



Ilim College

Est. 1995

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The 2022 Annual Report embodies the very ethos of Ilim College: our unwavering commitment to educational excellence and our continued quest for growth. Presented to our wider Ilim College community, this report serves as an affirmation of our operations and the notable milestones achieved throughout the academic year.

## Introduction

Since our inception in 1995, Ilim College's strength has been its people. Now, catering to over 2,500 students across our campuses, our enduring success can be credited to the dedication of our educators, leaders, and staff. Their tireless commitment, combined with the unwavering support of our parents and the broader community, ensures that our legacy remains strong. Reflecting upon the verse, which states, "Say, 'Are those who know equal to those who do not know?'" (Quran, 39:9), we recognise the profound value of knowledge and have thus committed ourselves to the noble pursuit of education.

Our focus remains clear and consistent: a modern approach to curriculum, an inclusive learning environment, and the nurturing of strong, collaborative relationships as we recover from the Covid pandemic implications. As a result, Ilim College has consistently delivered top-tier academic, spiritual, cultural, and social experiences, resulting in outcomes that we, as a community, can take immense pride in.

Our relationship with the broader community has both grown and deepened. The active involvement of our School Board, combined with the exceptional efforts of our Parent Engagement Officers, have been instrumental in streamlining our vision, providing invaluable support, and fostering activities that unify our school community.

In 2022, we amplified our commitment to professional growth, offering our staff extensive opportunities for development and collaboration. Our vision, always data-driven, evidence-based, and in sync with the Australian Curriculum, propels us forward. Strategically allocated resources have also ensured the continuous upgrade of our facilities, reflecting our commitment to providing the best for our students.

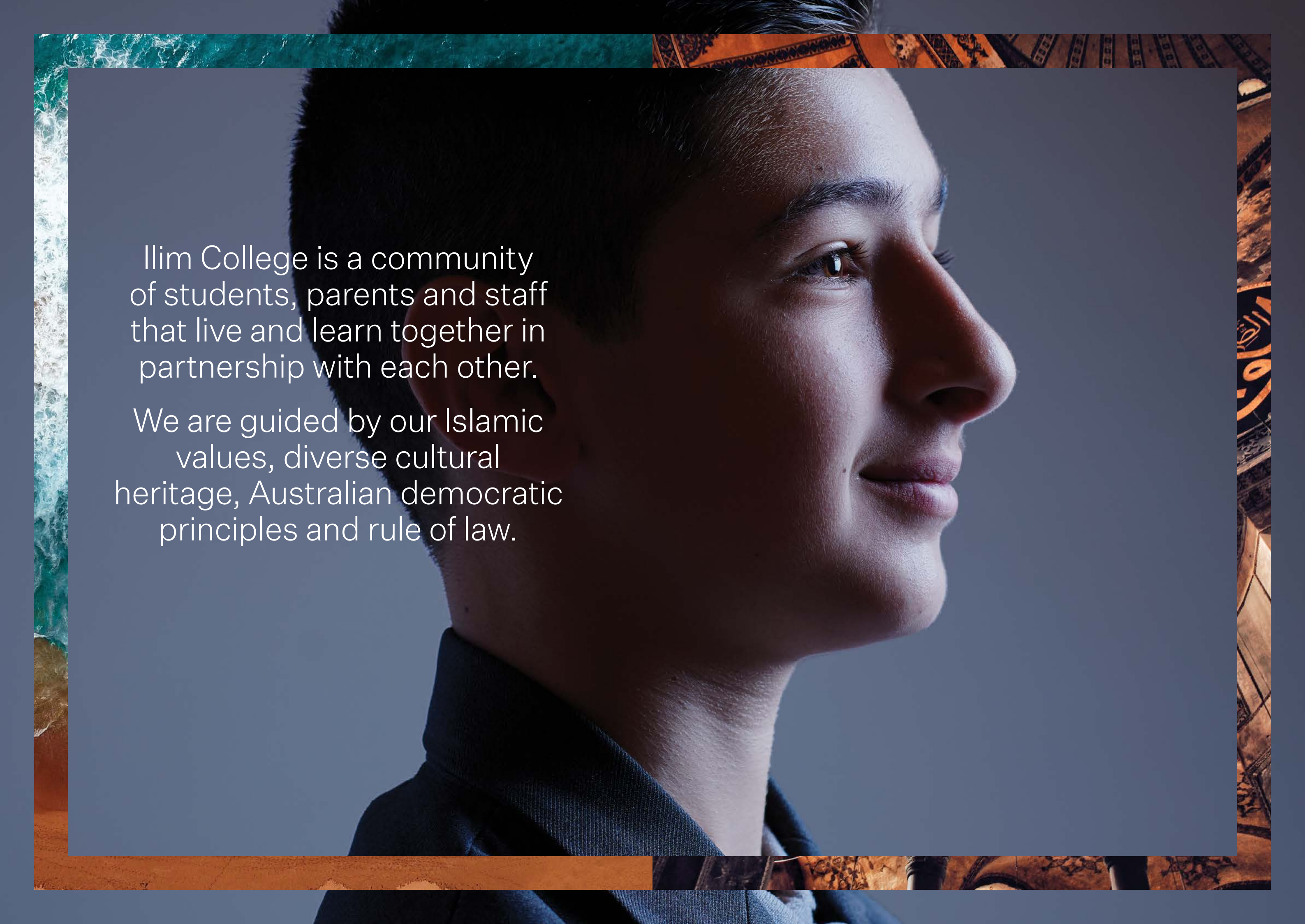
We strive to ensure that Ilim College remains a beacon of innovative education and holistic development. My heartfelt gratitude goes out to every member of our community for their role in this journey. Your involvement has shaped our past, invigorates our present, and promises an exciting future.

Thank you for all that you do.

**Warm Regards,**

**Aynur Simsirel**  
Chief Executive Officer





Ilim College is a community  
of students, parents and staff  
that live and learn together in  
partnership with each other.

We are guided by our Islamic  
values, diverse cultural  
heritage, Australian democratic  
principles and rule of law.

**ILIM COLLEGE**

FOSTERS AN ENVIRONMENT

WHERE EACH STUDENT CAN

**EXPLORE HIS**

**OR HER INDIVIDUAL**

**POTENTIAL**

FOR ACADEMIC EXCELLENCE

AND PERSONAL ACHIEVEMENT,

WHILE

**INCORPORATING**

**THE TENETS OF ISLAM**

INTO THEIR EVERYDAY

LEARNING EXPERIENCES



OUR MISSION

Ilim College has set goals that will enhance its mission and firmly connect it to the wider Australian community.

## OUR VISION IS OUR FOCUS

1

Be innovative and responsive to the contemporary world through exploration and adoption of educational strategies that enhance teaching and learning.

2

Build a closer educational partnership between parents, teachers and students. We seek to have parents more closely involved in every facet of their child's education and collectively demonstrate Ilim College values.

3

Meet the individual learning and development needs of our students. Every student deserves to be taught in a way that enables them to reach their potential in whichever area/s they excel.

4

Use contemporary teaching tools and methods to better integrate Islam into our curriculum and co-curricular activities. We aim to enable our students to explore their understanding and practice of Islam and how they connect with it beyond the classroom and as part of Australian society.

5

Naturally connect to the wider Australian community. We are taking on leadership projects, conducting community conversations, and joining programs that enable the community and the College to learn more about each other in a cooperative, mutually beneficial environment.



Ilim College is a community of students, parents and staff that live and learn together in partnership with each other. We are guided by our Islamic values, diverse cultural heritages and Australian democratic principles and rule of law. We strive to maintain a vibrant school staying connected with the wider community and seek to be of benefit and contribute to our world and advancing humanity.

# OUR VALUES ARE OUR CORE

The desired attributes  
of the Ilim graduate

RESPECT  
INTEGRITY  
EMPATHY  
COMMITMENT  
EXCELLENCE

## Respect

We respect the diversity and beauty of all world cultures and heritages and hold high regard for our school community members. We promote for all school stakeholders the freedom to be heard. We make time to listen, understand and respect each other's perspectives.

"He is not of us who is not affectionate to his young ones and does not honour the elderly; and he is not of us who does not encourage what is good and prohibit what is evil."  
Prophet Muhammad (s.a.w)

"O you who believe! No men should (ever scoff) at other men. Maybe, the latter are better than the former. Nor should women (ever scoff) at other women. May be the latter women are better than the former ones. And do not find fault with one another, nor call one another with bad nicknames. Bad is the name of sinfulness after embracing faith. If anyone does not repent, then such people are wrongdoers."  
{Qur'an Surat Al-Hujraat 49:11}

## Integrity

We uphold Islamic values which denote all universal values of peace and strong moral principles. We strive to conduct ourselves in a caring, honest, genuine and reliable manner with all our interactions and daily life.

