



Welcome to Edmonton Islamic Academy Annual General Meeting (AGM)

June 7, 2021



Agenda

- ❖ 2021-22 Governance
- ❖ Administrative Details
- ❖ Covid-19 Re-cap - Update
- ❖ New Secondary Islamic Studies Curriculum - Update
- ❖ Elementary Details
- ❖ Secondary Details
- ❖ Budget Review
- ❖ Enrolment Challenges
- ❖ Questions & Answers



2021-2022 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 Abougouche
- 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

Anti-Racism

- o Muna Ali
- o Omar Schindell
- o Salwa Mohamed
- o Romana O
- o Amina Elkadry
- o Shadia Assaf
- o Waseela Mohamed
- o 5 EIA Teachers

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** – Waleed Zahra
- **Preschool Director** – Hala Househ Cheikh
- **Bloom Coordinator** – Tasha Dawn

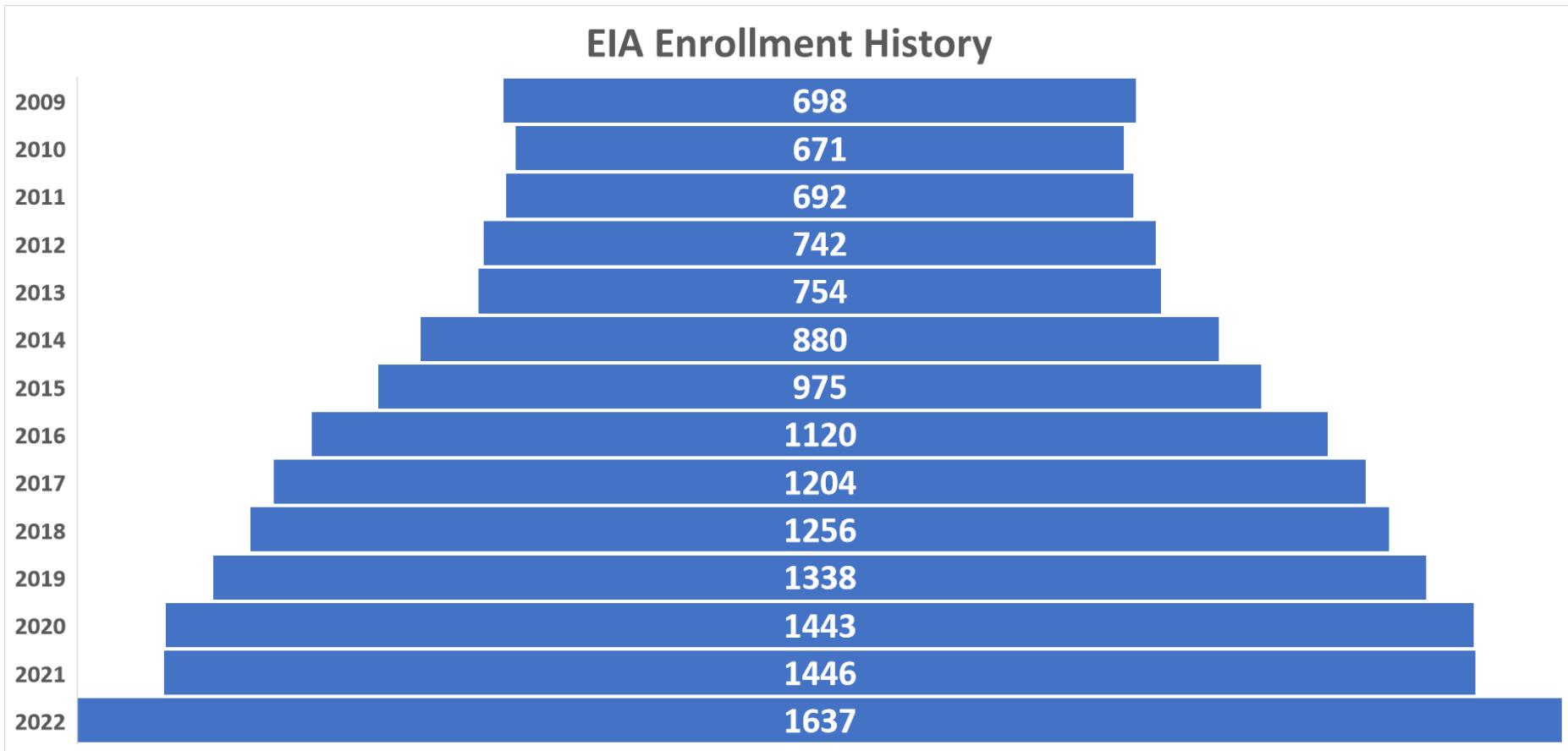
Operational

- **Senior Advisor** – Jawdah Jorf
- **Business Manager**– Nada Gebara
- **Director of Student Affairs** – Sahar Swaid
- **Marketing & Comm. Coordinator** – Mona Hennawi
- **IT Director** – Imran Qureshi
- **Executive Assistant** – Tayyaba Zahid
- **Student Services Coordinator** - Shareefa Bahadur

