



LANGFORD ISLAMIC COLLEGE, LANGFORD

STRATEGIC PLAN 2018 – 2020

OUR MISSION

Our mission declares our main purpose as a college. As an Islamic school founded on faith, we are guided by the example of our founders and are committed to being known as a welcoming faith community, based on strong values. In partnership with parents we strive to ...

... provide high quality secular and religious education in an Islamic environment that enables our students to succeed in a constantly challenging world.

*When climbing the mountain of knowledge don't look
down at those below you and feel knowledgeable.
Look up at the peak and keep climbing.*

Effat Saleh



PRINCIPAL'S MESSAGE

It is with pleasure that I present our Strategic Plan 2018 – 2021 which will guide the next stage of our journey.

On the facing page is a statement about climbing the mountain of knowledge and how, as a personal journey, there is always more we can learn. So it is for the College in its journey of improvement. We are proud to be a place that inspires young people to seek knowledge and to attain their full potential. But we aspire to do and be more!

Founded in 2004, Langford Islamic College has achieved much in a relatively short period of time. The College has grown rapidly from humble beginnings and now caters for approximately 950 students from Kindergarten to Year 12. This has enabled the expansion of a number of programs within the College but has also brought with it some challenges that are identified for resolution in this Strategic Plan.

The College provides a supportive, safe, orderly and caring environment for all students and staff and with the cooperation and support from our parents, guardians, Parents & Friends Association and the College community, has been able to excel. An inspiring Creator-centric, values-enriched and harmonious learning environment has enabled the College to achieve commendable academic results and high standards of akhlaq (respectful conduct). Exciting and engaging activities are incorporated into the curriculum to motivate and inspire students to work hard throughout the year and to persevere to do their very best. Particular emphasis is given to the mastery of Literacy and Numeracy and this is reflected in our commendable NAPLAN and ATAR achievements. It is our intention to maintain all of these qualities.

As I mentioned earlier, we are still striving to do and be more and so have used the process of developing our Strategic Plan as way to identify what improvement might look like. In formulating the Strategic Plan, the Leadership Team have assessed how well we are going as a College by seeking feedback from parents, staff and the College Board. In the process we have considered emerging challenges and discussed new trends and opportunities likely to be faced in the future. Building upon our strong foundations is our aspiration.

This document is organised around three key themes – Quality learning, Developing our people and Resourcing that supports learning and growth. It outlines the College's strategic priorities and the outcomes against which our future performance will be measured. The priorities in this Strategic Plan are focused on strengthening our fundamentals. They are intended to:

- Advance the Mission of the College
- Build on our strengths

I look forward to continuing to work in partnership with the entire College community as we embark on this plan and continue our tradition of providing outstanding Islamic and secular education.

Dr Popie Hossain Rhaman
Principal



GOALS

QUALITY LEARNING

Teaching and learning at Langford Islamic College is the core focus of our day to day work. We strive to provide a learning program which offers each student the opportunity for challenge and growth and enables them to be ready for life and success in a rapidly changing world.

The outcomes we seek are:

- Islamic and secular education of the highest quality
- High levels of student achievement
- Increased student confidence in their own learning and faith formation

OUR STRATEGIES TO ACHIEVE THIS INCLUDE...

1. Maintain a culture of welcome, inclusion and a shared responsibility for student learning and wellbeing.
2. Continue to implement a consistent school-wide approach to the teaching of Literacy and Numeracy.
3. Increase the ability of students to monitor their own learning, show confidence in their own learning and to set goals for future learning.
4. Review the Information Technology (IT) Plan including how the school will support a continued focus on integrating technology into the learning program.



GOALS

DEVELOPING OUR PEOPLE

At Langford Islamic College we recognize that educating young people is a team effort between the College staff and parents or guardians. Attracting and retaining the best possible people and developing them to best support each child's learning, is critical.

The outcomes we seek are:

- Increased staff engagement in their own learning and faith formation
- Increased number and capacity of staff that are able to teach Religious Education
- Increased parental understanding of their child's learning and progress

OUR STRATEGIES TO ACHIEVE THIS INCLUDE...