"And when they hear false and vain talk, they withdraw from it and say, 'to us our deeds and, to you your deeds. Peace be to you'. We seek not the ignorant."  
{Qur'an Surah Al-Qasas 28:55}

"No man can attain a true faith, unless he develops strength of character and that cannot be achieved unless one acquires the habit of speaking the truth."  
Prophet Muhammad (s.a.w)

## Empathy

We look out for those facing hardship or challenges. We make a concerted effort to feel the emotions of others and to ensure we mirror the compassion modeled by the Prophet Muhammad (s.a.w) shown to every living being and the environment.

"... (you shall do) good to (your) parents, and to the near of kin and to the orphans and the needy, and you shall speak to men good words ..." 2:83

"Woe to those who give short measure, who demand of other people full measure for themselves, but give less than they should, when it is they who weigh or measure for others!"  
{Qur'an Al-Mutaffifin 83:13}

## Commitment

We demonstrate our commitment by making decisions based on informed judgement. We strive to find high standard solutions and to achieve outstanding sustainable outcomes for all our students.

"And each man is held responsible for his own actions."  
Prophet Muhammad (s.a.w)

"Who is the most favoured of God: The one from whom the greatest good comes to His creatures."  
Prophet Muhammad (s.a.w)

## Excellence

We are open to new ideas and insights to ensure we continually improve ourselves. We uphold our responsibilities and work hard to aspire for excellence.

"For everyone there is a direction to which he turns his face. Strive, then to excel each other in good deeds. Wherever you are, Allah will bring you all together. Allah is certainly powerful over everything."  
{Qur'an Al-Baqarah 2:148}

"The best of people are those that bring most benefit to the rest of mankind."  
Prophet Muhammad (s.a.w)



At Ilim College, we incorporate specific programs, frameworks and co-curricular activities to engage our students and to ensure we provide them with the best support for their education.

The College also provides support services for student social and emotional wellbeing; in order to ensure they are within a comfortable learning environment.

# VALUE ADDED



## Programs and frameworks

Early Years Literacy and Numeracy Program

E5 model of inquiry planning

You Can Do It – social and emotional learning program

Be You – student mental health and wellbeing framework

SKIPS – mental health program

CPOL – classroom promotion of oral language

DEAR Literacy Program

eSmart – cyber safety framework

Robotics and coding in technologies

THRASS – Teaching Handwriting, Reading and Spelling Skills – teaching tool

SMART Spelling – phonics based reading and spelling program

Restorative practices approach to student engagement and wellbeing

Intervention programs targeted for specific learning needs of students (reading, writing, numeracy, oral language and social skills)

Integration support for additional needs students

Individual language support for additional needs students

Seven steps to writing success

ACER Progressive Achievement Tests, Teaching Resources and Professional Learning Program

CARS and STARS Reading Comprehension

We Thinkers Social Skills Program

Interschool Athletics Competition Gymnastics

Visible Thinking Routines

Early Years Phonics Program

Thinking Routines

Cued Articulation

Open-ended Math learning with Rob Vingerhoets

National School Improvement Tool

Clickview

Wushka decodable readers (online)

Robotics, coding and drones in technologies

Debating program for Secondary

EOI (English Online Interviews) and MOI (Mathematics Online Interviews) Insights assessments for Preps

Catch up Education initiative, focusing on Grade 1 to Grade 6 who are well below the expected levels in Literacy and Numeracy until the end of the year

Leaders of Evolution

Primary Leadership Program

VCE Step-up Program

Morrisby Careers Program

iEntertainment lunch and afterschool programs and activities

SRC – Student Representative Council

iCommunity and Community Engagement

Sareera Leadership and Pastoral Care program

Ihsan Leadership and Pastoral Care program

Student Leadership and Prefect program

The Galway Program

Differentiated learning

Interschool Sports

AFL Umpiring Program

After School Tennis Club

Bachar Houli Cup

## Support services

Student services department (counsellor, psychologist, speech pathologist, additional needs and education support staff)

Buddy Program

Mentoring programs

SRC – Student Representative Council

Islamic Enrichment Committee

Social and emotional learning

Transition programs

First aid, Epilepsy and CPR training

Mental Health Week

Professional Learning to support diverse needs of learners:

- Supporting students with sensory processing disorder
- Creating Positive and Inclusive Learning Environments

Careers counselling

Ihsan Youth Leadership and Pastoral Care Program

Sareera Youth Leadership and Pastoral Care Program

Feed the homeless

School Nurse

Transition Programs

Dental Van Program

Fire Education



The College provides an enriching and empowering curriculum to our students to prepare them for their future endeavours.



## Co-curricular activities

Transition Programs (Prep, Year 7 and new students)	School Sports Victoria interschool competitions
Homework clubs	Prep school nurse program
Lunchtime clubs	Eid assembly and celebrations
Interschool sports	Iliminar staff webinars
After school clubs	Virtual parent workshops (students services, healthy lunchboxes and supporting students learning remotely)
Personal development workshops for students at lunchtimes	Children's book author visits
Excursions and incursions	Character parade
Ramadan program – Ramadan activities throughout month of Ramadan	Ilim Spoonville
Iftar Evenings	Harmony Day
Educational Weeks (National Literacy and Numeracy Week, Science Week, Languages and Cultural Diversity Week, Book Week and Technologies Week)	Multicultural Day
Clean Up Australia Day	ANZAC Ceremonies
Premier's Reading Challenge	School Camps
World Teacher's Day	First Aid Training
Annual Qur'an competition	CPR Program
Annual Islamic Studies Competition	RACV Road Safety for Early Years
Qur'an Hifz Program	NAIDOC Celebrations
After school Qur'an tutoring	Year 7 and 8 swimming and water safety program
Fundraising for Royal Children's Hospital – Good Friday appeal	Cybersafety with Vic Police
Fundraising for Hasene Orphan campaign	iEntertainment activities
Fundraising for Qurban and Ramadan food package campaigns	iCommunity activities
Fundraising for Hasene water well project	Debating for secondary
P-6 swimming program	Interfaith program
Shrine of Remembrance Annual Ceremony	Keys Please responsible driving
National Day of Action Against Bullying and Violence	Ticking Minds
Year 6 Camp Doxa (Glenroy campus)	Careers Expo
School nurse programs (hand hygiene, oral health, healthy habits, fire ed)	City School
	Market Day
	Work Experience
	Ebru Marbling Program
	Success Integrated and Elevate Education
	International Women's Day
	Yearly sports/athletics day

## Partnerships and community engagements of the College

In addition to the co-curricular activities, Ilim College encourages community engagement of its staff, students and parents via various community organisation partnerships

Royal Children's Hospital

Hasene – charity organisation

Networking with other Ilim College campuses and other schools

Networking with tertiary education providers

Parent engagement officers – reaching out to the parent community via our selected parent engagement officers

Islamic Community Milli Gorus

Local Councils (Moreland and Hume)

BeYou

Department of Health and Human Services

Child First

CCYP

Independent Schools Victoria

ISAA (Islamic Schools Association of Australia)

Allied Health Services

Cancer Council Victoria

Fight Cancer Foundation (Footy colours day)

Department of Education and Training

CITE (Centre for Islamic Thought of Education)

Headspace

AFP

Primary School Partnerships:

- Real Schools
- Mathematics with Rob Vingerhoets
- Speech Therapists
- Occupational Therapists
- ABA Therapists
- Paediatrician
- Naturopath and Dietician

SMART Spelling

Real Schools

Muslim Mental Health Professionals

AMAZE



Ilim College is a Prep to Year 12 VCE co-educational Islamic school that offers a broad dynamic curriculum that provides the opportunity to develop academic, practical, creative and sporting skills.

# ADVANCE THROUGH KNOWLEDGE



Our dedication to improving NAPLAN results yielded its fruits. Compared to previous years we have shown steady progress across a number of areas.