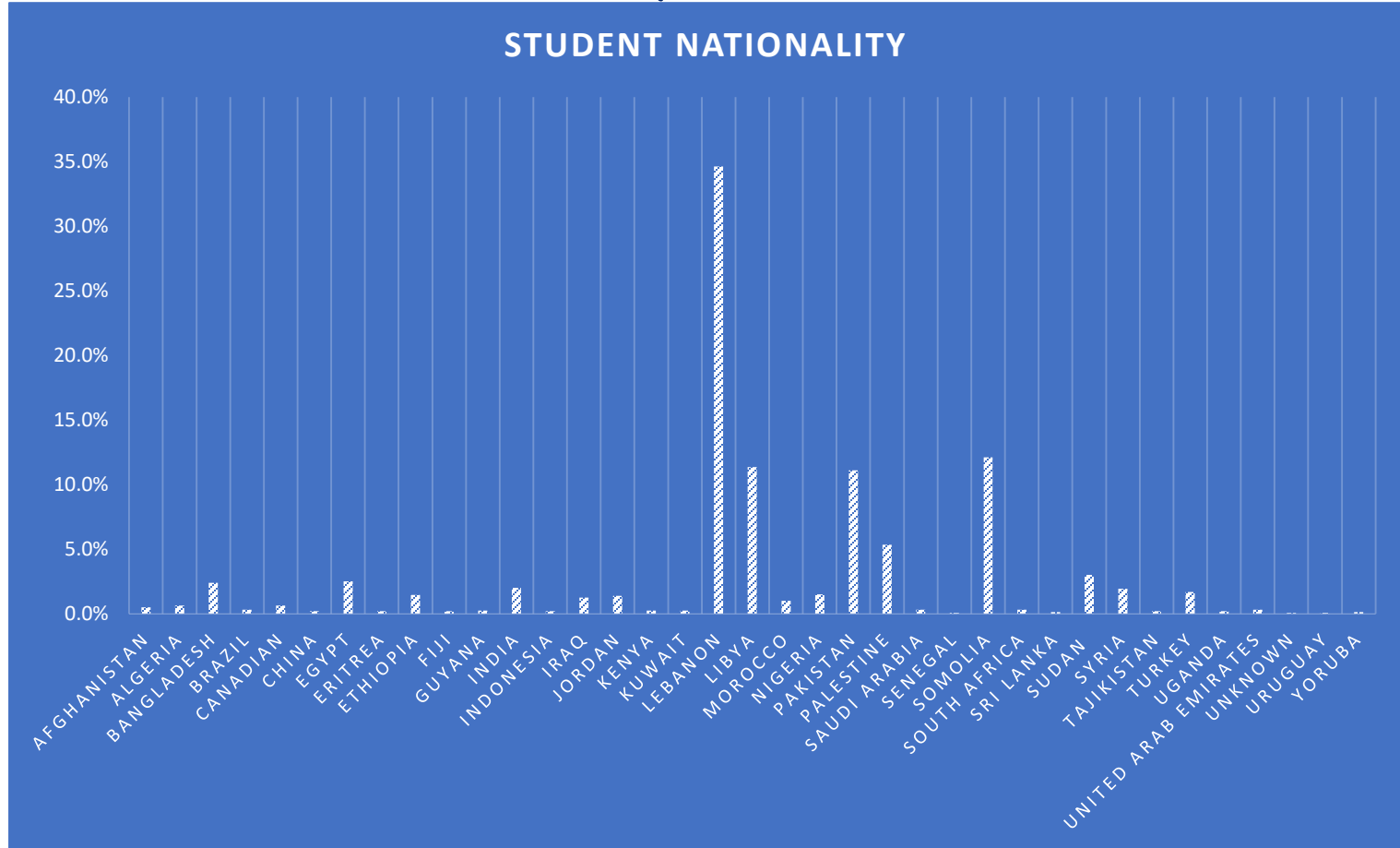


Administrative Details

Enrollment History



Nationality of Students





COVID-19 Re-cap

COVID-19 Recap

	Number of Confirmed Cases Who Tested Positive in 2021-22	
	Semester 1	Semester 2
Students	162	19
Staff	44	10
Total	206	29

Returning Back to Normal

Semester 2 Achievements

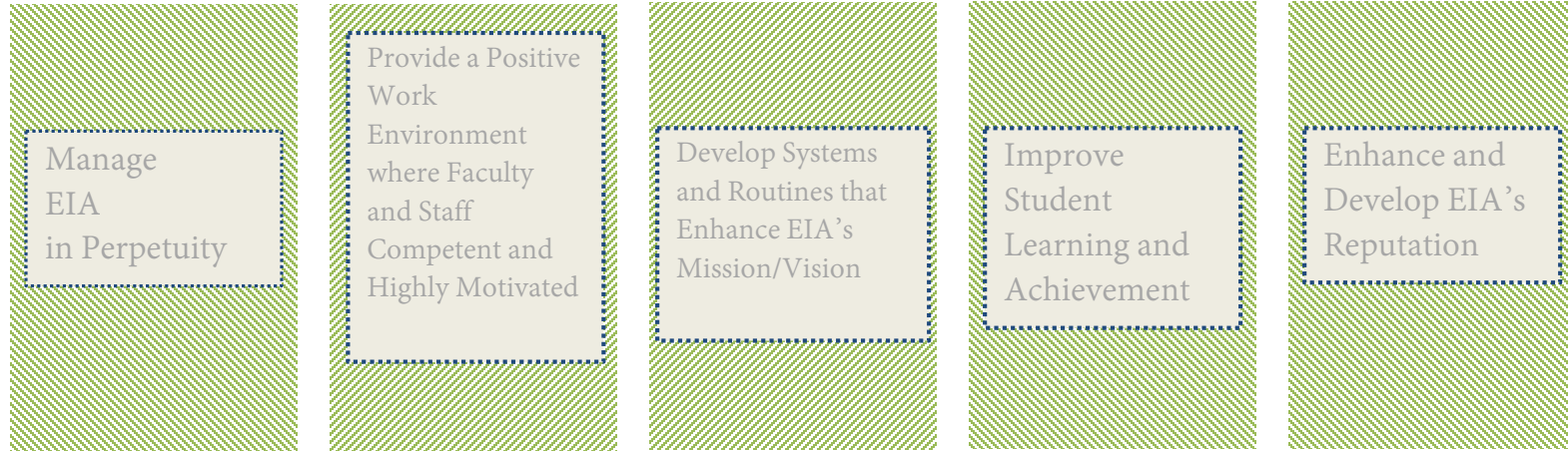
- ❖ Mental health and morale of parents, students, staff improved
- ❖ Fewer behavior issues or referrals to the office
- ❖ Less teacher absences resulted in better teaching and learning
- ❖ Return of in-person events such as:
 - * One Ummah
 - * Umrah Simulation
 - * Winter Festival
 - * Staff vs Student Basketball Match
 - * Graduation
 - * Afterschool sports
 - * Afterschool Programs such as coding, robotics, and Quran
 - * Scholastic Book Fair
- ❖ Improved student attendance allowed for more projects, presentations, and hands-on activities
- ❖ Return of Field Trips
- ❖ Parent Volunteers



