



MAC Islamic School

2017 – 2020

3-Year Education Plan

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Message from the Board

By the grace and mercy of Allah (SWT), the MAC Islamic School of Calgary (MISC) has entered its first year of operation. We are now a full service primary school serving the Calgary Muslim community from KG to Grade 2. This achievement has occurred because of the dedication and effort of our community and staff. Our goal remains to provide a dynamic Muslim learning environment based on Islamic values with the goal of developing students who will be proud and productive members of Canadian Society.

Accountability Statement

The Education Plan for MAC Islamic School of Calgary for the three years commencing September 1, 2017 was prepared under the direction of the Board of Directors in accordance with its responsibilities under the Private Schools Regulation and the Education Grants Regulation. This Education Plan was developed in the context of the provincial government's business and fiscal plans. The Board has used its performance results to develop the Plan and is committed to implementing the strategies contained within the Plan to improve student learning and results.

The Board approved the Education Plan for 2017/2020 on December 31, 2017.

Foundation Statements

MAC Islamic School Vision

The school of choice focusing on academic excellence that produces positively influential individuals with exceptional Islamic character, while having fun.

Our school will provide young children with an environment that promotes Islamic values, responsible ethical citizenship and a solid foundation to help them grow, spiritually, socially, emotionally, physically and academically. Learning takes place by providing meaningful and engaging learning activities from that which the child can understand and flourish. The students will be immersed in learning in all subjects including integration of Arabic, Islamic and Quranic Studies.

MAC Islamic School Values

We aspire to fulfil the school district values and emphasize the following core values:

- Passion
- Integrity
- Quality

Mission Statement

MAC Islamic School of Calgary, through the Alberta program of studies, with special emphasis on literacy and numeracy, will promote the student's love for knowledge and lifelong learning.

We will promote religious knowledge and the value of our heritage as Muslims in our student's education through integration of Islamic studies into the school curriculum.

We will enable our students to appreciate the core Canadian social values of democracy, tolerance and freedom and empowering the students to fully exercise their rights and responsibilities as positive productive citizens.

We will be inclusive and accepting of diverse cultural backgrounds and values.

Profile of the School Authority

The Muslim Association of Canada (MAC) is a religious, educational, social, charitable and non-profit organization. MAC provides services and programs designed to assist in the holistic educational and spiritual development of the Muslim individual and family. A primary tenet of MAC is community involvement and service not only with the Muslim community, but with every community, regardless of faith or background

MAC's roots are deeply enshrined in the message of Prophet Mohammad (PBUH). Its modern roots can be traced to the vigorous intellectual revivalist effort that took hold in Muslim societies starting in the early twentieth century. This revival aimed at reconciling faith with the challenges of modernity and providing a clear articulation of balance and moderation in understanding Islam. MAC's core message concentrates on constructive engagement in society, focus on personal and communal empowerment, and organizational development.

MAC is a wholly Canadian organization that operates only in Canada. MAC offers an approach that emphasizes the holistic message of Islam within the context of a pluralistic society and hence, a message that respects all faiths and Canadian institutions, traditions, and values. MAC believes that the personal development of every individual is key to a real and fruitful involvement in the community. It brings a balanced, constructive and engaged understanding of Islam that aims to inspire Muslims in Canada and throughout the world

MAC currently owns and operates community centers, mosques, youth centers as well as full-time and part-time schools. We have achieved much in the way of helping new immigrants acclimatize to their new surroundings, aiding youth in the struggle to find their identity as Canadian Muslims and reaching out to organizations of every stripe, to lend a helping hand. But there remains much more that needs to be done. As an organization that strives to engage all Canadians, MAC's understanding of Islam informs its approach to faith-based activism in the context of a pluralistic society. Hence, MAC encourages respect for all faiths and cultures. MAC welcomes the opportunities to engage new hearts and minds and to form new partnerships and alliances to help make Canada a better place for all Canadians.



Our Schools

Trends and Issues

- By the grace of Allah, we have opened a full-time school in the NW community of Calgary.
- We are operating full day kindergarten to grade 2 Islamic School.
- Need to promote the school and increase enrollment for 2018 school year
- We will open a Grade 3 class in 2018.
- Actively looking for a full-time principal who is also certified to teach in Alberta.
- Staff attrition due to maternity leave. Looking to provide stability and ongoing professional commitment to the school through continuity of staff.
- Ensure teachers are conducting formative and summative assessment
- Focusing on developing literacy and writing skills in language arts programs.
- Ensure proper learning outcomes for each subject/grade taught in the school.
- Increase staff training and professional development.
- Focus on different instruction strategies to cater to students with different educational needs
- Establish a parent council to focus on school support through fundraising and investment in a new school playground.
- We have completed the renovation of the new school area to allow students to thrive in a welcoming environment.
- Opened enrollment with students in all three grades.
- Camera system updated to maximize surveillance of school property to achieve greater safety awareness.
- Implemented and had Staff attend a workshop on Jolly Phonics.
- Staff shadowed teachers in a local charter school to help aid in professional development.
- Staff participated in a video conference with a principal from a MAC School in Ontario.
- Executed training on all non-instructional days for Google Forms and Google Classroom.
- Setup Raz Kids to help aid in the development of our students reading.