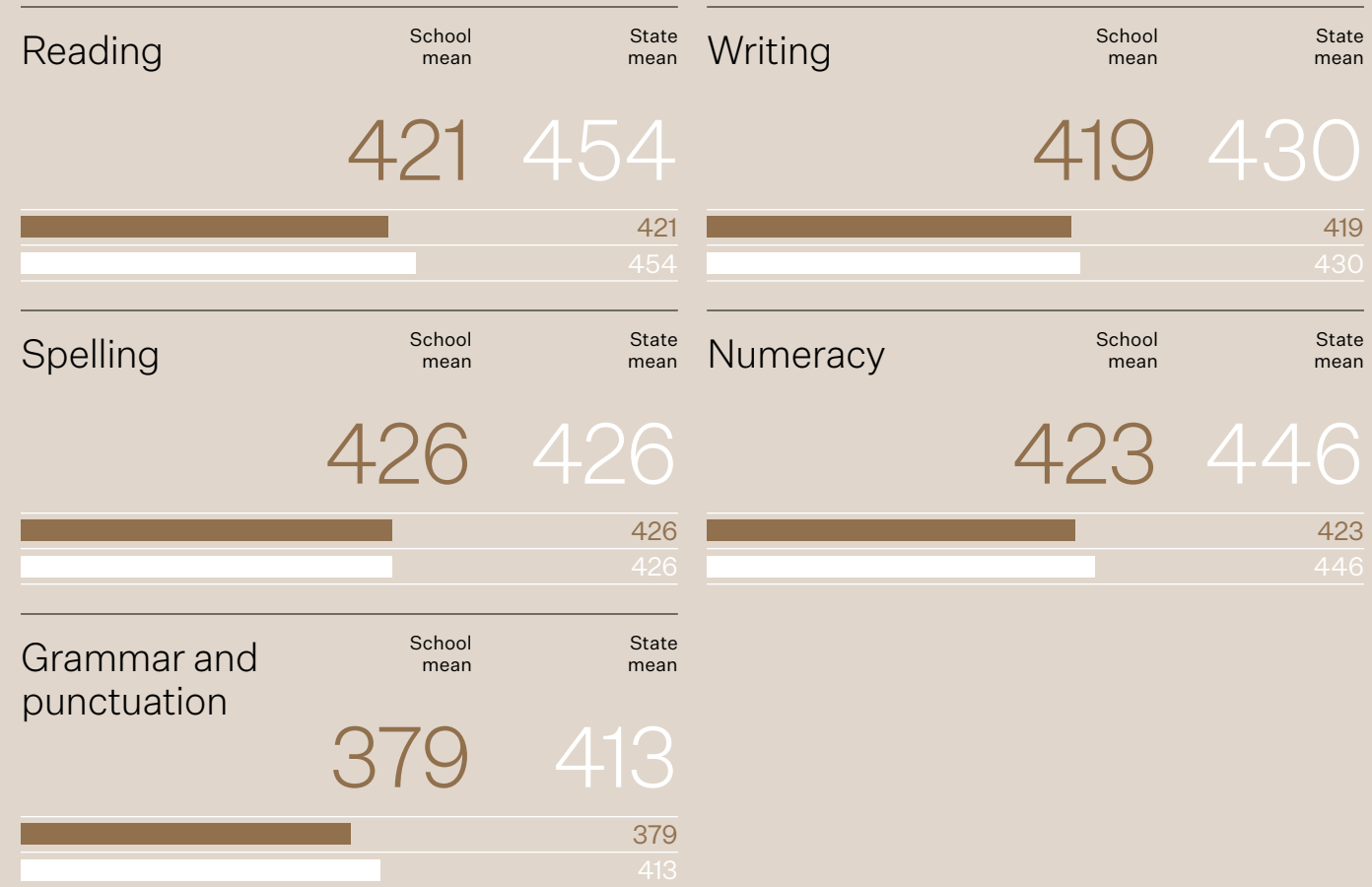
# NAPLAN RESULTS

ABOUT

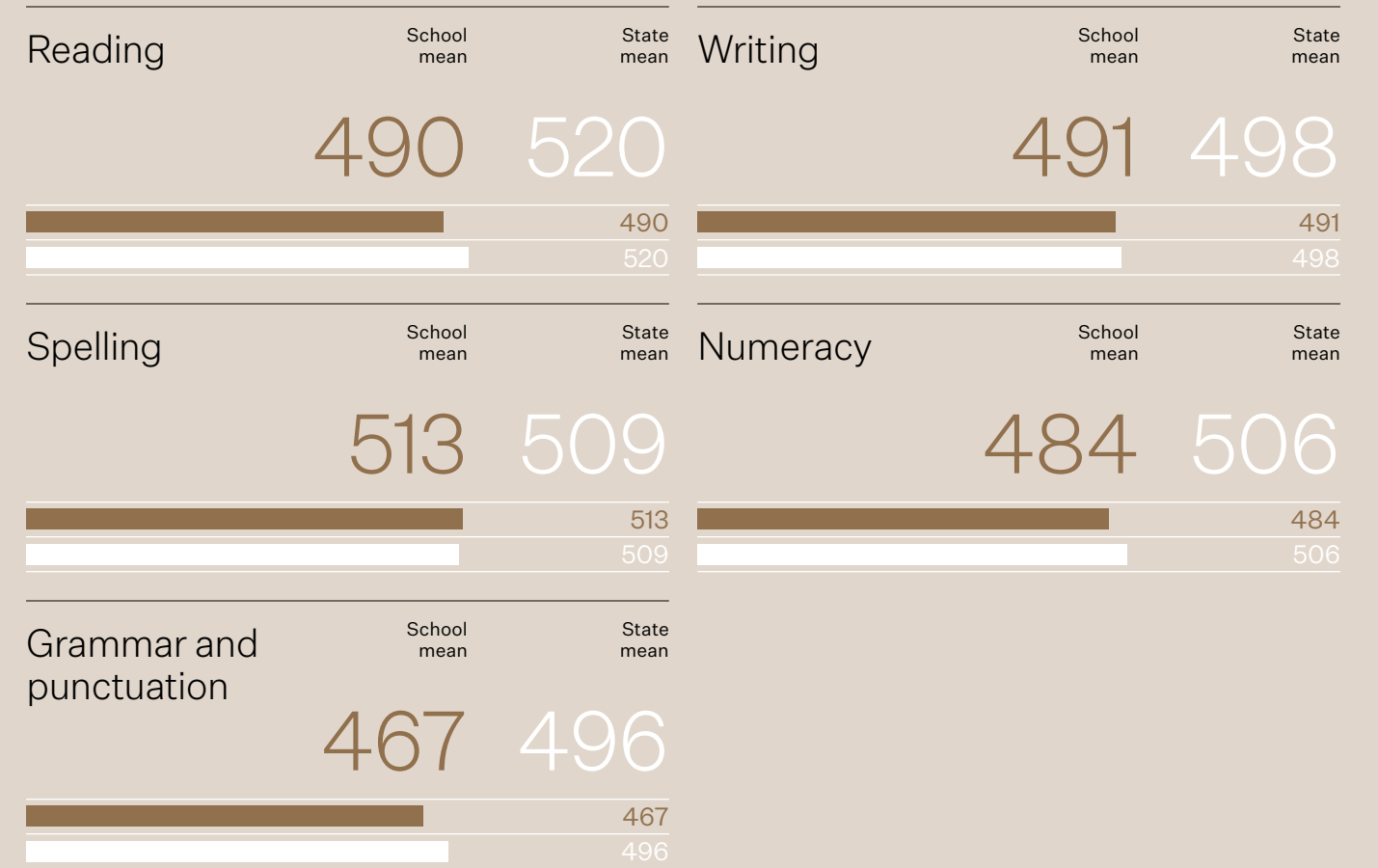


NAPLAN results  
Dallas Primary

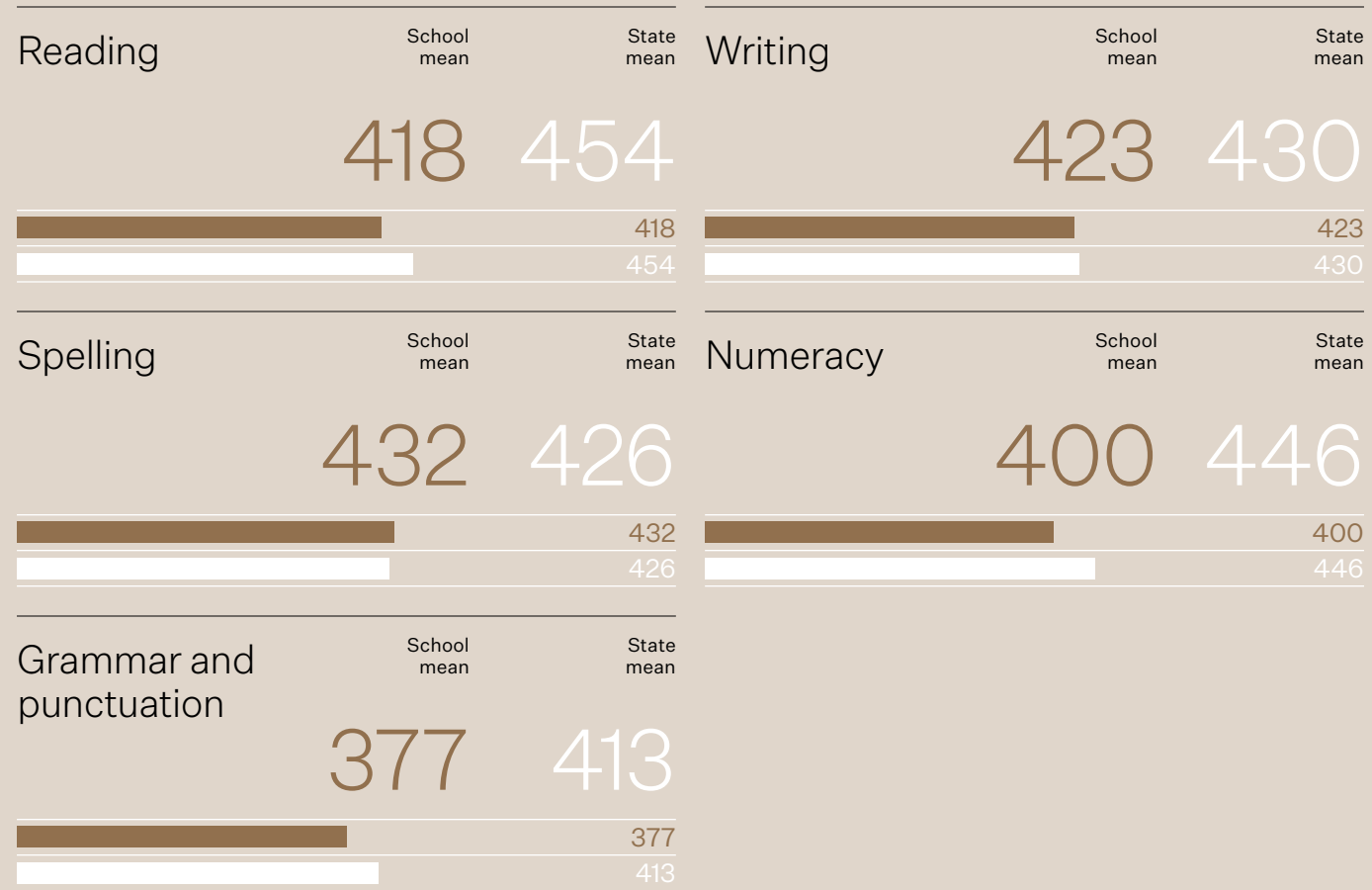
# Year 3



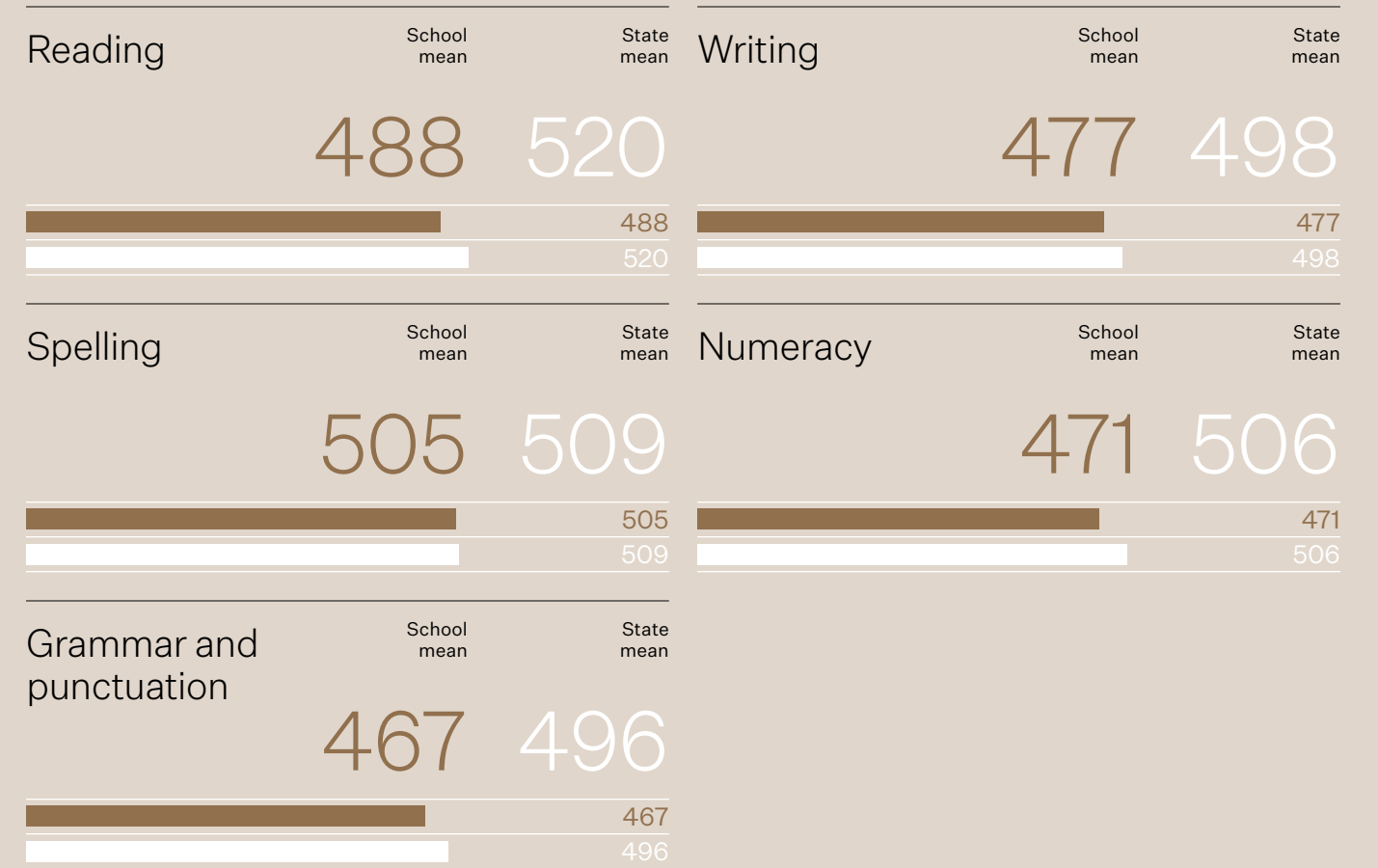
# Year 5



# Year 3

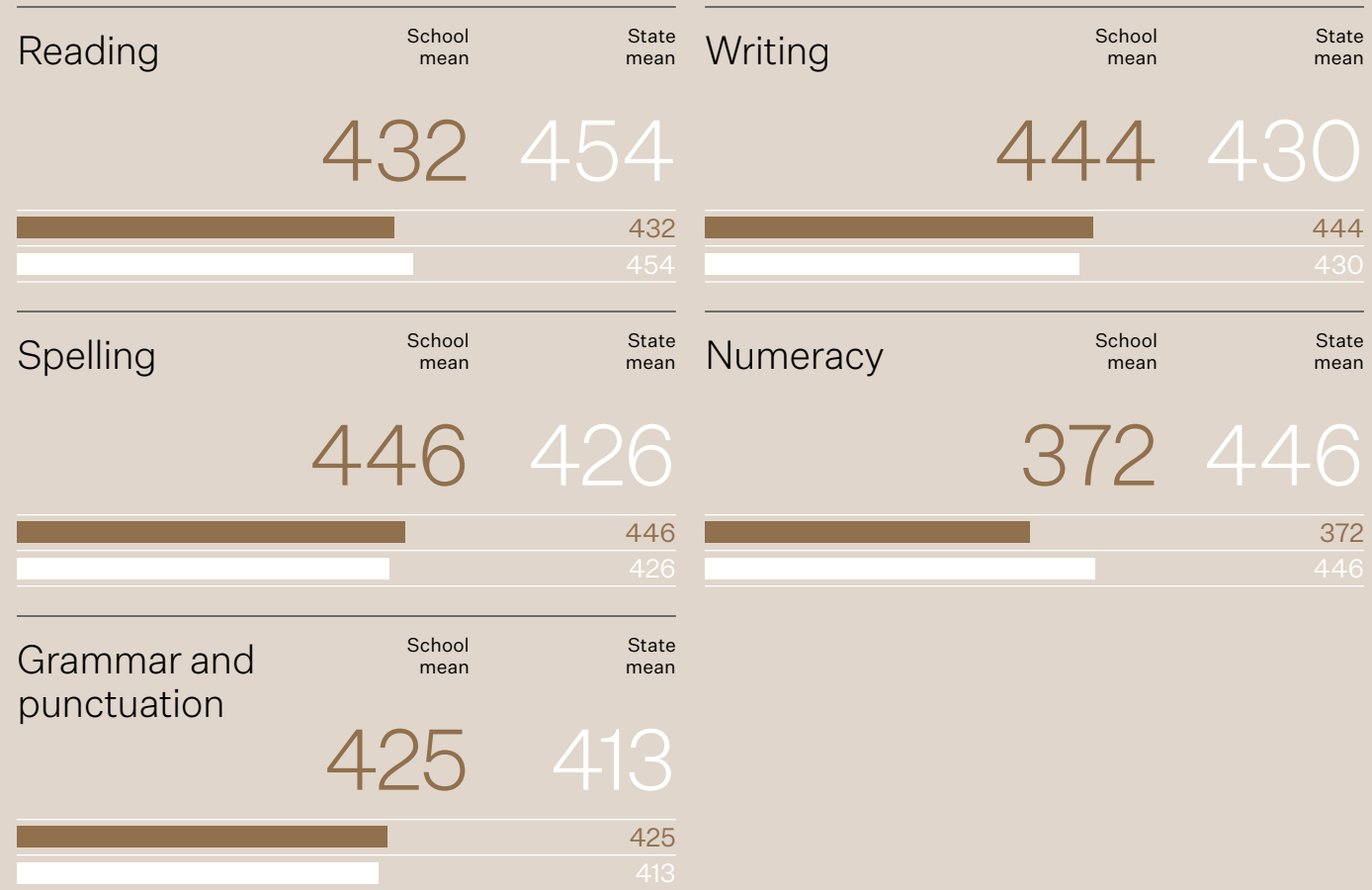


# Year 5

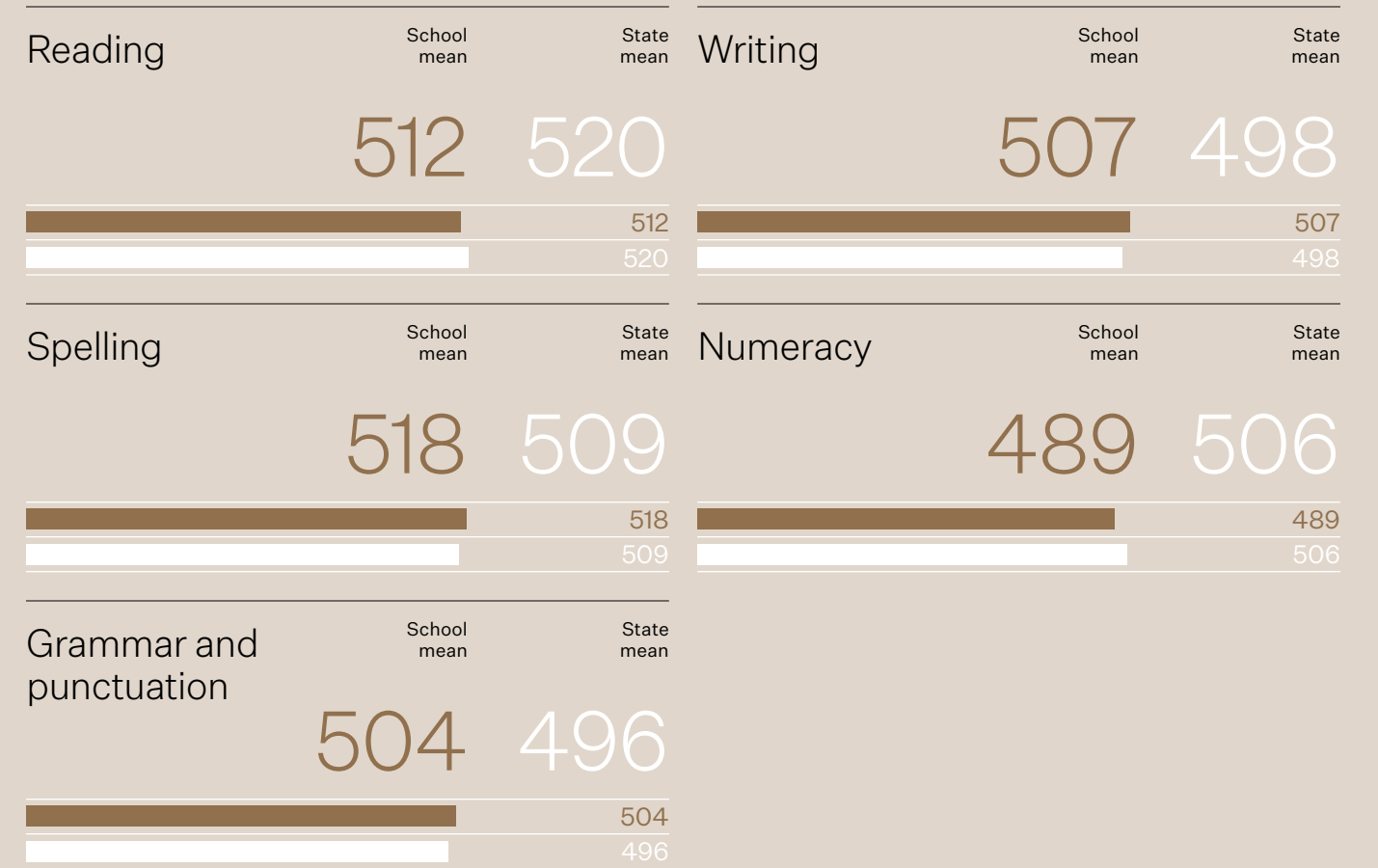




# Year 3

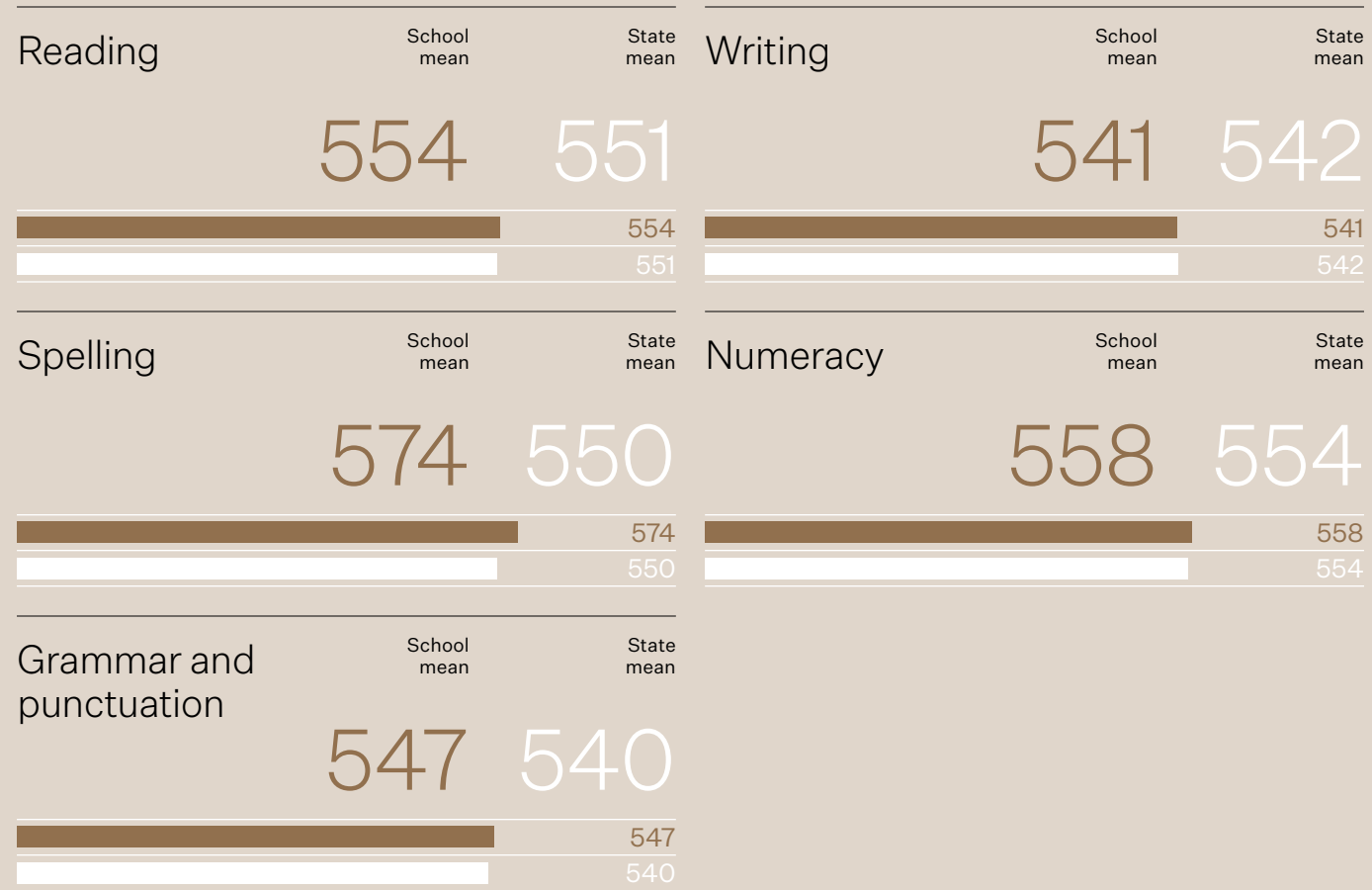


# Year 5



NAPLAN results  
Doveton

# Year 7



# Year 9



NAPLAN results  
Dallas Secondary Girls

# Year 7

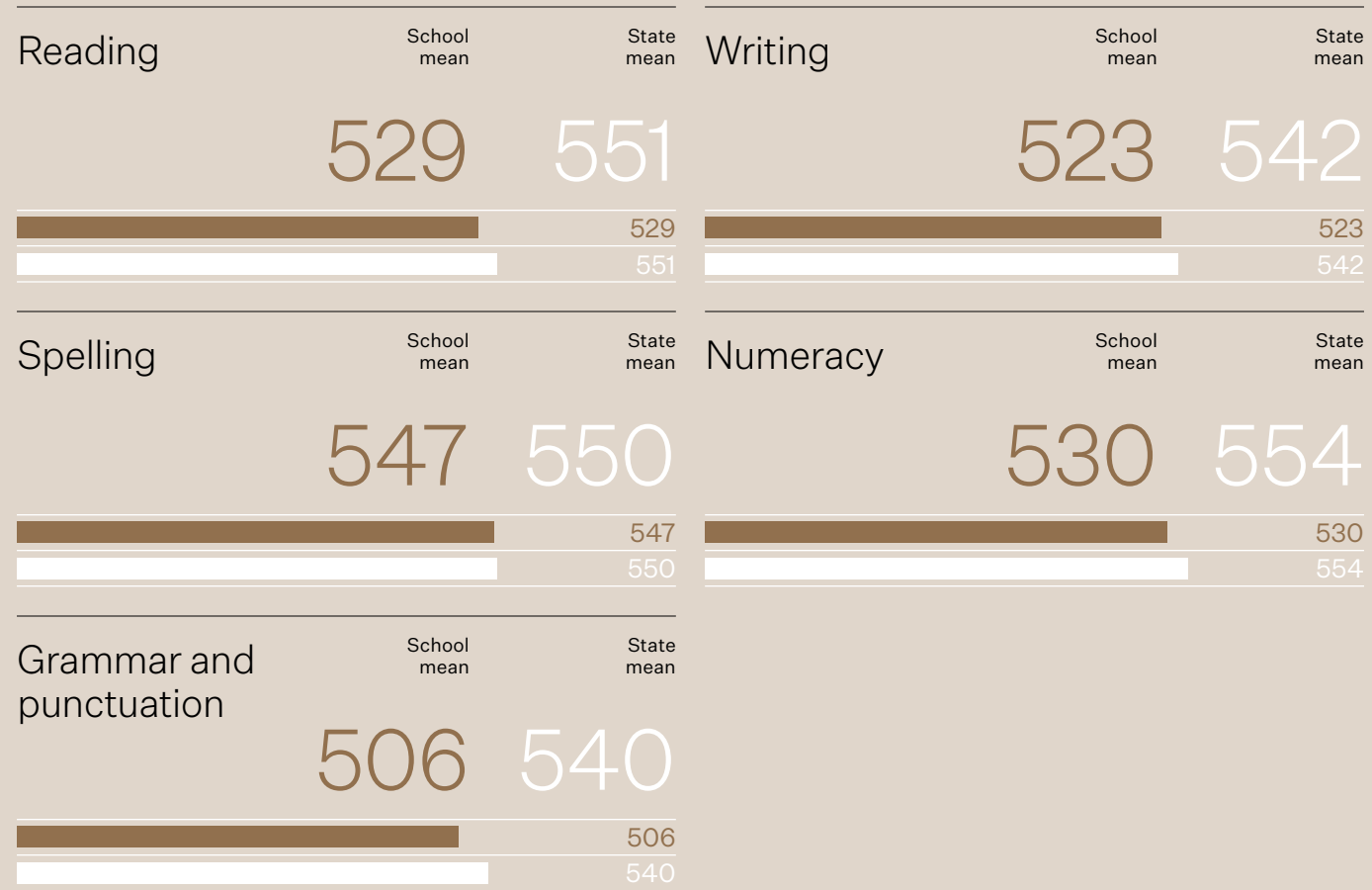


# Year 9



NAPLAN results  
Kiewa Secondary Boys

# Year 7



# Year 9



NAPLAN results  
Overall school mean

## Year 3

	2019 School	2021 School	2022 School	2022 State
Reading	390	409	435	454
Writing	417	420	432	430
Spelling	398	416	435	426