EIA Strategic Plan

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
- ❖ Introduction of New School Project
- ❖ 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
- ❖ Faculty and staff are encouraged to lead with new ideas and innovations
- ❖ Staff retention is at or above the industry average
- ❖ Staff recruitment focuses on quality and the right fit for our school community
- ❖ Staff acknowledgement for successes is regular and genuine



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.
- ❖ 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
 - ❖ Special Services continue to be a strength in our early years program. Introduced Specialized Services Coordinator.
- ❖ 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
 - ❖ Re-introduced fieldtrips and special academic events such as Poetry Competition, Quran Competition, and Umrah Simulation.
 - ❖ 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



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



- ❖ **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

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





Elementary Details

Student Numbers in Elementary

2021-2022

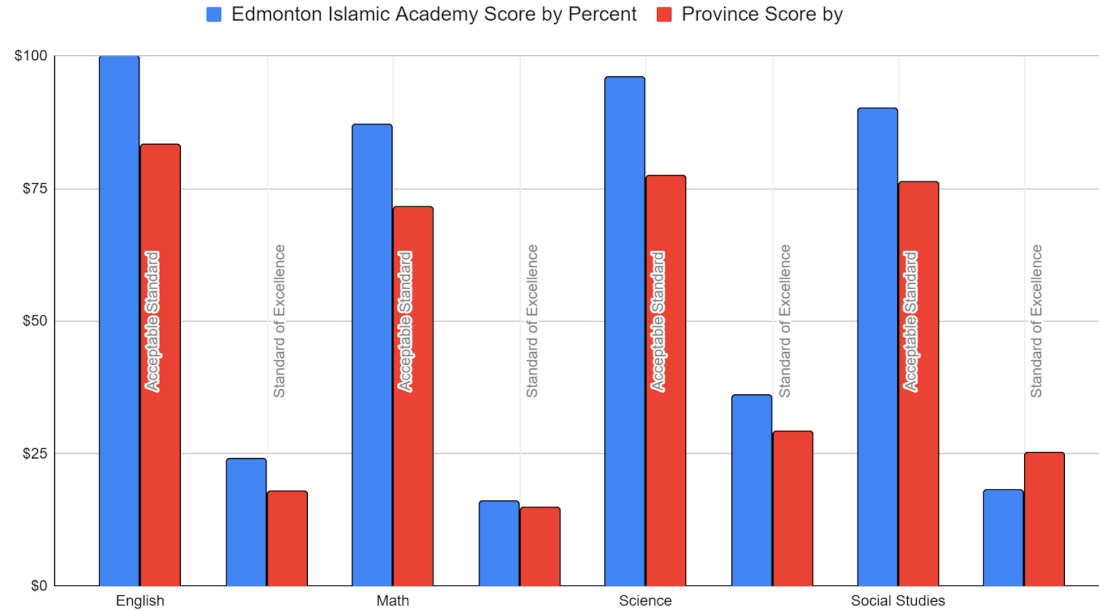
Kindergarten to Grade 6

- KG: 133, 6 Classes
- Gr.1: 133, 5 Classes
- Gr.2: 133, 5 Classes
- Gr.3: 135, 5 Classes
- Gr.4: 125, 5 Classes
- Gr.5: 124, 5 Classes
- Gr.6: 129, 5 Classes

