



Ilim College
Est. 1995

Annual Report
2020

Knowledge lights new paths



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Introduction

The 2020 Academic Year at Ilim College has seen a collective commitment to excellence by members of our community, despite the challenges and impacts of COVID-19.

This Annual Report showcases examples of how the commitment of our many dedicated staff, students and families in the community have yielded significant results for our college. This report also illustrates the school operations and achievements throughout the year and the way that the school community responded to the challenges that were presented along the way. It is the courage and resilience displayed by our students, parents, teachers and staff that we are most proud of, and I take great pride in knowing that our school has served each of our students well in preparing them for the uncertainties that we have now come to expect from life.

The key achievements and highlights of 2020 include but not limited to:

- The successful implementation of remote learning and minimising the impact of this on students' learning,
- Continued development and strengthening of our curriculum and other academic programs,
- The ongoing professional development of our staff,
- The successful online programs for our parents and wider community, and
- Transition to more effective communication strategies with our parents via online platforms.

We continue to move forward with focusing on our vision and have made considerable progress with our strategic plan, despite the unusual and uncertain year.

Our vision is our focus. We want to be innovative and responsive to the contemporary world. A strength of our school is the value placed on community by students, staff and families and our aim is to build a closer educational partnership between our stakeholders. Our goal is to meet the individual learning and development needs and we want to naturally connect to the wider Australian community.

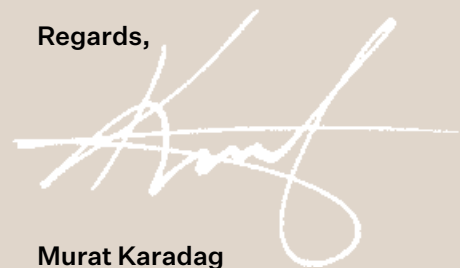
Across all our priority areas – faith, learning, wellbeing and engagement, community and partnerships, IT, Infrastructure and more – we have set specific goals to ensure our vision is being brought to fruition.

Each and every person in our school community plays a key role in Ilim College to reach our goal of putting the education and development of our students first.

I am grateful for the contribution of everyone involved and looking forward to a year with advancement across all the areas, including education, development, infrastructure, human resources, etc.

Thank you for a successful 2020.

Regards,



Murat Karadag
Chief Executive Officer



A young girl wearing a light purple hijab and a dark blue school uniform is captured mid-air while jumping rope on a green artificial turf field. She is smiling and holding a red rope. In the background, other children in similar uniforms are also jumping rope, and a school building is visible under a clear blue sky.

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
is our passion



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 Maths 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 'till 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

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 disorders

- 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





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 nurse programs (hand hygiene, oral health, healthy habits, fire ed)
Homework clubs	School Sports Victoria interschool competitions
Lunchtime clubs	Prep school nurse program
Interschool sports	Eid assembly and celebrations
After school clubs	Ilm staff webinars
Personal development workshops for students at lunchtimes	Virtual parent workshops (Students services, healthy lunchboxes and supporting students learning remotely)
Excursions and incursions	Children's book author visits
Ramadan program – Ramadan activities throughout month of Ramadan	Character parade
Iftar Evenings	Ilm Spoonville
Educational Weeks (National Literacy and Numeracy Week, Science Week, Languages and Cultural Diversity Week, Book Week and Technologies Week)	Harmony Day
Clean Up Australia Day	Multicultural Day
Premier's Reading Challenge	ANZAC Ceremonies
World Teacher's Day	School Camps
Annual Qur'an competition	First Aid Training
Annual Islamic Studies Competition	CPR Program
Qur'an Hifz Program	RACV Road Safety for Early Years
After school Qur'an tutoring	NAIDOC Celebrations
Fundraising for Royal Children's Hospital – Good Friday appeal	Year 7 and 8 swimming and water safety program
Fundraising for Hasene Orphan campaign	Cybersafety with Vic Police
Fundraising for Qurban and Ramadan food package campaigns	iEntertainment activities
Fundraising for Hasene water well project	iCommunity activities
P-6 swimming program	Debating for secondary
ICAS competitions	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
	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 which include:

Royal Children's Hospital

Hasene – charity organisation

Ottoman Aged Care

ISOMER Aged Care

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

Engagement with local religious organisations:

– 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

Galway Schools

Muslim Mental Health Professionals

AMAZE

Green Crescent Australia

TSFX

Islamic Museum of Australia



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



Thorough

Knowledge



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.	92
Prep	91
Grade 1	92
Grade 2	92
Grade 3	91
Grade 4	92
Grade 5	92
Grade 6	91
Year 7	94
Year 8	95
Year 9	95
Year 10	92
Year 11	92
Year 12	92



By campus

Dallas Primary

Class	Attendance
Avg.	90
Prep	90
Grade 1	91
Grade 2	90
Grade 3	90
Grade 4	93
Grade 5	90
Grade 6	92

Glenroy Primary

Class	Attendance
Avg.	92
Prep	92
Grade 1	92
Grade 2	92
Grade 3	91
Grade 4	92
Grade 5	93
Grade 6	90

Doveton

Class	Attendance
Avg.	93
Prep	92
Grade 1	93
Grade 2	94
Grade 3	92
Grade 4	92
Grade 5	94
Grade 6	92
Year 7	93
Year 8	95

Dallas Secondary Girls

Class	Attendance
Avg.	94
Year 7	94
Year 8	95
Year 9	95
Year 10	93
Year 11	93
Year 12	92

Kiewa Secondary Boys

Class	Attendance
Avg.	93
Year 7	96
Year 8	95
Year 9	94
Year 10	90
Year 11	90
Year 12	92

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 attendance

Campus	Attendance percentage	Number	Percentage
Dallas Primary		91	85
Glenroy Primary		90	84
Doveton Primary		32	90
Dallas Secondary Girls		87	90
Kiewa Secondary Boys		70	89
Doveton Secondary		2	95
Cross Campus		17	91

Staff retention

Campus	Retention percentage	Number of staff	Percentage
Dallas Primary		91	96
Glenroy Primary		90	92
Doveton Primary		32	92
Dallas Secondary Girls		87	92
Kiewa Secondary Boys		70	94
Doveton Secondary		2	100
Cross Campus		17	94

PD expenses

Campus	PD expenses	PDs taken
Dallas Primary	\$43,634.00	155
Dallas Secondary Girls	\$43,309.00	135
Glenroy Primary	\$29,433.00	98
Kiewa Secondary Boys	\$25,071.00	83
Doveton Primary	\$4,317.00	15
Doveton Secondary	\$880.00	3
Total	\$146,644.00	489

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

ATAR
scores



In 2020, 6.97% of our students received an ATAR score above 90 and 13.95% received an ATAR score above 80.

Study Scores 40+

34 students achieved a study score above 40 at Ilim College in the year 2020.

ATAR scores
Our combined campuses

Results

Scores 90 and above Number of students	9	Scores 80 — 89 Number of students	18	Scores 70 — 79 Number of students	27
Scores 60 — 69 Number of students	14	Scores 50 — 59 Number of students	18	Scores 49 and below Number of students	22

ATAR scores	No. of students
90+	9
80 — 89	18
70 — 79	27
60 — 69	14
50 — 59	18
49 and below	22
Unscored	22
Total	129

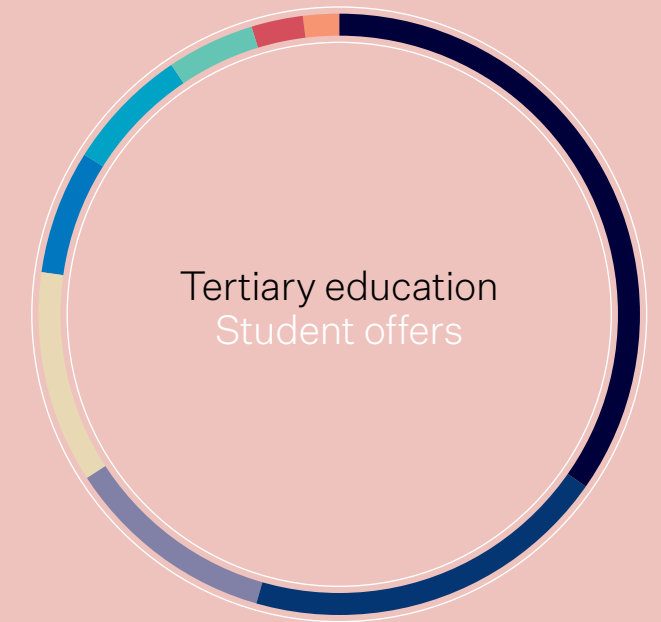
VCE Successful completion

100% of Ilim College VCE students successfully completed the VCE program in 2020.