Numeracy	367	380	406	446
Grammar and Punctuation	402	379	405	413

## Year 5

	2019 School	2021 School	2022 School	2022 State
Reading	490	489	507	520
Writing	481	480	494	498
Spelling	504	493	511	509
Numeracy	467	480	489	506
Grammar and Punctuation	471	472	489	496

## Year 7

	2019 School	2021 School	2022 School	2022 State
Reading	532	545	538	551
Writing	530	521	533	542
Spelling	559	555	560	550
Numeracy	552	539	540	554
Grammar and Punctuation	536	534	528	540

## Year 9

	2019 School	2021 School	2022 School	2022 State
Reading	564	569	579	586
Writing	543	548	568	570
Spelling	590	590	591	580
Numeracy	573	570	580	591
Grammar and Punctuation	569	576	566	582

Student attendance is monitored daily and we work in collaboration with our parents to increase task time for our students.

# STUDENT ATTENDANCE



Student attendance

# Overall

Overall student attendance

Class	Attendance
Avg.	87
Prep	87
Grade 1	87
Grade 2	88
Grade 3	89
Grade 4	86
Grade 5	86
Grade 6	87
Year 7	88
Year 8	85
Year 9	87
Year 10	86
Year 11	86
Year 12	86



# By campus

## Dallas Primary

Class	Attendance
Avg.	87
Prep	87
Grade 1	85
Grade 2	87
Grade 3	88
Grade 4	88
Grade 5	89
Grade 6	86

## Glenroy Primary

Class	Attendance
Avg.	88
Prep	87
Grade 1	89
Grade 2	89
Grade 3	88
Grade 4	88
Grade 5	87
Grade 6	85

## Doveton

Class	Attendance
Avg.	86
Prep	86
Grade 1	86
Grade 2	87
Grade 3	90
Grade 4	83
Grade 5	83
Grade 6	89
Year 7	90
Year 8	82
Year 9	87
Year 10	84

## Dallas Secondary Girls

Class	Attendance
Avg.	88
Year 7	88
Year 8	87
Year 9	86
Year 10	89
Year 11	88
Year 12	87

## Kiewa Secondary Boys

Class	Attendance
Avg.	85
Year 7	86
Year 8	86
Year 9	87
Year 10	85