Total 912 Students

Academic Performance (Grade 6 PAT Results) 2020

Grade 6 PAT Subjects Showing Acceptable Standard and Standard of Excellence 2019





Secondary Details

Student Numbers in Secondary

2021-2022

Grade 7 to Grade 12

- Gr.7: 128, 5 Classes
- Gr.8: 114, 5 Classes
- Gr.9: 97, 4 Classes
- Gr.10: 67 Students
- Gr.11: 62 Students
- Gr.12: 45 Students

Total 513 Students

2022-2023

Grade 7 to Grade 12

- Gr.7: 127, 5 Classes
- Gr.8: 128, 5 Classes
- Gr.9: 125, 5 Classes
- Gr.10: 82 Students
- Gr.11: 68 Students
- Gr.12: 60 Students

Total 591 Students

2020-2021 GRADE 9 PAT RESULTS

Grade 9 PAT	Math 9		Math 9/Part A		Math 9/Part B	
Averages	Prov	EIA	Prov	EIA	Prov	EIA
2018-19	58.2%	74.4%	48.0%	63.5%	60.8%	77.0%
% students wrote the test	88.4%	98.7%	88.4%	98.7%	88.4%	98.7%
2020-21	61.0%	68.2%	53.5%	63.0%	63.0%	69.5%
% students wrote the test	2.2%	94.5%	2.2%	94.5%	2.2%	94.5%

2020-2021 GRADE 9 PAT RESULTS

Grade 9 PAT	English 9		Reading		Writing	
Averages	Prov	EIA	Prov	EIA	Prov	EIA
2018-19	65.8%	72.7%	64.4%	70.7%	67.3%	74.5%
% students wrote the test	88.5%	100%	88.5%	100%	88.5%	100%
2020-21	73.5 %	66.7%	73.6%	65.4%	73.2%	67.8%
% students wrote the test	0.8%	97.8%	0.8%	97.8%	0.8%	97.8%

2020-21 Semester 2 Diploma Exam Results

Provided by Alberta Education

January 2021	Average	Number of students
Math 30-1	77.1%	40
English 30-1	72.3%	4
Biology 30	84.1%	16
Physics 30	78.0%	4
Chemistry 30	93.0%	1

Diplomas were optional

Secondary Islamic Studies Scope & Sequence

Goals & Objectives

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

Examples of Areas of Study

Some “Life Skills” Taught in EIA Secondary Islamic Studies

- Islamic Finance
- Islamic Marriage
- Fiqh of Living in Canada
- Family Life
- Prophetic leadership
- Fiqh of Death (funerals)
- Mental Health
- Dealing with Islamophobia





A Look Ahead Into 2022-2023

Secondary Islamic Studies Goals for 2022-2023

Goals & Objectives

- ❖ Continue to Develop Content and Resources
- ❖ Increased Professional Development for Islamic Studies Teachers
- ❖ Transformational Field Trips
- ❖ Project-Integration within each Unit and Subject
- ❖ Develop presentation and research skills
- ❖ Develop Critical Thinking and Problem Solving Skills

New Initiatives for 2022-2023

- ❖ Continue process of 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 (more details in next slide)
- ❖ Full, comprehensive evaluation of Arabic Studies (external consultation)
- ❖ Restructure Jr. High Arabic Program (external consultation)
- ❖ Strategize Division 1 program back to extensive phonics, reading, and writing (post-Covid gaps)
- ❖ Safety and security will continue to be a priority
- ❖ Continue to develop and improve supports for students with special learning needs
- ❖ Islamic Conduct for all staff, students, and parents will be more prevalent
- ❖ Continue to develop and improve anti-racism initiatives and policies
- ❖ Increase focus on Numeracy in all grades (post-Covid gaps)
- ❖ Working on New School Project (including pre-school)
- ❖ **Continuing with mandatory Islamic Studies classes for all Grade 10-12 students**



Budget Review

Revenue 2021-2022

Edmonton Islamic Academy

2021-22 Budget

Revenue

Revenue	Budget 2021-22
Alberta Education Grants	\$9,932,836
Program Generated Funds	\$250,100
Tuition K-12	\$4,616,146
Sponsorship	\$165,000
Transportation 1-9	\$130,000
Cafeteria Sales	\$100,000
Other Revenue	\$72,500
Total Revenue	\$15,266,582