Outcome One

Outcome	Performance Measure	Overall Target		
		2018	2019	2020
Alberta's Students are successful	Overall teacher, parent and student agreement that students model the characteristics of active citizenship.	Acceptable	Good	Good
	Overall teacher and parent agreement that students are taught attitudes and behaviours that will make them successful at work when they finish school.	Acceptable	Good	Good

	Overall teacher and parent satisfaction that students demonstrate the knowledge, skills and attitudes necessary for lifelong learning.	Acceptable	Good	Good
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Comments:

- This will be a critical area of review and focus.
- Careful analysis of teaching strategies, professional development and student performance will be conducted.
- Emphasis will be placed on character and civic education in addition to the teaching of traditional Islamic values through different programs.
- Ensure an effective communication strategy articulating the presence of knowledge, skills and attitudes necessary for lifelong learning in the school’s curriculum, instruction and school activities.

Strategies:

- A school wide focus on meeting the needs of all students through improved differentiated instructional strategies.
- Providing higher level learning opportunities to improve student success in obtaining standards of excellence in their daily work.
- Students are encouraged to reach their full potential by acknowledging their achievements and successes.
- Seek out opportunities with the local and wider communities and organizations to expand the learning opportunities for students.
- Investigate character education programs.
- Use school assemblies to promote citizenship among students
- Integrate active citizenship opportunities for students through the curriculum
- Encourage and involve teachers in community support initiatives through MAC and other charitable organizations in the community.
- Participate in food drives to encourage students to support charitable organizations through donations and activism.
- Through the example of school themes, religious personalities and historical figures, encourage the importance of self-improvement and lifelong learning.

Outcome Two

Outcome	Performance Measure	Target		
		2018	2019	2020
The systemic education achievement	N/A	N/A	N/A	N/A

gap between First Nations, Metis and Inuit students and all other students is eliminated				
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Comments:

- Performance measures for this outcome is generally for the higher grades. MAC Islamic School is KG to Grade 2 and these measures do not apply to these grades.

Strategies:

- Investigate opportunities to learn about Indigenous traditions and culture through presentations by Elders and First Nations community representatives.
- Consider a themed month to highlight and discuss the contributions of First Nations people to Canada.
- Reflect on social issues faced by First Nations people in Canada and engage in charitable acts to help alleviate some of the issues (ie. Living conditions for many First Nations people).

Outcome Three

Outcome	Performance Measure	Target		
		2018	2019	2020
Alberta's education system is inclusive	Overall teacher, parent and student agreement that students are safe at school, learning the importance of caring for others, learning respect for others and are treated fairly at school.	Acceptable	Good	Good

Comments:

- MAC Islamic School of Calgary will strive to ensure that all our students, staff and community partners are treated with respect, dignity and compassion.
- The constant message given is one of extending tolerance and understanding to others in an Islamic and Canadian virtue and will be reinforced in our school policies and daily procedures.

Strategies:

- Look at opportunities for training in how to accommodate instruction to meet individual student needs
- Ensure that all students, staff and visitors to the school experience a safe and welcoming learning environment.
- Maintain an open-door policy for parents where they can inquire about their child's progress

- Establish a Parent council to keep parents involved in assessing, planning and improving education quality and student performance.
- Have parents participate in events, field trips and open houses for the school.
- Use of surveys to receive feedback from teachers, parents and other stakeholders.

Outcome Four

Outcome	Performance Measure	Target		
		2018	2019	2020
Alberta has excellent teachers, and school and school authority leaders	Overall teacher, parent and student satisfaction with the opportunity for students to receive a broad program of studies, including fine arts, career, technology, health and physical education.	Acceptable	Good	Good

Comments:

- We will work on ensuring we have an effective way of displaying the opportunities for the students through theatre presentations and displays of student's art work.