Year 11	83
Year 12	84

We seek to employ staff who are willing to learn and reflect on their practice. They are first and foremost caring and compassionate.

# OUR STAFF











Our staff

# By campus

## Staff retention

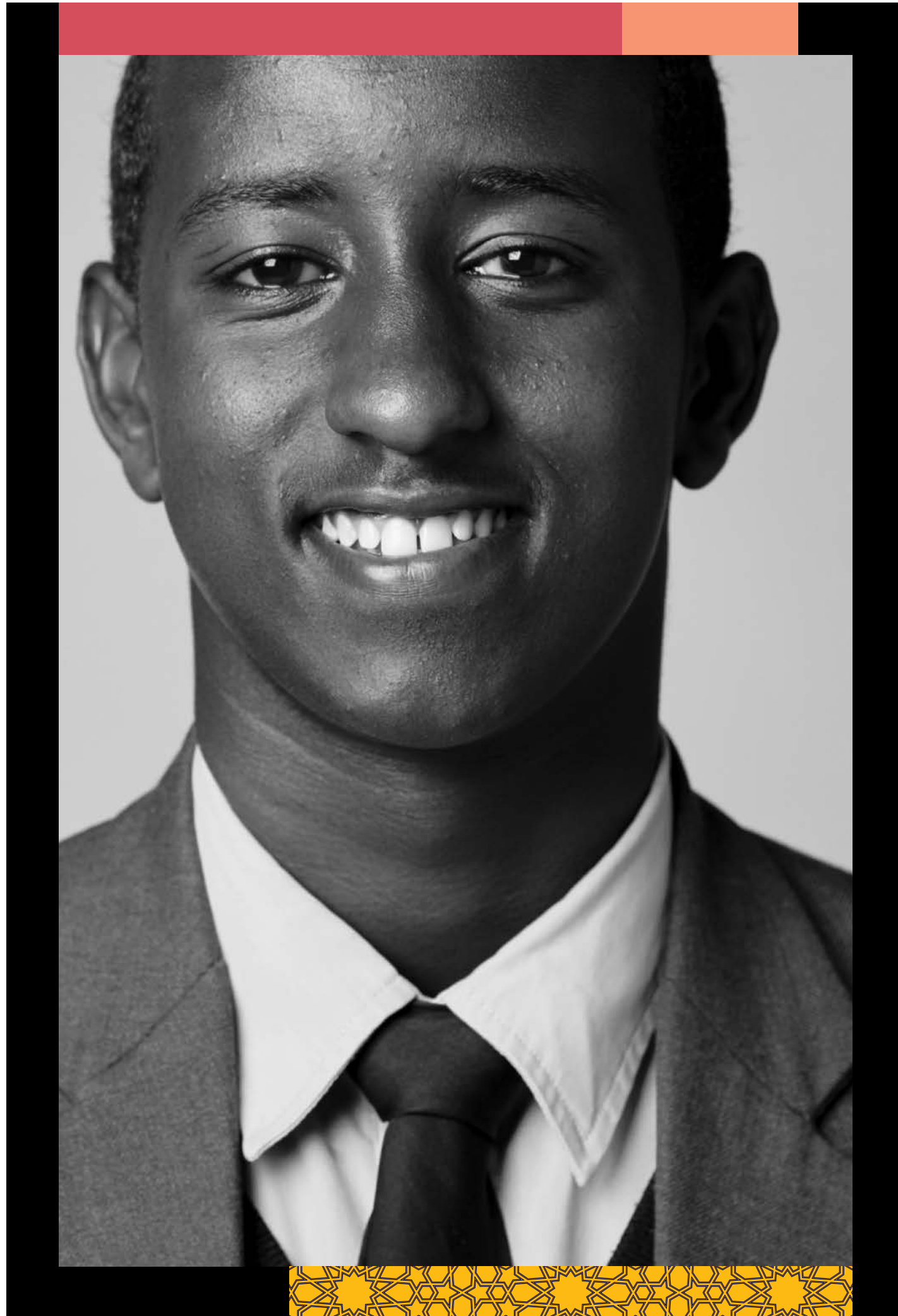
Campus	Retention percentage	Number of staff	Percentage
Dallas Primary		127	90
Glenroy Primary		117	89
Doveton		53	94
Dallas Secondary Girls		117	83
Kiewa Secondary Boys		90	82
Cross Campus		24	95

## PD expenses

Campus	PD expenses	PDs taken
Dallas Primary	\$31,271.72	223
Dallas Secondary	\$26,161.48	174
Glenroy	\$27,669.74	213
Kiewa Campus	\$9,548.60	96
Doveton Primary	\$18,326.43	115
Doveton Secondary	\$12,423.32	78
<b>Total</b>	<b>125401.29</b>	<b>899</b>

Our consistent VCE success  
is testament to our relentless  
pursuit of improvement.