1. Establish more opportunities for the professional growth of staff focussed on differentiating the curriculum and contemporary pedagogy.
2. Establish more opportunities for the professional growth of staff focussed on teaching Religious Education.
3. Support the increased opportunities for professional learning in annual budgets.
4. Provide time and structured opportunities for teaching staff to evaluate the effectiveness of their teaching, receive constructive feedback and use this feedback to make adjustments to practice.
5. Implement a new Learning Management System that will enable parents to be better informed of their child's learning and progress throughout the school year.
6. Explore opportunities for ensuring that parents from a non-English speaking background understand the priorities of the school, the communication channels used and their child's academic progress.



GOALS

RESOURCING AND STEWARDSHIP

At Langford Islamic College we understand the important role that stewardship plays in long term sustainability. We are therefore committed to ensuring that resources are used wisely to support our core focus – student learning, but at the same time look to ensure that future generations have access to the College and flexible and creative learning spaces.

The outcomes we seek are:

- High quality specialist facilities that support a contemporary approach to learning and an expansion of curriculum offerings
- Sustainable access for families and meeting enrolment demand
- Long term financial and infrastructure sustainability

OUR STRATEGIES TO ACHIEVE THIS INCLUDE...

1. Develop a Master Plan that details the facilities and timeline required to meet growth in enrolments and the needs of the teaching and learning program.
2. Plan for continued upgrades to classrooms, grounds and staff facilities ensuring that spaces are contemporary, attractive and conducive to learning.
3. Review the Campus tenure arrangements against its capacity to deliver financial & infrastructure sustainability into the future.
4. Develop a 10 year financial plan that enables the College to grow and provide appropriate facilities without compromising operational expenditure.



TARGETS

SUMMARY OF TARGETS

The measures of achievement for our strategic goals and their targets are summarised below. As we implement our plan in a constantly changing world, the targets indicate our aspirations and have been established as 'stretch goals'. Progress will be reviewed each year of the plan.

Quality Learning	2020 target
Parent/staff survey (% whom agree or higher) indicates that LIC is: <ul style="list-style-type: none"> • A safe & caring place • A welcoming place • A place where high standards of behaviour are maintained • A place where the opportunity to learn about Islam is strong • A place that obviously strives for high academic standards • Facilities are attractive & support the learning program 	85% 85% 85% 85% 85% 85%
% of students graduating with a confirmed pathway into study or employment	100%
% of students with an ATAR who were offered their first preference at University	90%
Median ATAR of all Year 12 students who obtain an ATAR	85
Ranking in comparison tables based on median ATAR, places LIC in the top 25 in WA	25
High ranking in the Better Schools education website (Prim ; Sec – Private schools)	98; 98
% of Year 11 students passing Online Literacy & Numeracy Assessment (OLNA)	95%
NAPLAN – Performance in Year 3, 5, 7 and 9 in all measures (5 x 4 = 20) is at least equivalent to the national average	20
NAPLAN - student gains are better than those in similar schools in each measure – Reading, Writing and Numeracy: <ul style="list-style-type: none"> • Year 3 – 5 gains • Year 7 – 9 gains 	R: W: N YES YES
Developing our people	2020 target
Parent/staff survey (% agree or higher) indicate that: <ul style="list-style-type: none"> • Staff are up to date in their understanding of educational trends • Technology is an important and well used part of the teaching approach • Religious Education opportunities and teaching are good 	80% 80% 80%
A specific program for the development of teachers to deliver Religious Education has been implemented successfully	YES
Resourcing and Stewardship	2020 target
Operating surpluses are maintained	YES
Enrolments: <ul style="list-style-type: none"> • Primary – number of year groups with at least 75 students • Secondary – number of year groups with at least 75 students 	YES YES
Financial sustainability is secured	YES
Funding to enable upgrades of the facilities on the existing Langford campus have been sourced and applied to provide a contemporary learning environment to accommodate all students	YES



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