Costs 2021-2022

Expenses

Instructional Costs		Budget 2021-22
Salaries and Benefits		\$9,352,164
Educational Resources		\$346,500
Program Expenses		\$247,550
Total Instructional Costs		\$9,946,214
Operational Costs		Budget 2021-22
Cafeteria		\$100,000
Professional Expenses (Legal/Accounting)		\$100,000
Administrative Expenses		\$235,000
Amortization		\$770,000
Rent		\$2,015,596
Rent Pre-School		\$104,220
Local Improvement		\$265,000
Other Operating Costs		\$161,500
Automotive and Building Insurance		\$203,000
Repair and Maintenance		\$340,000
Cleaning Contract		\$220,000
Transportation/Bus Maintenance & Fuel		\$90,000
Utilities		\$395,000
PUF Program		\$651,000
Mild/Moderate Program		\$80,000
Total Operational Costs		\$5,730,316
Total Expenses		\$15,676,530
Surplus / (-Deficit)		-\$409,948



Enrolment Challenges

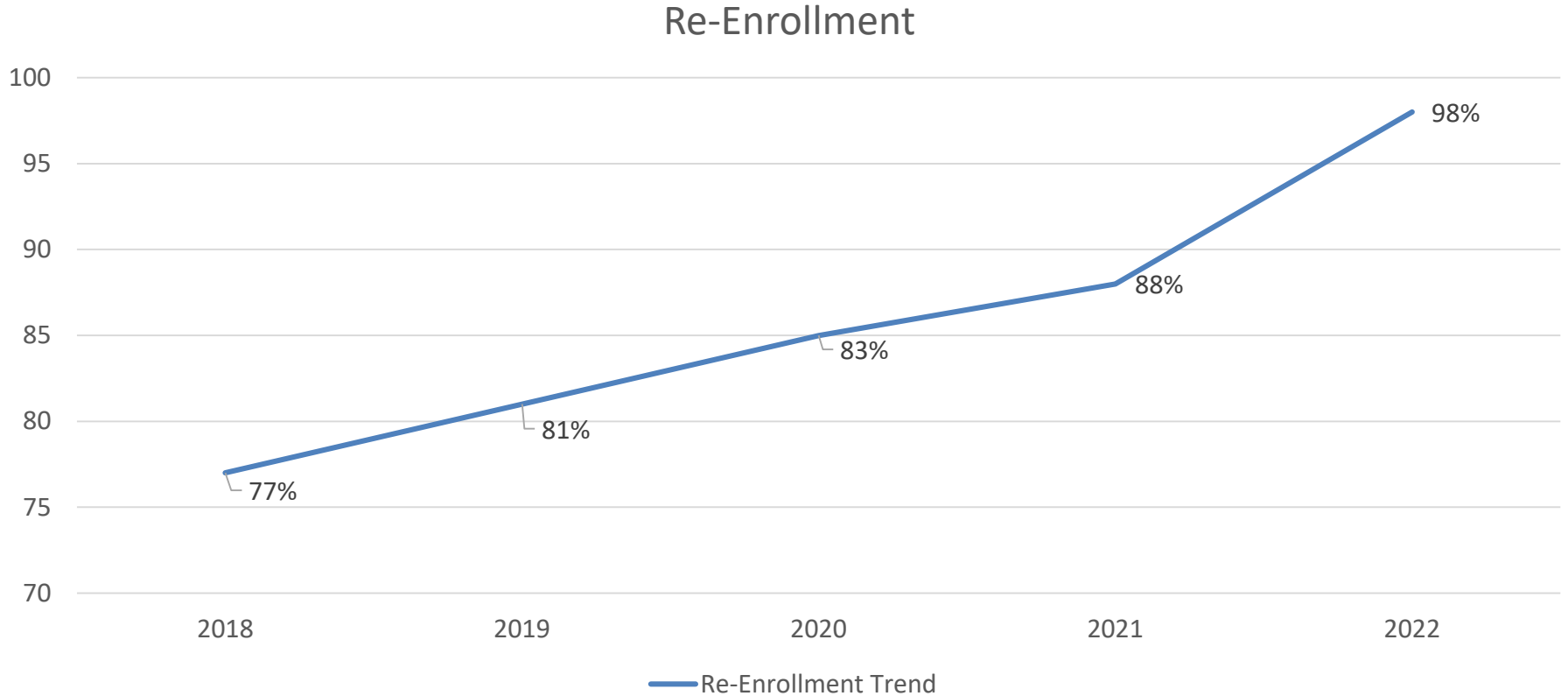
Current Enrollment (21/22)