# ATAR SCORES



In 2022, 4.17% of our students received an ATAR score above 90 and 14.17% received an ATAR above 80.

**Study Scores 40+**

17 students achieved a study score above 40 at Ilim College in the year 2022.

**ATAR scores**  
Our combined campuses

# Results

Scores 90 and above Number of students	5	Scores 80 to 89 Number of students	12	Scores 70 to 79 Number of students	14
Scores 60 to 69 Number of students	25	Scores 50 to 59 Number of students	20	Scores 49 and below Number of students	21

ATAR scores	Number of students
90+	5
80 to 89	12
70 to 79	14
60 to 69	25
50 to 59	20
49 and below	21
Unscored	23
<b>Total</b>	<b>120</b>

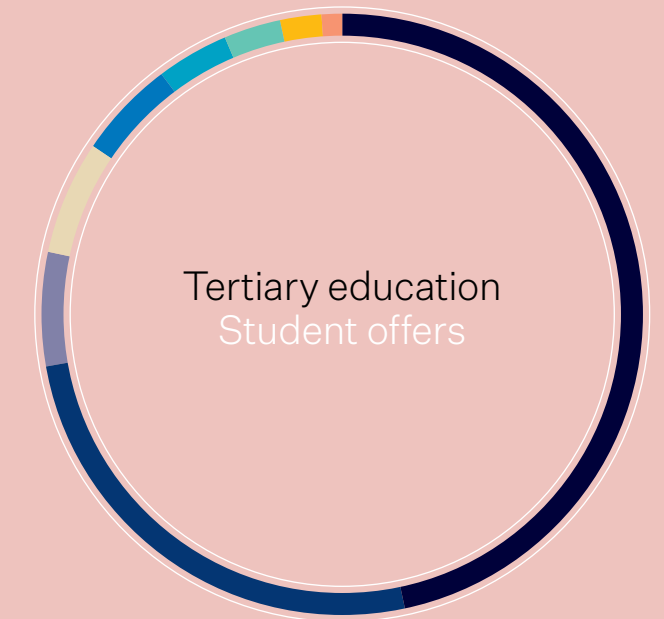
**VCE Successful completion**

100% of Ilim College VCE students successfully completed the VCE program in 2022.

**Combined University Offers**

Out of 120 students, 109 (90.8%) have received a university offer in 2022.

# Destinations



Institution	Students who received an offer
RMIT University	46
La Trobe University	25
Victoria University	6
The University of Melbourne	6
Monash University	5

Institution	Students who received an offer
La Trobe College of Australia	4
Deakin University	3
Australian College of the Arts	1
Other	2

In 2022, 6.90% of our students received an ATAR score above 90 and 20.69% received an ATAR above 80 at the Dallas Secondary Girls campus. The campus average was 64.55 and the median was 62.83.

**Study Scores 40+**  
13 students achieved a study score above 40.

**ATAR scores**  
Dallas Secondary Girls

# Results

Students above 40+ Business Management **2**

Students above 40+ Further Mathematics **1**

Students above 40+ Health and Human Development **1**

Students above 40+ Psychology **1**

Students above 40+ Sociology **3**

Students above 40+ Text and Traditions **2**

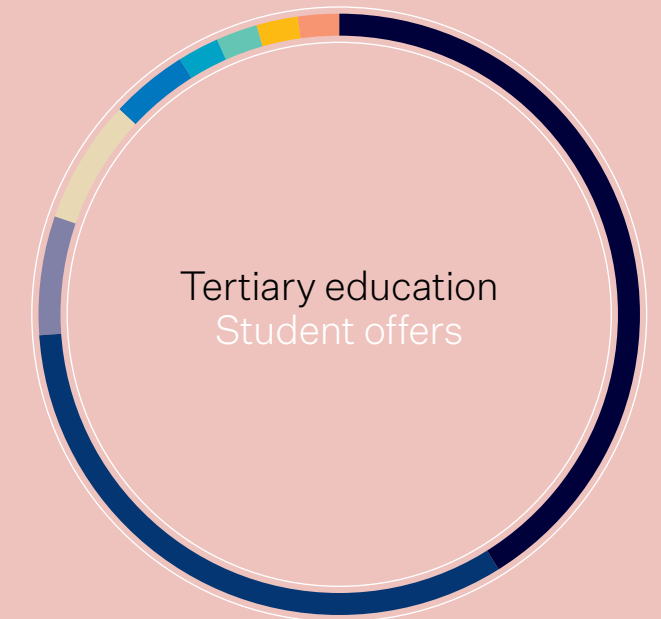
Students above 40+ Turkish Premier's VCE Award **3**

ATAR scores	Number of students
90+	4
80 to 89	8
70 to 79	7
60 to 69	13
50 to 59	11
49 and below	7
Unscored	8
<b>Total</b>	<b>58</b>

**VCE Successful completion**  
100% of students successfully completed the VCE program in 2022.

**University Offers**  
Out of 58 students, 57 (98.3%) have received a university offer in 2022.

# Destinations



Institution	Students who received an offer
RMIT University	19
La Trobe University	15
Victoria University	3
The University of Melbourne	3
Monash University	2

Institution	Students who received an offer
Deakin University	1
La Trobe College of Australia	1
Australian College of the Arts	1
Other	1

In 2022, 1.61% of our students received an ATAR score above 90 and 8.06% received an ATAR above 80 at the Kiewa Secondary Boys campus. The campus average was 62.5 and the median was 60.1.

**Study Scores 40+**  
7 students achieved a study score above 40.

**ATAR scores**  
Kiewa Secondary Boys

# Results

Students above 40+  
Biology

1

Students above 40+  
Further Mathematics

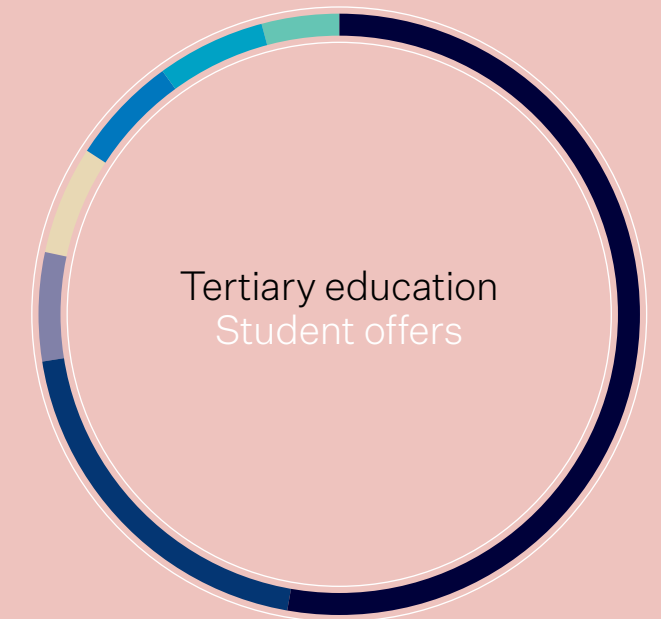
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ATAR scores	No. of students
90+	1
80 to 89	4
70 to 79	7
60 to 69	12
50 to 59	9
49 and below	14
Unscored	15
<b>Total</b>	<b>62</b>