Combined University Offers

Out of 124 students, 120 (96.7%) have received a University offer in 2020.

Destinations



Institution	Students who received an offer
RMIT University	37
La Trobe University	21
Victoria University	12
Monash University	12
Deakin University	7

Institution	Students who received an offer
Swinburne University of Technology	7
The University of Melbourne	5
Australian Catholic University	3
La Trobe College of Australia	2

ATAR scores
Dallas Secondary Girls

In 2020, 10.8% of our students received an ATAR score above 90 and 10.8% received an ATAR score above 80 at the Dallas Secondary Girls campus. The campus average was 67.1% and the median was 69.6%.

Study Scores 40+

25 students achieved a study score above 40.

Results

		Students above 40+ Biology	4
Students above 40+ Chemistry	1	Students above 40+ English	7
		Students above 40+ Further Maths	1
Students above 40+ Health and Human Development	2	Students above 40+ Physics	1
		Students above 40+ Psychology	2
Students above 40+ Sociology	3	Students above 40+ Text and Traditions	2
		Students above 40+ Turkish	2

ATAR scores	No. of students
90+	8
80 – 89	8
70 – 79	16
60 – 69	8
50 – 59	11
49 and below	14
Unscored	10
Total	74

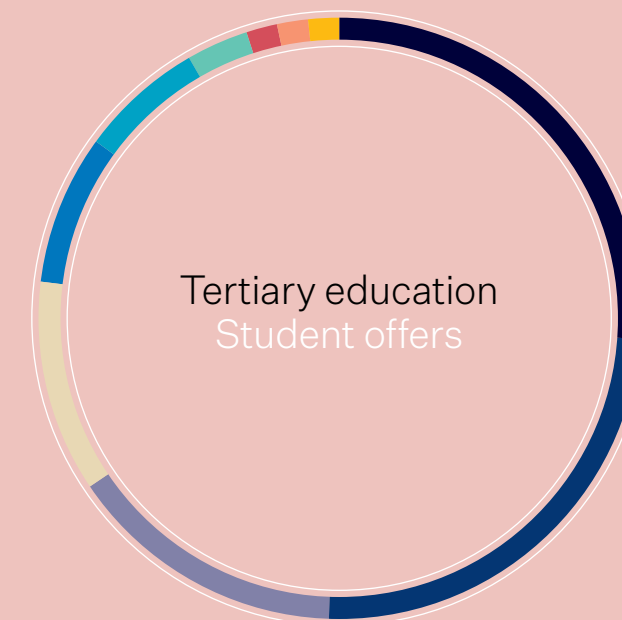
VCE Successful completion

100% of students successfully completed the VCE program in 2020.

University Offers

Out of 71 students, 69 (97.1%) have received a University offer in 2020.

Destinations



Institution	Students who received an offer	Institution	Students who received an offer
RMIT University	16	The University of Melbourne	4
La Trobe University	15	Deakin University	2
Monash University	9	Australian Catholic University	1
Victoria University	7	La Trobe College of Australia	1
Swinburne University of Technology	5	Melbourne Polytechnic	1

ATAR scores
Kiewa Secondary Boys

In 2020, 1.8% of our students received an ATAR score above 90 and 18.2% received an ATAR score above 80 at the Kiewa Secondary Boys campus. The campus average was 66% and the median was 70.4%.

Study Scores 40+
9 students achieved a study score above 40.

Results

Students above 40+
Biology

1

Students above 40+
Further Mathematics

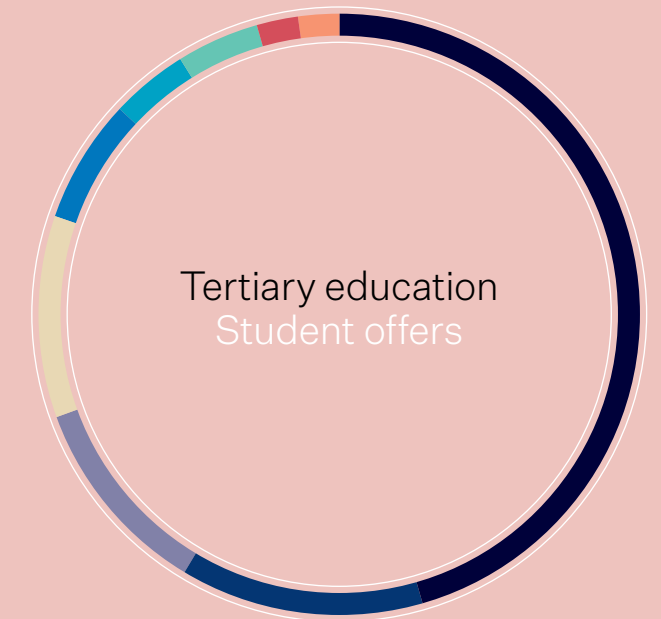
8

ATAR scores	No. of students
90+	1
80 — 89	10
70 — 79	11
60 — 69	6
50 — 59	7
49 and below	8
Unscored	12
Total	55

VCE Successful completion
100% of students successfully completed the VCE program in 2020.