Strategies:

- Ensure these topics are covered in curriculum through reviews with teachers.
- Looking at building a playground for the students

Outcome Five

Outcome	Performance Measure	Target		
		2018	2019	2020
Alberta's education system is well governed and managed	Overall teacher and parent satisfaction with parental involvement in decisions about their child's education.	Acceptable	Good	Good
	Overall percentage of teachers, parents and students indicating that their school and schools in their jurisdiction have improved or stayed the same the last three years.	Acceptable	Good	Good
	Overall teacher, parent and student satisfaction	Acceptable	Good	Good

	with the overall quality of basic education.			
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Comments:

- MAC Islamic School of Calgary has successfully completed a full renovation on the school area to increase the quality of learning and education.
- Ensure an effective communication strategy to ensure the parents are aware of the level of education.

Strategies:

- Ensure student and school achievements are effectively communicated to the parents through class media and newsletters.
- Encourage parent volunteers to assist in school events and programs.
- Ensure all teachers and staff have adequate professional development to ensure an overall high quality of education.

Budget Summary

As this is the first year of operation, we are anticipating a deficit. This deficit will be balanced through community loans and Al Salam Center deferred payments for rent. We plan to repay the loans over the next three years of operation. Ongoing fundraising opportunities will continue through the year to help address the deficit as well.

MISC has 13 students spanning over 3 grades, kindergarten to grade 2. We currently employ 2 full time and 1 part time teacher, and 1 part time admin staff.

Projected Statement of Revenue and Expenses				
		Year 1	Year 2	Year 3
Revenue		\$ 52,300	\$ 394,692	\$ 637,455
Operating and Administrative Expenses				
Rent		-	184,155	189,680
Property Taxes		-	-	-
Insurance		3,000	10,000	10,300
Advertising		2,000	5,500	5,665
Board System and Administration		17,000	18,400	20,000
Certificated Salaries & Benefits		119,100	199,752	239,126
Non-Certificated Salaries and Benefits		-	-	-
Repairs and Maintenance		7,000	7,210	7,426
Utilities		-	-	-
Professional Fees		2,000	2,060	2,122
Automotive		-	-	-
Bank fees		1,200	1,236	1,273
Other		-	-	-
Other		15,000	16,000	18,000
Interest on long term debt		-	-	-
Interest on Owners initial investment loan		-	-	-
Amortization		2,000	6,600	5,280
Total Expenses		168,300	450,913	498,872
Surplus (deficit) of revenues over expenses		\$ (116,001)	\$ (56,221)	\$ 138,584

Projected Statement of Financial Position				
		Year 1	Year 2	Year 3
Assets				
Current				
	Cash	\$ 20,833	\$ (196,486)	\$ (73,746)
	Accounts Receivable	4,358	32,891	53,121
	Inventory	3,000	7,000	12,000
		28,191	(156,595)	(8,625)
	Property Plant, and Equipment	8,000	26,400	21,120
	Total Assets	\$ 36,191	\$ (130,195)	\$ 12,495
Liabilities				
Current				
	Accounts Payable and Accrued Liabilities	\$ 13,858	\$ 37,026	\$ 41,133
	Loan to Owners	\$ 133,333	\$ -	\$ -
	Loan Payable	-	-	-
	Total Liabilities	\$ 147,192	\$ 37,026	\$ 41,133
Net Assets				
	Unrestricted Surplus	\$ (119,001)	\$ (193,622)	\$ (49,758)
	Capital Reserves	\$ -	\$ -	\$ -
	Investment in Capital Assets	8,000	26,400	21,120
	Total Net Assets	(111,001)	(167,222)	(28,638)
	Total Liabilities and Net Assets	\$ 36,191	\$ (130,195)	\$ 12,495

		Projected Statement of Cash flows		
		Year 1	Year 2	Year 3
Operating				
Net Income		\$ (116,001)	\$ (56,221)	\$ 138,584
Items not effecting cash:				
Amortization		2,000	6,600	5,280
(Gain) loss on sale		-	-	-
		(114,001)	(49,621)	143,864
Changes in working capital				
(Increase) decrease in Accounts receivable		(4,358)	(28,533)	(20,230)
(Increase) decrease in Inventory		(3,000)	(4,000)	(5,000)
Increase (decrease) in Accounts Payable		13,858	23,168	4,107
Cash from operations		(107,500)	(58,986)	122,740
Investing				
Purchase of Property, Plant and Equipment		(10,000)	(25,000)	-
Cash from Investing		(10,000)	(25,000)	-
Financing				
Proceeds from initial investment		205,000	-	-
Proceeds from long term debt		-	-	-
Repayment of long term debt		(66,667)	(133,333)	-
Cash from Financing		138,333	(133,333)	-
Net increase (decrease) in cash		20,833	(217,319)	122,740
Cash, beginning of year		-	20,833	(196,486)
Cash, end of year		\$ 20,833	\$ (196,486)	\$ (73,746)