**VCE Successful completion**  
100% of students successfully completed the VCE program in 2022.

**University Offers**  
Out of 62 students, 58 (93.44%) have received a university offer in 2022.

# Destinations

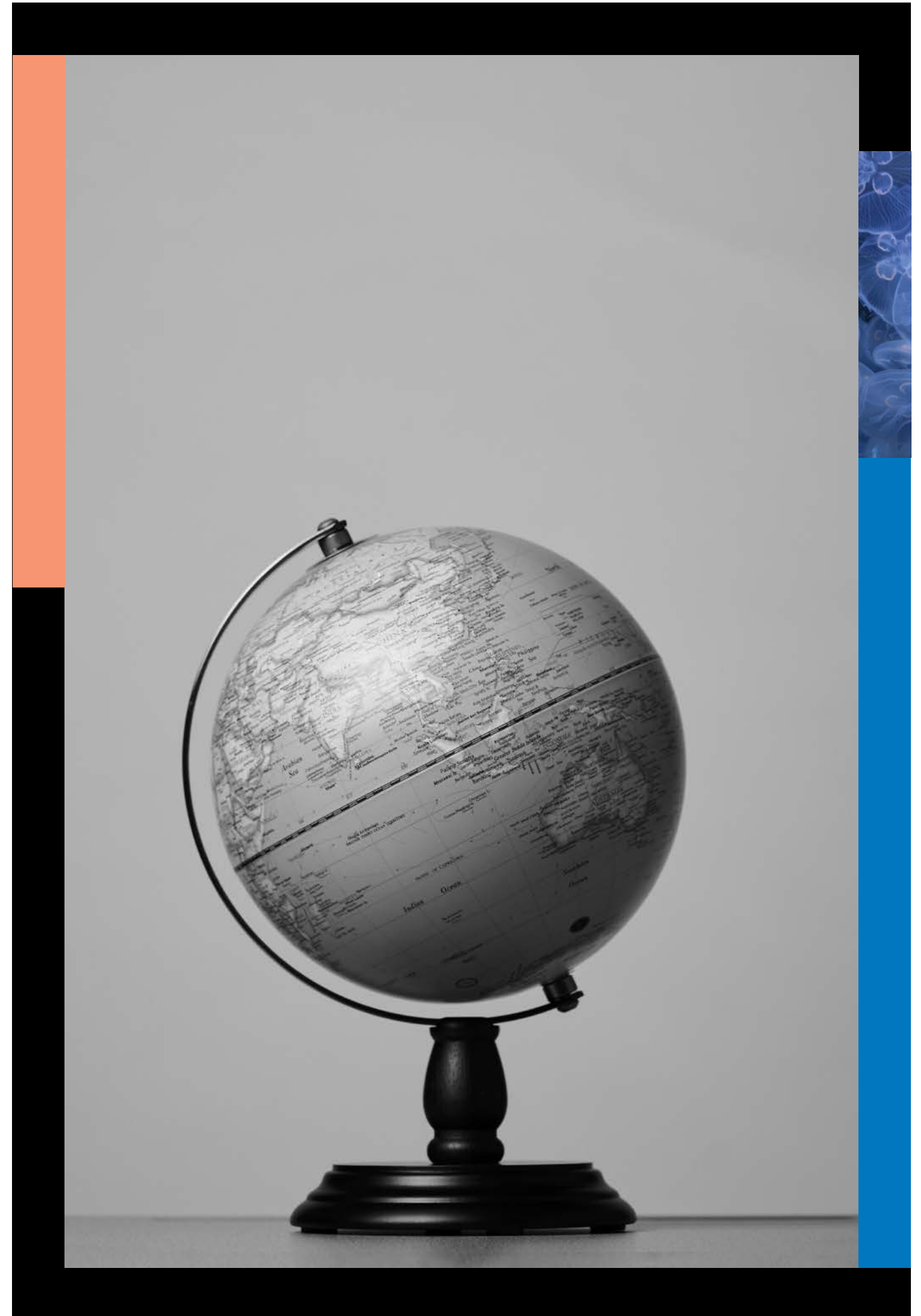


Institution	Students who received an offer
RMIT University	27
La Trobe University	10
Victoria University	3
The University of Melbourne	3

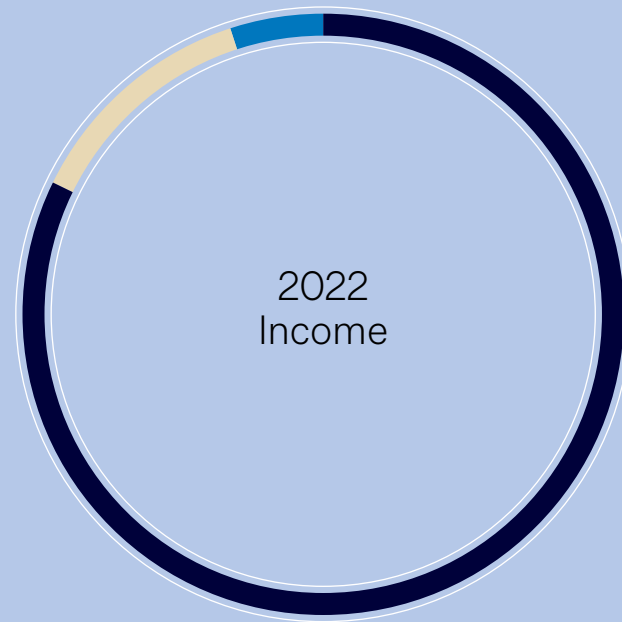
Institution	Students who received an offer
Monash University	3
La Trobe College of Australia	3
Deakin University	2

Our strong finance and business team make sure our schools are financially sustainable.

# FINANCIAL PERFORMANCE

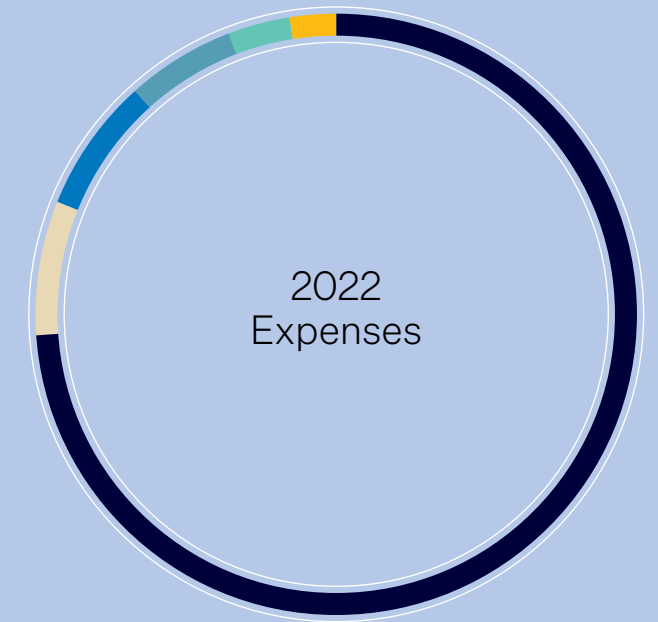


# Income



Income 2022		
Government funding	\$46,153,081	<span style="display:inline-block; width:15px; height:10px; background-color:darkblue;"></span>
Tuition	\$7,235,794	<span style="display:inline-block; width:15px; height:10px; background-color:yellow;"></span>
Other income	\$2,648,877	<span style="display:inline-block; width:15px; height:10px; background-color:mediumblue;"></span>
<b>Total</b>	<b>\$56,037,752</b>	

# Expenses



Expenses 2022		
Employee benefits	\$39,396,921	<span style="display:inline-block; width:15px; height:10px; background-color:darkblue;"></span>
Administration and other expenses	\$3,934,816	<span style="display:inline-block; width:15px; height:10px; background-color:yellow;"></span>
Depreciation and impairment	\$3,837,855	<span style="display:inline-block; width:15px; height:10px; background-color:mediumblue;"></span>
Property, maintenance and grounds	\$3,094,047	<span style="display:inline-block; width:15px; height:10px; background-color:teal;"></span>
School, curriculum and classroom	\$1,758,292	<span style="display:inline-block; width:15px; height:10px; background-color:lightgreen;"></span>
Finance costs	\$1,267,675	<span style="display:inline-block; width:15px; height:10px; background-color:orange;"></span>
<b>Total</b>	<b>\$53,289,606</b>	

## Contact details

**Dallas Primary**  
30 Inverloch Crescent,  
Dallas Victoria 3047  
Telephone. 03 9302 3770  
Email. [dallasprimary@ilimcollege.vic.edu.au](mailto:dallasprimary@ilimcollege.vic.edu.au)

**Glenroy Primary**  
48-50 Box Forest Road,  
Glenroy Victoria 3046  
Telephone. 03 9359 9660  
Email. [glenroycampus@ilimcollege.vic.edu.au](mailto:glenroycampus@ilimcollege.vic.edu.au)

**Doveton**  
25-35 Rowan Drive,  
Doveton Victoria 3177  
Telephone. 03 9791 5659  
Email. [dovetoncampus@ilimcollege.vic.edu.au](mailto:dovetoncampus@ilimcollege.vic.edu.au)

**Dallas Secondary Girls**  
30 Inverloch Crescent,  
Dallas Victoria 3047  
Telephone. 03 9302 3771  
Email. [dallasgirls@ilimcollege.vic.edu.au](mailto:dallasgirls@ilimcollege.vic.edu.au)

**Kiewa Secondary Boys**  
26-44 Kiewa Crescent,  
Dallas Victoria 3047  
Telephone. 03 9302 1150  
Email. [kiewacampus@ilimcollege.vic.edu.au](mailto:kiewacampus@ilimcollege.vic.edu.au)

[ilimcollege.vic.edu.au](http://ilimcollege.vic.edu.au)







Ilim College

Est. 1995