Current Enrollment 1573

*includes Pre-School and Bloom Students

Current Enrollment		Maximum Registration	
Grades	Total Numbers	Grade	Max Capacity
Preschool 4 Yrs Fulltime	20	Preschool 4 Yrs Fulltime	20
KG Fulltime	46	KG Fulltime	44
PK3 Part-Time	24	PK3 Part-Time	24
PK4 Part-Time	64	PK4 Part-Time	64
KG Part-Time	89	KG Part-Time	88
Grade 1	133	Grade 1	125
Grade 2	133	Grade 2	125
Grade 3	135	Grade 3	125
Grade 4	125	Grade 4	125
Grade 5	126	Grade 5	125
Grade 6	129	Grade 6	125
Grade 7	128	Grade 7	125
Grade 8	115	Grade 8	125
Grade 9	97	Grade 9	100
Grade 10	67	Grade 10	60
Grade 11	62	Grade 11	60
Grade 12	50	Grade 12	60

Re-Enrollment



Admissions Checklist

ADMISSIONS CHECKLIST



Assalamu Alaikum,

The following list highlights the steps taken for student admission/acceptance, as per Board of Trustee approval.

1

COMPLETE APPLICATION PROCESS

- Application Form
- Report Cards (recent)
- 2 Reference Letters (Gr 7-12 only)
- PAT Result (Gr. 7/10)
- Application Fee \$100 (non refundable)
- Entry to EIA database (Waiting List)

*Letter can be from:

- Islamic school
- Islamic Teacher
- Sports Coach

2

SCHOOL ACCESSES "WAITING LIST"

Waiting list prioritized by:

1. Attended EIA Preschool
2. Having a sibling/s currently enrolled in EIA
3. Supporter of EIA (Volunteer, Donor, etc)
4. Application Date

3

ENTRANCE EXAM/SCREENING

- Kindergarten: Interview Based Screening
- Elementary: Discretion of Committee (case by case)
- Secondary: 70% on each Assessment
- High School: 75% on each Assessment

Once successfully completing Steps 1–3, the Principal will review and provide approval to proceed to Step 4.

4

CAPITAL PROJECT FEE

Pay in Full

Once the non-refundable Capital Project Fee of \$3000 is paid, the Principal will provide final approval for Director of Student Services to accept the student.

Applications/Waiting List

Current Waiting List

2022 = 559 Students

2021 = 270 students

Maximum Registration		Waiting List	
Grade	Max Capacity	Grades	Total Numbers
PK3 Part-Time	36	PK3 Part-Time	20
PK4 Part-Time	68	PK4 Fulltime	19
PK4 Fulltime	10	PK4 Part-Time	21
KG Part-Time	88	KG Part-time	34
KG Fulltime	44	KG Full-Time	27
Grade 1	125	Grade 1	60
Grade 2	125	Grade 2	48
Grade 3	125	Grade 3	44
Grade 4	125	Grade 4	59
Grade 5	125	Grade 5	33
Grade 6	125	Grade 6	40
Grade 7	125	Grade 7	64
Grade 8	125	Grade 8	47
Grade 9	125	Grade 9	15
Grade 10	60	Grade 10	29
Grade 11	60	Grade 11	15
Grade 12	60	Grade 12	4
Total	1551	Total	559

