh
- Fiqh of Priorities
  - Usul al-Fiqh
  - Maqasid Al-Shari'ah
  - Maslaha
  - Legal Maxims
- Islamic Research and Community Development Project

# High School: Islamic Life Skills

## Islamic Finance

- Zakat
- Interest & credit cards
- Stocks & investments
- Financing

## Islamic Marriage

- Fiqh of marriage
- How to find a spouse
- Premarital counselling
- Marriage etiquettes
- Conflict resolution
- Fiqh of divorce

## Fiqh of Minorities

- Al wala wal bara'
- Civic duties
- Interfaith dialogue
- Daily interactions
- Workplace etiquettes

## Family life

- Kindness to parents
- Managing Parent Expectations
- Maintaining Silatul-Rahim
- Managing in-laws

## Fiqh of Death

- Visiting the sick
- Death bed etiquettes
- Grief
- Washing & shrouding
- Janazah
- Burial
- Inheritance
- Visiting graves



# Anti-Racism Initiatives



# Anti-Racism Initiatives

- ❖ Acknowledged it existed
- ❖ Welcomed black speakers to speak to students and staff on various anti-racial topics
- ❖ Listened to those who have been victimized of racism or discrimination
- ❖ Zero-tolerance for any racist-type behaviors or language in the school. This includes student, staff, and parents
- ❖ Friday Khutbas have OFTEN been linked to bullying and anti-racism
- ❖ One Ummah Celebration is an anti-racism initiative
- ❖ Recruited teachers of various ethnic groups
- ❖ Created a policy that informs reporting, discipline, professional development at all levels, and accountability for all. Most importantly, policy should ensure that all stakeholders, including students, have access to a safe and caring environment
- ❖ Anti-Racism Committee at the Board level has been established. This is a combination of parent and staff and represents various ethnicities, including our Black community. They lead many initiatives and make recommendations to the Board of Trustees for Policy Change that ensures all students, staff, and parents have equal rights and opportunities.
- ❖ In our Media and Communications department, it is our policy that we show representation of all ethnicities
- ❖ Black History Month has been a priority. Assigned committee to educate staff and lead this initiative



Thank you for joining us!

Questions & Answers