University Offers
Out of 53 students, 51 (96.2%) have received a University offer in 2020.

Destinations



Institution	Students who received an offer
RMIT University	21
La Trobe University	6
Victoria University	5
Deakin University	5
Monash University	3

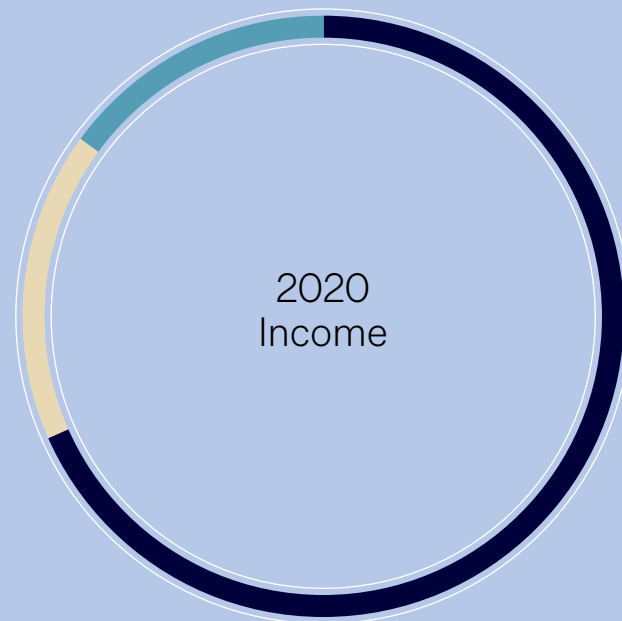
Institution	Students who received an offer
The University of Melbourne	1
La Trobe College of Australia	1
Australian Catholic University	2
Swinburne University of Technology	2

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

Financial performance

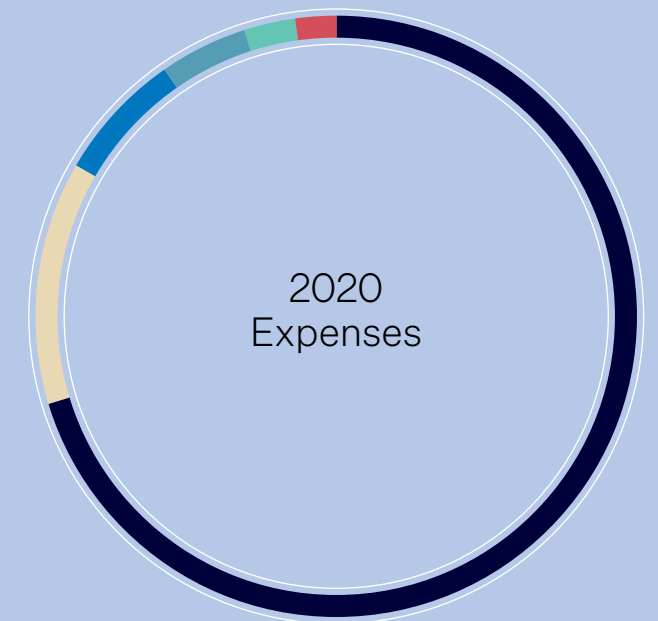


Income



Income 2020		
Government funding	\$41,253,277.00	■
Tuition	\$8,915,129.00	■
Other income	\$10,128,021.00	■
Total	\$60,296,427.00	

Expenses



Expenses 2020		
Employee benefits	\$35,691,145.00	■
Property, maintenance and grounds	\$2,417,637.00	■
Depreciation and impairment	\$6,701,819.00	■
School, curriculum and classroom	\$1,042,750.00	■
Finance costs	\$1,441,227.00	■
Administration and other expenses	\$3,457,920.00	■
Total	\$50,752,498.00	

Contact details

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Dallas Secondary Girls

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