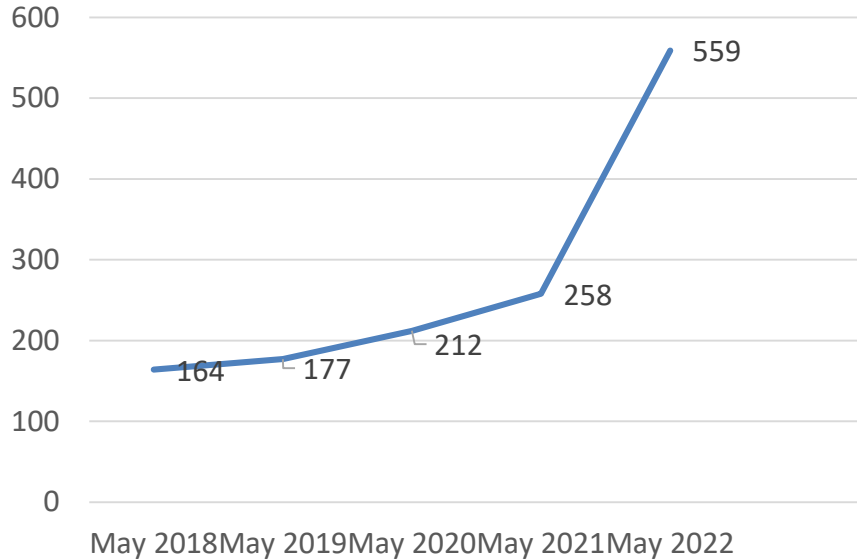
Applications/Waiting List

Current Waiting List

2022 = 559 Students

2021 = 270 students

Waiting List History (Past 5 years)



Maximum Registration		Waiting List	
Grade	Max Capacity	Grades	Total Numbers
PK3 Part-Time	36	PK3 Part-Time	20
PK4 Part-Time	68	PK4 Fulltime	19
PK4 Fulltime	10	PK4 Part-Time	21
KG Part-Time	88	KG Part-time	34
KG Fulltime	44	KG Full-Time	27
Grade 1	125	Grade 1	60
Grade 2	125	Grade 2	48
Grade 3	125	Grade 3	44
Grade 4	125	Grade 4	59
Grade 5	125	Grade 5	33
Grade 6	125	Grade 6	40
Grade 7	125	Grade 7	64
Grade 8	125	Grade 8	47
Grade 9	125	Grade 9	15
Grade 10	60	Grade 10	29
Grade 11	60	Grade 11	15
Grade 12	60	Grade 12	4
Total	1551	Total	559

Waiting List Challenges

- Many of the students are **siblings** of other EIA students
- Many of the students have been on the waiting list for several years
- We have nearly reached our fire code limit
- We cannot overcrowd our class sizes any further without compromising the quality of education
- We do not have any additional classrooms or learning spaces to add more cohorts. **We have exhausted our current facility to accommodate additional students.**

Why is the Demand So High?

- ❖ Islamic education has become a necessary school choice
- ❖ Edmonton's Islamic community is growing
- ❖ EIA alumni are now enrolling their children into EIA
- ❖ EIA offers a high quality education
- ❖ EIA offers an Islamic Environment
- ❖ EIA has a strong academic ranking within the province
- ❖ Parents feel threatened by secular education and other influences that contradict our Islamic values

What is EIA Doing to Rectify This?

Short Term Solutions

- Currently investigating short-term solutions at Board level including:
 - Securing an offsite location
 - Temporary portable classrooms
 - Renovating Re/Max Building
- Currently in consultation with Alberta Education

Long Term Solutions

- Established a New School Project Committee
- Build a new Elementary School (capacity 1500-2000)
- Build a new Early Childhood Centre (Pre-School)



Board Elections



Thank you for joining us!

Questions & Answers